

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**AGENDA****Wednesday, January 26, 2022****10:00 – 11:30 am****Zoom****Documents available at: UCM Box FWF AY 21-22**

- I. Chair's Report – **David Jennings (10:00 - 10:10)**
- A. First Divisional Council meeting of Spring 2022 is scheduled for January 27.
- B. Updates on Action Plan on collecting feedback from faculty on Covid-related, and other, faculty welfare issues (share feedback gathered in google form/email depository/office hour sessions from Fall; hear updates from Chair Jennings on the 1/14 MCS departmental meeting). The next steps are:
- Consultation with EDI, CAP and P&T
 - Faculty Survey of issues, prioritized based on feedback from individual faculty members and committee consultations
- C. Updates on Spring Instruction? (Chair communicated via email with GC/UGC chairs on 12/3)
- II. Vice Chair's Report– **Tea Lempiala (10:10 - 10:30)**
- A. Periodic Review Oversight Committee (PROC) Meeting (1/20/22)
- B. Discussion on Family Friendly Policy and ECEC
FWAF has not received the administration's feedback to FWF's presentation on ECEC and recommendations for creating a family friendly campus. FWF has also invited Interim CFO Schnier to share his presentation but has not received a response. FWF discussed the content of the message to send to the administration at its December 2 meeting.
- Action requested:** Draft a message to the administration and determine the mode of delivery (request another meeting or send as a memo).
- III. Consent Calendar
- A. Today's agenda
- B. Meeting Minutes (12/2/21)
- Action requested:** Approval of consent calendar
- IV. UCFW Updates –**Jayson Beaster-Jones (10:30 – 10:35)**
Meetings on 12/10/21 and 1/14/22
- Documents from UCFW related to the Achievement Relative to Opportunity (ARO) principle which were mentioned in the December 2, 2021 FWF meeting are available here.
- V. Systemwide Review Item: UCAF Recommendations on Departmental Statements– **David Jennings (10:35 – 10:50)**

FWAF is a lead review committee. FWAF received extension to the initial review deadline in order to discuss this item in a meeting, in addition to the review by email. At the request of the Academic Council, the University Committee on Academic Freedom (UCAF) made two recommendations on departmental statements on political, religious, or commercial issues:

- Recommendation #1: When a departmental statement is issued or endorsed indicating support, endorsement, or opposition with regard to any commercial, religious, or political activity or issue, the statement should be accompanied by a disclaimer in the form of an explicit statement that the department’s statement should not be taken as a position or endorsement of the University of California, or of the campus, as a whole.
- Recommendation #2: When a department chooses to issue or endorse a statement with regard to any commercial, religious, or political activity or issue, it should indicate in some manner whose views within the department the statement represents. In addition, departments should ensure that minority viewpoints are provided a reasonable and proportionate opportunity to express their views on the same platform as the departmental statement.

Comments on UCAF’s recommendations were provided by:

- Chair Jennings ([link](#))
- Vice Chair Lempiälä ([link](#))

Action requested: Transmit comments to the Senate Chair by Wednesday, February 2, 2022.

VI. Discussion Item: Tenure/Promotion cases during Covid-19 Pandemic – **David Jennings (10:50 – 11:20)**

At its 12/2 meeting, FWAF discussed communications from the campus (described in Chair Jennings’s talking points) and the system (described by UCFW representative Beaster-Jones), the Stop the Clock measure, and the Achievement Relative to Opportunity principle recommended in the preliminary report of the systemwide working group. Chair Jennings proposed further discussion in Spring 2022.

Action requested: Draft a memo with recommendations for APO. The memo will be considered by the Senate Chair, for direct transmittal by FWAF or for review (and endorsement) by DivCo.

VII. Consultation with Associate Vice Provost for the Faculty – **Zulema Valdez (11:20 – 11:30)**

A. Revised FEA appointment process.

VIII. Other Business

IX. Informational Items