

STAFF ADVISORY BOARD FORUM #2 Q&A

The following answers are subject to change as COVID-19 conditions change or state/county/system directives change.

Layoffs:

1. We were told that there will be mandatory temporary layoffs. When will that be implemented and how long is temporary?

Some temporary layoffs have already been implemented based upon reduced service levels in light of COVID-19. Temporary layoffs may be as long as 120 days.

2. How much notice will be provided to those being laid off? Will there be layoffs with less than 30 days notice? If so, how will compensation be calculated?

UC Santa Cruz strives to provide as much notice as possible prior to implementing a temporary or indefinite layoff action. Temporary layoffs require a 15-day notice prior to implementation. Indefinite layoff actions require 30 days notice; however, employees may be paid in lieu of notice either for the whole 30 days or for a partial period when 30 days notice cannot be met. Days are counted by calendar days, not business days. In the event an employee needs pay in lieu of notice, employees are paid in accordance with their daily or hourly rate and based upon their appointment percentage.

3. Is the window of notice for layoffs different for temporary or probationary employees?

Probationary employees are treated like career employees for the purposes of providing temporary or indefinite layoff notice.

4. Has anyone decided the process to lay off? Who decides who is laid off in a department? What is the criteria?

The process for layoff selection is defined in both UC policy for non-represented staff and separate collective bargaining agreements for represented staff. First, a unit needs to understand whether they are considering layoffs because of a lack of funds, lack of work, or because a reorganization is necessary. If there is a lack of funds, the division or department will need to analyze if there are financial targets for cost savings and how eliminated work will achieve those goals. As part of that analysis, the division or department will consider if work can or should be redistributed to other staff or be eliminated entirely. If the layoff is for lack of work, departments and divisions will analyze which classifications lack work and seek to eliminate positions where there is no other functional work in the unit.

Once particular position types ("classifications") need to be laid off, individual units decide on who to lay off by working through a number of criteria. While the criteria differs depending on your union agreement or whether you are covered by UC policy, layoff criteria typically include, but are not limited to, seniority, an assessment of skills, knowledge and ability, and performance.

5. Can a layoff be temporary until operations start up; such that your position is held until the labor resumes? It seems like this could be a positive move.

Temporary layoffs are time-limited under both policy and collective bargaining agreements to 120 days. For non-represented staff, the campuses are exploring expanding the time limits for temporary layoffs during these exceptional times. Any such move would be made across the entire UC system.

6. In 2008 we (Staff) were offered to voluntarily reduce our work hours without losing vacation and sick accrual... might this be something UCSC will consider versus layoffs?

The University offers an Employee-Initiated Reduction in Time (ERIT) Program, which is a tool that department heads, with the approval of their Principal Officer, may offer to their employees to achieve temporary salary savings. As of July 1, 2017, the ERIT program was extended indefinitely and allows employees a maximum participation of 36 months effective with the last renewal on July 1, 2017. During participation in this program, accruals are based on the employee's accrual rate prior to the commencement of their ERIT. As an example, if you are a 100% full time employee and temporarily reduced your appointment down to 50% under ERIT, you would continue to accrue both vacation and sick at your 100% accrual rate while your salary earned would only be at 50%.

7. If there are layoffs, would there be an incentive given for those that could retire?

There are currently no incentives beyond what are now offered by normal/regular severance policies.

8. When will we know more about layoffs, temp layoffs, and/or furloughs? How much advance notice will we receive? Are these actually happening?

Some temporary layoffs have already taken place as a result of reduced service levels stemming from COVID-19. Though we cannot guarantee there will be no indefinite layoffs, we are working diligently to be strategic and creative to ensure we minimize to the greatest extent possible the need to use that strategy to address COVID-related fiscal shortfalls or changes in service levels. We remain hopeful we will be able to utilize other means and can affirm that indefinite layoffs would be a last resort to address fiscal shortfalls. Please also see the answers to Questions 1 and 2.

9. I imagine many of these layoffs will affect CHES employees, will you consider furlough instead of layoffs?

We have utilized furloughs during the summer and have redeployed some CHES staff to other units. We will continue to prioritize those approaches.

10. Is the campus expecting to make significant layoffs?

Campus leaders continue to explore and utilize mechanisms to slow expenses and realize savings, in order to prevent the needs for significant layoffs. Service level changes also have impacts on employment. We are working to redeploy employees, where appropriate to avoid large numbers of layoffs.

11. What is the policy for layoff for non-represented employees?

For policy-covered employees, layoffs are administered by defined layoff units, job classifications and salary grades. Criteria for consideration when determining order of layoff include relevant skills, knowledge and abilities, documented performance and length of service (seniority). Additional [Layoff/Involuntary Reduction in Time](#) information can be found at the Staff Human Resources website.

12. What is a temporary layoff?

When work or services have temporarily been affected or organizational restructure is being considered, temporary layoff may be a viable option. A temporary layoff may be imposed when the layoff period is not expected to exceed a cumulative total of four (4) months or 120 calendar days and for which there is a specified date to return to work.

Furloughs:

13. When we have furloughs, will we be able to maintain service credits and benefit accruals?

During a furlough, UC will continue employer contributions to medical, dental and vision coverage during a furlough period for up to 3 months. Employees direct pay their portion of premiums (the amount[s] deducted from paycheck) for any pay periods where a paycheck is not received due to furlough; direct payments go to UC Path Center. UC Retirement Plan (UCRP) contributions stop when you are off pay status. If your position is Partial Year Career (PYC), designated as a 9-, 10-, or 11- month position, and you work full-time, you'll receive on year of service credit for each year of service; if your position is PYC, and you work part-time, your UCRP service credit will be pro-rated, according to your part-time service. See also:

<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/roadmaps/taking-a-furlough.html>

14. What is the difference between a furlough and a temporary layoff? Do staff receive benefits in either? Who pays?

A Furlough is a condition of employment, established at time of hire or at job change; is due to an established business need particular to the position; and is generally known in advance. For example, if your position primarily serves student populations, the position may be Furloughed in the summer months or during winter breaks, when student populations significantly decrease on campus. A Temporary Layoff is a reduction in time/hours worked per week due to conditions not known in advance and is a consequence of funding reduction or similar conditions. Temporary Layoffs have specific begin and end dates, followed by a return to work after the Temporary Layoff period

ends. A Temporary Layoff lasts no more than 4 months. During a Temporary Layoff, the laid-off employee is considered a UC employee and UC will continue employer contributions to medical, dental and vision coverage during a Temporary Layoff. Employees direct pay their portion of premiums (the amount[s] deducted from paycheck) for any pay periods where a paycheck is not received; direct payments go to UC Path Center. See also:

<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/roadmaps/temporary-layoff.html>

Benefits:

15. If laid off as a non-represented staff, can EFML be used if it was previously approved? (Also related to layoffs, but cross-content)

Layoffs occur when a lack of work, funding and/or a reorganization is necessary. Depending on the circumstances surrounding the reason for the layoff, as an essential employee, you may be required to come back to work to perform critical functions necessary for continued University operations. While you may have a qualifying COVID-19 related reason currently in place that meets the qualifications for one of the paid leave entitlements, that does not guarantee your ability to remain out on leave. Each individual's case should be reviewed with their supervisor.

16. If a department has layoffs and You are Not one of those people laid off, can pre-approved Emergency Family Medical leave continue to be used during that period of time?

Maybe. As an essential employee, you may be required to come back to work to perform critical functions necessary for continued University operations. While you may have a qualifying COVID-19 related reason currently in place which meets the qualifications for one of the paid leave entitlements, that does not guarantee your ability to remain out on leave. Each individual's case should be reviewed with their supervisor.

17. Why are essential employees not allowed to use any COVID related leaves (EPSL, EFML, COVID ADMIN) in the summer? Is that department specific policy?

