

Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)
Minutes of Meeting
September 2, 2014

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on September 2, 2014 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Guests – Anne Zanzucchi, LPSOE and Paul Gibbons, LSOE

LPSOE Zanzucchi and LSOE Gibbons provided FWDAF members a summary of the space challenges they experienced in SSHA. The criteria and priority for assigning offices appears to be unknown. Other factors compounding the issue are the arrival of new faculty and the uncertainty about whether groups of faculty are treated differently. Space challenges will continue to intensify until the next phase of building begins. FWDAF members advised Zanzucchi and Gibbons to continue communicating with their Bylaw unit chairs.

II. Guest – De Acker, Obmuds

Ombuds Acker provided an overview of her services. The Ombuds is neutral, independent, and does not have a formal reporting structure. Now in her third year in this position, the Ombuds related that the three main issues she hears from faculty members are: workplace treatment, work/life balance, and career progression before and after tenure. All of these issues affect retention rates.

The Ombuds informed FWDAF members that the Academic Personnel office has formulated a family leaves policy brochure to provide guidance to faculty members on their rights under the law. This brochure was distributed in hard copy form to all faculty.

FWDAF members then held a discussion about the need to raise awareness about bullying and to inform all faculty that those who engage in this

behavior will be held accountable. Some committee members pointed out that untenured faculty may feel wary of reporting incidents for fear of retaliation so senior colleagues should play a role in dissuading bullying behavior.

FWDAF member Golash-Boza, the FWDAF representative to the Chancellor's committee on campus climate and inclusion, briefly summarized the main issues of the committee's June retreat.

ACTION: Action items resulting from the June retreat will be obtained from the Chancellor's office when they are ready for distribution.

III. Chair's Report

Chair Ortiz announced he will continue to serve as the representative to the University Committee on Affirmative Action and Diversity (UCAAD). The University Committee on Academic Freedom (UCAF) representatives will be committee members Chin (fall semester) and Cameron (spring semester).

ACTION: Due to the heavy and specialized workload of the University Committee on Faculty Welfare (UCFW), CoC will be asked to identify a senior faculty member on campus to serve on this committee.

Several faculty members have informed FWDAF of their difficulties in securing parking passes for AY 14-15 due to problems with the online purchasing system. Chair Ortiz announced that this issue will be addressed in Division Council tomorrow and he will provide FWDAF with an update.

Chair Ortiz raised the issue of the lack of adequate space for graduate students and the negative implications on faculty members' grants. This problem is wide-ranging as it will affect the campus's ability to recruit quality graduate students. The space issue will only continue to become more complicated in light of the goal of enrolling 1,000 graduate students by 2020 per the 2020 Plan.

ACTION: Vice Provost and Dean of Graduate Education Marjorie Zatz will be invited to the next FWDAF meeting to provide her input.

Chair Ortiz mentioned a request was made from the Academic Personnel office that the AP Advance Coordinator be an invited guest to future FWDAF meetings. FWDAF members agreed with the understanding that only voting members will be present during executive sessions.

IV. Faculty World Café

The faculty World Café lunch event, sponsored by FWDAF and the Academic Personnel office, will be held on September 17 from 11:30 am – 1:30 pm in the California Room. FWDAF members were emailed instructions, a draft agenda, and a list of discussion topics by the AP Advance Coordinator who is facilitating the event.

FWDAF members briefly discussed the formatting and tabling structure of the event.

The September 3 faculty professional development workshop on hiring is cancelled. A FWDAF member suggested holding a training lunch for AP chairs rather than rescheduling a panel discussion on this topic.

V. Goals for AY 14-15

Encouraging diversity in the faculty recruitment process. UC Irvine's ADVANCE program brochure was distributed to FWDAF members as an example of guidelines being provided to school search committees on elements of diversity. Some UC campuses, including Irvine, now require faculty candidates to submit diversity statements as part of their applications. FWDAF will continue discussions throughout the year on whether the committee should recommend that this requirement be implemented at UCM.

Faculty retention. The VPF and Academic Personnel office will assist FWDAF in examining the trend and rate of loss of faculty members. In addition, it will be determined whether the numbers correlate to the campus climate survey.

Faculty mentoring. FWDAF and the Academic Personnel office will continue collaborating on the faculty professional development workshop series. Topics for the fall semester workshops are established and will be distributed to all faculty by the Academic Personnel office. During AY 13-14, FWDAF submitted a request to the Provost/EVC for funds to establish a Senate award for mentoring. VPF Camfield mentioned he will speak to the Provost/EVC and provide FWDAF with an update.

Faculty salary equity study. In 2012, OP required all UC campuses to gather data on faculty salaries and provide analysis in various stages to OP in accordance with OP's deadlines. In AY 13-14, Chair Ortiz and committee members Golash-Boza and Newsam served on the Senate-Administration faculty salary equity subcommittee that included staff members from Institutional Research & Decision Support. Historical documents are available on the FWDAF CROPS site. The subcommittee will continue its work this fall. Chair Ortiz announced that progress reports from the subcommittee have already been submitted to OP ahead of the deadline. Per OP's schedule, all campuses will submit a final report in January 2015. Provost/EVC Peterson will officially transmit the report to OP from his office.

Space. FWDAF will work with other Senate committees to propose a faculty space committee devoted to academic space issues.

VI. Updates from VPF

Interim VPF Gregg Camfield informed FWDAF members that UC Merced has purchased two institutional memberships related to faculty professional development. The first is the National Center for Faculty Development and Diversity which hold workshops for faculty members. The second is the

Professional and Organizational Development Network which is aimed at guiding department chairs and administrators.

ACTION: FWDAF will assist the Academic Personnel office in advertising these two opportunities for faculty members.

There being no further business, the meeting adjourned at 4:30 pm.

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst