

**Committee on Faculty Welfare and Academic Freedom (FWAF)**

Wednesday, September 19

1:00 – 2:30 pm

Location: KL 397

Documents available on UCM Box: [FWAF AY 18-19](#)**I. Chair's Report – *Laura Hamilton***

- A. [Introduction](#) of new and returning committee members
  - i. The [University Committee on Faculty Welfare](#) representative is FWAF member Jayson Beaster-Jones
  - ii. FWAF Chair Hamilton will represent FWAF on the [University Committee on Academic Freedom](#)
- B. Expectations for committee members
  - i. [Reviewer assignments](#) for campus and systemwide review items
- C. Committee goals AY 18-19
  - i. Draft a conflict of interest policy. As examples, other Senate committee policies can be viewed [here](#).
  - ii. After school and holiday child care  
**Background:** FWAF, via Division Council, previously shared the results of the AY 16-17 campus survey with various members of the administration. Since then, the Senate has requested status updates on the campus's plan to address the issues revealed in the survey.  
**Discussion:** Should FWAF work with the administration to identify an individual to serve as a coordinator or liaison with community child care organizations? Should FWAF utilize the survey data to draft a list of employees' child care needs and use this as the basis for helping to draft a potential job description for the coordinator/liaison?  
**Note:** The new AVC for Auxiliaries and Fiscal Innovation, who oversees the ECEC, will attend the November 14 FWAF meeting to discuss these issues.
  - iii. Health care access for UCM employees. **Lead discussant: Jayson Beaster-Jones.**
  - iv. UCM implementation of [systemwide faculty salary increase plan](#)
  - v. Maintain contact with faculty representative on the [Police Advisory Board](#). Representative will attend a future FWAF meeting to provide updates.
- D. Division Council meetings [August 28](#) and [September 11](#)

**II. Vice Chair's Report – *Carolyn Frank***

- A. [PROC meeting](#) September 12

**III. Consent Calendar**

- A. Approval of September 19, 2018 agenda
- B. Approval of [April 19, 2018 meeting minutes](#)

**IV. Unit 18 Lecturers – *Laura Hamilton***

- A. Discussion: FWAF's potential role in mitigating the stress of the heavy workload on non-Senate lecturers, and the uncertainty of employment year to year. The current Unit 18 non-Senate faculty MOU can be found [here](#).

**V. Consultation with Interim Vice Provost for the Faculty – *Teenie Matlock***

- A. [Faculty salary increase plan](#)

**VI. Campus Review Items**

- A. [University Extension's proposal](#) for non-degree certificate in child development and care.

**Lead reviewer: *Laura Hamilton***

The policy governing the establishment of a non-degree program by Extension is [here](#).

As per section II.C. of the policy, the Senate is asked to consider the following when reviewing a proposal for a non-degree program put forth by Extension:

*Senate Committee members should ask questions if there are concerns about the credibility of a content area, intended audience, or selection of courses to be included in a non-degree program, or resource impacts on existing (non-Extension) academic programs.*

**CAPRA and UGC are lead reviewers.**

The lead reviewer has suggested that FWAF decline to opine.

**Action:** if no objection to the lead reviewer's suggestion is raised, the Senate Chair will be informed that FWAF declines to opine.

- B. Committee on Rules & Elections (CRE) [revised voting policy](#)

**Lead reviewer: *Jayson Beaster-Jones***

**Background:** in AY 16-17 and AY 17-18, CRE drafted "Recommended Voting Policies in Academic Personnel Cases" for review by Senate committees. After receiving several comments from Senate committees – including FWAF – and Division Council, CRE has again revised its policy.

**Action:** FWAF to decide whether to opine. If opining, the lead reviewer's preliminary comments will be distributed to FWAF for an email discussion by 5:00 pm on Tuesday, October 9. **FWAF's memo is due to the Senate Chair by 5:00 pm on Tuesday, October 16.**

- C. Revisions to UCM Bylaws – expanded LASC membership

The [proposed revisions](#) increase the faculty membership of the committee to seven from four, through the addition of three at-large members, no more than one from each school. Currently, the LASC faculty membership is comprised exclusively of one representative each from CAPRA, COR, UGC, and GC.

**Action:** FWAF to decide whether to opine. If opining, a lead reviewer will be assigned. The lead reviewer's preliminary comments will be distributed to FWAF for an email discussion by 5:00 pm on Tuesday, October 9.

**FWAF's memo is due to the Senate Chair by 5:00 pm on Tuesday, October 16.**

**VII. Other Business**

**VIII. Informational Item**

- A. [AY 17-18 FWAF annual report](#)