

**COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)****Tuesday, April 7, 2020**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 1:52 PM via Zoom, Chair Carolin Frank presiding.

**I. Chair's Report – *Carolin Frank***

- A. Divisional Council updates: Chair Frank discussed the Pass/No Pass (P/NP) grading policy. Students may be approaching faculty with questions such as the new policy's potential impact on applications to graduate schools. Satisfactory/Unsatisfactory (S/U) grading policy for graduate students has also passed. Members discussed their potential impact on teaching evaluation (which was discussed again later with VPF Matlock, see below). The revised survey on faculty spouse/partner co-working space, incorporating input from a faculty member, will be distributed to Senate faculty members this spring to quickly gather input. Faculty request to have childcare support has been conveyed to the ECEC Director, the Senate Leadership, and the Administration in previous academic years. While the State has listed childcare as essential, Chair Frank has been informed by the Senate leadership that some in leadership have reservations. Chair Frank is waiting for a response from the Senate Leadership to her request to send a message with the VPF's office recognizing the need for childcare, without mentioning ECEC.
- B. UCAF updates: Chair Frank updated the committee on the UCAF Statement on Grading, Online Teaching, and Shared Governance in Time of Crisis, based on which the campus statement was written.

**II. Vice Chair's Report – *David Jennings***

- A. Periodic Review Oversight Committee (PROC) updates. There were no updates.

**III. University Committee on Faculty Welfare (UCFW) updates – *Jayson Beaster-Jones***

- A. March UCFW meeting: There were no updates.

Members used this time instead to discuss Member Beaster-Jones' correspondence with Chair Frank about universities that have initiated blanket "stop-the-clock" (STC) measures (for tenure and promotion evaluations). It was pointed out that the recent UCM STC policy announced by the VPF's office, aimed at addressing the COVID-19 emergencies, may be taken to indicate that it is applied within the 8-year limit, making people who had taken 2 STCs associated with childbirth ineligible. It would be beneficial to have a declaration about it being an extraordinary measure, and these faculty would be eligible. On the other hand, a blanket issuance would be problematic for those who feel are ready for review.

Members then discussed the freeze on raises and promotions that have been announced at larger, private universities (referenced source: <https://cornellsun.com/2020/03/30/freezing-finances-cornell-halts-hiring-salary-increases/>). Member Beaster-Jones mentioned that furlough is one of the items to be discussed at the next UCFW, as well as COVID-19 impact, research continuity, income security, and early retirement. Many are concerned about the university research mission and operations. It was mentioned that VPDGE Marjorie Zatz, who will soon become the Interim Vice Chancellor for Research and Economic Development (VCORED), should be invited to a FWAF meeting in fall 2020 to discuss the ramping up of campus research activities.

**ACTION:** Invite Interim VCORED Zatz to the first FWAF meeting in the fall.

IV. Consent Calendar

- A. Today's agenda
- B. [Draft March 10, 2020 meeting minutes](#)

**ACTION:** The consent calendar was approved as presented.

V. Consultation with Associate Vice Provost for the Faculty – ***Zulema Valdez, and VPF Teenie Matlock***

Vice Provost for Faculty Teenie Matlock joined the meeting, and consulted with FWAF about recent policy developments including course evaluation and research productivity in future reviews, and the STC measure. Instructors will have the option of not having spring 2020 course evaluations included in their reviews, and research productivity will be viewed more leniently at all levels of review, including CAP as well as administration. Faculty on sabbatical, or were planning to be on sabbatical, may request their credit back, if their plans have changed. Those faculty who were already on sabbatical will need to perform university-related work, in consultation with their department chair.

VPF Matlock clarified UCM's STC policy. Unlike UCSD, UCM is taking an opt-in approach, allowing those who wish to have their review proceed as normal. VPF will sign all requests, for a one-year STC, and it will not affect future promotion. A third STC has always been a possibility, although very rarely processed out of campus since it requires the systemwide Provost's signature. Under current circumstances, VPF will support it for all.

VPF Matlock consulted FWAF members on how to distribute this information. It was suggested that dissemination through Department Chairs, at departmental meetings, would be more effective than an email (from FWAF). VPF Matlock plans to follow up with Department Chairs at the end of the week, with information on STCs only. She also invited FWAF members to inform their colleagues about her check-in meetings about STCs. These meetings have had a positive impact with regard to building solidarity.

AVPF Valdez followed up on building a support group, by updating FWAF on faculty mentor-mentee program. Three senior mentors have been identified for assistant professors. About six professors are participating. "Faculty write in" and the Women of Color group are also meeting online, offering ways to connect with people. AVPF Valdez has also been asked about organizing Parents Pandemic Happy Hour, projected to launch next week. Chair Frank inquired if this news has been passed on to Department Chairs. AVPF Valdez replied that she would contact them. VPF Matlock suggested creating a "pass this on to your faculty" formula for department chairs, summarizing what needs to be passed around. A discussion ensued about the possibility of VPF Matlock or her office holding virtual office hours for faculty members who seek advice from the VPF, especially for those faculty members who do not have good rapport with their chairs. VPF Matlock will add COVID-19 office hours to her communication with Department Chairs.

Additional discussion on the Parents Pandemic Happy Hour followed. FWAF members welcomed the idea of faculty parents gathering virtually without the stigma of the interruptions of home life, for a small period of time. A FWAF member suggested that the VPF's office poll the faculty to identify an appropriate virtual meeting time.

There being no further business, the meeting was adjourned at 2:52PM.