

**MINUTES****Regular Meeting of the Santa Cruz Division  
May 18, 2012****Meeting**

A regular meeting of the Santa Cruz Division of the Academic Senate was held Friday, May 18, 2012 at the Stevenson Event Center. With Parliamentarian Donald Potts present, Chair Susan Gillman called the meeting to order at 2:40p.m.

**1. Approval of Draft Minutes**

The minutes of February 29, 2012 were approved as written.

**2. Announcements****a. Chair Susan Gillman**

Chair Gillman welcomed the Senate members to the last Senate meeting of the 2011-12 academic year and her last meeting as the Senate Chair.

The re-benching initiative at the Office of the President (OP) is almost finished. Going forward with our campus statement became moot as the Rebenching Taskforce held their last meeting with draft recommendations being finalized that will be presented to President Yudof.

Under rebenching, state funds per student will be allocated evenly across the board up to the level of the highest campus (UCLA) at \$6,324/student. That amount is derived from the currently available state funding divided by the weighting of students by three types (undergraduate/masters, Ph.D. and health sciences graduate students). It will be implemented through new money alone, not through redistribution of base budgets. New money includes both increases and cuts. The rebenching formula will have to apply to all budget scenarios including flat years. There is a six year timeline for the implementation.

Planning and Budget currently estimates \$1.7 million to be distributed to UCSC this fiscal year. This will be used for recruitment and to fill in hollowed out FTEs. Rebenching funds will also include aspirational graduate funding to bring campuses up to an agreed upon floor of 12% ratio of Ph.D. students to undergrads. Merced and UCSC are the only campuses below 12% who will get this aspirational funding. This will allow and require us to increase our graduate population, adding enrollments and students.

A penalty for overenrolling non-resident undergrads is now included in the rebenching recommendations. This requires a systemwide enrollment management plan with incentives for campuses to absorb resident undergraduates displaced from other campuses by non-residents through transferring funds between campuses. The penalty for over enrollment of non-residents is currently undefined and enrollment targets must be determined to implement rebenching. This is a critical statement of support for the principle of "ten campuses one system". We will need to monitor the final approval and implementation of rebenching.

There have been several comments that rebenching should begin at home. Over the last two years there has been an alliance to rethink how we deliver education, led by the Senate and supported by the administration. This began with the realignment of student affairs and continues with curriculum reform. We are trying to use curricular review as a starting point for discussions on planning and instruction issues that would not usually be possible with our current divisional and departmental separation.

The move from disqualification from the major policies to qualification policies will hopefully be implemented soon. A rethinking of pedagogy will be a long term goal. We need to consider how we should invest in new innovative teaching and learning models. This may include reorganizing and re-conceptualizing the classroom as well as evaluating the effectiveness of teaching techniques. Senate and Administration cooperation will be necessary in looking at resources for sustainable innovation so that this move does not die on the vine. Looking at academic structures; how effectively is the campus teaching and research mission served by five divisions, how to develop programs outside of the departmental structure; how to more effectively use the colleges as curricular offering units; how do instructional workload counting and resource allocation models effect our ability to provide innovative curriculum? A joint administrative and senate task force will be set up at the end of this year to address these long term issues.

Rising on a point of privilege, Professor Bruce Schumm presented the following resolution:

“Be it Resolved: That the Santa Cruz Division of the Academic Senate would like to express its deep gratitude to Professor Susan Gillman for her exemplary leadership these past two years. Chair Gillman has guided the Senate, both on campus and systemwide, through an unprecedented quagmire of conundrums including post-employment benefits, funding streams, rebenching, realignment of student services, and curricular reform with keen intelligence, statesman-like diplomacy, unwavering grace and homespun wit. For this service, the Senate thanks Professor Susan Gillman.”

The resolution was passed by acclamation.