Use of COVID-19 leave entitlements shall not adversely affect the delivery of essential university services. In some circumstances, due to critical operational needs, departments may not be able to approve requests for leave at certain periods of time. Communication between supervisors and employees is critical in balancing critical operational needs and the needs of the employee.

Budget:

18. Based on the plan to have most classes continue online, has any resulting potential drop in enrollment for Fall Quarter been confirmed? If so, have the budgetary impacts been taken into account?

At this time we are projecting modest changes in fall enrollment with possibly an increase over last fall, which was lower than budgeted. We probably will not really know our enrollment levels until after students begin attending classes.

19. Many cities are reducing the operating budgets of police to boost funds to community programs. Will the Chancellor make a similar commitment to save student support jobs and decrease campus police funds?

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor.

20. How much of the budget is being spent on the UC Police every year? If chancellor Larive is as committed to creating an anti-racist campus as she says she is, has she considered laying off the UC Police?

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor. Consistent with many campus units, the University Police has experienced increases in employee benefit costs and bargained salaries. Extraordinary security costs fluctuate year to year based on the frequency and length of events, and the need for assistance from other campuses or agencies. The fiscal year 2021 budget for the Police Department is estimated at \$6.9M. This amount includes Dispatch services and Parking services.

21. If you are looking for cost-saving measures, would you consider ending the lease for ETC and asking employees who work from the SVC to continue working from home?

One of the COVID-19 Recovery and Resiliency work groups is focused on Leveraging Opportunities. As part of their charge, they are developing a proposal to explore and potentially expand remote work or telecommuting options. One of the potential benefits of expanding telecommuting is the ability to re-envision how we use our space.

22. Will the campus release what is currently spent on UCPD, and justify spending that money on a lower population in the next year? Student support need does not decline for distant students.?

Though most of instruction and several operations are working remotely, there are still important health and safety needs for campus sites. As we develop plans for fall, we will determine the on-site support needs for all functions, including the Police Department. Please also see the answer to Question 20.

23. With budget shortfalls projected will the university shift to recruiting more out of state students who pay more in tuition? **(KIMBERLY)**

UCSC long ago adopted a strategy to diversify education through increased non-resident students. We do this while carefully navigating constraints of our long-range development plan, actively increasing our state resident student population, and maintaining "2 to 1" freshman to transfers admit ratios. Legislative and UC systemwide decisions also inform our enrollment strategy.

24. Any updates on the amount of research dollars we are receiving? Going up? Going Down? Staying the same? **(KIMBERLY)**

Direct costs of extramural contract and grant funded research increased by 5% in fiscal year 2020, over fiscal year 2019, despite COVID-19 impacts.

25. In the 2019-20 Resource Call Decisions memo there was 1 million dollars set aside for a New salary equity program: Investment in retention and salary equity for non-represented staff. Updates?

Our campus has been working with UCOP to narrow Career Tracks salary ranges. When we receive approval from UCOP, we hope to use these funds for non-represented permanently core funded staff having salary rates that fall below the new ranges -- to raise salary to the new (higher) minimum of the relevant range.

Misc:

26. Is UCSC receiving any funds from the Koret Foundation that was announced on the news last night? If so, what will they be used for? (I don't know anything about this...)

The campus received money from the Koret Foundation in 2016 for the Koret Scholars Research Initiative. The campus was awarded additional funds starting in 2020 to fund scholarships.

27. The UC Standardized Test Task Force (2019) recommended continued consideration of SAT/ACT scores. Can you speak to why the Regents went against this report + decided to eliminate the SAT/ACT?by zx on Jun 5.

The Board of Regents, President, and Academic Senate through the Board of Admissions and Relations with Schools are all working on this issue. The UC information announcement of this decision, as well as some of the reasoning, is included in the UC press release,

<https://www.universityofcalifornia.edu/press-room/university-california-board-regents-approves-changes-standardized-testing-requirement>

28. To what extent is admin aware of student, staff and faculty concerns regarding the use of ProctorU and privacy and the use of cameras? If aware, any plans for addressing?by Concerned Staff on Jun 5.

