

**Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)**  
**Minutes of Meeting**  
**March 17, 2015**

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on March 17, 2015 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Vice Provost & Dean of Graduate Education

VPDGE Marjorie Zatz attended today's meeting and updated the FWDAF members on the following:

--Graduate student space. VP Zatz announced that she attends the Project 2020 meetings and regularly relates to the administration the need for more interdisciplinary/synergy space. To achieve this, she has implemented a seed grant program for \$2,000 awards for interdisciplinary research. She is also requesting to developers that graduate students and post docs should be located near their faculty advisors in order to better facilitate research. VP Zatz also advocates for functional shared space for graduate students but with private areas for TAs, in addition to graduate student apartment housing in downtown Merced.

A FWDAF member expressed concern about the Project 2020 projections of 1,000 graduate students in light of inadequate financial support and space. VP Zatz replied that she is working with the Vice Chancellor for Research and Economic Development on non-resident tuition and discretionary funds through indirect cost return. She is also encouraging students to apply for multi-year pre-doctoral fellowships through the NSF and DOE. To that end, she is conducting workshops for graduate students on writing successful proposals and has identified faculty members that will serve as proposal reviewers. As an incentive, she is offering \$200 travel awards for each student who submits an application. Successful applicants will receive an additional \$200 in travel awards. Other funding that VP Zatz is pursuing is via Google, Microsoft, and Achievement Rewards for College Scientists; she also successfully secured a fellowship opportunity with IBM.

Another funding opportunity that currently exists for faculty but which VP Zatz is attempting expand to include graduate students is the Hellman Fellows Fund. UC Berkeley is piloting a project to provide fellowships to graduate students and the Hellman family has expressed interest in extending this opportunity to UC Merced. Lastly, VP Zatz reported that the number of applicants for the dissertation fellowships numbers is increasing and she intends to hold workshops for graduate students on applying for fellowships.

In response to a question about graduate student numbers, VP Zatz mentioned that graduate groups were asked to provide their expectations for graduate student to faculty ratio and those numbers are used as the basis for her projections. VP Zatz acknowledged that while she is trying to grow the campus funding streams, some groups and fields will grow faster than others. A FWDAF member pointed out the problem of so many graduate students on TAships rather than GSRs and VP Zatz stated that she is working with relevant administrators to place more graduate students on grants.

VP Zatz stated that she envisions the twin pillars of graduate education at UC Merced to be diversity and interdisciplinarity. She works with organizations such as SACNAS to recruit a diverse pool of graduate students, and emphasized the importance of the Cota-Robles fellowships and the UC-HBCU Initiative to enhance diversity. She is also providing incentives to the school deans to provide multi-year offers to graduate students by providing multi-year fellowships.

VP Zatz ended by informing FWDAF members that she would like to conduct more professional development events for graduate students with UC Merced faculty as well as faculty from other UCs. She asked FWDAF members to provide their input on ways to enhance the graduate student population as well as space and diversity issues.

**ACTION:** FWDAF members to provide VP Zatz with recommendations on graduate student space, recruitment, and diversity.

II. Consent Calendar

**ACTION:** The February 17 meeting minutes were approved as presented.

III. Chair's Report

Chair Ortiz updated the FWDAF members on the following:

--The Senate office submitted the call for nominations for all Senate awards on March 4 and nominations are due on April 8. FWDAF will form an awards subcommittee to review nominations for the new [Senate Award for Excellence in Faculty Mentorship](#). Winners will be announced by the Senate chair at the Meeting of the Division on April 23.

**ACTION:** Three FWDAF members volunteered to serve on the ad hoc awards committee.

--Faculty Search Committee Training Retreat

Prior to this meeting, Chair Ortiz and VPF Camfield met to discuss the possibility of holding a retreat with AP and unit chairs to train faculty members serving on search committees to seek a diverse applicant pool. A potential model is that which Dr. Yvette Huet conducts at University of North Carolina, Charlotte, where faculty members are asked to complete exercises to gauge implicit bias. This training would take place next year at the earliest when faculty hiring is ramped up to previous levels. A FWDAF member agreed with the concept of the training, but pointed out that implicit bias begins much earlier in the process. Nonetheless, the committee unanimously agreed to work with VPF Camfield and his office to help plan the logistics of this retreat.

**ACTION:** FWDAF and APO to hold a planning meeting for a future faculty search committee retreat.

--Early Childhood Education Center Services

Prior to this meeting, the faculty members on the ECEC Advisory Council wrote to FWDAF to make the committee aware of recent developments surrounding the ECEC's services in the larger context of Project 2020. Campus-operated child care is important for the recruitment of qualified faculty, staff, and students.

After a brief discussion, FWDAF members decided to table this issue until such time that the ECEC Advisory Council meets with administrative stakeholders. FWDAF will address this issue when the Council representatives provide a request for action.

