

**COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)
ANNUAL REPORT
AY 2018-2019**

To the Merced Division of the Academic Senate:

In AY 2018-2019, FWAF held a total of 4 regularly scheduled in-person meetings in order to conduct business with respect to its duties as outlined in UC Merced's Senate Bylaw [II.IV.5](#). Some additional business was completed via electronic mail discussions.

Areas of Focus

Non-Senate Faculty/Unit 18 lecturer workload

In fall 2018, FWAF consulted with three faculty members representing L(P)SOEs/Teaching Professors at UC Merced to discuss the need for an equitable and clear teaching load policy for these Senate faculty members. Teaching Professors have a teaching load equivalent to that of Unit 18 lecturers, with the additional service and professional activity obligations associated with the Teaching Professor position. FWAF acknowledged that there is unit-to-unit variation in the roles that Teaching Professors serve both on our campus and on other UC campuses. However, there is currently an exceptionally wide range in teaching loads for Teaching Professors across the UC system. FWAF asserted that having clarity on the course load for Teaching Professors is important for the construction of departmental instructional budgets moving forward.

In fall 2018, FWAF issued a memo to Division Council recommending that the campus draft a policy that sets a campus-based workload standard for the Teaching Professor series. An equitable workload would weight the teaching load as less than Unit 18 lecturers and more than the Professor series. The memo was discussed in a subsequent Division Council meeting. In spring 2019, FWAF Chair Hamilton and Senate Chair Schnier met with the three School Executive Committee chair to discuss the issue. Additional communication is forthcoming.

Child Care

An ongoing issue for FWAF is its advocacy for solutions to the challenges of after-school, holiday, and summer child care for UC Merced employees. In AY 16-17, FWAF issued a survey to all faculty, staff, post docs, and graduate students to elicit input on after-school and holiday child care. The results of the survey were transmitted to academic and administrative leadership. That year, FWAF sent a memo to the then-Senate Chair reiterating the three main concerns arising from the survey: 1) providing access to on-campus aftercare as well as summer and holiday programming for school-aged children; 2) affordability and accessibility at the ECEC; and 3) working with Merced schools to better synchronize academic calendars.

This academic year, FWAF resumed their discussion of child care, pointing out that appropriate

and convenient child care for faculty, staff, and students would be an important component in reaching R1 status. In spring 2019, newly-hired AVC for Auxiliaries Enterprises and Fiscal Innovation Alan Coker attended a FWAF meeting to consult with the committee about the challenges surrounding possible ECEC expansion and the recruitment and retention of the workforce. FWAF members discussed with AVC Coker the possibility of using current space on campus for child care, given that some campus groups are partnering with Playhouse Merced and other local entities to stage productions with children. On-campus child care may be more feasible than off-campus care as it eliminates the need for transportation and reduces insurance risk.

After AVC Coker's consultation with FWAF in spring 2019, FWAF Chair Hamilton held follow up conversations with him regarding the possibility of engaging Naomi Sukenik, co-founder of a successful child-directed play program and pop-up camps. Chair Hamilton also worked with UC Merced psychology faculty member Eric Walle whose research involves child development.

These child care issues will be carried over into the next academic year for FWAF's discussion.

Review and Selection of Applicants for the Faculty Success Program

UC Merced has an institutional membership with the National Center for Faculty Development and Diversity (NCFDD). All faculty have access to the general resources of NCFDD and are welcome to utilize these support tools to enhance their professional development. The office of the Vice Provost for the Faculty (VPF) earmarks additional funds to cover the tuition for three tenure-track Assistant Professors (one from each school) to participate in a 12-week, web-based professional development program organized by the NCFDD's Faculty Success Program. Historically, the VPF has asked FWAF to review the applications for the program, and help select applicants.

In spring 2019, FWAF reviewed the applications. As the VPF's office had enough funding for all applicants, FWAF recommended that all faculty members who applied for the program be selected to participate because all were meritorious. The VPF agreed to the committee's request.

Consultation

Consultation with Interim Vice Provost for the Faculty

FWAF appreciated the participation throughout the academic year of ex-officio, non-voting committee member, Interim VPF Teenie Matlock who emphasized her support for increasing diversity in faculty hiring.

Consultation with Associate Vice Provost for the Faculty

FWAF benefited from consultation with Associate VPF Zulema Valdez. She shared with FWAF her main initiatives/activities this academic year:

- 1) helping to execute former Provost Peterson's initiative to recruit two senior STEM faculty members who will be campus diversity leaders and mentors. Associate VPF Valdez worked with current EVC/Provost Camfield, deans, and department chairs on the recruitment process.
- 2) increasing campus engagement with the President's Postdoctoral Fellowship Program with the goal of recruiting fellows for UC Merced faculty positions.
- 3) assisting VPF Matlock and Vice Provost & Dean of Graduate Education Marjorie Zatz as they carry out functions related to the Andrew W. Mellon Foundation grant that was awarded to the campus in 2018 to help the campus further diversify its population of graduate students and faculty in the humanities and humanistic social sciences.
- 4) co-chairing the search for the Campus Diversity Officer.

Consultation with Administration

FWAF benefited throughout the academic year from consultation with various members of the administration who provided valuable updates and information.

