TO: the Faculty Legislature, Santa Barbara Division:

OVERVIEW OF MAIN AGENDA ITEMS
Primary concerns of the Council on Faculty Issues and Awards during the 2005-06 academic year can be categorized into 7 main areas, ordered roughly by priority:

1. **Housing and the Long Range Development Plan (LRDP):** Housing remains one of the most critical issues impacting faculty welfare and was potentially the most important issue for the Council in 2005-06. There is a broad recognition that the high cost of housing has complicated efforts at hiring and retention and poses a serious threat to faculty and staff morale. Significant progress was made by the campus in this area, including successful development and administration of a survey by the Chancellor’s Committee on Faculty and Staff Housing designed, in part, to evaluate current and future housing demand, approval of the San Clemente Graduate Student Housing project, and significant progress on North Campus Housing.

2. **Faculty Benefits and Compensation:** Contrary to past years, faculty benefits were not a major issue in 2005-06. However, concerns remain regarding low overall faculty salaries and the likelihood that a transition from a defined benefit to defined contribution retirement program will resurface. Furthermore, it has become evident that it will be necessary to reinstitute faculty pension contributions in the near future due to long-term shortfalls in the UC pension fund. The most contentious issue discussed was UC Compensation, Accountability and Transparency, an issue first publicized by the San Francisco Chronicle that may have far reaching impacts on reporting of faculty salaries, compensation and perceptions of the UC.

3. **Campus-wide Issues:** The Council on Faculty Issues and Awards is routinely asked to comment on campus policies, draft campus plans and other issues. Specific evaluations will be discussed under the narrative below.

4. **Academic Freedom:** Two main issues this year were continued development of a report on campus-wide response to the Patriot Act, led by UCAF representative L. Hajjar, and CFIA comment on a the proposed Student Freedom of Scholarly Inquiry Principles.

5. **Education Fee Waiver:** Implementation of an Education Fee Waiver program for UC faculty and staff is an issue that has varied importance from being a high priority in past years, to of no importance in 2004-05. This issue was reintroduced in 2005-06 and is considered a potentially low-cost means of improving faculty and staff morale that deserves another look. This issue was reintroduced to the CFIA, which has endorsed the principle of an Educational Fee Waiver.

6. **Workload:** As in past years, the Council nominated a member to participate in a workgroup organized to address workload issues, yet this work group never met. The lack of progress in this area is considered to be a serious problem and the Council has opted to make this a pressing issue for 2006-07.

7. **Parking:** Parking remains a potentially contentious issue on campus. To more effectively deal with these issues, a liaison was created between the Rate Payers Board and the CFIA.

The following discussion is listed in accordance with the numbered agenda items above.
COUNCIL ISSUES

1. Housing

Housing was one of the first items considered by the Council in its first meeting in October. Major issues discussed included on-going frustration with the lack of progress on North Campus housing, concern that existing waiting lists for North Campus and West Campus housing underestimated demand, and concerns regarding how new housing would be prioritized. To improve knowledge of faculty demand for housing, it was suggested that a survey could be developed to better assess faculty demand. In addition, a member of the Council, Chair D. Roberts, volunteered to serve on the Chancellor’s Committee on Faculty and Staff Housing, Chaired by J. Michaelsen, in which D. Roberts would act as a liaison between the Council and Advisory Committee, and, where possible, participate in furthering Council goals for housing.

Over the course of 2005-06 significant progress was made by the campus in this area. Major campus successes included:

• Approval of San Clemente Graduate Student Housing. While the near-term availability of over 900 beds of graduate student housing does not directly address faculty needs, the potential of shifting students from other, less restrictive graduate student apartments and thus opening these up as temporary housing for newly hired faculty is encouraging.

• A faculty and staff housing survey was developed and implemented by the Chancellor’s Committee on Faculty and Staff Housing in mid-spring, 2006. The Council, through D. Roberts was afforded the opportunity to contribute to the design of survey questions and, once the survey was completed, given access to results in draft form. The survey, by most measures, appears to have been highly effective with a 45% response rate out of 4,500 individuals, including 388 faculty, 88 Lecturers with Security of Employment (LSOE), 286 academic staff and 530 non-Senate faculty.

