

COMMITTEE ON FACULTY WELFARE

Quality of Life, Fall 2007 Report

To the Academic Senate, Santa Cruz Division:

The Committee on Faculty Welfare (CFW) would like to submit this update on the three issues we have deemed critical for the maintenance of the faculty's quality of life at UCSC; salaries, housing and child care.

Salaries

Effective October 1, 2007, President Dynes announced that the Regents had approved the first year of a four-year plan for faculty salary increases to raise faculty salaries to market competitiveness and restore the rank and step system of faculty advancement. Although this is wonderful news, CFW has the following concerns:

- Will the UC Office of the President (UCOP) be able to find the money for the next three years?
- Will the campus have to shoulder some of this cost and thus have less money for educational programs?
- This salary plan does not take into account the COLA increases at the comparison 8 campuses, the re-introduction of UCRS contributions, nor that UCSC is one of the lowest paid UC campuses, which means UCSC faculty will still be behind the comparison 8 universities and other UCs in terms of relative salaries after the four-year plan is fully implemented. Therefore, is the current plan enough to keep UCSC competitive?
- The current plan clearly increases everyone's salary, but it does so unevenly because of the driving philosophy of maintaining the current step system. Does this plan penalize some faculty more than others, specifically the off-scale faculty who achieved it through merit? While we recognize no system is perfect, it may be appropriate to have in place a system that corrects the most egregious inequities.
- The administration has discussed a tightening of the use of off-scale salaries at UCSC. This may be premature since the faculty have only seen one year's raise so far, but have been underpaid for at least five years now. A four-year plan for tightening off-scale salaries, mirroring the four-year salary plan, may be more appropriate.

Housing

In collaboration with the administration, a lot of progress has been made over the last year with respect to housing, as outlined in our year-end report. One of the key changes that occurred over the summer was the re-pricing (re-indexing) of campus housing. Re-pricing was done to make the overall price structure more equitable and generate needed funds for our Low Interest Option - Supplemental Home Loan Program (LIO-SHLP) and our next housing project. However, it was acknowledged that this re-pricing increased the cost of certain homes and so it was predicated on two key limitations. First, that the housing costs of a moderately sized two-bedroom home would not exceed forty percent of an average Assistant Professors gross salary. Second, the promised salary increase plan would be implemented. This last issue is critical since higher household income means more affordable housing options for the faculty. This emphasizes the critical

importance of the four-year salary increase and the need to make sure that the coming three years are appropriately funded by UCOP.

Another key challenge for the next year is to come up with a master housing plan, which allows the campus to more nimbly respond to the volatile housing market. The two main goals of CFW will be to determine if a new housing project is feasible on campus and to establish an organizational frame work that can respond quickly to campus needs. The current climate of cooperation with the administration bodes well for these goals.

Childcare

The campus has made progress in its goal of providing quality childcare to faculty, staff and students. The past year has seen the implementation of a revised Child Care Access Policy, near parity in enrollments of faculty/staff children and that of students in the campus "Early Education Services" (formerly Child Care Services), and an increased number of spaces available for faculty and staff, in some programs. However, CFW is concerned that the cost of childcare continues to increase even as space remains limited and faculty salaries are only just beginning to be adjusted. In addition, there remain critical administrative and organizational issues and decisions that the campus must address if it is to fulfill its goal of offering affordable and qualitative childcare and early education service for the children of faculty, staff and students. In light of the name change of Child Care Services to Early Education Services, CFW believes that the educational mission of the program can benefit from a more defined academic relationship with the Department of Education and Psychology faculty with expertise in early education. CFW considers it an imperative that this planning process begin this academic year and proposes to work closely with the Child Care Advisory Committee, Campus Welfare Committee, Student Affairs and relevant faculty to develop a master plan for early education and child care at UCSC.

Respectfully submitted,

COMMITTEE ON FACULTY WELFARE

Noriko Aso
Raymond Gibbs
Margo Hendricks
Joel Kubby
Suresh Lodha
Craig Reinerman (W, S)
James Zachos
Ted Holman, Chair

October 26, 2007