A June 3, 2020 letter co-signed by the Senate Committee on Educational Policy Chair and the Vice Provost of Academic Affairs regarding examination proctoring using ProctorU can be seen here:

<https://senate.ucsc.edu/committees/cep-committee-on-educational-policy/cep-correspondence/cep-and-vpaa-to-students-re-proctoru-060320.pdf>

29. While there is currently a ban on evictions statewide, the city has not addressed rental increases which could currently be up to 5% annually, not more than 7% total over two years. You would hope that property owners would not consider doing so during this crisis, but I myself received a 5% increase when renewing my lease last month.

The campus will inquire whether such a ban is being contemplated by city leaders. Information about the City's Rental Housing Task Force and the current ordinance on large rent increases are available at the following sites:

<https://www.cityofsantacruz.com/government/city-departments/planning-and-community-development/long-range-policy-planning/rental-housing-taskforce>

<https://www.cityofsantacruz.com/government/city-departments/planning-and-community-development/long-range-policy-planning/ordinance-policy-updates>

30. With the salary freeze in place, our lower-income staff could be severely impacted by rent increase throughout the next year, probably longer. I have reached out to the city council about this but have not received a reply. As the largest employer in our community, as well as an influential institution, I'm wondering if the Campus has reached out to the city about this. If not, why? Our salary rates are already disproportionate to the cost of housing, and I would hope that campus leadership would want to make every possible effort to protect our staff from further housing struggles during this time. Oakland, San Jose, and several other cities throughout the state have enacted rent increase freezes through 2020.

The campus will inquire whether such a ban is being contemplated by city leaders. Please also see the answer to Question 31.

Fall Plans:

31. What classes will be offered in person for Fall 2020?

The status of each course being offered in fall is available in the on-line schedule of classes. Limited courses are currently planned to be offered in person. In person instruction will also depend on whether it is permitted by the State. We are awaiting the State's guidance for higher education; in person operations in higher education, except where supporting essential workforce activities, are currently precluded by the State.

32. Any new news about whether students will have on-campus classes in Fall 2020; which classes if not all.

The status of each course being offered in fall is available in the on-line schedule of classes. Limited courses are currently planned to be offered in person. In person

instruction will also depend on whether it is permitted by the State. We are awaiting the State's guidance for higher education; in person operations in higher education, except where supporting essential workforce activities, are currently precluded by the State.

33. How is the campus looking at the UCSC Silicon Valley Campus (in Santa Clara) vs. the main campus when it comes to Fall instruction and work being remote or not?

The recovery activities for the UCSC Silicon Valley Campus follow a parallel process though under orders of Santa Clara County as noted in the [June 5th COVID-19 Recovery and Resiliency Planning Update](#). For credit-bearing classes, the campus treated all courses similarly, independent of location.

Housing:

34. How many students will be allowed to live on campus Fall 2020 and Beyond?

At this point in time, the campus housing approach for fall 2020 will use both single and double room occupancy. This approach will adapt as conditions change. Currently, the planned capacity will be approximately 4,925 beds. It is too early to predict how the pandemic will impact housing occupancy beyond that time.

35. Regarding students living on campus, how many bedrooms can accommodate singles (and some doubles) -- what is that population number expected to be on campus?

At this point in time, the campus housing approach for fall 2020 will use both single and double room occupancy. This approach will adapt as conditions change. Currently, the planned capacity will be approximately 4,925 beds. It is not yet known how many students will choose to live on campus.

36. Will you also provide the demographics of who will be living on campus -- frosh, transfers, etc? This affects other campus planning needs?

It is not yet known the exact mix of housing demographics. This will depend on which students choose to live on campus. Placement in university housing will be prioritized for various continuing student populations and new transfer students, who may have a need to be physically present for courses or labs taught on campus. Additional students will be accommodated, space permitting.