#### **b. Chancellor George Blumenthal**

Chancellor Blumenthal acknowledged some of UCSC's faculty. Peter Young, a distinguished professor of physics was elected to the American Academy of Arts and Sciences. He also recently won a Humboldt Research award. John Leños, assistant professor of Film and Digital Media, was awarded a Guggenheim. UCSC received a grant from the Hellman foundation to support the research of assistant professors who include Megan Moodie, Anthropology; Dejan Milutinovic, Applied Mathematics and Statistics; Ian Garrick-Bethell, Earth and Planetary Science; Rita Mehta, Ecology and Evolutionary Biology; Irene Luszti, Film and Digital Media; Shannon Gleeson, Latin American and Latino Studies; and Mark Massoud, Politics. Excellence in Teaching Awards for which there are eight recipients, will be awarded at the reception immediately following the meeting.

The McHenry library, a central destination on campus, has finally been dedicated. Last week saw the soft opening of the new Biomedical building with recognition of donors. This puts us above 90% of our space build out compared to the CPEC standards. In 2001 we were at 69%. Last

month we had the announcement of the Cancer Genomics Hub and are now partners with the National Cancer Institute to be the national data hub that puts data in the hands of researchers. We thank Professor David Haussler for this outstanding achievement. A few weeks ago our Humanities Division hosted a systemwide Humanities conference at the Museum of Art and History showcasing projects and scholarship.

We have expertise, fine facilities, the support of your vision and initiative, faculty winning book and research awards, programs earning high rankings, students and alumni making their marks. Two emeriti faculty were recently honored for their contributions; Peter Kenez, History, and Elliot Aronson, Psychology.

We are doing great in many ways. Chancellor Blumenthal expressed the wish that UCSC had more money but that's not stopping the faculty and it is not going to stop the university from continuing to meet our mission and make our contributions.

Earlier this week in Sacramento, the Regents met and the Governor released his May revise budget. The overall news for the California State budget is not good with an overall \$15.7 billion gap up from the \$9.2 billion gap estimated in January.

Allocations in the state budget to University California Retirement Program (UCRP) have been reduced by \$38 million from \$90 million, this is the first time in 20 years that the State has contributed anything to UCRP. If the ballot tax measure does not pass, the contingent mid-year cuts will be raised from \$200 million to \$250 million. There have been discussions with the Governor's office about student fees which have not yet been set to go up in the fall, though that may come up in the July Regents meeting. They are discussing a 6% fee increase for students and the Governor has mentioned a potential buy-out for that increase.

One good thing is that the Governor has reallocated the money from lease revenue bonds for UC from the lease revenue bound piece of the budget to the UC piece of the budget which gives UC control of those funds, and bond refinancing could bring in \$80 million of permanent money. There is some resistance in the State Assembly but it is a potential way that we can bring more money into the system.

Several changes were proposed regarding Cal Grants, some of which would put restrictions on private for-profit colleges. However two additional changes would affect our students. One would set a minimum GPA level for students to receive Cal Grants and the second would implement Pell Grant rules for eligibility to Cal Grants. Currently it is easier to qualify for a Cal Grant than a Pell Grant and this change would disqualify many of our students.

There are two other bills going through the State Legislature both introduced by Speaker Perez which would change the way companies that do out of state business are taxed, and could raise about \$1 billion; funds the bill proposes to be put towards middle class tuition relief. These are likely to pass the State Assembly but their fate in the State Senate is uncertain.

There have been discussions regarding a potential multi-year agreement between UC and the Governor's Office of Finance regarding establishing predictable funding for UC. This deal has not yet been consummated but is hopefully close.

The November ballot tax measure is going to be crucial for us. If it does not pass UC will take a very serious financial cut. At the Regents meeting the Systemwide Senate Chair Bob Anderson, spoke about the memorial to the Regents, passed by the Academic Senate, showing overwhelming faculty support urging the Regents to endorse the Brown Tax Initiative. The Regents have not yet taken a stance on that but if they do it would likely be in July.

Also at the Regent's meeting they appointed the next Chancellor at UC San Diego, Pradeep Khosla, who is currently the Dean of Engineering at Carnegie Mellon University. A new UC provost will be appointed soon as well.

We have now raised \$85 million towards our Comprehensive Campaign. Our informal total goal is \$300 million and we are optimistic about raising \$100 million by the end of this calendar year. We have chosen three characteristics to emphasize what makes UCSC unique: the transformational student experience, high impact research, and our commitment to social justice and environmental stewardship. These priorities have gained endorsement by many of our donors and potential donors.

