

**COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**

Thursday, September 9, 2021

10:00 – 11:30 am

SE 2 220

Zoom information: <https://ucmerced.zoom.us/j/81240114636>One tap mobile: US: [+16699006833](tel:+16699006833), [.81240114636#](tel:+181240114636) or [+12532158782](tel:+12532158782), [.81240114636#](tel:+181240114636)Documents available at: UCM Box "[FWAF AY 21-22](#)"

- I. Chair's Report – *David Jennings* (10:00-10:20)
  - A. Welcome
  - B. Executive Session and Role of the ex-officio member
  - C. Meeting modality
  - D. Representation on systemwide committees
    - i. Chair Jennings serves on the University Committee on Academic Freedom (UCAF)
    - ii. FWAF member Jayson Beaster-Jones serves on the University Committee on Faculty Welfare (UCFW)
  - E. [Committee Conflict of Interest policy](#)

**Action Requested:** Review the COI policy for any need for revision, and approve the final policy.

  - F. Governance Retreat (Senate & Administration) August 23-24—[shared governance](#); MOU
  - G. [Divisional Council](#) meeting, September 2
  - H. Campus and systemwide review items. FWAF members to discuss whether they prefer to review all items distributed by Divisional Council this year, or, allow the FWAF chair to only forward items relevant to FWAF.
  
- II. FWAF priorities for AY 21-22 (10:20-10:50)
  - A. Faculty Welfare
    - i. Understanding faculty concerns about post-pandemic welfare issues -> Action items: Solicit faculty feedback via a listening tour, a survey, etc.
    - ii. Strengthening effective family friendly policies on campus --> Action items: Ensure that appropriate committees are in place to oversee the ECEC and advocate for family friendly policies overall (e.g. Family Friendly Policy Committee, effective Parent Advisory Committee at the ECEC); follow-up on covid-specific policies and their effectiveness; explore the need for other policies; follow up on the Chancellor's invitation to meet with FWAF leadership
  - B. Inclusive Culture
    - i. Continue to advocate for Teaching Professor membership on CAP
    - ii. Ensure equity between diverse faculty (gender, race, ethnicity, sexual orientation etc.) in dealing with the post-pandemic challenges -> Action item: joint meeting with EDI
    - iii. Retiree representation and rights -> Action item: Request CoC to appoint a retiree to FWAF
  - C. Academic Freedom
    - i. Gather input from faculty regarding concerns about academic freedom (especially over classroom content) and craft UC Merced Academic Freedom Statement

- III. Vice Chair's Report – **Tea Lempiala (10:50-11:00)**
  - A. ECEC updates
  - B. Periodic Review Oversight Committee ([PROC](#))-- first meeting on September 9
  
- IV. Consent Calendar
  - A. Today's agenda
  - B. Meeting [Minutes](#) (5/12/21)

**Action requested:** Approval of consent calendar
  
- V. Campus Review Items (none at this time) – **David Jennings**
  
- VI. Systemwide Review Items – **David Jennings (11:00-11:05)**
  - A. [Revised Presidential Policy on Sexual Violence and Sexual Harassment](#)

The proposed revisions are to: (i) comply with a new State law, Senate Bill (SB) 493, and (ii) better account for Prohibited Conduct in the clinical setting. The [Cover Letter](#) provides the background information and summary of the proposed revision.

**Action requested:** Identify a reviewer to present their review at FWF's 10/7/21 meeting.
  
- VII. Discussion Item: Support for Faculty during Covid-19 Pandemic–**David Jennings (11:05-11:20)**

At a meeting hosted by the Mellon Fellowship program for incoming faculty, some new faculty members expressed that they felt inadequately informed and advised about their benefits (e.g., health and life insurance, retirement). A related issue is mentoring of junior faculty by senior faculty, which is especially important during the pandemic.

**Action requested:** Determine next steps.
  
- VIII. Consultation with Associate Vice Provost for the Faculty – **Zulema Valdez (11:20-11:30)**

AVP Valdez will update FWF members on relevant campus topics.

  - A. Faculty Workshop on bystander/anti-bullying
  
- IX. Other Business
  
- X. Informational Items