

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)

Thursday, January 18, 2024

11:30am – 1:00pm

ADMIN 245

## MINUTES OF MEETING

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 11:30am on January 18, 2024. Chair Jayson Beaster-Jones presiding.

**I. Chair's Report – Jayson Beaster-Jones****A. [DivCo Updates](#) (December 14)**

Interim EVC/Provost Zatz discussed a faculty head count spreadsheet that included faculty hires and departures from 2020 to the current academic year. The spreadsheet was shared with members during the meeting.

DivCo Chair LiWang presented information from the December 7 Meeting of the Assembly. She noted that the proposed revisions to Senate Bylaw 55 to grant Teaching Professors voting rights in the department as Senate members were approved by Academic Council by a narrow margin.

Task Force Co-Chair Khatri provided an update on the Financial Management and Reporting Task Force. She stated that at a systemwide meeting, other campuses reported experiencing serious challenges with financial reporting.

LASC Chair Ojeda gave a presentation including Open Access, the LASC White Paper, and the library's budget concerns. It was noted that the library's budget has remained flat since 2005 despite an increase in expenditures.

**Action:** FWAF is still in need of a replacement for former member Daisy Reyes. Fatima will work on this with the Committee on Committees (CoC).

Update: Fatima is working with CoC on this matter. CoC has invited several faculty members who were considered as potential replacements for Prof. Reyes. All declined.

**II. Consent Calendar****A. Today's agenda****B. [December 13 draft Meeting Minutes](#)**

**Action:** Today's agenda and the December 13 Meeting Minutes were approved as presented. The FWAF analyst will update the Senate website accordingly.

**III. Systemwide Updates****A. [UCFW Updates](#) (January 12) – Jayson Beaster-Jones**

In reference to the pending amendments to Senate Bylaw 55, there was a conference held recently at UCSD where 71 percent of individuals noted that they already had voting rights for Teaching Professors within their Departments.

FCAF recently declined to opine on the Presidential Policy BFB-BUS-46 Use of University Vehicles as did most other campuses, except for two. The campuses who opined noted that the policy could impact people who are regularly conducting field work with students off campus.

Chair Beaster-Jones asked other campuses if they have a category call for temporary academic staffing. It was noted that they have something similar, and this appears to be a significant issue at other campuses.

UCFW members discussed the methodology of the Total Reiteration Study in which the aim is to find out whether UC employees are being compensated at the same level of comparative institutions.

There is an Instructional Modalities Task Force that is beginning to address the Regents' push to offer a fully online program within the UC system. FCAF members discussed whether UC Online would be its own campus. Chair Beaster-Jones noted that he believed this was the intention, but it has not been confirmed.

The Retirement Task Force provided an update stating that UCFW would like to shift the default retirement option from Pension Choice to Savings Choice.

There is a Health Care Task Force that organizes regular meetings to discuss health care needs and concerns. The Task Force typically consists of members from campuses that have medical schools. The campuses that do not have medical schools have created an alliance to ensure that there is always at least one representative on the Health Care Task Force from a campus without a medical school.

B. [UCAF Updates](#) (December 19) – David Jennings

UCAF members discussed their concerns regarding the [President's statement](#) about setting aside some funding for viewpoint neutral programs. Due to these concerns, the President's Office provided further clarity on its position.

There was a discussion regarding the understanding of Academic Freedom across campuses. It was noted that a statement should be developed in order to clarify the UC's determination of Academic Freedom.

UCAF members continued to share concerns about the UCAF Chair not having a seat on Academic Council. Members discussed ways in which to advocate for a change. One suggestion was to build a consensus at the local campus level by having each UCAF representative gain the support of their respective Divisional Council. Further discussion led FCAF members to comment on the difficulties associated with obtaining members to serve on committees. Additionally, members noted that it would be useful to have an emeritus member to serve on FCAF.

**Action:** Fatima will bring up the possibility of an emeritus member at the next CoC meeting. Update: Fatima has asked CoC to appoint an emeritus faculty member. Kathleen Hull was suggested during the meeting. Prof. Hull was invited to serve but declined due to other

commitments. Another emeriti faculty was invited to serve but declined.

#### **IV. Consultation with VPAP Hansford**

VPAP Hansford provided three updates to FWAF members.

1. VPAP Hansford distributed an email on January 17, 2024, to all faculty related to the hiring of Postdoctoral Scholars. Faculty have expressed various difficulties in the hiring of Postdoctoral Scholars which sometimes deters them from hiring under that job title. The Academic Personnel Office (APO) has made a marginal change to the Postdoctoral Scholar hiring process where an offer can now be extended to a candidate without a PhD, however a PhD must be in place in order to accept the appointment. In addition, APO has allowed Exemptions in the Postdoctoral Scholar hiring process so that a full search is no longer required. With these new changes, APO will track the hiring demographics to ensure there are not any noticeable concerns with the applicant pool's diversity.
2. A working group just completed drafting a revision to MAPP 2054 which governs the advancement and promotion of Teaching Professors. This was done in an effort to realign the APM and MAPP. The revision will go through AP review and Senate review as it contains major changes and additions, including a section on accelerations, soliciting external letters, and advice for review committees.
3. VPAP Hansford, Christiane Spitzmueller and HR are working to address spousal hiring for partners who may be interested in staff lines. They are currently working towards identifying a point person in HR that could assist faculty in finding positions for a spouse or partner. The proposal currently states that if the spouse or partner meets the minimum qualifications of a position and they apply by the deadline, they will at least be guaranteed a first round interview. ED Paul recommended that a conflict of interest policy be included into the proposal. Additionally, Member Dodson noted that it would also be beneficial to have a liaison within the community to reach out to other entities for possible spousal employment opportunities. Members discussed the importance of this as spousal hiring is a major retention issue.

**Action:** VPAP Hansford will share results from the COACHE survey at a future meeting. VPAP Hansford will also provide an update on summary salary at the March FWAF meeting.

#### **V. Consultation with Vice Chancellor CFO Kurt Schnier and Interim EVC/P Marjorie Zatz**

FWAF members voiced that they were seeking clarity on topics such as faculty and staff hiring and the backfilling of lines for lost faculty.

Interim EVC/Provost Zatz discussed a faculty head count spreadsheet that was recently shared with CAPRA. The spreadsheet includes faculty hires and departures from 2020 to the current academic year. She pointed out that the campus was anticipating a growth to 10,000 students which did not occur. After compiling the data, Interim EVC/Provost Zatz noticed that the campus was over budget by sixteen faculty lines. Additionally, the campus was not always hiring faculty in areas where there was tremendous need. She noted that the campus needs to be much more thoughtful about this going forward.

Interim EVC/Provost Zatz stated that the campus has received ACE funding, however this funding is only for new medium to large undergraduate programs. ACE funding is provided by the Office of the President and is used to pay salaries in a selected program for three years. The

idea is to be able to jumpstart medium to large enrollment programs, and therefore bring in more students and increase enrollment. Members inquired how decisions are made as to which programs are allocated ACE funding. Interim EVC/Provost Zatz replied that the process to develop the new program is the same, only the funding source is different.

Interim EVC/Provost Zatz also provided an update on the TAS budget. She noted that the instructional budget has been overspent every year. Additionally, she stated that the cost of TAs and Lecturers has increased due to their new contracts. The Administration is currently working with CAPRA on two new TAS committees. One TAS committee is looking at the size of the TAS budget and the other committee is looking at how allocations are made to each school. A discussion was held on how the campus calculates Department needs. Interim EVC/Provost Zatz noted that it is all based on enrollment and student credit hours per Senate faculty.

Interim EVC/Provost Zatz mentioned that she recently approved a couple of PPF hires. She also clarified that a PPF is only funded for the first 5 years, but after that period the PPF is funded by the university. Therefore, she is not approving many PPF hires unless it is a good strategic hire.

Vice-Chair Ma inquired if there is any funding for facilities and instruments for faculty. Interim EVC/Provost Zatz replied that three new buildings have been approved, including the Medical Education building, an additional dorm, and COB 3 which will contain two large lecture halls. Vice Chancellor CFO Schnier added that it is important to consider that with each faculty hire, the amount that needs to be spent to support that faculty (facilities, instruments, staff, etc.) needs to be considered as well.

#### **VI. SSHA Hiring – All**

At FWAF's December 13 meeting, members discussed SSHA's restructuring and its potential connection to staff hiring within the School. Chair Beaster-Jones noted that in a conversation with Interim EVC/P Zatz, she said she had approved of seven lines for SSHA already, however none of them have been hired yet.

Due to time constraints, this item was not discussed.

#### **VII. MCS Instructional Budget Memo – All**

The Management of Complex Systems (MCS) Department sent a memo to Senate leadership regarding challenges with the implementation of the new instructional budget model. Both FWAF and CAPRA have been asked to review the memo and respond.

