

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)

Revised Agenda  
Monday, January 27, 2025  
3:00pm – 4:10pm

**I. Consent Calendar – Chair Beaster-Jones [3:00 – 3:05pm]**

- A. Approval of Today's Agenda
- B. Approval of the [December 5 Meeting Minutes](#)

**II. Chair's Report – Chair Beaster-Jones [3:05 – 3:15pm]**

- A. December 16 Divisional Council Meeting
- B. December 16 Meeting of the Division
- C. Identify alternate for May 21 UCAF Meeting

**III. December 19 [UCAF](#) Update – Jennifer Lu [3:15 – 3:25pm]****IV. Discussion: Sponsored Projects Office (SPO) Issues [3:25 – 3:40pm]**

At the December 5, 2024 FWAF meeting, Chair Beaster-Jones provided an update on the November 22 Meeting re: SPO issues, and members discussed [FWAF's May 20, 2024 memo to CoR re: Grant Proposal Submissions](#) and [FWAF's July 19, 2024 memo to CoR re: Grant Proposal Submissions](#).

Following the meeting, FWAF members were asked to consult with their respective department faculty to inquire about any financial hardships they have encountered, specifically with SPO. Two responses have been received, available [here](#).

**Requested Action:** Members discuss departmental feedback and determine next steps.

**V. [October 30 Governance Retreat Priorities](#) – All [3:40 - 3:50pm]**

At the conclusion of the October 30 session, participants shared their top priorities and key takeaways, highlighting areas of focus for future action. In alignment with the request from Senate leadership, Senate Committees are encouraged to review these priorities and identify those they wish to address this academic year.

Chair Beaster-Jones recommends FWAF prioritize issues related to Sponsored Projects (SPO) and post-award management.

**Requested Action:** Members review the Governance Retreat notes/list of priorities and discuss Chair Beaster-Jones' recommended priorities to address. Members identify any additional

priorities that the committee should address this year. The FWAF Analyst will notify the Executive Director of the priorities that FWAF intends to address.

## VI. Campus and Systemwide Review Items [3:50 – 4:05pm]

- A. [Presidential Policy on the Use of Animals in Research, Teaching, and Testing](#) (Systemwide)  
The proposed revised policy would update and replace UC’s current policy ““[Use of Animals in Research and Teaching](#)””.

**Lead Reviewer:** Kinjal Dasbiswas

Lead reviewer’s draft memo is available [here](#).

**Requested Action:** Members review the revised policy and draft memo. Members vote to approve the draft memo if there is consensus.

**Comments are due to the Senate Chair by Friday, January 31, 2025.**

- B. [Proposed Revisions to Academic Personnel Manual \(APM\) Section 675, Veterinary Medicine Salary Administration](#) (Systemwide)

Summary of proposed revisions:

- Clarification that faculty members paid on the Veterinary Medicine Salary Scale are not permitted to participate in the Health Sciences Compensation Plan ([APM - 670](#)).
- Clarification that participation by faculty members paid on the Veterinary Medicine Salary Scale in the Negotiated Salary Program ([APM - 672](#)) or any future compensation or salary plan is predicated on the requirement that faculty first fully meet the minimum contribution requirements specified in APM - 675-8.d, 675 - 8.e, and 675 - 8.

*FWAF is a lead reviewer.*

**Requested Action:** Identify a lead reviewer. The lead reviewer will send their comments to Melanie, Fatima, and Chair Beaster-Jones by Monday, February 3, 2025. Members will review the lead reviewer’s draft memo at the February 10 FWAF meeting.

**Comments are due to the Senate Chair by February 14, 2025.**

- C. [Proposed Revisions to APM 036 – Employment](#) (Systemwide)

The policy revisions respond to the need to address a new bill signed into California state law that adds section 66284 to the California Education Code, effective January 1, 2025 (reference [AB 1905](#) “Public postsecondary education: employment: settlements, informal resolutions, and retreat rights”), and requires the University to adopt a written policy regarding official letters of recommendation, among other requirements, as a condition of receiving state funding. The proposed technical revisions are intended to bring the University into compliance with section 66284 of the California Education Code.

*FWAF is a lead reviewer.*

**Requested Action:** Identify a lead reviewer. The lead reviewer will send their comments to Melanie, Fatima, and Chair Beaster-Jones by Monday, February 17, 2025. Members will review the lead reviewer’s draft memo via email.

**Comments are due to the Senate Chair by Friday, February 28, 2025.**

D. [Interim Policy on Consensual Relationships](#) (Campus wide)

The policy is intended to clarify expectations and support faculty and staff in avoiding professional conflicts of interest related to consensual relationships.

***FWAF is not a lead reviewer, but all standing Senate committees are encouraged to opine.***

Requested Action: FWAF to decide whether to opine. If opining, identify a lead reviewer. The lead reviewer will send their comments to Melanie, Fatima, and Chair Beaster-Jones by Monday, February 17, 2025. Members will review the lead reviewer's draft memo via email.

**Comments are due to the Senate Chair by Monday, March 3, 2025.**

**VII. Other Business [4:05 - 4:10pm]**