

COMMITTEE ON FACULTY WELFARE
Quality of Life, May 2008 Report

To the Academic Senate, Santa Cruz Division:

For the past four years The Committee on Faculty Welfare (CFW) has been concerned with the deterioration of the quality of life for the faculty of UCSC. This should be of great concern to not only the faculty but to the students and the taxpayers of the state as well. Poor quality of life for the faculty will result in the loss of quality faculty and hence the quality of the education will decline. And because faculty are a long term investment, which take years to build but seconds to lose, the campus should consider this one of its highest priority. With this said, CFW would like to update the senate on three key issues, salaries, housing and childcare.

It is clear from recent faculty salary information that UCSC is the lowest paid UC, on average, but has the highest cost of living. This is on top of the fact that the UC system is paid approximately 10 percent lower than its Comparable 8 Institutes. We therefore urge the campus to rectify this poor salary compensation at UCSC by considering the following options; increase the overall salaries of the campus to be on average with the other UCs, reinstate the lost off-scale merits, and determine why our faculty have been the lowest paid in the system and correct it. We understand that the UC system is under severe budget constraints from the state at this time, but we believe that the situation is so dire, that inaction will have large implications for years to come.

Ranch View Terrace (RVT) Phase I will soon be completed and it will fill a particular need for the campus. However, due to our low salaries and the high cost of RVT, there is a large cohort that will still need assistance in housing, mainly middle and lower rank faculty. Therefore, CFW is working hard with the administration to generate a master housing plan that outlines strategies to address future housing needs. Unfortunately, because of the housing market volatility, there is no clear path for the campus to take presently to address this problem. CFW is working hard with the administration to develop a master housing plan that will have a clear formula of housing need and remedies for the campus. CFW feels this plan should be re-examined annually to determine if our housing strategy is on the right track or if modifications are needed.

The current state of childcare on campus is in a high state of flux. From its overall vision, finances and management, all are being evaluated to optimize this vital program for the campus. Therefore, CFW would like the campus to generate a plan which achieves two goals over the next few years. First, adopt a vision plan that includes an academic program such that we enhance Early Education Services (EES) and bring in much needed extramural funds. Second, that the campus increases its subsidy for EES for faculty and staff so that it is on stable financial footing. If these goals are achieved and the licensing/management is stabilized, then we will have a child care for which we can all be proud.

In summary, we are in critical times with respect to the quality of life for faculty. If we do not make progress in salaries, housing and childcare, then CFW fears the campus will lose quality faculty and that the quality of the UCSC education will subsequently suffer. Therefore,

we hope that the campus will find the political will to make these issues priorities for the campus, even in these times of financial crisis.

Respectfully submitted;

COMMITTEE ON FACULTY WELFARE

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

May 16, 2008