Enrollment:

37. Are there numbers yet for the number of students who have accepted their offers to attend UCSC?

This is a very dynamic year, but current projections for new student enrollment are similar to original plans. In early July, estimates were about 1650 new transfer students and about 4400 new frosh.

38. Will there be a report or update on fall student enrollment? It would be great to know if enrollment is up or more funds are available? This would go a long way toward improving morale.

The best estimates for total enrollment will be after all students have had the opportunity to enroll and begin attending classes. Summer enrollment is high, especially for new students in the Summer Edge programs. Most campus budgets for 2020-21 have been established based on projected enrollment, as defined several months ago (the normal process). Should enrollment drop significantly, we will reassess and adjust if necessary. Enrollment information is published on the IRAPS website <https://iraps.ucsc.edu/student-statistics/index.html>

Recovery:

39. There was an article that said it would cost the UC system 24 million a week to test everyone. Is that amount of testing sustainable or cost sustainable?

The campus is still developing the asymptomatic testing model that will be used in fall quarter.

40. Santa Cruz County has begun allowing offices to reopen. When will UC Santa Cruz staff be permitted to return to office spaces?

Campus leaders are currently evaluating any additional operations that should be resumed on-site this fall. We anticipate that employees who can effectively continue working remotely will do so at least until Jan. 4, 2021.

41. If courses are going to be remote, when will staff come back to campus?

Campus leaders are currently evaluating any additional operations that should be resumed on-site this fall. We anticipate that employees who can effectively continue working remotely will do so at least until Jan. 4, 2021.

42. Will staff on campus be able to get tested?

The campus is still developing the asymptomatic testing model that will be used in fall quarter. Symptomatic employees should contact their health care provider.

43. What if we don't want to be tested? Where does this information go?

The campus is still developing the asymptomatic testing model that will be used in fall quarter. Asymptomatic testing could be required for employees accessing on-site campus locations. Any data collected must comply with HIPAA privacy requirements.

44. Is there any overall project manager overseeing all of the campus recovery workgroups?

Campus recovery and resiliency planning is being undertaken using two task forces: Academic Recovery and Resiliency Task Force chaired by the Campus Provost and Executive Vice Chancellor and the Operations and Employee Recovery and Resiliency Task Force chaired by the Vice Chancellor for Business and Administrative Services. Additional information and periodic updates are available at <https://recovery.ucsc.edu/> .

45. Some of the buildings on campus have been shut down for months now. Do we have staff and procedures to ensure that this doesn't cause a Legionnaires disease issue?

Prior to the resumption of on-site activities in a space that has been closed, a work site resumption plan must be completed. This includes review of building systems.

46. Is there a danger of a Legionnaires disease outbreak when we start to reopen dorms and office buildings that have been shut down for months?

Prior to the resumption of on-site activities in a space that has been closed, a work site resumption plan must be completed. This includes review of building systems.

47. I really enjoyed the webinar by Dr. Kilpatrick. Is there a follow up on that webinar about more data analysis, testing and where our county is?

Additional information on the campus research being done on COVID 19 is available at this [link](#).

48. Do you know if campus events or dept. staff gatherings are able to take place this summer or fall? Is this guidance coming from the county on restrictions for how many people can gather?

Mass gatherings are currently prohibited on campus until further notice.

49. This comment re: events (UC-hosted and non-affiliate hosted) on campus this summer/fall. Current directive only cancels events through spring quarter.

Mass gatherings are currently prohibited on campus until further notice.

50. Will any of OPERS reopen?

Recreation facilities and programs are under review, and final decisions about on-site reopening have not been made. Decisions will be posted on the UCSC recovery website <https://recovery.ucsc.edu/> and shared with the campus community.

Long term:

51. Is there going to be a greater look at letting staff work 4-day remote and 1-day in office? when the shelter-in-place is lifted?