• Continued development of a Long Range Development Plan that appears well designed to address many future housing needs and improve the quality of structures on campus. At the December 14, 2005 Council meeting, Associate Vice Chancellor for Campus Design and Facilities, Mark Fisher, was invited to present PowerPoint materials describing relevant components of the LRDP which were well received by the Council.

While significant progress was made in this area, several important issues either remain unresolved or are in progress. These include:

• North Campus housing. As a member of Campus Planning Committee, the Executive Council and the Chancellor’s Advisory Committee on Housing, Chair D. Roberts kept the Council regularly informed on progress on North Campus housing. While considerable progress was made by the campus, continued reduction in the numbers of units and failure to have North Campus housing make the Coastal Commission agenda in 2005-06 remain sources of frustration. Nevertheless, the positive outlook of many individuals working towards North Campus, and unwavering efforts by Chancellor Yang in pushing this project forward remain extremely encouraging.

• Prioritization of North Campus housing and the extent to which this housing will be prohibitively costly for new faculty remains an issue. As a member of the Chancellor’s Advisory Committee on Faculty and Staff Housing, D. Roberts was given an opportunity to comment on draft prioritization policies for this housing and receive feedback from Council members. The draft prioritization policy, which is roughly modeled after policies from UC Irvine, is divided into two main components, a transition policy, designed to address existing waiting lists for North and West Campus Housing (plus 65 more individuals currently housed in West Campus Housing) and a
North Campus Access policy, designed to address remaining needs for existing faculty and future hires. While a number of significant changes were made to this draft, it was also clear to the Council that more consideration should be given to cases in which a faculty member is on the waiting list, but does not accept the house that is offered when it becomes available because that particular unit may not meet their needs. In the current policy, a faculty member is given a fixed number of opportunities to refuse a unit, and then is removed from the waiting list. The Council looks forward to the opportunity to participate further in the development of a prioritization policy for this housing.

- **Cost.** While the Council recognizes the challenges of constructing low-cost housing in the Santa Barbara area, considerable concern was expressed regarding potential costs of these units. Affordability is a major issue with these units, in which a unit costing $400,000 or more, may require a mortgage that is beyond the ability of junior faculty to support. While the Council recognizes that significant efforts are being made to contain costs, provide lower-cost alternatives and very long-term loans (for example, 40-year MOP loans), there remains a disconnect between the type of unit faculty believe they should be able to afford, and the size of mortgage they are willing to pay. This disconnect is particularly evident in the Faculty/Staff Housing Survey, which showed for a subset of 76 faculty, an interest in average home prices in excess of $600,000 coupled with an unwillingness to pay more than 3,000 a month for a mortgage, far below what would be needed for a $600,000 house. This disconnect should be addressed in the near future, potentially by providing mortgage estimates for a range of housing costs, interest rates and loan durations.

- **While discussing North Campus affordability, it was brought to the Council's attention that MOP loans are not available to Lectures with Security of Employment (LSOE) or Lecturers with Potential Security of Employment (LPSOE). This is a significant oversight that should be addressed. LSOE and LPSOE, until recently, were a relatively minor, but important component of the UCSB workforce. However, the proportion of new hires in this category has been increasing and appears likely to increase more as hiring policies shift away from more standard tenure-track positions. For example, in 2004, there were 25 Senate members within this category from the Gevirtz Graduate School of Education and College of Letters and Science, with 12 in the Division of Mathematical, Life and Physical Sciences, 2 in the Graduate School of Education, and 9 in the Division of Humanities and Fine Arts. This represents 23 LSOEs out of 679 ladder-rank faculty in the College of Letters and Science. This number is significantly higher than in 2000 and lower than the 27 that were present in 2005-06. Furthermore, this category of hire is disproportionately higher in some departments than others. For example, the CFIA member who brought this to the Council’s attention is a member of Dramatic Arts, in which 5 of 21 ladder-rank faculty are LSOE. While this issue remains unresolved, it is an early goal of the CFIA for 2006-07 to formulate a memo to the Academic Senate to bring this issue to the Senate’s attention and address correct this oversight. Given that LSOEs are members of the Academic Senate, they should not be treated differently. In addition, if LSOE appointments are slated to become an increasing proportion of new hires, a lack of access to MOP loans is likely to increase the challenge of hiring and retaining them in the future.

