

COMMITTEE ON FACULTY WELFARE
Annual Report, 2003-04

To the Academic Senate, Santa Cruz Division:

The Committee on Faculty Welfare (CFW) - now expanded to include 8 members -- worked diligently on several issues during the 2003-2004 academic 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. Throughout the year, we were part of the effort to have increased coordination and articulation among Senate committees and also between the Senate and the administration.

The changes in the administration resulted in changes for the Senate and changes specifically for CFW. Faye Crosby served as chair of CFW during the Fall and Winter terms, but in the Spring Crosby replaced Margaret Delaney as Vice-Chair of the Academic Senate and Onuttom Narayan took over as Chair of Faculty Welfare.

The committee had another daunting year as we saw the Santa Cruz housing market rise by another 14.6%, UCSC faculty parking rates rise by 10%, and health insurance premiums rise typically by about 60%. The fact that UC faculty have seen range adjustments of only 0.5% since July 1, 2001, with no range adjustment this year, provides no mitigation for these price increases. The imbalance between the increased cost of living and the lack of increased faculty salaries is causing great concern with CFW and the general Senate faculty that UCSC will soon become uncompetitive in attracting and retaining first rate faculty.

Child Care Child care was the top priority of CFW this year. The year started with the articulation of three sets of questions: 1) What is the basis for the current percentages of childcare spaces allotted to students, faculty, and staff? Should the campus reconsider these percentages? 2) How can we best ensure that childcare services on campus meet the needs of faculty and staff as well as students? 3) How can we best support the building of the new childcare facility that has been in the planning stages for several years? Consistent with the approaches taken at other campuses (e.g., Princeton), we believe that the campus will achieve true gender equity only if it offers adequate child care for faculty children.

Of the childcare slots currently available, 33% are allocated for faculty and staff. The number of children in each age category varies. For example, right now there are 3.5 slots for faculty and staff children in the UCSC infant-toddler program, which hardly seems adequate. Anecdotes abound of how faculty have struggled with child care over the years.

To supplement conventional wisdom about the woeful state of child care at UCSC, we undertook some systematic studies. Using a stratified random selection procedure, we sent out a brief questionnaire to 75 Senate faculty across the five divisions at all three professorial ranks. The survey showed that faculty care a great deal about child care, as an issue concerning faculty

morale, even when they do not themselves have children or have concerns about child care for their families. With the able help of psychology major, Alexis Spencer we also assembled a resource guide for child care facilities in the town of Santa Cruz. A copy of the new resource guide will soon be available on the Child Care Services website <http://www.housing.ucsc.edu/housing/child1.html>. Ms. Spencer's work showed that the child care centers that responded reported virtually no places for infants in the town of Santa Cruz, and only a few places for 2 and 4 year olds.

In the spring, CFW brought a resolution to the Senate, which passed unanimously. The resolution read:

WHEREAS high quality, affordable child care is critical to faculty and staff parents and should be a cornerstone of a healthy campus community,

WHEREAS child care is recognized as crucial for faculty and staff morale, as well as faculty and staff recruitment and retention, even by those who do not currently need it themselves,

WHEREAS the number of child care spaces on campus does not meet the need of our faculty and staff,

WHEREAS there is limited availability of affordable child care in the larger Santa Cruz community,

THEREFORE BE IT RESOLVED THAT we urge the UCSC administration to move forward with speed to provide for additional childcare for the campus community, and in particular for the families of faculty and staff.

CFW was represented on Campus Welfare Committee (CWC), chaired by Assistant Chancellor Leslie Sunnell. CWC appointed a standing advisory committee, the Childcare Access Committee (CCAC) which had the charge of preparing ongoing recommendations to CWC for the Child Care Services Program, and to review and advise about current policies and procedures. Maureen Callanan was the faculty member sitting on CCAC. The committee undertook a number of important tasks this year.