The Chancellor was in Sacramento two weeks ago visiting with several legislators in conjunction with faculty, staff and students from all three segments of higher education. This week the Regents met with students and staff formulating an agenda to discuss with the legislators. Talking on advocacy, the importance of the November election can't be overemphasized. Our Staff Advisory Board Chair John Steele, put it eloquently urging faculty, staff and students to talk about UCSC with friends, family and neighbors to tell our story of helping the public understand why the support of higher education is so crucial right now.

Chancellor Blumenthal joined thanking Senate Chair Susan Gillman for her service. She has done a fantastic job leading the Senate after stepping in suddenly with grace, intelligence, dignity and outstanding professionalism. She has done a fantastic job representing our campus to the Alumni Council and the Academic Council. She played a huge roll in reorganizing Student Affairs. Susan has been a firm ally in all of our efforts on Rebenching, a source of reason and a strong advocate for UCSC. She is well regarded as a leader even beyond this campus by Senate colleagues and throughout the UC system.

### **c. Campus Provost/Executive Vice Chancellor Alison Galloway**

Despite recent negative publicity that the UC system has received there are some bright spots. We have seen record applications and increases in number of Statements of Intent to Register (SIR). Freshmen SIRs are up 6% and transfers are up around 8%-10% with a 70% increase in out of state, equaling a few dozen. We are increasingly a campus of choice for under-represented minorities. Over 40% of SIRs are from under-represented minorities with 50% being first generation. Over half of freshmen are from families of an income of \$60k or less. The loss of Cal Grant support, which for our campus may be \$15 million, would be a significant blow to these families. We are seeing a decrease in students from families making \$150k per year or

more and paying full tuition. There are increases in interest in Physical and Biological Sciences and Engineering at the undergraduate level.

Admissions will be working on managing enrollment numbers. Jaimie Vargas, Director of Strategic Planning and Communication, has been visiting units to compile stories of what has worked, what needs support and what needs to be changed.

Congratulations to the faculty who sponsored two new doctoral programs; the Feminist Studies and the Latin American and Latino Studies. There have been changes in Community Studies and American Studies, and a pre-proposal for Critical Race and Ethnic studies.

Due to uncertainty of the tax initiative, the level of state funding, the potential tuition increase, the results of rebenching, and the actual OP budget, we don't know the size of the budget cut to UCSC. We estimate that it will be from \$4.5 million to \$20 million which is a wide range. On that basis we proposed a one time cut of \$8 million, half of which would be covered by central money and half from the divisions and units. That provides time to figure out what the actual scale of cuts are and how to best deal with them. All of this should be determined by the end of fall at which time we can make decisions on the final cuts. Senate consultation on this is ongoing and will continue into the fall. We are getting at least \$1.7 million from rebenching which will be used for FTE to serve increasing enrollment with faculty recruitment to occur in the coming year.

The major mapping program has been ongoing. The Senate has been coming up with new strategies and Vice Provost of Academic Affairs (VPAA) Herbie Lee, will be taking on a role to map and collect data. This will help to increase the rates of students graduating in four years. The results of the class availability survey by the students are currently being analyzed. We have an immediate action plan on retention beginning with training for staff to come up with a plan to address and monitor retention factors on the campus that will take place during summer with an action plan in place by the end of Fall Quarter. We are on track to achieve Hispanic Serving Institution (HSI) status this fall. Financial stability was the final goal for 2015, however with all of the financial deficits there is no need to mention it any further.

We have seen a number of reports on the use of pepper spray, batons and the types of demonstration response practices that took place on a number of campuses. Our Demonstration Advisory Group has drafted principles and a judicial process to rapidly handle situations arising from protests. This will be published on a website soon. What we have found is that we are already doing a lot of the things that are being recommended in the latest report by Edley and Robinson commissioned by UCOP. There are some difficulties with that report and it is available in draft form if anyone is interested in looking at it.

EVC Galloway thanked the Senate for a good year with specific thanks to Chair Susan Gillman and Vice Chair Joe Konopelski. The Senate and the administration have been coming together to serve the campus.

The EVC encouraged people to visit the exhibit on origami at the Pickard-Smith Gallery at Cowell College and stated that it is a great example of why this campus is great.