On November 22 CAPRA issued a response, available [here](#).

**Action:** Due to time constraints, this item was tabled. FWAF analyst will add this item to FWAF's February agenda.

#### **VIII. Systemwide Review Items – Chair Beaster-Jones**

##### **A. Interim Report of the Academic Planning Council (APC) Working Group on the Future of Doctoral Education at the University of California**

The APC Working Group is a joint administration/Senate working group that was appointed in the summer of 2023 to advise the University community on the future of graduate education. It

is co-chaired by UCSB Senate Division Chair Susannah Scott and UCI Dean of Graduate Studies Gillian Hayes.

Comments are due to the Senate Chair **by Monday, January 22, 2024.**

Members discussed the Report and shared additional comments. Some of the comments included the following:

- Acknowledging the need to separate graduate student academic achievement from their academic labor.
- The requirement to provide syllabi for every directed study class will generate a large amount of additional labor for faculty at a time when staff labor is already being offloaded onto faculty.
- “Acknowledgement” of faculty labor in managing graduate students is insufficient motivation for faculty given the increased workload.
- The need to explicitly address training for non-academic positions given the overall compression and restructuring of higher education in the United States.

**Action:** Lead reviewers: Chair Beaster-Jones and Member Nowadnick. Members are invited to send additional comments via email by 12:00pm, Friday, January 19 in order to be finalized and sent to the Senate Chair by Monday, January 22.

B. [Proposed revisions to Academic Personnel Manual \(APM\) – Section 285, Lecturers with Security of Employment Series](#)

The policy includes the following key revisions:

- Revised name of “Lecturer with Security of Employment (LSOE) series and ranks to “Professors of Teaching”
- Removal of Appendix A

***FWAF is a Lead Reviewer***

Comments are due to the Senate Chair **by 5:00pm, Friday, February 2, 2024.**

Member Jennings provided minor edits to the [draft response memo](#).

**Action:** FWAF analyst will circulate the updated version to members for their review and approval.

**IX. Campus Wide Review Items – Chair Beaster-Jones**

A. [Proposal for the Establishment of a Department of Medical Education](#)

The proposal begins on page 11 and is preceded by support letters from:

- Natural Science Executive Committee
- SNS Dean Dumont
- Department of Applied Mathematics
- Department of Chemistry and Biochemistry
- Department of Life and Environmental Sciences
- Department of Molecular and Cell Biology
- Department of Physics

Comments are due to the Senate Chair **by Friday, February 2, 2024.**

FWAF Members declined to opine.

**Action:** FWAF analyst will notify the Senate Chair that FWAF declines to opine.

**B. [Proposed Bylaws for the Division of Undergraduate Education Executive Committee](#)**

In September 2023, former VPDUE Sarah Frey submitted to the Academic Senate a proposal to consolidate the [General Education Executive Committee \(GEEC\)](#) and the [Honors Program Executive Committee](#) into a new Division of Undergraduate Education Executive Committee (DUEEC). Falling under College One, the DUEEC would provide faculty governance for both the General Education and UC Merced Honors programs.

The Committee on Rules and Elections (CRE) opined and endorsed the proposal, and recommended amending the current General Education Bylaws to reflect [the proposed governance structure](#).

The proposed Bylaws were included on the December 12, 2023 Meeting of the Merced Division of the Academic Senate agenda, where Interim VPDUE Utter, Associate Dean of Undergraduate Education and Interim Chair of the GEEC Justin Hicks, and Honors Program Director Holley Moyes provided an overview to participants, along with the committee reorganization plan.

Comments are due to the Senate Chair **by Monday, February 5, 2024.**

**Action:** Due to time constraints, members decided to conduct the review via email. FWAF analyst will reach out to members for lead reviewers.

**C. [Proposal for a Data Science and Policy Analysis Minor](#)**

Undergraduate Council's Policy for the Review and Approval of Undergraduate Degree Programs is available [here](#). The policy for the review and approval of New Minors is available [here](#).

Comments are due to the Senate Chair **by 5:00 pm on Friday, February 16, 2024.**

FWAF Members declined to opine.

**Action:** FWAF analyst will notify the Senate Chair that FWAF declines to opine.

**X. Other Business**

There being no further business, the meeting was adjourned at 1:00pm.

Attest: Jayson Beaster-Jones, FWAF Chair