

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**Minutes****Thursday, November 4, 2021****10:00 – 11:30 am****Zoom Meeting****Zoom information: <https://ucmerced.zoom.us/j/2092009728>**One tap mobile: US : [+16699006833](tel:+16699006833), [2092009728#](tel:+12092009728) or [+12532158782](tel:+12532158782), [2092009728#](tel:+12092009728)**Documents available at: UCM Box "[FWAF AY 21-22](#)"**

The meeting was convened at 10:03AM, with Chair Jennings presiding.

- I. Chair's Report – **David Jennings (10:00-10:15)**
 - A. Welcome new member, Professor Daisy Reyes. All introduced themselves. Chair Jennings described FWAF's advisory nature, as opposed to some committees that are legislative.
 - B. [Divisional Council](#) meetings, October 14 and 28. Chair Jennings reported on the ongoing initiatives to support research and improve the financial system, and on consultation with the medical education program proposal team and the Gallo School of Management proposal team. Chair disclosed that he had declined the proposal team's proposal to consult with FWAF, but he would invite them if members so wished. At the request of Professor Reyes, Chair provided backgrounds to the Management School proposal. Members agreed with Chair that no visit was necessary as the proposal is not related to faculty welfare.
 - C. Action Plan on collecting feedback from faculty on Covid-related, and other, faculty welfare issues
Members decided by a unanimous vote that it would be best to attend department level meetings to announce the collection of faculty feedback. Chair is willing to attend a large number of meetings, but would like members' assistance. At and after the announcement, information will be sent to the department specialists about google form/email depository/office hour sessions for dissemination within the departments. This will be followed by:
 - Consultation with EDI, CAP and P&T
 - Survey in Spring (with input for prioritization of issues)

ACTION: Analyst will obtain information on department meetings. FWAF members will identify which meetings they are able to attend.
- II. Consent Calendar
 - A. Today's agenda
 - B. Meeting [Minutes](#) (10/7/21)
 - C. [Draft memo](#) on Proposed Presidential Policy on Integrated Pest Management

ACTION: The consent calendar was approved as presented, and memo was transmitted.
- III. UCFW Updates –**Jayson Beaster-Jones (10:15-10:25)**

UCFW's next meeting is on the 12th. One of the items will be the implementation of instructional modalities across campuses. At UCM, there have been many discussions among UGC, VPDUE, and individual faculty members. Delay and lack of transparency in the decision-making (on who would

teach remotely) are concerning. A member expressed concerns about who had access to their medical record, whose submission was required for the temporary exception from in-person teaching. Chair asked if committee should invite UGC chair, who seemed concerned about accidental online degrees. This is a separate issue from the temporary approval of online modality.

IV. Campus Review Items (none at this time)

V. Systemwide Review Items– **David Jennings (10:25-10:35)**

A. [Proposed Revised APM - 759, Leaves of Absence/Other Leaves Without Pay](#)

Lead Reviewer: Sarah Loebman

The proposed revisions address recommendations from the Regents Working Group on Innovation Transfer and Entrepreneurship to explicitly state that a leave without pay can be used for innovation and entrepreneurship pursuits. The Lead Reviewer felt that the revisions were appropriate, except for the phrase “not indefinitely” not being clearly defined. Members discussed whether the yearly departmental approval safeguards against indefinite renewal.

ACTION: Endorse the revision, with comments, by unanimous consent. Memo was transmitted.

B. [Proposed Presidential Policy on Abusive Conduct/Bullying in the Workplace](#)

Lead Reviewer: Jayson Beaster-Jones

This is a newly proposed policy “responsive to a request from the Regents and the Academic Senate for a systemwide policy that addresses the University’s responsibilities and procedures related to abusive conduct/bullying” (per cover letter). Per Lead Reviewer’s request for in-person discussion, FWF received deadline extension. The discussion is scheduled for 12/4/21.

VI. Vice Chair’s Report– **Tea Lempiala (10:35-10:50)**

A. Periodic Review Oversight Committee ([PROC](#))—PROC met on October 28 and mostly discussed the report to WSCUC.

B. ECEC—update on the [meeting with the Chancellor \(10/22\)](#). It seemed that the Administration had a different expectation about the meeting from FWF, as the Interim Chief Financial Officer (CFO) had prepared a presentation, which FWF was unaware of, and seemed surprised that FWF had its own presentation. FWF had considered the purpose of the meeting as updating the Chancellor and making suggestions for going forward. The Interim CFO did not make his presentation, due to lack of time. The Chancellor thanked FWF for its presentation, requested the slides to be shared with his staff (Chancellor’s Chief of Staff, Chancellor’s Executive Assistant, and the Interim CFO) and promised to give feedback.