One of the COVID-19 Recovery and Resiliency work groups is focused on Leveraging Opportunities. As part of their charge, they are developing a proposal to explore and potentially expand remote work/telecommuting.

52. What do you think about Telecommuting? Are you in favor of allowing staff to telecommute?

One of the COVID-19 Recovery and Resiliency work groups is focused on Leveraging Opportunities. As part of their charge, they are developing a proposal to explore and potentially expand remote work/telecommuting.

53. Will staff that can work remotely, be allowed to choose to work remotely indefinitely?

One of the COVID-19 Recovery and Resiliency work groups is focused on Leveraging Opportunities. As part of their charge, they are developing a proposal to explore and potentially expand remote work/telecommuting.

54. Is there a proposed tuition decrease for remote classes v in person?

Tuition and mandatory fees have been set regardless of the method of instruction and will not be refunded in the event instruction continues to be offered remotely for any part of the 2020-21 academic year. Mandatory university charges for tuition and many charges for student services continue to help cover ongoing operations such as the delivery of instruction and the cost of student services such as registration, financial aid, and remote academic advising. While we acknowledge that our campus, like other UC campuses, has changed aspects of our operations in response to the COVID-19 pandemic, many of the costs that campus-based fees are intended to cover continue as we maintain operations and prepare for the recovery to full in-person operations.

55. What is the thinking about creating greater flexibility and opportunities for students and staff who cannot afford to live in Santa Cruz but can study or work remotely?

With regard to students, when fall quarter instruction begins October 1, UCSC will offer most courses remotely or online and provide in-person instruction for a small number of courses for which remote delivery poses substantial challenges, as is the case for some laboratory, studio and field study courses.

As it relates to employees working remotely, it is expected that employees who can continue to effectively do their job remotely will continue to do so until at least January 4th. One of the COVID-19 Recovery and Resiliency work groups is focused on Leveraging Opportunities. As part of their charge, they are developing a proposal to explore and potentially expand remote work/telecommuting beyond COVID-19.

Student Strike/Conduct issues:

56. Can we get an update about the striking student conduct process and the concerns about perceived racial inequity surrounding the process?

Yes, on July 9th [the campus announced](#) an agreement with the UAW that moves grade-deletion matters from the student-conduct process to the employment discipline process; creates a process to remove employment letters of warning from academic student-employee personnel files; and in exchange the UAW withdrew its unfair practice charge related to student conduct and employee discipline.

While it is crucial that members of the leadership team do not interfere with individual student conduct processes to ensure that the rights of students are not compromised, the larger process and aggregated outcomes will be re-examined in the coming year.

57. What is happening with the grad student strike? Is that still going on?

By the end of the spring quarter, virtually all of the grades for the 19/20 academic year were submitted. The campus and UAW have agreed to mediation and expedited arbitration in August. Expedited hearings for those terminated allows a neutral third party to help campus and UAW resolve these disciplinary actions separately and, if we cannot agree, allows for a quick hearing and decision prior to fall quarter.

Police Practices:

58. Can Chancellor Larive speak to her complicity in the use of riot police to suppress the peaceful student protests that took earlier this year?

During any campus demonstration, it is important to protect the rights of those demonstrating and expressing their first amendment rights consistent with time, place and manner. It is also important for the safety of motorists and those participating in demonstrations to ensure public roadways are not blocked and to protect against disruption of university operations for those living, working and studying on campus.

59. Will the Chancellor agree to immediately change campus use-of-force policies? End the practice of bringing in outside police forces and the practice of using riot gear.

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor.

60. Will UCSC be reconsidering the use of outside police departments assisting UCSC PD in dealing with protesting students?

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor.

61. U of Minnesota's president announced that the university will no longer partner with local police. UCSC's BSU made a similar demand. What conversations are taking place with campus and UC leadership?

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor.

62. In light of the national conversation around police reform, would you, Chancellor Larive, be willing to if not cut in half the campus police dept., at least not have police carry guns on campus?