### **3. Report of the Representative to the Assembly (none)**

### **4. Special Orders: Annual Reports**

CONSENT CALENDAR:

#### **a. Committee on Faculty Research Lecture – 2011-12 Annual Report (AS/SCP/1695)**

Professor Barbara Rogoff presented the Nominee for the 2012-13 Faculty Research Lecture, Professor Gail Hershatter, a specialist in modern Chinese women's history. The nomination was enthusiastically accepted by acclamation.

### **5. Report of Special Committees (none)**

### **6. Reports of Standing Committees**

#### **a. Committee on Committees**

##### **i. 2012-13 Nominations (AS/SCP/1701)**

COC Chair Elizabeth Abrams announced additional nominations to the 2012-13 nominations noticed in the agenda; Alexander Brandwajn from Computer Engineering for the Committee on Academic Personnel, Michael Isaacson from Electrical Engineering for the Committee on Faculty Welfare.

The slate of nominees that appears in the agenda, as well as the additional nominees were accepted by acclamation.

##### **ii. Nomination for the UCSC Dean McHenry Award for Distinguished Leadership in the Academic Senate (AS/SCP/1700)**

COC Chair Elizabeth Abrams, explained that the Committee on Committees is charged with offering nominations for systemwide service awards every couple of years. She presented the nomination for the campus 2011-12 Dean McHenry Award, UCSC's highest service award for the Senate.

The Committee on Committees is proud to nominate Senior Lecturer with Security of Employment Emerita Carol Freeman for the Dean McHenry Award for Distinguished Leadership in the Academic Senate, the UCSC campus award for outstanding Senate leadership; we have also nominated her for the UC system's Oliver Johnson Award, which is likewise presented every two years.

The nomination was approved by acclamation.

#### **b. Graduate Council**

**i. Amendment to Regulation 13.1.3C – One Year Limit of Grade Change Exceptions (AS/SCP/1699)**

GC Chair Bruce Schumm explained that currently, if through a clerical error a graduate student receives an incorrect grade which is not addressed within the first year, there is nothing that can be done to fix it. This amendment would allow the Graduate Council to address any appeal by a faculty member or a student to have an error corrected beyond the time limit; and the possibility of delegating the authority to the Dean of Graduate Studies.

The amendment passed by voice vote.

**ii. Oral Report – Report on Interdisciplinary Programs**

Chair Schumm presented an oral report on behalf of the Graduate Council on a grassroots study of the climate for interdisciplinary graduate study at UCSC. The project is underway and people wishing to comment can email Chair Schumm before GC makes a more formal report in the near future. Interdisciplinary Graduate study may also involve undergraduate research as well.

The history of this project is that it was taken up last year by 2010-11 Graduate Council. The outcome was the May 11, 2011 “Guidelines for Interdisciplinary Graduate Programs” which was geared towards abetting interdisciplinary graduate programs. This is a pillar for some of the new ideas. Some of the specific recommendations from that report have already been embraced by the administration.

Temporary program FTE has not necessarily been embraced by the administration. GC is continuing to encourage the idea that they would not be temporary FTE in the sense of being temp employees but rather temporarily housed in an interdisciplinary program and then after a sunset period would move to a department. This is one possible vehicle to generate and maintain momentum for interdisciplinary instruction. Strong enforceable charters and faculty MOUs have been embraced by the administration. Having a clearly defined lead Dean providing one point of contact for issues was another point. Cross-listing of courses and teaching credits will be elaborated upon. The explicit contribution of the program Chair to the personnel letter was the last recommendation.

In 2011-2012 there was an interdisciplinary subcommittee of GC composed of Jorge Hankamer, Bruce Schumm, Don Smith and Megan Thomas. They invited a total of 16 interdisciplinary oriented faculty members for focus sessions to discuss issues and consider suggestions. The participating faculty members were: Sharon Daniels, Gina Dent, Jean Fox Tree, Carla Freccero, Julie Guthman, Doug Kellog, Ronnie Lipshutz, Michael Mateas, Dean Mathiowetz, Glenn Millhauser, Andy Moore, Karen Ottemann, Eric Porter, Mary Beth Pudup, Warren Sack and Noah Wardrup-Fruin. Additionally VPAA Herbie Lee was invited to the Grad Council meeting on May 3, 2012 and EVC Galloway on May 17, 2012 to discuss the interdisciplinary programs issue.

