

**Committee on Faculty Welfare & Academic Freedom (FWAF)****Wednesday, November 14, 2018****1:00 – 2:30 pm, KL 360**

Pursuant to the call, the Committee on Faculty Welfare & Academic Freedom met at 1:00 pm on Wednesday, November 14 in Room 360 of the Kolligian Library, Chair Laura Hamilton presiding.

I. Chair's Report

Chair Hamilton updated FWAF members on recent Division Council meetings. Major topics of discussion included:

- Potential implementation of new federal government regulations related to collaborations with China pertaining to security concerns. If implemented, these regulations will have a significantly negative impact on scholars and on graduate student recruitment.
- Procedures for reviewing proposals for the establishment of new schools will soon be issued for Senate review. This coincides with the proposed Gallo School of Management.
- Division Council is still deciding how to proceed with a request regarding representation of non-Senate faculty on Senate committees.
- Conversations with the Senate Chair and TAPS representatives revealed that TAPS did consult with faculty and graduate student representatives on the impending parking fees. With regard to data concerns over the new license plate recognition system, TAPS has stated that the data will be deleted on a monthly basis and that employees can choose to opt out of this system and instead display a physical parking pass in their vehicles.

II. Vice Chair's Report

Vice Chair Frank announced that there are no relevant updates for FWAF from the recent PROC meetings.

III. University Committee on Faculty Welfare (UCFW) Updates

FWAF member Jayson Beaster-Jones, FWAF's representative on UCFW, shared the following updates:

- Closing 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.
- UCRP is funded at 87% which is high compared to the CSU system and at least one comparison institution. The state of the pension is quiet strong, although the pension is being monitored by a systemwide task force. There was also an update on survivor benefits for UC employee's domestic partners.
- UC Path roll out will be completed by spring 2019

- 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.
- UCFW discussed a proposal to reimburse faculty members' child care costs while on UC travel and to make it an allowable expense for grants. UCFW is encouraging faculty to voice their support via a write-in campaign to the committee .

**Action:** FWAF analyst will obtain a model communication template from UCFW that faculty can use to communicate their support for the child care cost reimbursement proposal.

IV. Consent Calendar

**Action:** Due to time constraints, the consent calendar will be approved via email.

V. Consultation with L(P)SOEs

Dr. Anne Zanzucchi, Dr. Paul Gibbons, and Dr. David Jennings attended today's meeting to discuss various issues around the L(P)SOE series including the newly-approved revisions to APM 285.

Dr. Zanzucchi explained that she and her two colleagues began meeting with the former VPF (current interim Provost/EVC) and now meet regularly with the current VPF on several issues. APM 285 now states that campuses have the authority to re-designate the L(P)SOE series to Teaching Professor. However, for payroll purposes, their title must remain LPSOE or LSOE. The MAPP will have to be revised to reflect these APM changes. It was pointed out that the MAPP is an administrative document but that per usual procedures, any proposed revisions to the MAPP would be issued for campus-wide review and approval, including the Academic Senate.

Dr. Jennings raised the issue of teaching workload for L(P)SOEs and stated that he has requested data from other UC campuses on their workloads. The data has been difficult to obtain due to the widely varying expectations of faculty in this series across the UC system. Dr. Zanzucchi pointed out that L(P)SOEs' workload can sometimes be greater than that of non-Senate faculty, and with the revisions to APM 285, there is now an interest in rectifying L(P)SOE workload. Dr. Jennings stated that workload for L(P)SOEs should be formalized and uniform across all departments and schools. L(P)SOEs have expectations to conduct service and professional activity, both of which take a significant amount of time, making it all the more important for their teaching workload to be at a reasonable level.

A FWAF member inquired about APM 285 requirement that L(P)SOEs conduct research. Dr. Jennings replied that there are a number of ways to discharge that requirement including professional activity and pedagogical research. He added that the requirement for conducting research may help ladder-rank faculty members better understand the L(P)SOE series.