Chancellor Larive [outlined several steps](#) we are taking to review police department operations and resources. Part of this effort will include an expanded and reconstituted Campus Safety Community Advisory Board that reports to the Chancellor.

63. Wasn't the UCSC police chief the same one that used excessive force on student protests at UC Davis?

The current UC Santa Cruz Police Chief was not employed at UC Davis during the 2011 pepper spray incident.

64. Who will be on this advisory task force on policing?

Chancellor Larive has asked for feedback from current advisory board members. This will help inform the membership moving forward. Nominees for membership on this group are being requested from several campus groups, including the staff advisory board.

Climate:

65. With the heightened commitment to anti-racism, will you commit to a UR campaign (or other resources) to support university access for ABC students via outreach, & greater SUPPORT for current students?

Yes, to the extent permitted by law, we commit to raising funds to support ABC students. We are also committing campus funds to establishing an Office of ABC Student Success and hiring an Advocate for ABC Student Success. The activities and work of the Office of ABC Student Success will span all areas of the student experience, but will be housed in the Division of Student Affairs and Success. The Advocate for ABC Student Success will report directly to the interim Vice Chancellor for Student Affairs and Success.

We are also piloting a program co-created with students focused on success for ABC students. We will provide more information on these projects and the program in partnership with the students who are engaged in this work.

66. I want to see UCSC put its money where its mouth is and provide true support for Black students, faculty, and staff. The climate survey had many glaring issues. How will you address this? It's time!

Please see the answer above for two new programs we are piloting to support ABC Students. Students, staff, and faculty who experience discrimination on the basis of a protected characteristic should report it to the new Office of Equity and Equal Protection. The Office for Diversity, Equity, and Inclusion is also an excellent resource for students, staff, and faculty who experience bias and discrimination on the basis of a protected characteristic.

67. How will campus address the current mass staff burnout?

There are two work groups who have been charged with identifying recommendations in the area of employee morale and resilience. Those recommendations will assist in informing the steps that can be taken to support our staff.

68. What are we doing to support black students specifically through finals week? What resources have you offered to them? Have you contacted every single one of them?

All instructors were encouraged to recognize the unprecedented climate and health issues surrounding finals week and prioritize evaluation that measured learning rather than measuring how well someone performed under pressure.

69. Sarah mentioned the employee experiences survey ... was that also administered at other UC campuses? If so, how did we compare?

UCSC average scores were rated as good or excellent on all questions. Areas for improvement include communication and ensuring employees are aware of the steps the campus is taking to address the pandemic and how that supports employee well-being. An area where the campus scored well is having supportive supervisors.

70. Could we get the link in the chat for the results of the employee survey, if possible?

Information on the survey can be found at:

<https://news.ucsc.edu/2020/06/covid-survey-update.html>

71. What is the status of exploring and responding to BSU's demands sent on June 2?

Campus leaders have met with representatives from the BSU. The process for responding to these demands is being co-created with students and we have agreed to communicate about that work together and only when it is ready.

Recruitment/Hiring:

72. Any update on who the new CP/EVC will be?

On June 12th [it was announced](#) that the Campus Provost and Executive Vice Chancellor is Lori Kletzer.

73. When will we know who the new VC of UR is?

On June 11th [it was announced](#) that the Vice Chancellor, University Relations is Mark Delos Reyes Davis.

74. Is there a hiring freeze?

There is not a hiring freeze. There is a position management process in which principal officers must seek approval from the CPEVC or Chancellor prior to recruiting for an open position.

Salary:

75. When will non-represented staff members get raises or at the very least compensation for the added workload that we are finding ourselves dealing with during this time?

On May 18th, President Napolitano [announced](#) there would be no merit increases for non-represented employees for the FY21 year.

76. Along with layoffs, will salaries be reduced for staff who are not laid off? With how much notice?

Until the budget picture is clearer in October, it is not clear what actions will be used to address fiscal shortfalls.