The primary questions posed were; what are the intrinsic challenges associated with the offering of an interdisciplinary study? In what ways do our academic/administrative structures abet or impede interdisciplinary study? And; is UCSC notably interdisciplinary?

Themes that arose from these discussions include the following ideas. We do have interdisciplinarity at the individual-faculty level, and through some individually-funded efforts (Science and Justice). Also notable are specific interdisciplinary departments (History of Consciousness, Feminist Studies). However inter-departmental/divisional activity is not necessarily a strength yet. There is a commonly heard refrain about “Lost effort” from people contributing to the interdisciplinary activity on campus, that the activity is not recognized by the department/division. A focus on department-based national rankings by the divisional administration can be a disincentive - to this VPAA Lee commented that it is not uniform from division to division but rather a decanal prerogative. Cross-listing/co-teaching is not easily accommodated. Interdisciplinary activity is not at the core of campus planning strategy which is largely divisionally based; Integrative Graduate Education and Research traineeship (IGERT) support is felt to be anemic as it is not clear that a “culture of interdisciplinarity” is strong in all divisions. One idea was that interdisciplinarity could become a criterion for COR grants in order to create an incentive. Does the divisional structure create “silo-ing” as an obstacle to interdisciplinarity?

We do have three interdivisional programs on campus; Bioinformatics (Engineering/Physical and Biological Sciences), Digital Arts and New Media (Engineering/Arts), and the program in Biological Sciences and Engineering. Bioinformatics and DANM were chartered programs with explicit interdivisional agreements written in a charter and formally signed. Bioinformatics is doing well but has retreated into Engineering, not fulfilling its original interdivisional promise. DANM has struggled with some FTE commitments that were met with temporary adjunct appointments retracted during the budget cuts. This is something we want to learn from. We could keep that structure but restructure the way we do MOUs or do something new like the temporary FTEs. The original interdisciplinary stance for DANM is shifting to the Arts. The program in Biological Sciences and Engineering (BSE) is thriving but mostly as a multi-disciplinary intake to disciplinary programs. BSE seems to have fostered little interdisciplinary curriculum and inquiry. At the interdivisional level we don't seem to have accomplished our goals yet.

There is some degree of resignation about “silo-ing”. Faculty must be evaluated/promoted by competent peers and the departments are the source for that, without which faculty may have concerns about receiving a strong promotion letter. Resources are controlled by broader structures in divisions. Rethinking this would require creative thought and good rhetorical skills. This does not all come down to limitations of structures but also understanding the resources that we do have. The VPAA's office offers redress and over-arching influence and faculty should be aware of this. A greater pooling of certain resources such as fellowship and TA support in the Graduate Division needs to be considered. Explicit discussion of interdisciplinary culture among the Deans, the Administration, and Senate leaders such as introducing an “interdisciplinarity convocation” may be worth considering.

How do we recapture the efforts of teaching outside the direct purview of a department, advising, organizing seminars, colloquia, visiting positions, and workshops, that are not within a department but are interdivisional in addressing the issues of “lost effort”? For the Deans how can you organize credit for and evaluation of extra-departmental teaching? For the Committee on Academic Personnel (CAP), how can we ensure that this effort makes it into the personnel file



and contributes to advancement? Written guidelines may benefit. What is already there to reward interdisciplinary efforts and what ways can we restructure things so that they are rewarded?

There are other universities that do interdisciplinarity well such as Evergreen University in Washington where almost every class is taught by faculty from different divisions and the curriculum is redesigned every two to three years. Perhaps there needs to be a convocation on interdisciplinarity by campus leaders in the administration and the senate looking at; co-teaching and cross-listing, extra-departmental teaching, rationale for focusing on national rankings, consciousness-raising (hearing from interdisciplinary faculty, IGERT support, etc.), explicit discussion of the role of the Provost and VPAA in promoting/abetting interdisciplinarity, development and sharing of best practices. CAP could interest itself in assuring its colleagues that the interdisciplinary work that they do is evaluated, and making clear guidelines on how to present interdisciplinary efforts and on how they will be evaluated. We can think about re-assignment of some of the resources to the Graduate Division and also further exploration of the “temporary FTE” approach.