2. **Faculty Benefits and Compensation**

UCSB was represented by D. Morgan at UCFW, who provided important information throughout the year and requested Council feedback on specific items as required. Issues that were discussed in Council included:

- **Retirement Benefits.** UCFW voted in favor of reinstituting employee contributions to the pension fund. This step is seen as necessary to account for the shrinking positive balance between pension assets and potential liabilities. The timing of when contributions will be reinstated, and percentage have yet to be determined. The intent of the Regents is to begin contributions at a low level to minimize impacts on employee take home pay. Potential threats to the Defined Benefits package currently employed by the UC were also discussed, in which it was pointed out the a
proposed change to a Defined Contribution plan, shelved in 2005-06, may arise in following years.

- **Childcare.** As part of UC Family Friendly Policies, access to high quality childcare has been identified as an important issue. This is particularly true of emergency childcare. To better assess the availability of childcare on campus, the Council invited the Acting Director of the Orfaela Children’s Center, Lisa Voss to Council in April, 2006. The primary goal of this invitation was informational, requesting a brief overview of the program including its history, costs, cost comparisons, measures of quality, number of children enrolled, age description etc. While it became evident that this facility provides much needed, high-quality care at a very competitive price, it was also evident that it has two major shortcomings for faculty: 1) the program is relatively inflexible and rarely has openings for partial days or faculty who only require childcare a few days a week. Given the goals of the facility, which are to provide a stable learning environment for children of students, a lack of flexibility is understandable, but does not meet many faculty needs. Second, this facility cannot fulfill the needs for emergency child care. Given the challenges and costs of arranging emergency childcare, the Council considered emergency childcare an important, but lower priority need.

- **An Evaluation of Faculty Family Friendly Edge.** A summary report of an Initiative for Tenure-Track Faculty at the University of California was reviewed by the Council. This report, which was written by faculty from UC Berkeley, discusses general findings of how the process of achieving tenure impacts family planning with a particular emphasis on the challenges posed for female faculty. It outlines a number of policies, such as stopping the tenure clock and improved resources for childcare and adoption benefits that would create a more family friendly environment for female faculty, and potentially improve the UCs ability to hire and retain women.

- **UC Mental Health Policies for Out-of-Network Providers.** In response to a concerned faculty member, the Council invited Laura Morgan, the UCSB Healthcare Facilitator to discuss UC mental health policies and determine whether the UC met parity requirements. The main issue concerned out-of-network providers, a difficulty that may be particularly severe for faculty on sabbatical, in which faculty are limited to 20 visits compared to unlimited visits within the network. The concerned faculty member was given necessary contact information to help them with their difficulties. An important outcome was the conclusion that it may be necessary to change health care insurance for lengthy (greater than 4 month) sabbaticals and that Blue Shield was an option often used.

- **Issues of UC Compensation, Accountability and Transparency.** By far the most contentious issue system-wide has been UC Compensation, Accountability and Transparency and perceived indiscretions by higher level executives within the UC. CFIA was asked by system-wide UCFW representative, D. Morgan, to review the April 2006 report generated by the taskforce organized to investigate this issue. Overall, the Council was impressed by the report and recognized the gravity of the situation and need for addressing numerous failures in compliance, reporting and policy. However, concerns were also raised in Council regarding the UC response to this issue, including the fact that the University response was left primarily to President Dynes (without Academic Senate input) and that issues such as web-based publication of faculty salaries may not be in the best interest of the University or its faculty. Furthermore, the Council was concerned that the report fails to adequately address how the UC compares to other institutions in salary, compensation or reporting. As a component of this issue, the Council was also asked to respond to CA SB 1571, a bill sponsored by Senator Abel Maldonado. Overall, the Council found the bill to be poorly structured, poorly written, open to misinterpretation, and included inappropriate text. The Councils response was included in a memo to the Academic Senate.
3. **Campus-wide Issues**

Throughout the year, the Council was asked to comment on specific policies and draft plans such as the Academic Plan. Following is a list of the major issues addressed:

- **APM 760-28.** APM 760-28 governs birth-leave and leave for primary care. General concerns raised by the Council involved the duration of this benefit, which was provided 2 semesters or 2 quarters, thus establishing an inequity between semester and quarter systems that roughly translate to a 6-month difference in this benefit. In addition, the Council urged that adoptive parents and foster parents be given equal treatment as birth mothers. Finally, concerns were expressed regarding pay for non-faculty appointees who have already utilized all sick leave. These responses were summarized in a memo to the Academic Senate in October, 2005.

- **Response to UC Affirmative Action and Diversity.** The Council was asked to comment on proposed recommendations for stronger diversity committees on campus. In general, the Council was supportive of efforts to strengthen campus-wide diversity, but expressed concerns regarding some of the wording. Concerns were summarized in a memo to the Academic Senate in January 12, 2006.

- **Draft Academic Plan.** The Council was asked to comment on the 2006 revision to the Draft Academic Plan. Overall, the Council found this document to be an improvement over previous versions. However, the Council also had a number of major concerns regarding its current form including a lack of clarity regarding the target audience, the lack of a compelling argument supporting growth, a lack of any discussion regarding reallocation of existing resources, no discussion of how the 1% projected growth will be managed between departments, a suggestion that the target level of 17% graduate students is too low, concerns regarding an overemphasis on multidisciplinarity that may not apply to apply departments and a lack of a contingency plan in case enrollments are capped at 20,000. These concerns were summarized in a memo to the Academic Senate in April, 2006.

- **Response to Draft Policies and Procedures Governing Academic Programs and Units, (TCDD, TCDDA and TCD).** The Council reviewed draft policies for the Transfer, Discontinuation, Disestablishment and Consolidation of academic units and programs. In general, numerous significant problems were identified in these documents, which were summarized in detail in a memo submitted to the Academic Senate in May, 2006. In response, a workgroup is being organized to address concerns and the Council has been asked to submit two members to this work group. Two highly qualified members have been identified and will be asked to participate as more information regarding this work group comes forth.

- **APM 080, 700, 710 & 711.** The Council was asked to comment on proposed changes to APM 080, 700, 710 & 711, governing leave of absence, sick leave and “presumptive separation”. Presumptive separation is a new policy category designed to formalize the University response to faculty on leave who do not return to their positions after the period of leave is over and who have failed to respond after reasonable attempts have been made to contact them. Overall, the Council was supportive of most changes, but did suggest that a separate policy be established for Presumptive Separation. These responses were summarized in a memo to the Academic Senate in May, 2006.

4. **Academic Freedom**

In the November 2, 2005 meeting of the CFIA, the representative to the UC Committee on Academic Freedom, L. Hajjar discussed two main issues in the area of academic freedom—the USA Patriot Act and scholarly inquiry.
UCSB Patriot Act Report, in which she proposed that UCSB include similar resolutions as UC Berkeley and that the Chancellor act as point person for any government request/activity. She also emphasized the important role librarians have played as the front line of defense against reporting issues. The ad hoc committee completed its report at the end of 2004-05, submitted it to the Academic Senate with the recommendation that it not suggest a resolution like those passed at UC Berkeley and Santa Cruz. It was presented as an informational piece to UCAF and is expected to be reviewed in 2006-07.

A second issue discussed by L. Hajjar was more informational, concerning private advocacy groups who have been targeting Middle East Faculty (for example, Columbia University alleging Anti-Semitism). An additional item of concern included proposed federal policies (HR 3077), which propose to establish a link between federal funding and international funding center, including rights for individuals or groups to lodge complaints that, until addressed, could lead to a federal freeze on funds. This mechanism, if implemented, would provide a particularly damaging mechanism for groups or organizations to lodge frivolous or antagonistic complaints to limit a faculty member's ability to pursue a particular avenue of inquiry.

Scholarly Inquiry. An the January 11, 2006 meeting the Council was asked to comment on a draft of the Student Freedom of Scholarly Inquiry Principles. This document is designed to better articulate student rights of inquiry with a goal of fostering mature, independent thought as long as it meets the high standards of scholarly work. This work further clarifies the role of faculty in choosing content and setting the standards by which scholarly work is judged. In general, the Council was highly supportive of the document after minor revisions, voting unanimously to support the final form of the document in the June 2006 meeting.

