

May 30, 2019

Faculty Community Networking Meeting - ABC Group

Humanities 1, Rm 402

Present: David Anthony, Camilla Hawthorne, Nick Mitchell, Myriam Telus, and Lydia Zendejas (staff support).

The group discussed what they could ask of the university as well as what they should get into the habit of doing for themselves. Members shared that they would like to build a positive network, to get together with joy and not only think about the burdens.

The issues the group discussed are as follows:

Housing

- Living in the Santa Cruz area is not financially feasible. The university offers some support, with faculty subsidized housing, however the program components are very rigid. Even with the City of Santa Cruz's [Inclusionary Housing Measure O](#), some faculty would not qualify. For example, one question asked was why are down payments necessary if the university owns the housing? Can the university consider other avenues to make Santa Cruz more affordable?

Child Care

- Offer more and affordable child care (currently there are waitlists).

Service

- The group discussed the reality of "hidden work", for example when faculty of color need to step up and mentor/support others who belong to the same group because the campus is not doing this. It has been their experience that UCSC faculty are expected to perform more service than any other UC--and this is especially true for faculty of color.
- Faculty mentoring is necessary as new faculty members are not familiar with how to negotiate or receive a salary increase. Group discussed the real need to have faculty understand how things work, "the rules of the game". Thus these type of groups should not restrict themselves to only faculty in their first year on campus.
- The group discussed instances where some departments have started to develop point systems for allocating course relief based on dissertations chaired, dissertation and qualifying exam committee membership, independent studies, etc. These systems attempt to recognize the time that faculty spend mentoring students. The challenge is that sometimes these systems still disadvantage women and faculty of color because they are more likely to be asked to take on independent studies as a way to fill curricular gaps in graduate curricula around questions of race/gender--however independent studies are often allocated fewer points in these systems.

Other Issues

- Missing steps in the ladder: the organizational challenges posed when there are a lot of very junior and very senior ABC faculty, but few in the middle.
- Learn what other campuses and universities are doing to support faculty of color, since not all ABC faculty are "diversity experts".
- Need for more funding to support research, and the time to be able to use this funding (e.g., in the form of course relief).