Chair Schumm encouraged people to email him with questions and comments. There is a degree of educating people as to what exists and how interdisciplinary efforts are evaluated, but there is a culture that could be cultivated to support interdisciplinarity and we should engage in conversations about how to achieve that.

### **c. Committee on Faculty Welfare**

#### **i. Amendment to Bylaw 13.20 - Ex Officio Representatives (AS/SCP/1696)**

Chair Suresh Lodha presented the bylaw amendment requesting the addition of two ex-officio members - the representatives of the UCSC representative to systemwide subcommittees; the Health Care Task Force and the Task Force on Investment and Retirement.

The bylaw amendment was passed by voice vote.

#### **ii. CFW Salary Findings and Recommendations (AS/SCP/1697)**

Chair Lodha invited CFW members Abel Rodriguez and Gina Langhout to present CFW’s main findings and recommendations on faculty salary. Professor Rodriguez began by stating that the main “take home” message is that the three main determinants of low salaries at UCSC (in comparison to other UCs) for a significant number of faculty are; low initial salaries, relatively slow promotion growth, and salary erosion due to lack of COLA/range adjustments.

Based on historical patterns of salary trajectories at UCSC alone, initial starting salaries for assistant professors at UCSC in 2012-2013 should be in the low \$70,000s or low \$90,000s in the business and economics. UCSC has a high percentage of faculty with low promotion growth. Notably, 27% of faculty have a promotion growth of 0.85 or less. Under the 3-year merit boost plan, roughly 10% of the faculty received lower promotion growth (1.9 rather than 2.0), than was the case before the plan was implemented.

The total salary growth of UCSC faculty is 4.5% annually. For roughly 67% of faculty, real annual salary growth is lower than the salary growth implied by the current salary scales (2.7% in AY and 2.1% in AY-BEE) because salaries have been eroded due to lack of COLA/range adjustment. UCSC continues to be the bottom 8th or 9th campus in faculty salaries at most ranks and steps out of the 9 UC campuses used for comparison.

UCSC makes the “barrier” steps particularly difficult to surmount in comparison with other UC campuses. The “barrier” steps are Associate Professor 4 and Full Professor 5. For most departments, one of the main determinants of slow salary growth seems to be slow promotion growth.

Most UCSC faculty with retention offers have higher salary growth and higher promotion growth than the rest of the faculty at UCSC and the converse of this is also the case.

Professor Langhout presented the committee’s recommendations based on these findings starting with department level recommendations. Personnel actions could be better aligned across departments. To facilitate such an alignment, departments should obtain information on the outcomes of personnel processes for all campus departments annually before deliberation on personnel files. Departments with low promotion growth wanting to improve the salary growth rate should focus on promotion growth and work with the Dean and CAP to bring promotion growth rates up to the campus norm.

Merit growth should be commensurate with UC campuses at all ranks/steps, including “barrier” steps. Salary growth should be commensurate with the UC median at all ranks/steps. UCSC should continue to raise starting salaries of new assistant professors to low \$70,000s (AY scale) & low \$90,000s (BEE scale) to remain competitive. This should be accompanied with measures to prevent salary erosion for existing faculty. The campus merit and salary boost program should mesh with UCOP-based policies and attend to possible policy shifts.

The next sets of recommendations are for campus methodology. Decoupling the discussion of merit and salary growth is essential in understanding the lagging salaries. In making policy decisions our campus needs to know how UCSC faculty promotion and salary growth compares with UC-peer institutions and proceed using the new metrics analysis by CFW. The Annual Report on Competitiveness of UCSC Faculty Salary should include analysis and outcomes using salary and promotion growth metrics. Using “years since degree” as a component of merit growth and salary growth is robust for campus comparisons. CFW recommends an open, transparent, and informed dialogue with the UCSC faculty to formulate recommendations on faculty salary issues.

The final sets of recommendations are for the UC system. We should start on-scale salaries of Assistant Professor Level 1 at low \$70,000s (AY) and low \$90,000s (BEE). If salaries (on scale) are raised in the above point, then on-scale salaries at all steps/ranks should provide at least a 2% annualized merit-based increase. This increase is not a substitute for (COLA) or range adjustment.

### **iii. CFW Analysis of Outcomes of UCSC Faculty Retention Offers (AS/SCP/1698)**

There was no discussion of the report.

#### **iv. Oral Report on Child Care, Health Care, Housing, and Faculty Salaries**

Chair Lodha gave an oral report on the annual wrap up of all the main issues that CFW worked on this year. On retirement, our current contribution to UCRP is at 3.5%, will be raised to 5% on July 1, 2012 and then are anticipated to go up to 7-8% in July 2013. There is an effort to centralize the Retirement Benefits Office instead of having one on every campus.

Chair Lodha repeated the main points that Professors Rodriguez and Langhout made about the UC faculty salary policy emphasizing that one potential metric that could be used is a 2% annualized merit based increase.

For the campus housing re-pricing program CFW recommends the possible discontinuation of the Campus Housing Purchase Program as it is becoming a lose-lose situation with the university losing money and no gain to faculty. One of the original objectives of raising funds for LIO-SHLP loans has not been met and is unlikely to be met in future. UCSC is losing money for units in Laureate Court and Hagar Court, and has made very small “profit” with Cardiff Terrace/Hagar Meadow due to price increases. An increase in the re-pricing index is making these homes unaffordable and inaccessible to faculty/staff which is increasing the risk of losing these homes to people unaffiliated with the university and forcing UCSC to offer large housing allowances to newly recruited faculty. CFW recommends aligning the increase in the re-pricing index with CPI-U/on-scale assistant professor 1 salary instead of a complex opaque methodology. CFW recommends against an increase in the re-pricing index for the year 2012-13 which is consistent with the recommendation made by housing staff.

On the issue of health care CFW recommends that UCSC take initiative in communicating its health care concerns directly to UCOP. The committee also recommends a campus wide survey to assess the state of health care plan choices and performance. CFW introduced legislation to have the UCSC representative on the system-wide Health Care Task Force act as an ex-officio member of CFW.

CFW commends EVC Galloway for allocating \$150K per year towards establishing a child care facility with a total of \$300K by June 2012. The committee urges the administration to follow through on the following options recommended by the Child Care Task Force Report; buy and remodel an off-campus facility for faculty/staff childcare; use a third party vendor for the service; and provide affordable, quality child care similar to the other 9 UC campuses.

There was a comment from the floor applauding CFW for looking at the retention issue in the report that was not touched on in the oral report adding that it would be useful to look at years after a faculty retention case to see what happens with faculty members. In Economics since 2009 there have been six faculty that have gone on leave without pay to try out other offers and within the last 12 months all six have resigned.

Another comment from the floor reminded that at the last meeting it was mentioned that there may be increases in our health care premiums in the fall and asked for updates on that. Chair

Lodha replied that there will definitely be an increase but the amount is not yet decided and that hopefully this information may become available by the end of the summer.

**7. Report of the Student Union Assembly (none)**

**8. Report of the Graduate Student Association President**

Graduate Student Association (GSA) President Erik Green, reported that he will be stepping down as president as the future year will have co-presidents and Erik will return as the EVP and representative to UCSA. With the exception of Erik all the board members are women. A referendum vote to continue the travel grants program is underway with a Tuesday deadline to reach a threshold of 25% of students responding with a current level of 3% having been reached. He requested faculty to encourage their students to vote on the one question ballot. GSA is continuing campaigns into next year on affordable student housing and employment opportunities for graduate students. Alice Ye will continue to work with the Alumni Council. Erik is part of a task force that is continuing to fight against non-resident tuition for graduate students, to decouple undergraduate and graduate tuition increases and may have an opportunity to speak out against the 18 quarter rule. To close Erik announced that next year GSA will be looking to begin discussions about graduate representation in the Senate, particularly to obtain voting rights for students on senate committees.

**9. Petitions of Students (none)**

**10. Unfinished Business (none)**

**11. University and Faculty Welfare (none)**

**11. New Business (none)**

The meeting was adjourned at 4:40p.m.

ATTEST:  
Judith Habicht-Mauche  
Secretary

October 10, 2012