Educational Fee Waiver
After over a year hiatus, the Council was asked to endorse renewed efforts to establish an Education Fee Waiver program within the UC system. Chair D. Roberts and Academic Senate Chair, W. Yuen met with two representatives of CUCSA, who presented a report from 2002.

CFIA discussed the Council of University of California Staff Assemblies report, expressing strong support for this renewed effort. While the Council recognized potential costs, it also saw considerable benefits, especially in the form of work force morale, hiring and retention. It is particularly troubling to find that Stanford University and the California State University system have already implemented such a fee waiver. The Council responses were summarized in a memo to the Academic Senate in early March, 2006.

Workload
Late in 2005, the Council was asked to review a draft plan for establishing a uniform system for reporting faculty educational work loads. This plan was formulated, in large part in response to requests for a more uniform means of reporting, but also in part to provide a better measure of the many ways faculty instruct, outside of the more traditional lecture environment. Finally, faculty workload is an important issue, in that there are potentially serious inequities across campus in teaching workloads and how they are reported.

In the December 14, 2005 Council meeting, the Council was asked to nominate a member to serve on the Faculty Workload Implementation Policy group. Council member Vickie Scott volunteered to represent the Council. Unfortunately, this group has yet to meet.

In response to a lack of response to this issue for two years, the Council intends to write a memo to the Senate requesting that workload be made a priority issue for 2006-07. Furthermore, the Council is willing to take a leadership role in moving this effort forward.
7. **Parking**

Parking remains an important issue to the Council, but was relatively quiet in 2005-06. At the request of the Chair of the Rate Payers Board, Kostas Goulias, D. Morgan was assigned as a liaison between CFIA and the Rate Payers Board. CFIA was asked by the Rate Payers Board to endorse two motions regarding parking concerning Special Costs and Night Parking. After discussion, the Council agreed to endorse both main points of the memo, including the guiding principles (a) and the proposed rate increase for nighttime and weekend parking (b). These two points were endorsed unanimously by the Council, which summarized its endorsement in a memo to the Academic Senate in March, 2006.

**Council Committees**

**Committee on Distinguished Teaching (D. Morgan, Chair)**
The Committee on Distinguished Teaching met on January 9 and 23, 2006. The first meeting was held to review selection committee procedure and answer questions. The second meeting was held for the Committee to chose this year's Distinguished Teaching Award recipients.

**Committee on Emeriti (ae) and Retirement (E. Brownlee, Chair)**
Committee did not meet

**Committee on Faculty Research Lecturer (E. Hu, Chair)**
The Committee on Faculty Research Lecturer consists of the last five Faculty Research Lecturers. After individually reviewing the nominee's dossiers, the Committee met on January 9, 2006 to discuss and choose this year's Faculty Research Lecturer. Professor Howard Giles (Communication) was chosen as this year's recipient

**Committee on Faculty Welfare and Academic Freedom (L. Hajjar, Chair)**
Committee did not meet

** Important Issues for 2006-07 **

Issues that the Council identified as likely to be important for the following academic year included:

- **Faculty Salaries.** UC faculty salaries continue to lag behind counterparts at other Universities. In addition, there are growing inequities campus-wide, and increasing challenges to the step system. As a first step, the Council would be willing to research this problem, quantifying how pay varies across campus and compares to other Universities and the extent to which disparities have grown in recent years.

- **Benefits.** While faculty benefits did not seriously erode in 2005-06, continued escalating health costs, renewal of contributions to the University pension and continuing discussion of a transition to a Defined Contribution plan are issues that are likely to be significant in 2006-07.

- **Workload.** This issue is critical, yet has been largely neglected over the past two years. The Council has been asked to nominate a member to this working group for two years, yet the work group has yet to meet.

- **Housing.** The Council will remain heavily engaged with the housing issue and anticipates a greater role in helping formulate policies on pricing and prioritization. The inability of lecturers with security of employment to obtain MOP loans needs to be addressed; especially if this is form of hiring continues to grow.

- **Travel Funds.** Travel funds for faculty have become increasingly inadequate to meet the rising costs of travel.
Acknowledgements: CFIA is grateful for the wonderful work of Stephanie Smagala, Council Analyst.

Respectfully submitted,

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