Child care issues are discussed in greater detail in CFW's report to the Senate's May 21 meeting, available as AS/SCP/1428 at <http://senate.ucsc.edu/meetings/04may/A04may.htm>

Housing The new Housing Access Policy was implemented, with allocation percentages for Academic Senate members, non Senate academics, and staff. Priority within the Academic Senate list is determined by the time when an individual applies for housing, and the applicant's rank. We worked with Steve Houser, the Faculty and Staff Housing Manager, to make sure that the new policy was clear to everyone. The full Housing Access Policy is available at <http://www.housing.ucsc.edu/housing/forsale.html>

Waiting lists for the different categories of employees are maintained by Steve Houser. If an individual on the waiting list is offered a house of a type that they have listed as one of their choices, they have to buy the house or be removed from the waiting list. Therefore, it is very

important to be careful when listing housing choices. Twenty-five faculty moved into the new Hagar Court condominium complex this year. The campus is preparing to sell 13 condominiums in Laureate Court in Fall 2004. There are stringent income and asset conditions imposed by the city of Santa Cruz on prospective buyers of these units, details of which can be obtained from the Faculty and Staff Housing Office. The campus is also planning to sell 80 housing units in Ranch View Terrace. These are projected to be ready at the end of 2005 or early 2006. Allocation and purchase may take place earlier in 2005. The Faculty and Staff Housing Office should be contacted for details as the situation evolves. As of August 2004, there are 71 Academic Senate members on the list for Ranch View Terrace 3 bedroom units, 77 for Ranch View Terrace 4 bedroom units, 47 for Cardiff Terrace 3 bedroom units, 15 for Cardiff Terrace 2 bedroom units, 7 for Hagar Meadow, 6 for Hagar Court and 3 for Laureate Court. (The total number of people is 118, of whom some are on multiple lists.)

The housing access policy instituted last year specified that 80% of all new housing stock would go to Academic Senate members. Any departure from these allocation percentages due to lack of demand from some category of university employees will be rectified at the next possible opportunity. However, CFW has learned that the Senate Chair and Vice Chair have agreed with the administration that the Laureate Court condominiums will not count towards these allocation percentages. For Ranch View Terrace, under the same agreement, 78 of the 80 units will be offered to Academic Senate members till August 1, 2005, after which any unsold units will be offered to other university employee groups.

Transportation and Parking We again worked on parking issues at a couple of levels of specificity. Two members of CFW again sat on the combined Transportation Advisory Committee and the Transportation Oversight Committee (TAC/TOC), under the direction of TAPS Director Wes Scott. TAC/TOC is governed by overall policies set by the university for parking, and concerns itself with detailed policy and implementation. Participation on TAC/TOC again allowed us co-operate closely with capable staff of the Transportation and Parking office. One specific aspect of the cooperation concerns the walkways on the campus. Working with Campus Architect Frank Zwart and CFW Chair Faye Crosby, five undergraduate students undertook to identify places to on the campus that would benefit from the placement of a map or directional signage.

At the broader policy level, CFW worked with Committee on Planning and Budget (CPB) on transportation and parking issues. At the request of Chancellor Greenwood, the administration works with CPB on the question of how to replace parking spots lost to building and with CFW on the principles that govern the costs of transportation and parking services. In June 2004, Senate Vice Chair Faye Crosby (representing CPB) and CFW Chair Onuttom Narayan met with Acting Chancellor Chemers and Vice Chancellor for Business and Administrative Services Tom Vani, to discuss UCSC's parking replacement policy in comparison to UCLA's and to request that various aspects of the UCLA policy be adopted here. Although the Chancellor was sympathetic to the issue, he felt that it would not be appropriate for him, as acting Chancellor, to make significant changes to policy.

CFW also met with Business and Administrative Services (BAS) Vice Chancellor Tom Vani and Vice Chancellor for Planning and Budget Meredith Michaels to discuss principles that

govern what items are included in or excluded from the TAPS budget. This discussion will continue in the fall.

Health Care and Retirement Issues Several retirement and health care issues occupied CFW this year. Last spring a faculty member brought to the attention of CFW a situation pertaining to the 88 active faculty who had the possibility of opting out of social security over 20 years ago. We sent out a letter to alert those faculty to some of the consequences of opting out. One faculty member then worked closely with the committee and with Academic Human Resources to explore ways in which 14 members of the UCSC Senate who do not have social security coverage might nonetheless be covered by Medicare after age 65. Progress has been made on this issue, and we are continuing to work on it.

