

Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)
Minutes of Meeting
September 17, 2013

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 2:00 pm on September 17, 2013 in Room 324 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Chair's Welcome

Chair Rudy Ortiz welcomed members to the newly-created Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF). Originally, the committee was named Faculty Welfare, but due to the increased complexity and volume of issues faced by UCM faculty, the Academic Senate deemed it appropriate to add the Diversity and Academic Freedom functions to the committee as is done on other campuses.

II. Guest – Ombuds De Acker

Chair Ortiz introduced campus Ombuds De Acker and related to the committee that he met with Acker over the summer to formalize a preliminary list of issues facing the faculty. The goal of that meeting was to assess how FWDAF can coordinate efforts with the Ombuds. Acker announced that her office was created in July 2012 and since that time she has had 196 cases. Approximately 30% of her cases were faculty members; staff members representing the highest percentage. Acker reached out to new faculty members and conducted meet and greet sessions with them to convey the function of the Ombuds office. The biggest issues she hears from faculty members are: interpersonal issues with their peers or with individuals they supervise, including students in their classes and individuals in their labs; work-life issues; concerns about tenure; uncertainty and anxiety surrounding space; retention; mentoring; service load; and untenured faculty's fear of vocalizing opinions in search committee meetings for fear of consequences. Acker also pointed out that she has not spoken with many lecturers which is likely due to the fact that lecturers are unionized and as such, have other outlets.

VPAP Ojcius announced that a budget was established two weeks ago for the faculty mentoring program. Due to the small number of UCM senior faculty, the program will account for a mix of internal and external mentors. The funds would cover compensation for external mentors and travel for our faculty and external mentors for mutual campus visits.

In response to a committee member's inquiry, Acker mentioned she is in regular contact with the Ombuds offices on other UC campuses (except Santa Cruz which has its own conflict resolution position) via teleconferences .

Acker also related that she keeps in regular contact with Chancellor Leland and Provost Peterson to keep them informed on the types of cases she sees. Acker is helping with the search for a permanent Vice Chancellor for Business & Administrative Services.

Chair Ortiz expressed a desire to meet with Acker regularly throughout the academic year in order to coordinate efforts with her and FWDAF.

III. Chair's Report

--Chair Ortiz announced that Professor Asmeret Asefaw Berhe from SNS is no longer on the committee. He inquired as to whether the committee wants to add another member in order to have an alternate to send to one of the corresponding systemwide committees of UCFW, UCAF, and UCAAD. The Committee on Committees (CoC) would have to approve the new committee member. Committee member Tanya Golash-Boza volunteered to be member Linda Cameron's alternate on UCFW and member Shawn Newsam agreed to be member Sean Malloy's alternate for UCAF. The new committee member will be asked to serve as Chair Ortiz's alternate on UCAAD.

ACTION: FWDAF members voted to add another member to the committee from either SoE or SNS. The CoC analyst will be notified.

Chair Ortiz brought up various issues he believes FWDAF may have to address this year:

--Faculty recruitment process.

--Faculty retention issues. Provost Peterson attended a Faculty Welfare committee meeting last year to discuss the significant issues surrounding faculty retention. VPAP Ojcius mentioned he has spoken to the Provost and the need for the campus to be proactive in retaining faculty. It is imperative to include School Deans in the discussion. For example, Deans can identify the Associate Professors in their Schools who are doing exemplary work and extend to them pre-emptive offers. The merit review process can also be used for this purpose. A committee member mentioned that faculty members who own homes under the MOP loan have been hesitant to leave the University due to the negative financial implications. A possible solution is to work with UCOP to attempt to mitigate the negative consequences of the loan. A committee member related that a colleague recently accepted a position at another University in order to walk away from the current loan and the faculty member's new University underwrote the new home loan. Another issue with retention is the lack of enough FTE lines or staff positions to offer full time work to faculty members' spouses.

Chair Ortiz announced that he met with Professor Nella Van Dyke and Ombuds Acker this summer to review the preliminary findings of the Campus Climate survey.

ACTION: Committee analyst will invite Professor Van Dyke to the December FWDAF meeting to discuss her data and survey findings on the Campus Climate survey.

--Faculty mentoring program. Chair Ortiz related that Provost Peterson was adamant about this issue when he attended a Faculty Welfare meeting last year. VPAP Ojcius elaborated on the previous discussion by adding that the approved budget for the mentoring program is \$75,000. That amount has to cover external mentors' compensation (stipends similar to external CAP members), catering, events, and travel. Chair Ortiz requested that at least \$10,000 be set aside for a seminar speaker series for faculty members' professional development. VPAP Ojcius explained that the program would

be run by APO, specifically, Kahil Morales, who serves as the campus advance coordinator. Each School will have an internal coordinator who will identify which faculty need mentors and assist them in finding mentors. In SoE and SSHA, the coordinators will be the Associate Deans; in SNS, due to the absence of an Associate Dean, the Dean will appoint a coordinator. The advantage of an external mentor is that he/she will provide frank advice on a faculty member's personnel case; this is difficult with an internal mentor who may be voting on the faculty member's case. The faculty member and mentor will switch off visiting each other's campuses. While visiting other campuses, faculty members can network and solicit future external reviewers for their cases. FWDAF members discussed a few challenges such as increased service load for internal mentors. VPAP Ojcius mentioned the possibility of holding mentoring workshops to assist senior faculty. Other possibilities are workshops on writing grants, effective networking, and navigating the personnel review process.

ACTION: Chair Ortiz will work with VPAP Ojcius on formalizing the process for a professional development seminar speaker series for faculty members. Chair Ortiz will circulate any ideas amongst the committee for input.

--Terminal year for tenure. Prior to this meeting, the committee was sent an article detailing an incidence of violence on another campus by a faculty member who was denied tenure. On some campuses, faculty members who are denied tenure are offered a terminal year which leads to much tension and many problems for the faculty member and his/her colleagues. VPAP Ojcius pointed out that only the Chancellor can decide to deny tenure; it is the only function she cannot delegate to the Provost or anyone else. Also, faculty members can appeal a denial of tenure but the terminal year must automatically begin in case the appeal is not favorable to the candidate. The APM states that the faculty member has to be notified that, in the event his/her tenure review is negative, their terminal appointment will begin on a certain date. Some campuses offer tenure counseling when a faculty member is in danger of not receiving tenure. A FWDAF member pointed out that

denial of tenure should never be a surprise – faculty members are given enough feedback and warning during their career trajectory. VPAP Ojcius also mentioned that the APM states if a faculty member is denied tenure, he/she cannot work, for a certain number of years, as a ladder-rank faculty member or lecturer on another UC campus. A FWDAF member pointed out that an attempt was made last year to change the “lecturer” portion of that rule. Chair Ortiz reiterated that FWDAF does not have the authority to formalize a policy about this issue, but the committee should be cognizant of the faculty welfare aspect of being denied tenure. This led to a discussion about mental health care for faculty members. A FWDAF member mentioned that the systemwide UC is having general discussions about mental health care services for faculty members but the difficulty is that many faculty members are unaware of these counseling options. A committee member suggested that Deans and the Ombuds need to be involved in raising awareness.

ACTION: FWDAF will explore options on how to publicize mental health care services to UCM faculty.

--APM 210-1-D. This section of the APM addresses diversity and the assessment of diversity in the context of tenure and promotion cases. Last year’s UCAAD members proposed a change in the language on how diversity assessed: include a faculty member’s efforts to enhance diversity and a faculty member’s own research on diversity. The systemwide Senate did not accept the proposal but acknowledged the importance of recognizing diversity research as a scholarly accomplishment. A FWDAF member pointed out that case writers in the Schools need to be educated on this issue so faculty personnel cases can be prepared accordingly. A committee member suggested that Deans implement a diversity criterion on all searches.

ACTION: Chair Ortiz will meet with School Deans to discuss the inclusion of a diversity criterion in faculty searches, advancements, and promotions.

--Meeting schedule. The next FWDAF meeting will be in December. Another will be held in January. Finally, there will a meeting in April to which the

Chancellor and Provost will be invited to hear about FWDAF's work over the past year.

IV. Physics CCGA Proposal

Committee members reviewed the proposal prior to the meeting. FWDAF has no comments in terms of faculty welfare issues.

ACTION: Committee analyst will transmit a memo on behalf of FWDAF to the Senate chair stating that FWDAF has no comments.

V. Course Buyout Policy

Chair Ortiz provided an overview of the issue that originated under previous EVC/Provost Keith Alley. The 2012 Division Council sent a memo to Alley with comments on his draft course buyout policy. The revised policy, sent to this year's Division Council, does not take into account the 2012 comments made by the former Division Council. The policy does not give faculty members incentive to seek extramural funding. This runs counter to what is actually expected of UC faculty; furthermore, faculty should be rewarded for obtaining grants.

ACTION: Chair Ortiz asked the committee to review the policy and send comments. Committee analyst will compile comments into a memo and send on behalf of FWDAF to the Senate chair.

VI. SACAP Revised Charge

Committee members reviewed the charge prior to the meeting and saw no faculty welfare implications.

ACTION: Committee analyst will transmit a memo on behalf of FWDAF to the Senate chair stating the committee has no comments.

VII. Informational Items

--UC CARE. FWDAF member Malloy provided an overview of what transpired over the summer. UC CARE is a new, self-financed UC health care plan that is connected to medical centers. The various issues are 1) lack of capacity with primary care physicians even at UC medical centers and 2) the impact on campuses like UCM that do not have medical centers. At this time, it is unknown which Merced area physicians will be part of the UC CARE network. Approximately 30% of faculty and staff will have to change plans during Open Enrollment as some plans are being discontinued. A FWDAF member announced that she has received emails from UCOP on this issue and that each campus will hold a faculty and staff Town Hall to discuss the new plans. UCOP has also launched a website with a comparison of plans. Open Enrollment at UCM is November 18. FWDAF members agreed that Human Resources should be the point of contact but the committee should be available to help answer questions for faculty members.

ACTION: Committee analyst will forward the UCOP website link and other information to committee members.

--UC President Janet Napolitano will visit UC Merced on October 3 and is scheduled to meet with some Senate faculty. Chair Ortiz will not be on campus that day. He is attending a special DivCo meeting later today and will provide FWDAF members an update. FWDAF member Golash-Boza volunteered to attend the Napolitano session in Chair Ortiz's place. Chair Ortiz will inform DivCo.

There being no further business, the meeting adjourned at 3:30 pm.

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Senior Analyst