



U.C. Santa Cruz Faculty Association

An Independent Senate Faculty Union since 1981

888-826-3623 - scfa.assist@gmail.com - <https://ucscfa.org/>

June 20, 2024

Katy Wilson (Principal Analyst, Academic Personnel Office)
Adrienne Ratner (Director, Academic Employee Relations);
and Kristin Mott (Manager, Academic Compensation)
Stephanie Vick (Principal Academic Labor Relations Analyst)

Members of the Santa Cruz Faculty Association (SCFA) have been in touch with us about emails they received from your office stating that you have “information” and “evidence” about TAs or GSIs who may have withheld their labor during the strike and soliciting further information from the faculty member. This request of faculty goes far beyond faculty responsibility to review and approve submitted timesheets. We write in order to clarify three issues.

First, under HEERA, UCSC faculty members—including chairs of departments, directors of programs, and mentors of GSIs—[are not managers](#). We request that you cease treating them as such and acknowledge the general principle that faculty should never be brought into the middle of a labor conflict between the administration and another labor unit.

Second, the trust that needs to exist between faculty and graduate students would be negatively impacted were faculty surveillance made part of the relationship.

Third, on a practical level, faculty are unlikely to have the information that you are seeking. While faculty advise and oversee the general grading and curriculum implementation, ASEs are given wide latitude over how (and when) they teach, hold office hours and study sessions, and grade. Even those faculty who have been in some communication with GSIs, TAs, or GSRs may not know how many hours specific ASE’s worked prior to the strike or when a given ASE’s strike activity began or ended. Any information a faculty member provides would thus be partial at best and possibly even erroneous.

We ask that you send follow-up emails to the faculty you’ve contacted, retracting your request for information.

Sincerely,

SCFA Executive Board

Cc: Cynthia Larive
Lori Kletzer
Patty Gallagher, Senate Chair

Senate faculty
SCFA members