77. Do you have updates on the Compensation Philosophy Report and what implementations will take place from the recommendations in the report?

The Compensation Philosophy Task Force recommendations were shared with the campus leadership team. As the budget picture for FY21 is not yet clear, the timing of implementing any of the recommendations is still under review.

78. Will Career Staff have to take a pay cut?

Until the budget picture is clearer in October, it is not clear what actions will be used to address fiscal shortfalls.

79. Is the salary equity program for faculty, staff or both?

On May 18th, President Napolitano [announced](#) there would be a freeze on salaries for policy-covered staff employees and a freeze on salary scales for policy-covered, non-student academic appointees for the FY21 year. The regular academic peer-review merit advancement program will continue.

80. Can campus leaders advocate to UCOP that staff salary adjustments should be made like usual, but with an accompanying furlough such that the net budget impact is zero for this fiscal year, but then when budgets allow, staff can be un-furloughed, and not have lost out on salary adjustments? This would also help staff who are trying to maximize their retirement benefits which are directly tied to salary rate.

Campus leaders have shared this idea with the Office of the President.

Campus Building Development/Utilization:

81. Have there been any changes to the status of the new housing building projects on the 2 building locations?

At this point there have not been changes to the plans for student housing.

82. Will campus be looking to leverage opportunities to eliminate the need for paying for lease space at Scotts Valley?

It is not yet clear what the long-term space needs will be for the campus and how the exploration and potential expansion of remote work/telecommuting will impact who works at Scotts Valley.

Communications

83. Many colleagues including myself did not receive that June 1 message. It appeared only to be sent to deans and department chairs.

The June 1 communication was a message directed to the deans and department chairs outlining their responsibility for authorizing courses to move forward to an operational review of the feasibility of holding the course on campus. It was not a campus wide announcement.

84. The June 1st email was not shared with all of the campus constituencies that are in need of information, only with faculty dept. heads. Could these messages be shared more broadly internally?
- Please have those communications go to divisional staff as well since there are gaps in communication from the deans and dept chairs. Thank you!
 - Yes agreed- please let that communication go to staff as well as deans and dept chairs.
 - With "a series of announcements" approach, how can we ensure EVERYONE gets the messages. Some folks have been left out or off of msgs. When some have info and others don't it causes anxiety and confusion.
 - Exactly. EVC sent out a message on June 1 to only a few people and mentioned it during the meeting today. It was not shared widely.

The June 1 communication was a message directed to the deans and department chairs outlining their responsibility for authorizing courses to move forward to an operational review of the feasibility of holding the course on campus. It was not a campus wide announcement.

85. Please try and over communicate right now, there have been minimal communications without consistent messaging to staff and faculty.

In the months to come, several enhanced communication tools are being planned, including a new website <https://recovery.ucsc.edu/>, the use of information forums, and increased frequency of planning updates.

86. Dr. Kletzer, your recent letter to staff and faculty seemed to indicate that undergrads will not be able to participate in on-campus and off-campus field internships. Is that what you meant?

There are no prohibitions on student internships and long as they comply with division worksite plans.

87. When will a public announcement about Fall 2020 instruction be issued?

An [update on fall instruction](#) was published on June 16, 2020.

88. Can we see that Compensation Philosophy Report?

The recommendations are still being reviewed and will be posted once that process is complete.

89. Who are the members of the RESEARCH workgroup within the Academic Recovery and Resiliency Task Force? The website says "members pending".

The names of participants on the Research subgroup has been updated. The Academic Recovery and Resiliency Workgroups can be seen at <https://www.ucsc.edu/recovery/workgroup.html>

90. Will the campus community have a chance to see the reports from Lori Kletzer's recovery committees that were due to the Chancellor mid-May (mentioned at the last Forum?).

Any written documents created by the sub-groups captured the group's work at a point in time and are part of the deliberative planning process. Formal reports will not be issued by any of the workgroups. As we continue to learn more about the Coronavirus and its spread the content of our preliminary summaries becomes outdated.