

Committee on Faculty Welfare and Academic Freedom (FWAF)
Minutes of Meeting
September 8, 2015

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 2:30 pm on September 8, 2015 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Chair's Report

Chair Ortiz welcomed all members and briefly provided a background on the committee's creation. In AY 12-13, the committee was known as the Committee on Faculty Welfare. In AY 13-14, the committee added additional functions and its name was changed to the Committee on Faculty Welfare, Diversity, and Academic Freedom. At the end of the last academic year, Division Council approved the split of the committee into two, new standing committees: the Committee on Faculty Welfare and Academic Freedom and the Committee for Diversity and Equity. This proposed split was voted on and approved by the faculty via electronic vote following the spring 2015 Meeting of the Division. Included in today's agenda packet are the FWAF bylaws as well as the bylaws for the University Committee on Faculty Welfare (UCFW) and the University Committee on Academic Freedom (UCAF). Professor Sean Malloy in SSHA, though not a FWAF member, will serve as FWAF's representative to UCFW as chosen by CoC. Chair Ortiz will represent FWAF at the meetings of UCAF.

II. Vice Provost for Faculty Updates

Vice Provost for Faculty (VPF) Gregg Camfield updated the committee on the following:

--It is critical now more than ever, as UCM is no longer a start-up university, that faculty receive more staff support. The Chancellor is aware of the need for "change management" and is in favor of a two-step approach to help assuage the burden on faculty: 1) identify the most crucial problems and arrange for staff support to ameliorate them and 2) examine the processes that are not working efficiently and begin finding solutions. Faculty

members have been asked to create lists of “pet peeves” i.e., aspects of the campus they wished worked more efficiently and to submit them to the VPF. Senior leadership will then strategize about short and long term solutions.

--Project 2020 is in the design phase. Multiple-day meetings with the three developer teams are scheduled and Senate leadership has been invited to participate. VPF Camfield encouraged FWAF committee members to speak to colleagues and send him any input or concerns about the process as soon as possible.

--President Napolitano’s plan for distributing the 3% increase in faculty salaries is not without controversy. Each Senate division in the UC system opined on the proposed plan last year and submitted input, but the final plan does not reflect many of the campus’s suggestions. The VPF also acknowledged that the budget framework designed by President Napolitano and Governor Brown will be a challenge for the UC.

--VPF Camfield pointed out the need for community building as a way to raise faculty morale and foster a sense of collegiality. The campus’s first faculty convocation was held recently and this was a first step toward community building. The VPF is working with the administration on ideas for faculty-only events, in the absence of a faculty lounge as exist on other UC campuses. In addition the VPF is planning on holding an appreciation event to recognize founding faculty.

--AP chairs need additional support and training as they are the “front line” to assist their faculty. AP chairs are actually functioning as department chairs, as their duties have expanded. VPF Camfield listed three critical components of chair development: 1) skill building, 2) staff support, and 3) incentives. In response to a committee member inquiring how FWAF can help, Chair Ortiz stated that FWAF, as a Senate committee, does not make policy but can only make recommendations. The committee can identify issues that are placing an undue burden on faculty members and work with the administration to suggest solutions.

--The VPF ended his remarks by announcing the Director of the Center for Research on Teaching Excellence is retiring and that the VPF is chairing the search for the new Director. Lastly, the VPF shared that he is working with Vice Chancellor for Research and Economic Development Sam Traina and Director of Research Development Services (RDS) Susan Carter on methods to support faculty in grant proposal development and submission.

--Kahil Morales, Advance Coordinator in the Academic Personnel office, announced that the Faculty Success Program (part of the National Center for Faculty Development and Diversity) is in its second year. Last year, the Committee on Faculty Welfare, Diversity, and Academic Freedom partnered with the Academic Personnel office to obtain funding for a cohort of assistant professors to complete the online development program. The three school deans provided additional funds which enabled three more assistant professors to partake in the training. VPF Camfield stated that his office will once again offer funding for a second group of assistant professors to apply for the Faculty Success Program and he will ask the school deans if they are willing to provide funds. Advance Coordinator Morales mentioned that the "boot camp" event for this program will occur in spring 2016. It was suggested and agreed that last year's program cohort should assist FWAF review the applications for this year.

--Morales also announced the following faculty events will be scheduled this year: new faculty check in lunch, meeting with IT (it was noted that many new faculty members lack assistance in getting their lab websites established), a meeting about academic freedom and the faculty code of conduct, advice on successful teaching, and tips for writing an effective self-statement. A FWAF committee member suggested 1) a guide to UCM acronyms as well as descriptions of each and 2) a campus organization chart that lists each staff members' functions. Lastly, Academic Personnel will host a workshop on contracts and grants that will feature RDS Director Carter and Director of Research Accounting Services Autumn Salazar.

Chair Ortiz suggested a workshop on faculty mentorship and stated that an external speaker would be useful. One possible option is to ask last year's winner of the Senate award for faculty mentorship to get her ideas on possible external speakers.

ACTION: Chair Ortiz will contact the awardee.

III. De Acker, Director of Campus Climate

Director Acker, the former campus Ombuds, provided committee members with a brief overview of her new role. She continues to provide conflict resolution services, albeit informally, and can serve as a resource to all faculty, including Bylaw 55 unit chairs. The other two main components of her position are diversity and inclusion and crisis intervention.

Director Acker also announced that Senate faculty will be invited to participate in the interviews for the vacated Ombuds position. The interviews will occur on September 21, 22, and 24.

ACTION: Director Acker will email the invitation to the Senate office for distribution to faculty.

IV. Systemwide Review Items

--Proposed amendments to Senate Bylaw 140: name change from the University Committee on Affirmative Action and Diversity to the University Committee on Affirmative Action, Diversity, and Equity.

ACTION: FWAf endorsed the proposed amendment and a memo will be sent to the Senate Chair.

--Proposed modification to Senate Regulations 417 and 621 pertaining to "community" college wording and standardized examination credit.

ACTION: A memo will be sent to the Senate Chair that FWAF has no comments.

V. Academic Freedom

In April 2015, Academic Council endorsed a statement on academic freedom and civility as drafted by UCAF. UCAF members were encouraged to share the statement with their respective Chancellors. The statement was transmitted to last year's Senate Chair.

ACTION: Analyst will circulate the statement among committee members and committee chair will draft a transmittal email to the Chancellor to be used in the Chancellor's traditional new academic year "welcome" email to the campus.

VI. Committee Goals for AY-15-16

Chair Ortiz encouraged committee members to provide input on committee goals this year. Due to time constraints, the committee agreed on the following two goals (with additional goals to be discussed at a later time):

--improvement of services offered to faculty for mental and behavioral health
--faculty retention

ACTION: Committee members will suggest additional goals after this meeting.

VII. Additional Fall Semester Meeting

The committee agreed that the next meeting will be held on Thursday, November 19, from 2:30 – 4:00 pm in room KL 362.

ACTION: An email notification will be sent to voting and non-voting members as well as guests.

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

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst