

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)

## AGENDA

Thursday, September 5, 2024

1:00pm – 2:30pm

ADMIN 345

- I. **Welcome and Introductions – All [1:00-1:05pm]**
- II. **Consent Calendar – Chair Beaster-Jones [1:05 – 1:10pm]**
- A. Today's Agenda
- B. [FWAF Conflict of Interest Policy<sup>1</sup>](#)

**Requested Action:** Approval of the Consent Calendar.

III. **Informational: FWAF Resources – Chair Beaster-Jones [1:10-1:20pm]**

*Members are encouraged to read the information described below prior to the meeting.*

A. Duties of FWAF

The Committee on Faculty Welfare and Academic Freedom (FWAF) considers and advises on matters related to the welfare of faculty, and reviews and makes recommendations with respect to any University-related issues that may affect the academic freedom of the University Community. Topics for consideration include salaries, benefits, insurance, retirement, housing, and conditions of employment. FWAF maintains liaison with the [University Committee on Faculty Welfare](#) (UCFW) and the [University Committee on Academic Freedom](#) (UCAF).

B. [FWAF's Bylaws](#)

C. [Membership](#)

- Jayson Beaster-Jones, Chair, SSHA
- Yanbao Ma, Vice Chair, SOE
- Kinjal Dasbiswas, SNS
- Jennifer Lu, SOE
- Beth Nowadnick, SOE
- Ma Vang, SSHA

Ex-Officio (non-voting):

- Kevin Mitchell, Senate Chair, SNS
- Courtenay Monroe, Senate Vice Chair, SSHA
- Tom Hansford, Vice Provost for Academic Personnel (alternate: Anna Song, Associate Vice Provost for Academic Personnel)

D. [Meeting Schedule](#) (Thursdays, 1:00-2:30pm)

*The first meeting will be held in ADMIN 345 with the plan to hold subsequent meetings via Zoom.*

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<sup>1</sup> All Senate Committees are encouraged to review their respective COI policy at their first meeting in the Fall. All Senate Committees COI policies are available on the Senate website: <https://senate.ucmerced.edu/conflict-interest>

- September 5
  - October 10
  - November 7
  - December 5
- E. [FWAF's Box Site](#) (all internal committee documents will be posted on this site)
- F. [FWAF AY 23-24 Annual Report](#)
- G. Committee Confidentiality
- H. [Guide to Committee Membership & the Practice of Executive Session](#)
- I. [Consultation Guide](#) (also refer to the [2010 memo](#) from Academic Council to President Yudof)
- J. Senate Digest (distributed to all Senate faculty every Friday)
- K. [UCM Bylaws and Regulations](#)
- L. [Systemwide Bylaws and Regulations](#)
- M. [CoC's Guide to Populating Academic Senate Committees: Leadership and Membership Commitments](#)
- N. Distribution of Work on the Committee  
All campus and systemwide review items will be posted on the Senate website [here](#).  
Some review items may be assigned to one or more FWAF reviewers before each scheduled meeting.

**IV. Chair's Report – Jayson Beaster-Jones [1:20 – 1:30pm]**

- A. Updates from Protest Oversight Group (POG) Meetings (August 14 and 19)
- B. Upcoming Event: Annual Governance Retreat  
The exact date is to be determined, however October 29 and 30 are under consideration.

**V. Representation on Systemwide Senate Committees – All [1:30-1:35pm]**

- A. [University Committee on Faculty Welfare](#) (UCFW)  
UCM Representative: Jayson Beaster-Jones
- B. [University Committee of Academic Freedom](#) (UCAF)  
UCM Representative: TBD

**Requested Action:** Identify a member to serve as UCM's UCAF representative.

**VI. Representation on Campus Committees – All [1:35-1:40pm]**

- A. [Periodic Review Oversight Committee \(PROC\)](#)  
PROC supports and advances UC Merced's educational and institutional effectiveness and organizational learning through its campus-wide advisory and oversight responsibilities for academic and administrative assessment, both periodic and annual.
- B. [Protest Oversight Group \(POG\)](#)  
Representative: Jay Sharping (UGC Chair/DivCo Member)

**Requested Action:** Identify a member to serve as FWAF's representative on PROC.

**VII. Review of FWAF AY 24-25 Priorities – Chair Beaster-Jones [1:40-1:55pm]**

A memo reflecting FWAF's AY 23-24 priorities can be found [here](#).

A preliminary list of priorities for AY 24-25 can be found [here](#).

**Requested Action:** FWAF to discuss their priorities and plan for AY 24-25.

**VIII. Consultation with VPAP Tom Hansford [1:55-2:15pm]**

A. [Time, Place, and Manner Restrictions on Campus Expression](#)

B. Summer Compensation

**IX. Systemwide Review Item – Chair Beaster-Jones [2:15 – 2:25pm]**

A. [Proposed Revisions to the Policy on Vaccination Programs](#)

The policy includes the following key issues:

- Students will be required to be up-to-date on their MMR, MenACWY, Tdap, and VZV vaccinations, provide proof of immunity for those diseases, or obtain a University-approved exception, as a condition of Physical Presence at a University Location or in a University Program.
- Students may request exceptions to any of these vaccination requirements premised on medical contraindications, religious objections, or disability. There are no exceptions permitted for students' mandatory completion of a tuberculosis screening questionnaire to evaluate their risk of latent tuberculosis.
- In the event that applicable law or public health orders impose stricter vaccination requirements, students would be required to comply with those stricter requirements.
- Students who are not up-to-date with the relevant vaccination requirements (which includes those who have been granted exceptions) or who have not satisfied the tuberculosis screening requirement may be subject to Non-Pharmaceutical Interventions (e.g., masks and testing) above and beyond those who have demonstrated compliance and may be excluded from the Location or site of an outbreak.
- Additionally, students who are not compliant with the vaccination programs and/or screening program must participate in any Vaccine Education required by their Location Vaccine Authority (LVA). Additional Vaccine Education may be required by the LVA in the event of an outbreak or consistent with applicable federal, state, or local laws, regulations, or accreditation standards.

**Requested Action:** Assign a lead reviewer. Lead reviewer's comments will be circulated via email by Friday, September 13 and will serve as the basis for FWAF's official response.

Comments are due to the Senate Chair by **Friday, September 20, 2024**.

**X. Other Business [2:25-2:30pm]**