To the Academic Senate, Santa Cruz Division:

The Committee on Faculty Welfare (CFW) worked diligently on several issues during the 2002-2003 academic year. We had some successes and encountered some barriers to progress. We are determined to continue our efforts during the 2003-2004 year.

We were glad to be contacted by specific faculty members concerning a number of issues. Whenever the problem was deemed to concern a matter of policy, and not simply to be an issue of relevance to one specific faculty member, we sought to take appropriate action. For matters of personal and specific concern, we attempted to put the faculty member in contact with the appropriate sources.

**Summary of Hurdles and Accomplishments for 2002-2003**

**Housing.** We devoted ourselves to housing issues in a number of ways. We participated in the Campus Welfare Committee, under the leadership of Assistant Chancellor Leslie Sunell as CWC developed the Housing Access Policy for the campus. EVC/CP John Simpson formally adopted the Housing Access Policy on March 26, 2003, and an email was sent to the campus announcing the policy on June 25. A copy of the policy may be found at [http://planning.ucsc.edu/pac/cwc.html](http://planning.ucsc.edu/pac/cwc.html). The policy states that 80% of all new housing will be offered to faculty and specifies the ordering and transparent way in which housing will be allocated.

Working closely with Steve Houser, Faculty and Staff Housing Manager, we also helped to make sure that faculty who were on various lists waiting for housing were able to articulate their housing preferences, and we helped bring order and clarity to a process that had been maddeningly obscure. Twenty-eight faculty obtained one of the new Hagar Court Condominiums, and 74 faculty are now on the first priority list for one of the units to be offered in 2004 or 2005 in Ranch View Terrace (the erstwhile Inclusion Area D). Both current and new faculty may join waiting lists for housing. CFW would like to express formally its appreciation to Steve Houser for his outstanding service to our campus.

We continued to be alert about the future of housing stock. Working with the office of Campus Architect Frank Zwart, we played a small part in keeping the ongoing process of Inclusion Area D (now Ranchview Terrace) going forward. We also urged (and continue to urge) the administration to engage in thoughtful planning about housing in the future – perhaps North Campus. In this specific regard, we were especially grateful to have fruitful interactions with Associate Vice Chancellor Jean Marie Scott. Finally, through the systemwide UCFW, we initiated some conversations with Steve Matthews at the Office of the President concerning ideas for helping faculty afford housing in the decades to come.

**Parking.** We worked on parking issues at a couple of levels of specificity. Two members of CFW sat on the combined Transportation Advisory Committee and the Transportation Oversight Committee (TAC/TOC), under the direction of Director Wes Scott. TAC/TOC does not create parking policy, but rather concerns itself with implementation. Participation on TAC/TOC allowed us to appreciate the
excellent work of TAPS and the efficiency of the staff running it. It is also likely that our participation on TAC/TOC helped TAPS appreciate the situation of faculty who face unique challenges as we move around campus from office to lab to classroom and back.

Somewhat more strained were the encounters with senior administrators, but the end result appears to be a good one. On May 16th, CFW brought a resolution to the Senate that was unanimously passed. The resolution had two parts. The first urged the administration to include the Senate in formation of parking policy. The second part urged the administration to take into account replacement parking as they plan for new buildings and, whenever possible, to seek funds for replacement of parking spaces lost to new building. After some negotiations, the chair of CFW received from the Chancellor on July 11, 2003 a letter that agrees in principle to consult the Senate on matters related to policy (but not specifically on matters concerning the setting of rates, which is to be decided between the administration and the Santa Cruz Faculty Association). It is our expectation that Vice Chancellor Tom Vani will consult with CFW as well as the Committee on Planning and Budget at the beginning stages of planning for new construction and during the phase of determining costs of construction.

Health Care and Retirement Issues. We worked with UCFW and with the office of Assistant Vice Chancellor Barbara Brogan to keep faculty members, including emeriti, abreast of developments in the costs of health care insurance options. Increasing costs are less on our campus than on some others, but we are in a unique situation concerning geographic isolation from Kaiser facilities.

Child Care Issues. CFW has continued to work toward the goal of increasing the availability of childcare spaces on campus for faculty. Some important steps have been taken in this direction this year, and yet the progress has been slow.

This year Wilma Gold was hired as the new Director of Childcare Services on campus, after the retirement of Lise Bixler. Members of CFW met with Director Gold and with staff from University Relations early in the year. The campus has a commitment from UCOP for matching funds to support building a new childcare facility. However, the budgeted plan for that facility has been deemed too costly. A committee appointed by Vice Chancellor Francisco Hernandez has worked this year on possible plans to reduce the facility budget while attempting to maintain as much of the program as possible. CFW has had a presence on that committee, which made a report to Vice Chancellor Hernandez’s office in May 2003.

CFW invited Wilma Gold to one of its meetings to discuss childcare policy for faculty. The history of the current childcare policies was discussed, as were issues for the future. A follow-up meeting was held in which interested faculty were invited to address their questions to Wilma Gold, Jean Marie Scott, and the Committee on Faculty Welfare. The need for more spaces was made very clear by the faculty who attended the meeting.

Finally, some steps were taken this year toward setting up a campus-wide Childcare Advisory Committee. It is a UC-wide policy that each campus should have such a committee, and the Campus Welfare Committee began the work of developing the charge and membership of this committee in 2001-02. Due to the campus focus on housing this past year, the childcare advisory committee plans were put aside early in the year. However, in the spring Leslie Sunnell and Jean Marie Scott took the important step of asking the Campus Welfare Committee to approve this new committee. We look
forward to the formation of the committee in the fall of 2003, and we expect that CFW will be represented there. This committee will take on the important work of considering all policy related to childcare on campus, and we understand that the committee will report to the Campus Welfare Committee.

Questions that CFW hopes to pursue in the future regarding childcare include:

- What is the basis for the current percentages of childcare spaces allotted to students, faculty, and staff? Should the campus reconsider these percentages?
- How can we best ensure that childcare services on campus meet the needs of faculty and staff as well as students? These services have obvious and important ramifications for recruitment and retention of faculty and staff.
- How can we best support the building of the new childcare facility?

Future

During the 2003-2004 academic year, Child Care will be our number one priority. We will continue to work on issues of parking and of housing.

We will also need to begin some difficult work concerning retirement issues. Faculty members have had a long vacation from making payment into our retirement accounts, but data from the Office of the President make it clear that the vacation will probably end in a couple of years.

There are and will continue to be changes in how we accomplish our business. Starting now, the membership of CFW has increased from 6 to 8 members. We have begun to coordinate our activities with the Committee on Planning and Budget and hope to solidify that effort. The same applies to our associations with the Staff Advisory Board (SAB). We look forward to continuing to work with UCFW, with CWC, and with TAC/TOC. We hope to work more closely with the Committee on Emeriti Relations (CER).

Respectfully submitted,

COMMITTEE ON FACULTY WELFARE
Roger Anderson
Maureen Callanan
Onuttom Narayan
Richard Otte
Faye Crosby, Chair

August 29, 2003