

**Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)**  
**Minutes of Meeting**  
**May 7, 2015**

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on May 7, 2015 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Chancellor Leland and Provost/EVC Peterson

Chancellor Leland announced that she met with the Senate Chair today and agreed that FWDAF should split into two new committees and that the new committee chairs should be compensated at the same rate as the current FWDAF chair.

FWDAF Chair Ortiz updated the Chancellor and Provost on the following issues:

- Remuneration study. Various systemwide committees, including UCAAD and UCFW, discussed how best to distribute the proposed 3% increase in faculty salary. Chancellor Leland stated that the Council of Chancellors will release a letter on this issue and she welcomes FWDAF's input.
- Faculty hiring. FWDAF has begun to draft a memo in response to the Provost's proposed ladder-rank faculty hiring plan, offering alternatives to various components of the plan. The Provost replied that he welcomes the input. Chair Ortiz pointed out that the main issue from a faculty welfare point of view is disenfranchisement (some faculty members feel that their research groups do not align with any of the pillars/strategic areas) but on a positive note, this hiring plan is a good method to address diversity in the hiring process. A FWDAF member emphasized the need for transparency.
- Space. Chair Ortiz shared with the Chancellor and Provost that VPDGE Zatz attended the last committee meeting to discuss graduate student space concerns. The Chancellor mentioned that she is aware of the problems and is currently reviewing options to increase graduate student space on campus. She also stated that she is encouraging

faculty members to think strategically on what they want their graduate student numbers to be at the beginning of each semester. Provost Peterson pointed out that he and the Chancellor need faculty input and analysis to advise them on the prioritization of academic space. Chair Ortiz then discussed the space challenges concerning SE 1 and SE 2 and his meetings with VPF Camfield on ameliorating the problems. He offered FWDAF's assistance to the Chancellor and Provost to make the space distribution more equitable. The Chancellor suggested that a statement of principles on space, which should include expectations, would be helpful in advising her.

**ACTION:** The Chancellor, Provost, and VPF Camfield will draft a statement of space principles and send to FWDAF members for review and input.

- Faculty Equity Advisors. Chair Ortiz announced that UCAAD conducted a survey of members on whether their campuses have this position. VPF Camfield stated that he has also been communicating with his counterparts on this topic. The Faculty Equity Advisor is meant to assist in faculty searches to encourage diversity in the applicant pools. The most effective strategy is to appoint a local faculty member (Full Professor) to fill this role. Due to the dearth of such faculty at UCM, VPF Camfield is exploring the possibility of appointing a standing group of UCM Full Professors to serve as a panel.
- The Chancellor and Provost ended by thanking the FWDAF members for their work this year and reiterated their request for faculty input on the aforementioned topics.

## II. Early Childhood Education Center (ECEC)

At the March 17 meeting, FWDAF was provided with a memo from representatives on the ECEC Advisory Council and faculty parents of children attending ECEC. The main issue is that the administration is currently considering outsourcing the ECEC services to an external provider as the campus moves towards Project 2020. Faculty parents want to stress the need to address the financial and liability concerns in conjunction with a

long-term strategic view of the campus development and realization of the importance of the ECEC services to the university and regional communities.

Attending today's meeting to follow up on these issues was Professor Mayya Tokman, a representative on the ECEC Advisory Council. Professor Tokman shared with FWDAF members the research she conducted on other UC campuses and institutions and found that nine of the ten UC campuses has in-house child care; the other campus outsources to Bright Horizons, Inc. Professor Tokman provided the pros and cons of outsourcing and the implications of both including cost and quality of staff.

Some faculty parents are concerned that quality will be lost if child care services were outsourced and this will negatively impact faculty recruitment and retention.

Professor Tokman mentioned that the Advisory Council has met with VC for BFS Michael Reese. VC Reese indicated that he will obtain estimates from Bright Horizons, Inc. to inform future decisions.

Professor Tokman ended her remarks by agreeing to send FWDAF the data she collected from other UC campuses for the committee's review.

### III. Ombuds De Acker

Ombuds De Acker provided the following updates to FWDAF members on her AY 14-15 activities:

- From July 1 to June 30, faculty members comprised 20% of her visits.
- This year she conducted more mediations and facilitated group meetings.
- The number one issue from faculty members is space and its impact on research and, eventually, tenure. This invariably leads to retention issues. Ombuds Acker suggested the need for the campus to hire a dedicated space coordinator for academic and administrative space. This individual would be tasked with identifying potential problems,

resolving issues, and analyzing whether the campus is utilizing space properly and transparently. The lack of adequate space is causing faculty to feel less valued and wanted. The second most contentious topic is career progression and Ombuds Acker is working with VPF Camfield to gain faculty's trust in the academic review process. The third issue is the work/life balance.

#### IV. Consent Calendar

**ACTION:** The March 17 meeting minutes were approved as presented

#### V. Chair's Report

Chair Ortiz updated FWDAF members on the following:

- Meeting of the Division April 23. Chancellor Leland and Provost/EVC Peterson attended and provided updates on Project 2020 and strategic academic focusing, respectively.
- Systemwide Senate Chair Mary Gilly attended and provided systemwide updates such as streamlining transfers and the budget.
- Chair Ortiz serves on UCAAD's subcommittee tasked with drafting a systemwide hiring policy for President's Postdoctoral Fellows. A draft will be completed and submitted to UCAAD in about a month.

#### VI. Systemwide Updates

--UCAF. Professor Linda Cameron reported that the two main issues from the last meeting was 1) a memo on academic freedom and civility that will be sent to the campuses and 2) three campuses do not require external letters for promotion to Step VI. UCAF wants to ensure that faculty have the right to request letters if they desire. A letter to this effect will be distributed to the campuses.

--UCFW. FWDAF representative Sean Malloy was absent from today's FWDAF meeting but reported via email prior to this meeting that the main topic of discussion at UCFW continues to center on the future of the UC health plans.

--UCAAD. Chair Ortiz reiterated his aforementioned statement about the subcommittee on the hiring plan for President's Postdoctoral Fellows.

## VII. VPF Camfield Updates

As VPF Camfield had to leave the meeting, updates were provided by APO Advance Coordinator Kahil Morales:

- This year's faculty professional development workshop series was well-attended and successful. She asked for input, specifically, on whether UCM should invite another external speaker. Since this year's external speaker was well-received, FWDAF members agreed and offered to help identify external speakers for AY 15-16.
- This year's faculty success program winners will plan events for AY 15-16 which will include first year faculty and graduate students. Morales asked for FWDAF input on event topics. A FWDAF member suggested holding a panel or workshop to offer guidance for Associate Professors who are being promoted to Full Professors. Many Associate Professors do not understand the criteria for promotion.

## VIII. Campus Review Item

- UC Merced's Review under the WSCUC Standards  
UC Merced initiated its efforts to re-affirm accreditation by WSCUC which will conclude with an Accreditation Visit in spring 2018 and, in June 2018, the WSCUC Commission decision to re-affirm accreditation for a period of 6, 8 or 10 years. The first step in the Institutional Review Process for re-affirmation is to complete, as an institution, the *Review under the WSCUC Standards*. All Senate standing committees are asked to review.

**ACTION:** Due to time constraints, FWDAF will conduct this discussion via email.

IX. Systemwide Review Item

- Final review of proposed revisions to APM 210-D concerning contributions to diversity in the academic review process.

**ACTION:** The Senate chair will be informed that FWDAF endorses the proposed revisions.

X. Executive Session – voting members only

Discussion was confidential and no minutes were taken.

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

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst