

COMMITTEE ON FACULTY WELFARE (CFW)
ANNUAL REPORT
AY 25-26

The Committee on Faculty Welfare (CFW) considers and advises on matters related to the welfare of both regular and emeriti faculty. Topics for consideration include salary policy, benefits, insurance, retirement, housing, childcare, office space, intra-group relationships, and conditions of employment. CFW maintains liaison with the [University Committee on Faculty Welfare](#) (UCFW).

CFW Organization and Representation on Campus and Systemwide Committees:

- CFW received regular updates on relevant systemwide activities from CFW Chair David Rouff (SSHA) serving on the [University Committee on Faculty Welfare](#) (UCFW).

CFW has consulted with key campus stakeholders on a variety of issues related to faculty welfare and academic freedom:

- VPAP Tom Hansford - Achievement Relative to Opportunity (ARO), faculty morale, Summer Compensation process and outcomes
- CoR Chair Ramen Saha – matters pertaining to the Sponsors Projects Office (SPO)

CFW Discussion and Action Items:

- CFW offered comments on CAP's proposed ARO guidelines (11/26).
- On December 1, 2025, Chair Rouff and Professor Tokman met with UC Health Care Directors Susan Pon-Gee and Luara Tauber to discuss UC Health Care Tier 1.
- On December 4, 2025, CFW jointly transmitted a memo with the Committee on Research (CoR) regarding a request for an allocation of \$175,000 to support faculty research.
- On April 9, 2026, CFW transmitted a memo to Vice Chancellor and Chief Information Officer (VCCIO) Nick Dugan and Chief Campus Counsel Cesar Alvarado with a request for additional clarification regarding digital accessibility requirements, specifically as they relate to course materials.
- On May 13, 2026, CFW jointly transmitted a memo with the Committee for Equity, Diversity and Inclusion regarding the Anti-Racism External Reviewer Assessment for UC Merced's Academic Senate.

CFW commented on the following campus wide review items:

- UC Merced Regulations on Employee Organization & Representative Access to University Property (9/22)
- Proposed Revisions to MAPP 016 (Discipline), 2012 (Recruitment), and 6001 (Endowed Chairs & Scholarships) (1/13)
- Proposed B.S. Degree in Artificial Intelligence (4/07)

CFW commented on the following systemwide review items:

- Proposed Revisions to APM 015, APM 016 and Review of Interim Systemwide Guidelines on Faculty Discipline (9/22)
- UCAD Interim Report and Recommendations (9/23)
- Systemwide Senate Bylaw 140 - Affirmative Action, Diversity, and Equity (10/17)
- APM-036, General University Policy Regarding Academic Appointees/ Employment (11/07)
- Systemwide Academic Senate Committee on Climate Change and Sustainability (2/13)

- Systemwide Policies Applying to the University of California Police Department (UCPD)
(6/05)

Respectfully Submitted:

CFW Members:

David Rouff, Chair, School of Social Sciences, Humanities and Arts, UCFW representative
Angelo Kyrilov, Vice Chair, School of Engineering
Bercem Dutagaci, School of Natural Sciences (Spring 2026)
Laura Beaster-Jones, School of Natural Sciences

Ex-Officio:

Tom Hansford, Vice Provost for Academic Personnel

Staff:

Fatima Paul, Executive Director, Academic Senate
Melanie Snyder, Senate Senior Analyst, Academic Senate