



SAB Forum

Lori G. Kletzer
Campus Provost &
Executive Vice Chancellor

February 17, 2022



It's good to be here

Thank you for submitting questions for our winter SAB Forum.

We worked to answer the most common and pressing questions via this presentation. After the forum, we will work with SAB to answer any questions that we weren't able to address in this time.

Participants:

Lori Kletzer, Campus Provost & EVC

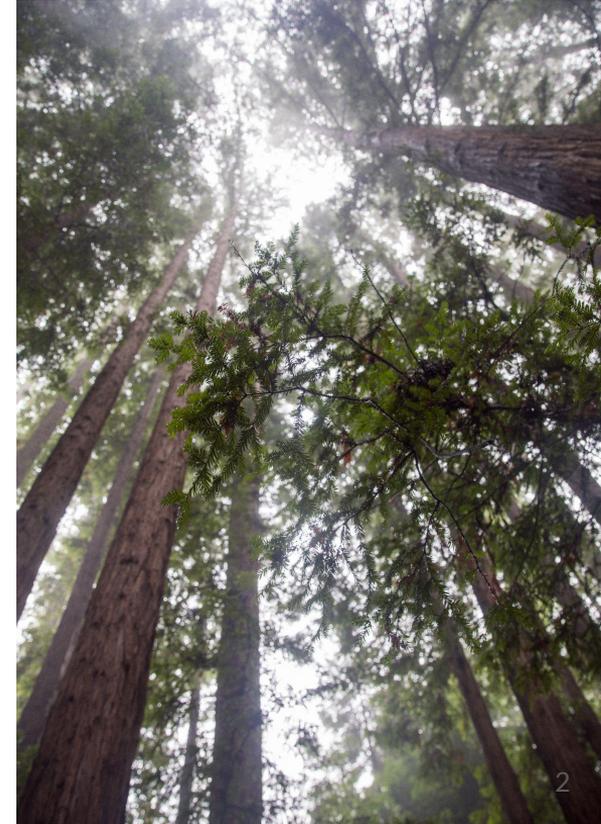
Biju Kamaleswaran, Interim VC BAS

Herbie Lee, Vice Provost, Academic Affairs

Jennifer Schiffner, Director, Employee Labor Relations

Steve Stein, AVC Staff Human Resources

Thank you to John Raedeke for supporting the live stream and the Staff Advisory Board for facilitating the forum!



Welcome



Instructional updates

- We resumed in-person instruction on January 31
- Emergency remote authorization for Spring '22
- Spring '22 schedule of classes went live on Feb. 15
- New lecturer contract and workload
- Summer will be a mix of in-person, remote, online
- Planning for default fully in-person Fall '22



Childcare update

- Four months ago, we announced that UC Santa Cruz would [start providing subsidized back-up care](#) for employees and students.
- Employees and students can now use the out-of-network support option when Bright Horizons is unable to fulfill their request for back-up care; Bright Horizons will reimburse employees and students up to \$100 per day for care that they arrange on their own.
- Students and employees can now schedule time with an experienced tutor to help their 5-to-18-year-old children with their academics.
- Students and employees can also enroll their 3-to-12-year-old children in virtual camps that are offered through Bright Horizons by [Steve & Kate's Camp](#).



Faculty hiring initiative

- Last week Chancellor Larive and I announced an ambitious effort to hire 100 additional Senate faculty over the next decade.
- These new positions are part of a broader effort to **advance student success** and **research excellence**.
- This effort, in its entirety, and these hires, will amplify our positive impact on California, the nation, and the world.
- The effort will be one of the most significant faculty-hiring efforts our campus has pursued since its founding nearly 60 years ago—and it will be transformative.



Faculty hiring initiative, continued

- Students will experience the benefits of a lower student-to-faculty ratio, have access to new courses and areas of study, and discover more opportunities to join in research and creative scholarship, experiences that contribute to academic and later professional success.
- The faculty additions will strengthen our academic and research enterprises, allowing us to move quickly into emerging fields and to build on existing areas of excellence.
- The new hires, plus 200 to 250 additional faculty hires anticipated over the next decade due to faculty retirement and separations, provides an unparalleled opportunity to increase the diversity of our faculty, which is already one of the most diverse among institutions in the AAU.
- A process to help guide this effort will begin this coming Fall.



Faculty hiring initiative - beyond the headline

- Yes - the plan to hire more faculty is rooted in the academic mission, and the entire campus will work to develop a comprehensive plan to ensure the future success of UC Santa Cruz.
- This planned series of campus conversations will guide the transformation of UCSC's interdisciplinary education and research enterprise to create the vision for the campus of 2032 as an innovative student-centered research university, equipped to innovate solutions for the world's greatest challenges.
- The conversations will also include the development of a strategic vision for enhancing the student experience, evaluating staffing levels and roles as the mix of in-person, hybrid and remote modalities evolve, reexamining space utilization and, taking advantage of the 2021 Long Range Development Plan, developing a timeline for constructing new academic buildings, and student and employee housing to support the campus's education and research mission.
- UC Santa Cruz has the highest ratio of students to faculty in the UC system, and at the current enrollment 72 additional faculty members are required to move the ratio to the systemwide average.



Faculty hiring initiative and DEI

The faculty recruitment process has been carefully designed to be equitable and inclusive:

- We require all search committee members to complete inclusive hiring training.
- We are starting a new Faculty Equity Advocates program that will be running a new version of the training, and assisting with inclusive recruitment practices.
- All candidates are required to submit a statement of contributions to Diversity, Equity, and Inclusion (DEI).
- We strongly encourage all search committees to do a first-round screening of applicants based only on the statement of contributions to DEI and the research statement.



Staff salary equity program

- The 3-year staff salary equity program is designed to move policy-covered staff who are below the 25th percentile of their ranges up to or beyond that level by year 3 of the program.
- This program is in addition to systemwide general increases and unit-level reviews.
- There are other pay and equity programs available to managers: stipends, reclassifications and normal equity adjustments.
- The new program TRaC (Talent Readiness and Continuity) will help to recognize the talents and aspirations of our staff community, and prepare them for achieving their personal and professional goals.
- TRaC will provide managers and supervisors with the tools to follow staff careers, and encourage internal movement and growth.



Staff salaries

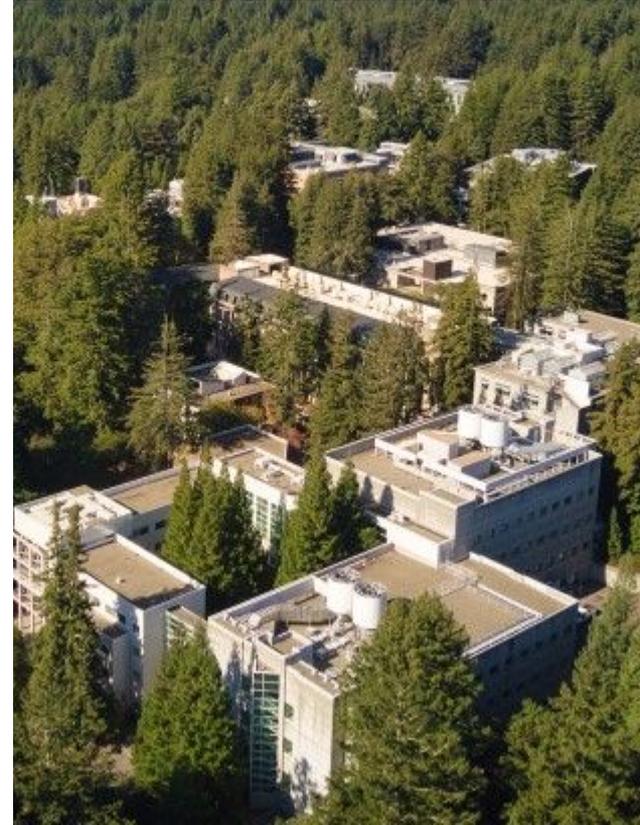
- OP sets the salary ranges for all campuses and uses traditional and industry standard national and regional salary surveys to determine the ranges.
- The process does not involve "rural" or "urban" classifications; there are differences in the ranges among the campuses that reflect cost of **labor** in the respective markets.
- We have and will continue to advocate for the most competitive salary ranges for our staff.
- We have opportunities to advocate with the system-wide cohort groups including: the HR directors, the VCAs and VCPBs, the CP/EVC group, and the Council of Chancellors.



Salary equity for policy-covered dining staff

We deeply value and respect our dining and front line staff, whose presence and work kept our campus operational through all the challenges of the last two years.

- the 3-year targeted equity program will raise wages of lower paid staff to the 25th percentile of the appropriate salary range by the end of the 3 year program.
- CHES and Dining Management are encouraged to conduct annual reviews with a focus on compensation and an awareness of recruitment and retention of staff.
- Leadership supports CHES in conducting this review and making adjustments needed to retain our valued, frontline dining managers and staff.



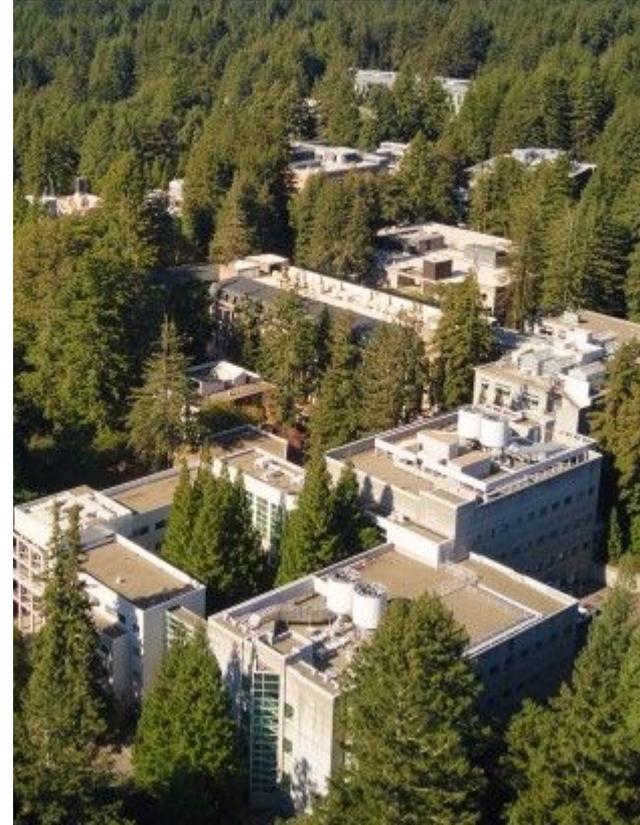
Onsite and remote work

- Work assignments are made by the respective unit managers depending on the situation and relevant variables.
- These include the operating needs of the campus and unit and the type of work.
- Our campus approach is designed to be responsive to unit work and work patterns. There is not a campus-wide directive specifying how much work should be onsite or remote.
- We do anticipate many discussions about the use of space on campus as units settle into patterns of a mix of onsite and remote work.