As recounted above, AVC Alan Coker kept the committee informed on efforts to find solutions to challenges surrounding after school, holiday, and summer child care for UC Merced employees.

EVC/Provost Camfield engaged with FWAF with regard to the following:

- 1) campus implementation of the faculty salary increase plan. The EVC/Provost stated that he must consult with various campus stakeholders as part of academic planning. (UC President Napolitano issued a letter to campus Chancellors on May 30, 2018, to announce the plan for faculty salary increases.)
- 2) hearing FWAF's concerns about equity in teaching workload for Teaching Professors.
- 3) supporting FWAF, D&E, and CAPRA's joint advocacy for increasing diversity in faculty hiring. He voiced his approval of the three committees' recommendation that he reserve a percentage of FTE lines for target of opportunity hires .

Consultation with Faculty Representative on Police Advisory Board

Given that FWAF was one of the main campus stakeholders that worked with campus leadership in previous academic years to establish the Police Advisory Board (officially empaneled in AY 17-18) in response to the campus incident in fall 2015, FWAF maintains an interest in the Board's activities. The Board's faculty representative, Professor Kit Myers, provided a written update to FWAF in spring 2019. Professor Myers' update included the following points:

- 1) the Board is seeking to achieve early undergraduate and graduate student involvement as well as continuity on a year-to-year basis.

2) the Board is discussing the implementation of recommendations from the UC Presidential Task Force on Universitywide Policing.

3) the Board hosted a campus feedback forum in spring 2019.

Systemwide Committee Updates

- University Committee on Faculty Welfare (UCFW). FWAF member Jayson Beaster-Jones was the UCM representative to the UCFW, and kept FWAF members informed of the major items of discussion this academic year:
 - 1) Efforts to close the UC faculty salary gap. UC faculty salaries are over 8% lower than those at comparison institutions. The proposed plan is to increase faculty on scale salaries by 5% each year for the next few years, but this plan has not yet been approved. The rationale is to reduce investments in off scale portions of salaries and to bring on scale salaries up to an equitable level.
 - 2) UC Retirement Program is funded at 87% which is relatively high compared to the CSU system and at least one comparison institution. The state of the pension is strong, although the pension is being monitored by a systemwide task force.
 - 3) The UCFW Health Care Task Force reported that premiums for the UC Care health plan are increasing significantly for 2019. Systemwide representatives are engaged in conversations with UC Care and the future of the plan is unknown.
 - 4) UC Path rollout.

- University Committee on Academic Freedom (UCAF). FWAF Chair Hamilton represented FWAF on UCAF and updated FWAF members on the following major topic of discussion:
 - 1) Academic boycott of Israeli academic institutions and/or individual scholars. UC Chancellors reaffirmed their opposition to the boycott. UCAF members were unclear as to the purpose of the Chancellors' statement and discussed the difference between an institutional boycott and an individual's right to boycott an institution. UCAF has not taken action at the time of this writing.

Systemwide Review Items

- FWAF reviewed and endorsed:
 - proposed, new APM 011 regarding academic freedom for non-faculty academic appointees
 - second Systemwide Review of Proposed Presidential Policy on Open Access for Theses and Dissertations
 - recommendations from the Presidential Taskforce on Universitywide Policing Policies

- proposed Presidential Policy BFB-RMP-7 Protection of Administrative Records Containing Personally Identifiable Information
- revised Presidential Policy on Sexual Violence and Sexual Harassment
- FWAF reviewed and commented on:
 - interim policy on Immigration Enforcement Issues Involving Patients in UC Health Facilities
 - proposed revisions to Senate Bylaw 336 which changes the way in which divisional P&T Committees currently operate with regard to disciplinary cases of sexual violence and sexual harassment
 - Sexual Violence and Sexual Harassment Academic Frameworks for Senate & non-Senate faculty and staff
 - proposed Presidential Policy "Principles of Accountability with Respect to Financial Transactions"

Campus Review Items

- FWAF reviewed and endorsed:
 - proposal to change the working title of L(P)SOEs to Teaching Professor
 - proposed principles to guide the conduct of executive session
- FWAF reviewed and commented on:
 - proposed Salary Recovery Policy as drafted by the campus Budget Work Group
 - proposed department chair duties document as drafted by the Transition Oversight Committee
 - draft proposal as generated by the Academic Planning Working Group
 - space planning documents submitted by the EVC/Provost: Space Allocation and Assignment: Definitions, Process and Standards and Office of Space Planning's Role in the Faculty Hiring Process
 - proposed space planning principles drafted by the Space Allocation and Planning Board in 2017 and submitted to the Senate for review by the EVC/Provost this academic year
 - revised voting guidelines, now titled UC Merced Voting Policies in Academic Personnel Cases

Respectfully submitted:

FWAF members:

Laura Hamilton (SSHA), Chair, UCAF representative

Carolin Frank (SNS), Vice Chair

Néstor Oviedo (SNS)

Sungjin Im (SOE)

Jayson Beaster-Jones (SSHA), UCFW representative

Ex officio, non-voting member:

Teenie Matlock, Interim Vice Provost for the Faculty

Staff:

Simrin Takhar