

Committee on Faculty Welfare and Academic Freedom (FWAF)
Minutes of Meeting
September 12, 2016

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 9:30 am on September 12, 2016 in Room 238 of the Student Services Building, Chair Jayson Beaster-Jones presiding.

I. Introduction of New Members

Chair Beaster-Jones welcomed new members.

II. Committee Goals for AY 16-17

- Extension of start-up funds. At the end of the last academic year, FWAF submitted a proposal to Division Council suggesting an alternative model for faculty start-up funds. FWAF members believe that it would not only benefit the faculty but also the administration to have an established, six-year term for the use of start-up money and eliminate the need for year-by-year extensions. In contrast to other campuses, UCM does not have additional sources of funding for faculty members other than start-up and the Senate faculty grants which are relatively small. And while UCM is finally receiving substantial overhead return on grants to be given back to the faculty, that money does not constitute a campuswide pool of funds.
- Sweeping of incidental funds. In April 2016, an email was sent to all faculty, advising them to spend their remaining incidental funding or the balance will be swept. The email was later retracted but not before causing much distress and confusion among the faculty. While faculty understand that funds are returned soon after sweeping and it is mainly an accounting function, faculty are requesting the rationale for not allowing incidental funds to simply roll over. The VPF stated that the Provost/EVC has requested information from the campus Budget office on this issue as he, too, would like clarification. It is unclear from the perspective of faculty whether the practice of sweeping is

done to avoid the perception from the Legislature that UC faculty are creating slush funds for themselves.

Action: FWAF to send members to Division Council (to ultimately be sent to Chancellor and Provost/EVC) expressing its continuing concern over the handling of faculty start-up and incidental funds. The memo will stress the need to maintain an environment of predictability and stability irrespective of disciplinary needs.

- After-school and summer programming. At the end of AY 15-16, FWAF members discussed the challenges of after-school and summer school options for children on campus and in the community. The ECEC is willing to offer an extra program but requires space and funds for transportation. However, the cost required for these items is not insurmountable and the ECEC director has expressed a willingness to speak with FWAF. In addition to the absence of after-school programming, there is a general lack of information of the few options that do exist for the children of faculty, staff, post docs, and students. Last semester, FWAF discussed conducting a survey of campus employees to gauge the level of interest for after-school and summer programs and to elicit input on the varying needs related to child care. A FWAF member mentioned that some UC campus allow faculty members to use their start-up funds for child care but acknowledged that this is a stop gap measure.

Action: FWAF members to formulate the survey questions and submit them to the VPF's office who will issue the survey to campus employees.

III. American Anthropological Association (AAA) Resolution

Professor Robin DeLugan from SSHA joined the discussion.

In spring 2016, the AAA membership discussed whether to endorse a boycott of Israeli academic institutions. With no consultation with faculty, UC President Napolitano submitted a letter to the AAA, signed by the 10

Chancellors, on behalf of the campuses, condoning this action. Faculty members in the AAA and across the 10 campuses view this as unwarranted interference into the democratic process of the AAA, as well as a violation of academic freedom. They also object to the President's and Chancellors' assumptions that their view represents that of the UC faculty. Several faculty members on other UC campuses submitted responses to their Chancellors, registering their opposition to their Chancellors' interference. Those letters are posted on the AAA website.

FWAF members agreed that irrespective of faculty members' political or personal views, the main issue is that Senate faculty were not consulted before the 10 Chancellors and President sent their letters to the AAA.

Action: FWAF to draft a memo to Division Council, to be transmitted to the Chancellor, stating the committee's concerns over academic freedom.

IV. Campus Safety

Dr. Anne Zanzucchi from SSHA joined the discussion.

The campus incident of November 4, 2015 created discussion among campus employees about the seeming lack of campus wide safety procedures and appropriate building safety features. Another problem is that due to the lack of space, unit 18 lecturers had no private office area to speak with students who sought their counsel and guidance in the days and weeks following the incident.

FWAF members discussed Assembly Bill 1872 which would allocate \$1,315,000.00 from the General Fund to the Regents, for allocation to UC Merced, for various public safety purposes. However, upon reviewing the bill, FWAF members noted that none of these purposes apply to classroom safety.

Dr. Zanzucchi shared that she and the former campus Chief of Police conducted a walk-through of COB and AOA and noted that lack of door locks and of a PA system.

FWAF members agreed that: the original campus buildings need to be upgraded to include adequate safety features; new buildings under the 2020 Project should be outfitted with safety features; the campus should install a PA system for announcement and instructions in emergencies; safety procedure workshops should be offered for instructors and staff so they can help students during emergencies and lock downs, and finally, unit 18 lecturers and graduate student instructors should have a private space to consult with students who are in distress.

At the end of the last academic year, FWAF consulted with the former Chief of Police on the creation of a Police Advisory Board. FWAF's memo was submitted to Division Council and the Vice Provost for the Faculty (VPF). The status of this board is uncertain, given the resignation of the Police Chief.

Action: VPF Camfield to contact Associate Chancellor Putney regarding the status of the Police Advisory Board.

V. Campus Review Item

SSHA submitted a revised proposal to establish a minor in Heritage Studies (formerly World Heritage).

Action: Senate Chair will be informed that FWAF has no comments.

VI. Consultation with VPF's Office – Faculty Professional Development Workshop Series

Academic Recruitment and Development Analyst Kahil Morales debriefed FWAF members on the faculty survey she recently conducted to elicit input on the workshop topics in which they would like to participate this academic

year. Morales reported that the top four requested events were: 1) grant writing (for varying disciplines), 2) road to tenure, 3) managing a lab, and 4) publishing articles.

The survey also yielded a comment that the workshop series should include an event tailored for LPSOEs/LSOEs.

Morales also suggested a faculty mentoring event with UCM senior faculty (rather than an external speaker), and an event where faculty who have returned from sabbatical share their research projects and offer advice on planning for a sabbatical.

There being no further business, the meeting adjourned at 11:00 am.

Attest: Jayson Beaster-Jones, Chair