The Administration seemed to continue to think of ECEC as a cost (the word “investment” was used during the meeting) that benefits a very small part of UCM. Their perception is that ECEC is operating normally, even though it is opening 30 minutes later and closing 30 minutes earlier than normal. FWF’s mention of the request for parent donations to purchase an air filter seemed to have caught them off guard. It is unclear whether Administration is receptive to FWF’s proposed way forward until the receipt of their feedback.

ACTION: Analyst to follow up on the Chair’s email to the Administration.

VII. Consultation with Associate Vice Provost for the Faculty – **Zulema Valdez (10:50 – 11:00)**

- A. FEA and search committee training at UC Merced—AVPF Valdez presented slides on UC Santa Cruz Equity Advocate program. FEAs receive mandatory training at UC Irvine or Davis, but AVPF Valdez is planning a 2-hour training on UCM campus. Although UCOP guideline is that the CDO be involved in supporting FEAs, currently at UC Merced the EDI office is not a partner. The AVPF would like more involvement from the Senate and Schools. She would like to support FEAs with more training, increased authority and more compensation. The AVPF is developing a strategy for involving FEAs in retention. A FWAF member expressed his support for FEAs’ involvement in retention efforts, and added that departments must make formal requests to see the “long list” (of job candidates). Chair stated that this discussion would continue at the next meeting.

ACTION: Analyst will obtain the presentation from AVPF for FWAF members.

VIII. Discussion Item: Data Security and Privacy –**David Jennings, guest David Noelle (11:00-11:15)**

Professor Noelle explained his background in his research and interest since 1980s about internet security and privacy. As a department chair, he has also led the initiative to create a website where instructors can see a list of software, vetted by the Office of Information Technology (OIT), that take student privacy and other issues such as accessibility into account. If a software is not listed, faculty can obtain OIT support to verify.

Increasingly, as a faculty member, he has noticed he’s been asked to use third party business solutions more frequently (such as for scheduling a meeting; he must create an account, with personal information). Users without the knowledge he has would likely not know what business model the vendors are using. Given the lack of transparency, Professor Noelle is concerned the third party software are not vetted by OIT as following the University privacy policies. A member commented that UCFW has discussed this issue as well. While faculty seem to voluntarily accept third-party software for collaboration with other universities, All agreed that OIT should expand its vetting to non-instructional software. This information should be advisory and not used to restrict the use of unvetted software.

ACTION: Draft and transmit a memo to DivCo.

IX. Discussion Item: Support for Faculty during and after Covid-19 Pandemic–**David Jennings, guest Ramesh Balasubramaniam, CAP Chair (11:15-11:30)**

Members continued the discussion from last meeting, especially the consideration of extenuating circumstances in merit and promotion. FWAF is particularly concerned about whether this consideration will be permanently and sufficiently incorporated into evaluation. The CAP Chair shared his committee’s work that addresses this concern, as well as a link to a sister campus document (<https://aadocs.ucdavis.edu/attachment-mcif-wg-preliminary-report-10-25-21.pdf>).

CAP is aware of varying impact of COVID, depending on family/personal situations, as well as research areas and access to research facility. CAP has been encouraged to take a holistic approach, and is working on how to address “achievement relative to opportunity.” Last year there was a working group that produced guidelines, which were posted on APO website. All discussed whether

guidelines should be drafted by CAP or by APO. The CAP Chair believes it is under APO's purview. The guidelines need to be clear and transparent to both candidates and chairs. There needs to be prompt and clear communication from the VPF's office.

While CAP holds very little legislative power, it is preparing an FAQ document to help faculty, especially junior faculty, decipher MAPP and APM. CAP will share the draft FAQ with FWAF and welcomes collaboration. FWAF is interested in collaboration with CAP. Chair Jennings shared that FWAF intended to draft two memos, one requesting VPF to communicate with individuals and departments regarding Covid impacts, another on the "achievement relative to opportunity" framework. The memos might reference the workgroup guidelines the CAP Chair mentioned, with the understanding that the guidelines are not a policy until after systemwide review. CAP Chair will ask members if CAP would review and possibly endorse the memos.

ACTION: Analyst to inform the CAP analyst of incoming FWAF memos for CAP endorsement.

- X. Other Business: There being no further business, the meeting was adjourned at 11:35AM.
- XI. Informational Items
[Mitigating COVID-19 Impacts on Faculty Working Group Preliminary Report](#) - First of Two Phases, Summer 2021