

Answers to Unanswered Questions from Spring 2022 Forum
Posted 7/29/22

Now that remote work is more normal, we are noticing other UC campuses hiring our people away at the 50%, especially in IT-related jobs. Will you assign an analyst to gather all the examples of this on our campus so you can bring our specific data to a systemwide decision-making body... so they can ideate as to how the intra-campus pain can be mitigated?

Though we're all aware that retaining employees is a national issue, the impact at UC Santa Cruz has been significant. There are a number of campus leaders already in conversation with our colleagues at other UCs and with the Office of the President around issues related to employees being recruited between different UC campuses. The Office of the President is in the process of hiring an Assistant Vice President for Employee and Labor Relations, in part to support a more comprehensive employee relations environment for the system.

This is a very important issue to UC Santa Cruz and campus leadership and SAB are collaborating around next steps.

Why is this scheduled over the VC DEI interviews? This feels incredibly problematic for many reasons.

We apologize that this was scheduled over one of the town hall sessions for the VC DEI. This event had to be rescheduled and given our limited options and the fact that both events are recorded to allow for asynchronous viewing, we chose to go forward with both events.

I think it is great that the campus has partnered with LANDED for home buying and this is a step in the right direction. However, housing continues to be a hardship for so many of our essential workers on campus (not senior management level employees) and being able to buy a house for a single parent family within Santa Cruz county is still out of reach even with that program. Also when landlords are able to increase rents up to 10% each year, but the campus only provides 1-3% COLA increases how can a person ever "get-ahead" and possibly have home security and not worry about housing. What kind of Staff housing projects are in the works? Faculty receiving housing allowances, how come staff don't receive some kind of housing allowance?

We recognize that housing is our greatest challenge as a campus (and say so at every opportunity). While this does not provide an answer for people struggling with rent increases now, our long-term plan to provide housing for 25% of new employees in the LRDP is designed to help ease pressure in the rental community and provide desperately-needed, reliable housing for our employees. The three-year pay equity program and our new compensation philosophy are both designed to help increase pay for our staff members and bring more of our community in line with market rate (50% of the range). This program is not a "one-off" and we will need to continue assessing and improving staff pay in years to come.

Faculty has access to loans reflect the way that different roles are recruited. There is a long-standing expectation that faculty will be required to move to the area and a similar expectation that staff members are not being recruited from great distances. This is not always the case, but it does speak to the discrepancy in the model.

In this time of rising housing and transportation costs, what is UCSC doing to make sure that staff, faculty, and students will be able to safely affordably get to campus from wherever they live?

We are working with METRO on offering direct service to and from the residential campus and south county, mid county, and even San Jose; but this is greatly dependent on METRO's capacity to

successfully recruit and train drivers.

TAPS is also actively exploring new mechanisms which commuters can use to get to and from campus. We are currently working with cities and counties on a joint effort to bring e-Bike share, similar to JumpBike from a couple of years ago, to the region; this would include a number of bike and docking stations located on the residential campus and westside campuses.

We have significantly expanded the ParkMobile network available at all campus locations in Santa Cruz county. This provides all affiliates and guests additional flexibility when deciding on permit options, as well as a greater ability for our undergraduate students to access up-close parking.

TAPS continues to offer other great and affordable transportation options such as Vanpool, Carpool and discounted Employee Bus Passes. For more information, interested parties should contact TAPS at taps@ucsc.edu

Responses from Staff Advisory Board

Accessibility continues to be reactive or an afterthought on our campus; for example, there are no ASL interpreters here, none of the video recorded sessions are captioned, and there are no transcripts of the only audio sessions. What is the campus doing to address the disparate impact this has on staff?

Accessibility accommodation requests for an event like this are based on the needs of an individual requester. So we would accommodate a person who needed ASL interpretation, but would not hire an interpreter for an event where no such request had been made. Our ADA Officer, Rosa Garcia could provide more information about how accommodation requests work. The Staff Advisory Board would be happy to provide accessible accommodation at our events. Requests can be made by contacting ucscsab@ucsc.edu.