

**Committee on Faculty Welfare and Academic Freedom (FWAF)**  
**Minutes of Meeting**  
**November 19, 2015**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 2:30 pm on November 19, 2015 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Karin Groth, Director of Transportation & Parking Services

TAPS Director Groth attended the meeting to answer committee members' questions and concerns about parking. While there is no specific information on parking plans with regarding the 2020 project, Director Groth stated that she will make herself available to answer questions from faculty members now that the Regents have voted to move the project forward. TAPS currently has an advisory committee that has Senate faculty representation. Future parking plans may include off-site, satellite parking as more administrative staff move off campus to the Parade and future downtown space. The campus is also considering an agreement with the City of Merced to develop a temporary transit hub in the Bellevue subdivision.

Chair Ortiz inquired about campus parking options for faculty members commuting from Castle. Director Groth recommended that they purchase the EasyPark Personal Parking Meter (PPM) whereby, individuals load an amount from \$25 to \$300 in funds onto the device, and it is valid in any non-specially marked space or meter space in the Library 1, Le Grand, and Lake Lots. PPM is also available for departmental purchase via recharge.

Director Groth also announced that zip cars will be available at both campus and off-site locations in the future (campus will create dedicated spaces).

II. Al Vasquez, AVC of Campus Safety & Police Chief

AVC Vasquez attended the meeting to discuss the development of campus emergency preparedness plans. He indicated that the Chancellor made this a priority when he first joined UCM three months ago. He is currently working with VPF Camfield and Associate Chancellor Putney on this project and is requesting faculty input. The first phase is refining the crisis-response plan and ultimately, he would like to establish short and long term goals with regard to campus emergency preparedness.

Associate Chancellor Putney reiterated the need for faculty input. She attended the recent faculty teach-in in response to the campus incidents of November 4. Stakeholders have different needs and any future plan must include input on a police advisory board, diversity and inclusion education, emergency preparedness.

Chair Ortiz mentioned that he initiated discussions with the VPF several months ago about the need to engage faculty in a campus emergency preparedness plan. He suggested that training be made available to faculty members on self-defense and crisis responses. AVC Vasquez replied that the campus police department currently offers rape and aggression defense training and is open to developing additional training for other situations.

AVC Vasquez briefly summarized his experience in handling crisis situations at his previous institutions and pointed out that students look to their faculty members for leadership in times of crisis and for guidance on proper procedures. This makes it imperative for faculty members to be part of the process to develop an overall campus emergency preparedness plan.

A FWAf member pointed out that in the crisis response literature he has seen, demonstrations are listed alongside hostage situations and bombings. This unfairly criminalizes student demonstrations. The member went on to request that campus police procedures be transparent and that the flow of communication be open and routine so that students, staff, and faculty feel safe at all times, and not just during crises. He recommended that students, staff, and faculty also be involved in advocating for the empaneling of a police advisory board, such that exists on other institutions. Such a board would be helpful to advance open communication and transparency of campus police procedures. Such an institutional bond of trust will take a long time to create, but the campus should take the first steps to creating a culture change.

Both AVC Vasquez and Associate Chancellor Putney agreed that a community approach is needed to make everyone feel included and create a sense of ownership in the process.

**ACTION:** FWAf to continue to consider the engagement of faculty members in a campus emergency preparedness plan and the creation of a police advisory board. The committee will submit its input to the Senate Chair/Division Council and the VPF.

III. Sean Malloy, University Committee on Faculty Welfare Representative

Professor Malloy, UCM's representative to the University Committee on Faculty Welfare (UCFW) provided the following updates from the October 9 and November 13 UCFW meetings:

- UCORP is forming a task force to consider a new tier of the UC Retirement Program (UCRP) influenced by The California Public Employees' Pension Reform Act (PEPRA).

There is concern among UCFW that the new arrangement makes the UC even less competitive with regard to faculty salaries.

- The task force, comprised of faculty and administrators, was asked to recommend to the UC President Napolitano whether the defined benefit plan would be supplemented by a defined contribution plan to make up the shortfall. Another option to consider is creating a defined contribution plan similar to a 401K plan. Many faculty believe that this new process is simply a way to save the UC system money and will negatively impact the UC's ability to recruit good faculty due to uncompetitive salaries.
- The task force will report to President Napolitano on December 15. She will provide her recommendations on January 15, 2016, whereupon, the recommendation will be distributed for Senate review. Campuses will have until February 15 to review and provide comments. This is a high stakes issue and all campuses are strongly recommended to be prepared to review the recommendations rigorously.

FWAF members then held a brief discussion on Comparison 8 institutions and UC faculty salaries. Lastly, it was recommended that UCM be more creative when speaking about compensation and introduce the issues of child care, housing, and parking into the compensation conversation. Positive changes, however small and not politically charged, can be made in this way.

- The nascent plans to create a UC Care HMO have been postponed at this time. The UC will only make small changes to the current UC Care plan.

#### IV. VPF Updates

VPF Camfield provided the following updates and announcements:

- Faculty participation in the 2020 design team meetings was effective and appreciated by all parties concerned. The design plans will be modified and improved due to the faculty's valuable input.
- The VPF is serving on a task force for L(P)SOE compensation and criteria for review as stated in the APM. The task force is scheduled to meet in early December to review compensation and titles.
- All campuses were tasked with specific components of the Governor's Budget Framework Initiative and UCM was assigned with analyzing activity-based costing. The VPF is trying to ensure that faculty interests are at the forefront. Traditionally, budgeting was done with regard to enrollment and FTE; now, faculty as "knowledge workers" must be budgeted according to their activities somewhat similar to a time and motion study. The VPF stated that in order to avoid placing the burden on faculty members with issuing surveys, he will utilize currently-existing templates and enter the appropriate information.
- The analysis for the distribution of the 1.5% increase in faculty salary is complete and faculty will be notified soon. Essentially, it is considered a "campus equity adjustment" with remaining funds spent on specific inversion and equity cases at UCM.

#### V. Faculty Success Program

Advance Coordinator Morales in the Academic Personnel office submitted the call for applications on behalf of FWAFF and the VPF. Reviewers selected three awardees, however, Chair Ortiz also submitted a request to the school deans to provide additional funding to the two other applicants (similar to the deans' procedures last year) such that all applicants receive funding. At the time of this meeting, the deans had not yet responded.

**ACTION:** Advance Coordinator Morales will notify the three awardees now, and Chair Ortiz will remind the deans about the request to provide funding for the remaining two applicants.

VI. First Amendment and Regents Statement of Principles Against Intolerance

UCAF will meet on December 15 and plans to discuss these topics. Chair Ortiz will debrief FWAF members upon conclusion of the meeting. UCAF has filed a position with the systemwide Senate on the Statement of Principles Against Intolerance and this document was also discussed at today's Regents meeting.

VII. Senate Faculty Award for Excellence in Mentoring

FWAF members discussed whether to revise the award call to include the stipulation that the awardee must help select an external speaker for the following academic year's faculty professional development workshop on mentoring.

**ACTION:** This item was tabled for additional discussion via email.

VIII. Revised Academic Degree Policy

**ACTION:** FWAF members to send any comments to the committee analyst by Monday, November 30. Comments received will be compiled into a memo to be sent to the Senate Chair, otherwise, the Senate Chair will be informed that FWAF declined to comment.

There being no further business, the meeting adjourned at 4:10 pm.

Attest: Rudy Ortiz, Chair