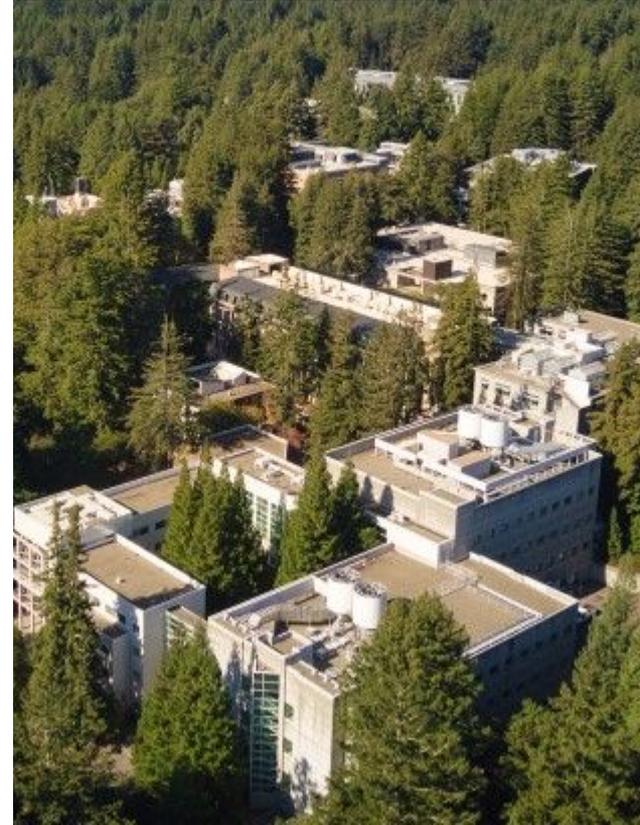
Parking

- In August 2021, we announced that campus parking fees for the 2021-22 year would be subsidized centrally to reduce fees by 15 percent for individual affiliates who purchase quarterly, annual, or multi-year **A, B, C, or R** parking permits. The reduced fees were effective Sept. 1.
- At that time, we shared that more information on the various permits available to campus community members and the reduced fees are available on the TAPS website, including how those who prepaid for 2021-22 permits can receive refunds and how the reduced fees will impact those paying for permits through payroll deduction.



FitLife

- The Athletics and Recreation financial, membership and programming structure has changed post COVID.
- There is continued campus commitment to provide all employees access to Athletics & Recreation facilities, services, and programming, (including Group Exercise classes) as a component of their overall health and wellness options.
- We will be working out how we can apply the subsidized funding to the post COVID structure in Recreation classes.
- The [Risk Services website](#) continues to provide a consolidated view of employee wellness resources.



Mask mandate

- Citing improving public health conditions in California, Governor Gavin Newsom announced that the statewide indoor mask mandate would expire on Tuesday, Feb. 15.
- Eleven counties in the San Francisco Bay Area lifted their indoor mask mandates, including Santa Cruz.
- This is a welcome step in the course of the pandemic.
- We know that our COVID mitigation measures on campus are working, and, as a community, the well being of our students, faculty, and staff remains a top priority.
- On Feb. 14, we announced the continuation of our indoor masking requirement at all UCSC facilities until further notice.
- This may be disappointing for some members of our campus community, while others may feel a profound sense of relief.
- We will be attentive to the experience on other campuses and we will continue to consult with campus stakeholders about face coverings.



Antisemitism

- We condemn antisemitism and the proliferation of anti-Jewish hate. Rather than allowing hate and those who promote it to divide us, we will continue to stand in community with one another and support the rights of all to gather together in peace and safety.
- Antisemitism is covered under campus Non-Discrimination and Harassment policies for students, staff and faculty.
- The Office for Equity and Equal Protection is prepared to receive and respond to complaints of antisemitism.
- Community members should call campus security or 911 immediately if there is any threat to their safety or others: UCSC PD are prepared to respond to reports of antisemitism as hate incidents when appropriate.
- The Hate/Bias program receives reports of experiences of antisemitism and refers the parties to appropriate campus resources.
- The iCDO regularly reviews bias report data to identify campus climate concerns to address strategically.



Thank you!

The teaching, research and service mission of UC Santa Cruz depends on the work of staff, faculty and students. The challenges and burdens of the pandemic have been hard and for many in our community, there are losses of family, friends and community.

Thank you for your commitment, patience, flexibility and support for one another and our students.

