

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)

Tuesday, March 10, 2020

1:45 – 2:45 pm

KL 360Zoom URL: <https://ucmerced.zoom.us/j/2092009728>

Zoom Phone: 1 669 900 6833, Meeting ID: 209 200 9728

Documents available at: UCM Box [“FWAF AY 19-20”](#)

- I. Chair’s Report – **Carolyn Frank (1:45 – 1:50)**
 - A. Division Council updates
 - B. UCAF updates

- II. Statement on Academic Freedom –**Chair Frank, with Chief Campus Counsel Gunther (1:50 – 2:05)**

Background:

UCAF is considering placing its [Statement on Defense of Academic Freedom](#) on its website, while each campus would work on their own statement, tailored to their campus and as bounded by the [1940 AAUP statement](#) that is considered “constitution of Academic Freedom.” Other documents for reference are found [here](#). Chief Counsel Gunther was invited to provide legal advice and perspectives.

Action requested: Consult with Counsel Gunther and begin drafting UCM’s Statement on Academic Freedom. The final Statement will be transmitted to DivCo.

- III. Vice Chair’s Report – **David Jennings (2:05 – 2:10)**
 - A. Periodic Review Oversight Committee (PROC) updates

- IV. University Committee on Faculty Welfare (UCFW) updates – **Jayson Beaster-Jones (2:10 – 2:15)**
 - A. February UCFW meeting

- V. Consent Calendar
 - A. Today’s agenda
 - B. [Draft February 11, 2020 meeting minutes](#)

Action requested: Approval of consent calendar

- VI. Review of UC Merced Bylaws –**Jayson Beaster-Jones (2:15-2:25)**

At [CRE’s request](#), all Senate standing committees are reviewing their bylaws and are invited to propose revisions by March 20. At FWAF’s February 11 meeting, it was suggested that a retiree be added to FWAF membership, given that many topics under FWAF’s purview are related to retirees. UCFW liaison Beaster-Jones was informed at a UCFW meeting that all other campuses have a retiree as a FWAF member.

Proposed revised bylaws from the lead reviewer are available [here](#).

Action requested: FWAF to review and approve the proposed, revised bylaw language. The proposed revised bylaw language will be transmitted to CRE.

VII. Proposal to Add a Teaching Professor to CAP’s Membership – **David Jennings (2:25 – 2:35)**

Discussion: Vice Chair Jennings will debrief FWAF members on his consultations with DivCo and CRE. The February 5th [draft proposal](#) is attached here.

VIII. Faculty Survey on Co-Working Space for Spouses – **Chair Frank (2:35-2:40)**

Prior to this meeting, FWAF members received a draft proposal from a faculty member on co-working space for faculty spouses. Senate Chair Hansford has requested that FWAF conduct a survey to gauge interest in co-working space. FWAF members will finalize the content of [the survey](#).

IX. Campus Review: [Provost’s proposal for revising faculty compensation for Summer Session Instruction](#) --**Lead Reviewer: David Jennings (2:40-2:45)**

Background: Last year the joint Senate-administration Budget Working Group (BWG) reviewed the summer session compensation and revenue-sharing models for the campus and compared it to peer UC institutions. The group’s analysis concluded that the campus should consider a) replacing the current salary cap of \$10,000 on summer session instructional remuneration to Senate faculty with a model that would incentivize Senate faculty participation in summer session teaching, and b) reevaluate the distribution of summer session revenues to better serve the campus mission, principally by increasing summer session support for academic operations.

The Senate is asked to comment on the Working Group’s proposed model for summer session faculty compensation. The intention is to implement the new model in time for faculty to consider their participation in the 2020 summer session.

Action requested: FWAF’s comments are due to the Senate Chair by 5:00 pm on March 12, 2020.

X. Systemwide Review

A: [a proposed Presidential Policy on Gender Recognition and Lived Name](#) –**Lead Reviewer: Carolin Frank**
To be discussed by email

Background: The Office of the Vice Provost for Diversity and Engagement drafted the proposed policy in response to the passage of SB-179, Gender Recognition Act. It is proposed that the policy be fully implemented by UC campuses and locations by July 1, 2021, and it includes the following key issues:

- The University must provide three equally recognized gender options on university-issued documents and information systems — female, male and nonbinary.
- The University must provide an efficient process for students and employees to retroactively amend their gender designations and lived names on university-issued documents and in information systems.

- The legal name of university students, employees, alumni and affiliates, if different than the individual's lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person's legal name.

Action requested: FWAF's comments are due to the Senate Chair by 5:00 pm on March 20, 2020.

B. [Revised Presidential Policy on Travel Regulations](#)

To be discussed by email

Background: The Office of the Executive Vice President/Chief Financial Officer is proposing revision to the travel regulations. The main changes in this revision are:

- Incorporation of the Internal Audit recommendations regarding documentation necessary to support first or business class travel, and the need to document the business purpose of each day of the trip;
- Update the policy for the new IRS business mileage reimbursement rate effective January 1, 2020;
- Substitute gender-neutral language throughout the policy;
- Add a new section on sustainable travel; and
- Clarified what is included in the foreign per diem and link to the Department of State website in Appendix B.

Action requested: FWAF to identify a lead reviewer. The lead reviewer's comments will be discussed over email. FWAF's comments are due to the Senate Chair by 5:00 pm on April 6, 2020.

XI. Other Business