

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**AGENDA****Wednesday, April 27, 2022****10:00 – 11:30 am**

- I. Chair's Report – *David Jennings* [10:00 – 10:10]
 - A. Divisional Council meetings April 7 and April 21
 - Issue concerning campus trash collection. What is FWAF's role, if any?
 - B. UCAF meeting April 1
- II. Consent Calendar
 - A. Today's agenda
 - B. Draft March 30 meeting minutes

Action requested: approval of the Consent Calendar

- III. UCFW Updates – *Jayson Beaster-Jones* [10:10 – 10:15]
 - A. Updates from April 8 UCFW meeting

- IV. Additional Messaging on Impacts of Pandemic – *David Jennings* [10:15 – 10:30]

At the March 30 meeting, FWAF members discussed Chair Jennings' talking points (available here) on one of the main concerns conveyed to him and other FWAF members in their office hours with faculty members and visits to department meetings. FWAF members also reviewed the FAQ document drafted by CAP in conjunction with the VPAP and APO (available here).

FWAF members agreed that 1) systemwide information and guidance on the impacts of the pandemic on faculty advancement and promotion should be more widely shared; 2) faculty need guidance on how to articulate their personal challenges in their self-statements and if they choose not to include such information, then review committees and department chairs should be made aware of the challenges through a different mechanism; and 3) the FWAF chair should elicit input from department chairs on what information they need to better advise review committees and faculty under review.

FWAF also discussed 1) the possibility of developing an Achievement Relevant to Opportunity (ARO) template that accompanies faculty members' self-statements in their personnel case files and 2) the need for additional guidance from UCOP and APO and ways to improve the dissemination of information to the faculty.

Discussion: FWAF Chair Jennings will update FWAF on the status of the systemwide guidance/report.

V. FWAF Subcommittee on Family-Friendly Policies – *Tea Lempiälä* [10:30 – 10:45]

- A. Update from April 22 subcommittee meeting
- B. Prioritizing next steps from the subcommittee’s draft action plan (available here).

VI. Systemwide Review Item – *Sarah Loebman* [10:45 – 11:00]

A. Presidential Policy on Affiliations with Certain Healthcare Organizations

An Interim Presidential policy was issued in September 2021 to implement Regents Policy 4405. The Office of the President is now soliciting feedback to finalize the Presidential Policy.

- Proposed policy available here.
- **The lead reviewer’s comments are forthcoming.**

Action: FWAF to discuss the lead reviewer’s comments. FWAF’s memo is due to the Senate Chair by April 29.

VII. Executive Session [11:00 – 11:30]

Voting members only, no minutes recorded.

A. Gallo School Revised Pre-Proposal

Action: FWAF to discuss the lead reviewer’s comments. FWAF’s memo is due to the Senate Vice Chair by Monday, May 2 (Senate Chair is recusing).