CFW also worked with the administration to help faculty members understand the ways in which their benefits might be affected upon retirement. Choices involving retirement can be complex, and CFW urges all faculty approaching retirement to obtain reliable advice. On April 19, a meeting was held for interested faculty at which Frank Trueba (UCSC's Health Care Coordinator), Linda Petrakis (Senior Analyst, Academic Human Resources (AHR)), Barbara Brogan (Director AHR), and Bill Clark (Director of Sponsored Projects) discussed these issues related to retirement. Faculty response indicated this meeting was very successful, and CFW expects to hold such a meeting each year. We also decided to have a member of CFW be a member of the Health Care Facilitator Advisory Board and to attend their meetings.

During times of budgetary difficulties CFW thinks it especially important to keep informed about issues related to health benefits, and in the coming year CFW intends to continue to monitor and work on these issues.

Interconnections with other Senate Committees Roger Anderson represented UCSC's CFW at the system-wide UCFW. During the year UCFW devoted much time to health and retirement benefits. For health insurance the goal is to limit employee paid costs while maintaining comprehensive benefits, but State budget cuts make this goal a daunting task. UCFW also started looking at the consequences for the UC Retirement System when contributions will have to be resumed. It appears that contributions will have to start in three to five years. UCFW recommended an education fee waiver for dependents of UC Faculty and Staff who attend undergraduate programs at UC, but with the budget constraints the start date for this program is unknown. UCFW proposed a retirement recall program that would allow retiring faculty to negotiate up to three years of recall teaching. UCFW continues to press for faculty salary increases, but another year has passed without range adjustments. This is definitely putting UC at a competitive disadvantage with the Comparison 8 universities.

Closer to home, CFW worked closely with the Senate Executive Committee (SEC) and with other Senate committees. CFW members diligently prepared responses to a number of draft reports including: Work-load (Shelley Errington), Sexual Relations etc (Scott Brandt), Western Association of Schools and Colleges (WASC) (Faye Crosby), and Non Senate Staff (entire committee).

This year, CFW decided to work as closely as possible with the Committee on Emeriti Relations (CER). As one step toward close collaboration, CER Chair Stanley Williamson graciously consented to attend all our meetings. His presence made a large contribution.

In the midst of mounting concerns over the impact of the PATRIOT Act on academic freedom and the welfare of faculty, CFW worked closely with the Committee on Academic Freedom (CAF) to draft a resolution for the Academic Senate. Paul Ortiz was primarily involved in this effort on CFW's behalf. We decided that we should go beyond making a symbolic statement on these issues, and therefore constructed a very detailed resolution. Our main objective was to ask that the university administration, while obeying all legal requirements, should not assist in impairing constitutional rights or civil liberties, and that it should carefully monitor the implementation of the PATRIOT Act on our campus. The resolution (not reproduced here because of its length) was drafted after extensive consultation with Senate committees, individual faculty members, UC Office of the President counsel Cynthia Vroom, and others, and passed unanimously in the Senate meeting of May 21.

Future The present work on child care should continue. There will be one more faculty representative on CCAC from Fall 2004. It will be essential for CFW to maintain efforts towards building the new Child Care Center.

On transportation and parking, the discussion about the principles underlying the TAPS budget should continue with Vice Chancellors Vani and Michaels. We hope that clear and reasonable principles can be arrived at. Coordination with CPB on the issue of replacement of parking lost to building construction will also be necessary. All of these will become more acute with the new Long Range Development Plan (LRDP).

For housing, in the short term, the plans for Ranch View Terrace and Laureate Court have to be monitored to ensure smooth progress. The Housing Access Policy is still recent; CFW may need to continue its efforts to help faculty understand the policy. In the long term, it is critical that more affordable housing be built, in order to allow recruitment and retention of excellent faculty. To our knowledge, no concrete plans for this exist at present.

As mentioned above, we will also need to be ready to face difficult issues 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.

As fiscal problems deepen at the University, we look forward to continued cooperation between the Academic Senate and the administration.

Respectfully submitted,

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