Dear SCFA Colleagues,

Today we send you the SCFA's annual report. It summarizes some of our activities and concerns during the Academic Year 2017-2018 including:

Summer Session Salaries
Academic Analytics
Title IX, Cyber-Harassment
Retiree Health Benefits
LRDP / SAP
Coordination with the Council of UC Faculty Associations (CUCFA)
Membership and Future Issues

We also urge our members-and non-members-to come to the union with issues of individual or collective concern. Your issues are our issues. With faculty participation, the FA is an effective political voice. Together, we decide how to use it.

With best wishes for the coming year,

In solidarity,
The SCFA Board

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2017-2018 Annual Report

Summer Session Salaries

The academic year began with a major SCFA victory. After several months of bargaining over the previous academic year and into the summer, the University decided to withdraw its proposal to cap faculty summer session salaries. Although the university reserved the right to revisit this issue, it has
Revisions to the summer session salary schedule that were not explicitly part of the SCFA's negotiations also resulted in better deals for graduate student instructors, so all in all we are very pleased with summer session negotiations. As the university depends more and more on summer session in order to ensure timely progress to graduation and relieve enrollment difficulties during the regular school year, it is vital that we protect the interests of the faculty.

**Academic Analytics**

The SCFA has begun discussions with the University administration about its use of an outside firm, Academic Analytics (AA), regarding the use of AA data for evaluation of faculty performance and productivity. AA data has been proven to be flawed, and several universities around the US have canceled their contracts with AA. The university's position is that some AA data is useful for purposes outside the personnel or resource allocation areas, and that it would like to maintain the relationship. We hope to conclude these discussions this fall, drawing clear lines delineating where AA data can and cannot be used.

The experience with Academic Analytics has drawn the SCFA's attention to the increasingly common use that the University administration is making of outside consulting firms. Most colleagues are aware that in its work on the Strategic Academic Planning process the University hired the firm Entangled Solutions, an "action-oriented strategy consultancy for the education ecosystem". The SCFA will continue to monitor these arrangements to ensure that faculty are in charge if changes to our conditions of employment are contemplated. This monitoring will also, of course, extend to Public Private Partnerships (P3) in general. The administration's newfound enthusiasm for P3 projects has raised some concerns, and the record is a mixed one. Many colleagues, for example, object to the lack of consultation in the choice of a private contractor (Bright Horizons) to plan and possibly administer our proposed childcare facility. Early proposals to privatize the redevelopment of Kresge College (including its academic and student services components) were abandoned, thankfully, but we feel it important to remain vigilant about all proposed P3 projects.

**Title IX, Cyber-Harassment**

The SCFA, in response to a member request, began discussions with the Title IX office about confidentiality of reports. Our concern is that the witnesses and reporters not be intimidated from reporting due to fear of possible retaliation. We also have begun discussions about the appropriate disciplinary and investigative authorities to whom faculty should turn should they feel that they are victims of cyber harassment. Currently this is spread across several offices.

**Retiree Health Benefits**

Throughout the past academic year, the SCFA, in coordination with other campus's faculty associations, was monitoring proposed cuts to retiree health benefit programs. In July of this year, President Napolitano released a letter stating that there would be no significant cuts in 2019. The Office of the President is planning to gradually reduce contributions for the approximately 1,600 current retirees who either elected in 1976 not to coordinate with Social Security or are unable to coordinate with Social Security (UC contributions are substantially higher for this group) and the SCFA will continue to monitor that to ensure fairness and equity. We were quite alarmed by the initial threat to retiree health benefits, and we will keep a close watch on the situation. We are taking
steps this year to increase emeriti membership, and to have emeriti representation on the Executive Board.

LRDP / SAP

We are watching very closely to see how developments in the Long Range Development Plan (LRDP) or in the Strategic Academic Plan (SAP) could affect our conditions of employment. We will assert the SCFA's bargaining rights if we are facing policy changes that would fall under our purview.

CUCFA Coordination

The SCFA joined with other UC Faculty Associations in the Council of UC Faculty Associations (CUCFA) to craft and deliver the following resolutions or position documents:

- Support for the $66 fix, a plan to restore funding to the UC, CSU, and CC systems through progressive taxation. (link)

- Support for student workers bargaining and for AFSCME contract negotiations. (link)

- A call for the University to sever connections with General Dynamics Information Technology, a private firm that administers writing examinations at UC and that also participates in the Refugee Resettlement Program. (link)

- Expression of concern about the Open Access Dissertation Policy, which might harm our graduate students' possibilities for publication. (link)

- A call for the National Center for Free Speech and Civic Engagement, newly established on the UC Irvine campus, to express our strong concern about, and opposition to, two bills, that are presently before the US Congress and that threaten fundamental academic freedom and freedom of speech more broadly: the "Anti-Semitism Awareness Act" (ASAA) and H.R. 4508 (commonly known as the "Prosper Act"), especially sections 601, 604, and 629. These bills would make nearly any criticism of Israel or advocacy of Palestinian rights violations. The UC Regents and administration have long been opposed to similar legislative efforts, on free speech grounds. (link)

Membership

The SCFA was successful in recruiting a number of new members this year. We repeat our call for all members to help us recruit new members. More members strengthen our union, and the union makes us strong.

If this has been forwarded to you and you are not already a member of the UCSC Faculty Association, this is a great time to join us at http://ucscfa.org/join/. We are 100% member supported.