The discussion then turned to equity, and Dr. Jennings asserted that CRE's proposed voting guidelines are problematic. FWAf chair Hamilton agreed and pointed out that FWAf was critical of the guidelines. FWAf members suggested that the committee submit a memo to Division Council stating the committee's support for L(P)SOEs' teaching workload and voting rights.

Dr. Zanzucchi raised the issue of salary, stating that APM 285's revisions places L(P)SOEs' salaries on scales similar to that of ladder-rank faculty. L(P)SOEs will receive a 3% increase in the first year of the salary increase implementation. With regard to the two sets of scales being aligned, Dr. Zanzucchi suggested that this will be a multi-year planning process.

**Action:** FWAf to draft a memo of support on teaching workload and voting rights of L(P)SOEs to Division Council.

VI. Consultation with Interim Provost/EVC

Interim Provost/EVC Camfield attended today's FWAf meeting to discuss the following topics at the committee's request:

- Plans for campus implementation of the faculty salary increase. Interim Provost/EVC Camfield stated that he needs to consult with various groups who are engaged in academic planning. He added that further analysis is needed to make the L(P)SOE scales comparable to the scales of ladder-rank faculty in order to eliminate inequities. A FWAf member inquired why L(P)SOEs received a 3% increase while ladder-rank faculty received a 4% on scale increase. The Interim Provost/EVC replied that analysis had been conducted beforehand and the two raise increase worked out to be the same. He added that off scale components of faculty salaries promote inequity while on scale increases promote equity. The salary scales, he asserted, make the UC faculty strong and makes the UC peer review process rigorous. Faculty advance through the ranks not based on years of service but on merit, and the scales are a powerful tool
- Teaching workload of L(P)SOEs. The FWAf chair summarized for the interim Provost/EVC the conversation the committee just concluded with a group of L(P)SOEs. Interim Provost/EVC Camfield agreed that obtaining data from other UC campuses on teaching workload is difficult due to the varying expectations of faculty in this series across the campuses. However, he added that the APM states that teaching assignments are allocated by department chairs. Deans should be aware of any teaching workload issues. He went on to state that the Provost should not make decisions on teaching responsibilities. A FWAf member then inquired about instructional budgets, and the interim Provost/EVC replied that these budgets are not yet fully developed.
- Diversity in faculty hiring. FWAf members mentioned the memo CAPRA sent to him with that committee's recommendation on the number of faculty FTE lines should be held in reserve for hires made outside the normal process, including spousal/partners, targets of opportunity, and targets of excellence. FWAf members

pointed out that CAPRA's memo did not indicate how many FTE lines will be allocated to each purpose. FWAF also expressed concern that the majority of FTE lines would be allocated only to spousal/partner hires and targets of excellence rather than targets of opportunity, thus creating a lack of diversity in hiring. FWAF members also asked for a definition of targets of excellence. The FWAF chair informed the interim Provost/EVC that the D&E committee also received a copy of CAPRA's memo and that D&E and FWAF are collaborating on a response to CAPRA. Interim Provost/EVC Camfield agreed with this collaboration.

**Action:** the FWAF chair to contact the D&E chair and begin drafting a response to CAPRA's recommendation. The draft memo will be shared with both committees for review and approval before being transmitted to CAPRA.

VII. Systemwide Review Items

- Revised Presidential policy on sexual violence and sexual harassment

**Action:** due to time constraints, FWAF will discuss this review item via email.

- Proposed Presidential Policy: Principles of Accountability with Respect to Financial Transactions

**Action:** due to time constraints, FWAF will discuss this review item via email.

- Proposed Revisions to Presidential Policy BFB-RMP-7: Protection of Administrative Records Containing Personally Identifiable Information

**Action:** due to time constraints, FWAF will discuss this review item via email.

VIII. Campus Review Item

- Principles to guide executive session.

**Action:** due to time constraints, FWAF will discuss this review item via email.

IX. Executive Session

The FWAF chair recused from executive session. No minutes were recorded during this session.

There being no further business, the meeting was adjourned at 2:30 pm.

Attest: Laura Hamilton, FWAF chair