--Faculty Contingency Plans

Chair Ortiz and VPF Camfield brought to the attention of the FWDAF members that there is a lack of emergency preparedness and contingency planning in cases of faculty welfare and personal emergencies. It is imperative for all faculty to maintain updated emergency contact numbers and assign a contact person to oversee their laboratories, graduate students, post docs, and technical staff when they are on sabbatical or other leaves. It was suggested that Bylaw 55 unit chairs should encourage their faculty to keep such information updated.

--Presidential Postdoctoral Fellow Hiring. Pursuant to an action item from the February 17 meeting, Chair Ortiz is drafting, at the request of the Provost/EVC, a schematic on the hiring of Presidential Postdoctoral Fellows. Currently, groups must borrow against a future FTE line in order to hire a Fellow. The ultimate goal is for a uniform hiring policy to be implemented systemwide. Chair Ortiz will distribute the draft among committee members for review and approval.

IV. Vice Chair's Report

Vice Chair Golash-Boza, FWDAF's representative to the Periodic Review Oversight Committee (PROC) reported that PROC has requested one member of FWDAF to serve on a new ad hoc committee to evaluate internal

administrative assessments that were completed for five units. The proposed ad hoc committee will address the following: 1) whether these assessments fulfill the role of a periodic review such that they can substitute for the scheduled periodic reviews of these units, and 2) recommendations for the periodic review of administrative units based on the evaluation of these reviews. The ad hoc committee will examine the reviews of: Business and Financial Services, Early Childhood Education Center, Human Resources, and Public Safety. An ad hoc committee member can expect to read two documents, one as a primary and one as a secondary reader. The ad hoc committee expects to complete its work by June 1.

**ACTION:** Committee analyst will contact members via email after the meeting to identify a volunteer to serve on PROC's ad hoc committee.

#### V. Systemwide Committee Updates

--UCFW met on February 13 and March 13, 2015. Professor Sean Malloy, FWDAF's representative on UCFW, reported via email that Jack Stobo, Senior Vice President for Health Sciences and Services, provided an update at the February 13 UCFW meeting on the proposal to institute a UC Care HMO product. The date of roll out is unknown. UCFW drafted an opposition letter as some on the committee feel that current health plan options should not be replaced without a detailed study on access and affordability issues, the effects on the academic mission of the medical centers, and what would occur should the UC Care HMO fail. Professor Malloy will provide an update from the March 13 meeting at a later time.

--UCAF met on March 5 and due to time constraints, FWDAF representative Linda Cameron will provide an update at a later time.

#### VI. Campus Review Items

--Global Arts Studies Proposed Major

SSHA has proposed a major in Global Arts Studies. Senate standing committees are asked to opine by April 6.

**ACTION:** Senate Chair will be informed that FWDAF has no comments.

--Public Health CCGA Proposal

Public Health has submitted a proposal to establish a PhD program. Senate standing committees are asked to opine by April 9.

**ACTION:** Senate Chair will be informed that FWDAF has no comments.

## VII. Systemwide Review Items

--Revised Presidential Policy on Sexual Harassment and Violence.

Systemwide has proposed various revisions to the Presidential Policy on Sexual Harassment and Sexual Violence, revisions that are intended to bring the UC into compliance with the requirements of the Violence Against Women Act that was reauthorized by President Obama in 2013.

**ACTION:** Senate Chair will be informed that FWDAF has no comments.

--Proposed Amendments to Senate Bylaw 128.D.2 (Vice Chairs). The proposed revisions would make the vice chairs of all standing systemwide committees at-large members.

**ACTION:** Senate Chair will be informed that FWDAF has no comments.

--Proposed Amendments to Senate Bylaw 182 (University Committee on International Education)

The proposed revisions expand the UCIE's purview from student exchange associated with UCEAP to international research collaborations, the welfare

of international students and scholars, and international engagement initiatives.

**ACTION:** Senate Chair will be informed that FWDAF has no comments.

--Guidelines on Accepting and Managing Equity in Return for Access to University Facilities and/or Services

The UC is considering a pilot program whereby UC would be able to accept equity from companies in return for access to facilities and services associated with incubators and accelerators around the UC system.

**ACTION:** Senate Chair will be informed that FWDAF endorses the guidelines.

#### VIII. Request for Nomination for UC Retirement System Advisory Board

Each campus has been asked by the systemwide Senate for a nomination for a Senate representative to serve on the UC Retirement System Advisory (UCRS) Board. It is a four-year term beginning on July 1, 2015. The UC Retirement System (UCRS) Advisory Board develops ideas or new approaches to the provisions of UCRS benefits and communicates them to the President of the University. The UCRS Advisory Board discusses concerns relating to all Members, Participants and their Beneficiaries. Additional information, including the Board's charge, can be found [here](#).

**ACTION:** Chair Ortiz will contact a faculty member that he has identified as a potential nominee and determine that faculty member's willingness to be nominated.

There being no further business, the meeting adjourned at 5:00 pm.

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst