

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**Friday, May 5, 2023****Minutes of Meeting**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 12:00 pm on May 5, via Zoom. Chair David Jennings presiding.

I. Chair's Report – *David Jennings***A. Divisional Council meetings April 3rd, April 17th, and May 1st**

- The administration suggested revisions to the campus mission statement.
- Controversy surrounding the appointments of the three Associate Deans for Equity, Justice and Inclusive Excellence given that they are from one department.
- The Senate issued a communication to the campus that explained that Divisional Council declined to endorse the Gallo pre-proposal so that the proposers can begin revisions. Campus leadership has hired a facilitator to guide conversations.
- Ongoing challenges with funding GSRs as a result of the new UAW contract.
- FWAF Chair Jennings informed FWAF members that the search for the permanent VC/CFO was paused by the administration at the Senate's request.

B. UCFW meeting April 14th

- At some UC campuses with medical schools, there is a classification of clinical faculty that is similar to Senate faculty. They are not lecturers but they are also not Senate faculty. Some individuals in this classification have reached out to UCFW because they want to be represented by the systemwide Senate.
- Chair Jennings asked for a FWAF member to join the last two hours of the May 12th UCFW meeting as he has another commitment.

Action: After a FWAF volunteer is confirmed, the committee analyst will notify the Senate Executive Director who will coordinate with CoC and ultimately with UCOP.

C. Memo from the Department of Sociology on the TA budget. The memo and background information were linked on today's agenda.

Action: FWAF Member Yeakel volunteered to draft a memo focusing on FWAF's broader view of the TA cost model.

II. Consultation with VPAP Tom Hansford**A. Status of COVID mitigation funds from the EVC/Provost.**

Per FWAF's request, VPAP Hansford asked EVC/Provost Camfield if he would be willing to roll over these un-allocated funds until the next academic year. In today's meeting, VPAP Hansford confirmed that EVC/Provost Camfield is willing to do so, with two strong recommendations: 1) these funds need to be allocated in fall 2023 and 2) CoR should allocate the funds in a manner similar to the annual Senate faculty grants competition.

B. Other updates/announcements

VPAP Hansford stated that he and other faculty recently attended a First Amendment workshop, and he believes it would be helpful to have a workshop in the future about academic freedom.

FWAF Chair Jennings asked VPAP Hansford his opinion on having a Teaching Professor on CAP. VPAP Hansford replied that that is up to the Senate. (Background: CAP, Divisional Council, and CRE discussed this topic in a previous academic year.) VPAP Hansford added that the broader issue is that the review criteria for Teaching Professors in the MAPP needs to be revised and clarified. He also informed FWAF that he encourages departments to create their own review criteria for their faculty in accordance with the MAPP and APM. Departments do have the agency to do this. FWAF Chair Jennings asked who is vetting the criteria for accuracy relative to the APM.

III. Consent Calendar

- A. Today's agenda
- B. Draft April 21st meeting minutes

Action: The Consent Calendar was approved as presented.

IV. Systemwide Review Items – *David Jennings*

- A. Proposed Revisions to APM 710 - Leaves of Absence/Sick Leave/Medical Leave

Attached to today's agenda was the explanatory cover letter from UCOP together with the proposed revisions in both tracked changes and clean formats.

A FWAF member volunteered to serve as lead reviewer.

Action: The lead reviewer's comments will be sent to the committee analyst by Friday, May 19th. The committee analyst will distribute the lead reviewer's comments to the committee for review. FWAF's final comments are due to the Senate Chair by Friday, June 2nd.

- B. Proposed Revisions to APM 210 - Review and Appraisal Committees

Attached to today's agenda was the explanatory cover letter from UCOP together with the proposed revisions in both tracked changes and clean formats.

A FWAF member volunteered to serve as lead reviewer.

Action: The lead reviewer's comments will be sent to the committee analyst by Friday, May 19th. The committee analyst will distribute the lead reviewer's comments to the committee for review. FWAF's final comments are due to the Senate Chair by Friday, June 2nd.

V. Oracle – Next Steps

Action: Chair Jennings will contact Senate Chair LiWang and CoR Chair Sexton to request that other UC campuses be consulted regarding the use of Oracle. VCR Wilson and Interim VC/CFO Schnier will be invited to a FWAF meeting in AY 23-24.

VI. Review of FWAF AY 22-23 Priorities

FWAF members agreed on the following priorities for AY 23-24:

- Health care and childcare for all ages but especially age 6 and up. Work with other UC campuses on childcare solutions.
- Health care -primary care/ greater accessibility and diversity of health care professionals
- Joint faculty and administrative committee on family friendly policies
- Greater accountability or even review for administration to help ensure they succeed in their projects
- Greater accountability for those who ought to be supporting programs in the administration and the Schools
- More administrative support for faculty in the departments
- Continued monitoring of Oracle issues via the VC/CFO and VCR
- Continued advocacy for a Teaching Professor to be included in the CAP membership

There being no further business, the meeting was adjourned at 1:30 pm.

Attest: David Jennings, FWAf Chair