

Committee on Faculty Welfare & Academic Freedom (FWAF)
Minutes of Meeting
November 20, 2019

Pursuant to call, the Committee on Faculty Welfare & Academic Freedom met at 9:30 am on Wednesday, November 20, 2019 in Room 360 of the Kolligian Library, Chair Carolin Frank presiding.

I. Executive Session

No minutes were recorded.

II. Chair's Report

Chair Frank reported to FWAF members that the EVC/Provost responded to FWAF's memo from spring semester 2019 regarding workload equity for Teaching Professors (the EVC/Provost's response was included on today's agenda). The EVC/Provost stated that he will encourage the school deans and the VPDGE to instruct department and graduate chairs to work in concert to develop teaching expectations for their units that do, in normal circumstances, put the Teaching Professors' teaching responsibilities below that of non-senate lecturers in any given year.

Chair Frank also reported no major updates from Division Council that are relevant to FWAF.

III. Vice Chair's Report

Vice Chair Jennings updated FWAF members on PROC business: various periodic reviews are underway, PROC is considering replacing the EVC/Provost as co-chair with the Associate Provost of Academic Planning & Budget, and PROC is reviewing a proposal to central assessment functions.

IV. University Committee on Faculty Welfare updates

Action: Due to time constraints, this item will be tabled for a future meeting.

V. Consent Calendar

A. Today's agenda

B. Draft September 25, 2019 meeting minutes

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

VI. Consultation with Ombuds and EVC/Provost Chief of Staff

Ombuds Callale Concon introduced herself to FWAF members and summarized her role. As the Ombuds, she is not a mandatory reporter, and has informal authority. She reports to the Interim Chancellor but acts independently in the sense that the Interim Chancellor and other members of campus leadership do not know who she meets with. Instead, she provides campus leadership with data and overall trends. The Ombuds is neutral and is not influenced by the views of others on campus. She handed out to FWAF members her offices AY 18-19 annual report which is also available on the Ombuds website.

Ombuds Concon explained that she and Chief of Staff to the EVC/Provost Rich Shintaku are attending today's FWAF meeting to discuss how to make the campus aware of the abusive conduct policy (Policy on Prohibition of Abusive Conduct and Acts of Violence by University Employees and Non-Affiliates). UCM's policy applies to all UCM employees, including graduate students (GSRs and TAs), undergraduate students who are employed by the campus, faculty, and staff. Ombuds Concon is in discussions with the EVC/Provost on integrating the abusive conduct policy with the existing APM 015 Faculty Code of Conduct. She will also collaborate with the VPF on this task. She informed FWAF members that faculty have asked her for assistance on clarifying their roles as authority figures in the event that somebody brings to their attention a complaint about abusive conduct.

FWAF members and the Ombuds briefly discussed the major faculty concerns, which include conflicts between faculty members as well as conflicts between faculty members and students. Faculty morale is also a serious concern, with faculty facing multiple demands of research, teaching, and service. A FWAF member added that many people are skeptical about the current complaints system and believe that it protects the perpetrators of bullying and abusive conduct. Ombuds Concon replied that she is aware of the prevailing skepticism about the system and wants to change it and encourage accountability.

FWAF members and Ombuds Concon then discussed the best ways to make faculty aware of the Ombuds' services and how to handle abusive conduct. Requiring faculty to attend trainings or workshops is not always effective. However, many new faculty members receive teaching release for their first term; that could perhaps be the best time for them to attend a workshop on abusive conduct. FWAF members also discussed whether workshops should be held for each department. A FWAF member requested data that indicates how often investigations result in a resolution of a conflict. Ombuds Concon replied that she will contact the VPF for this data, as faculty conflicts currently are handled by the VPF's office. Chief of Staff Shintaku mentioned the surveys conducted by the Collaborative on Academic Careers in Higher Education (COACHE) on faculty job satisfaction, faculty retention, and exit surveys. These surveys are available on the COACHE website.

VII. Consultation with Associate Vice Provost for the Faculty

AVPF Zulema Valdez attended today's meeting to discuss the launching of the campus peer mediation program by the VPF's office. It is a one-week long program on conflict resolution aimed at associate and full rank faculty interested in earning a certificate in conflict resolution. AVPF Valdez asked for FWAF's input on the draft application for potential faculty participants. She also asked FWAF to help her disseminate information on this program to the Schools by early December.

AVPF Valdez explained to FWAF members that the program has the support of campus senior leadership, the Ombuds, and the Director of Campus Climate. The campus wants this program to be sustainable over time. FWAF members and the AVPF then discussed the potential number of peer mediators per department or School and how this program would relate to the department chairs' duties of handling departmental climate issues. FWAF members and the AVPF then briefly discussed whether non-Senate faculty should be included in this program and the need to take into account the union structure. A discussion also ensued about allowing assistant professors to apply for the program. No consensus was reached on these two issues.

FWAF members volunteered to help advertise the program in their own departments and Schools. They also emphasized to the AVPF the need to take into account diversity when selecting peer mediators. The AVPF agreed. She added that mediators who belong in a particular department do not necessarily have to be the ones handling a conflict in that department. Mediators from other departments or Schools can be called on to assist.

Action: FWAF members will provide the AVPF their additional input on the peer mediation program. FWAF members will disseminate information on the program to their departmental colleagues.

VIII. Proposed revisions to APM 120 - Emerita/Emeritus Titles

These changes are being proposed in order to conform to Regents Policy 1203: Policy on Emerita/Emeritus Title Suffix.

The major revisions are:

Gender inclusive title suffix

Criteria for the recommendation of non-tenured Senate faculty

Disqualification criteria

New subsection for Deans and Faculty Administrators

Definition of "retirement" for Savings Choice participants

Clarification of curtailment authority

Rescission and incorporation of Appendix A (the previous Appendix A documents relating to space resource allocation are proposed for rescission, as the key principles of the documents have been incorporated into the policy text in APM - 120-80-d).

Action: Due to time constraints, FWAF will select a lead reviewer and discuss the proposed APM revisions via email. FWAF's comments are due to the Senate Chair by 5:00 pm on Monday, January 27.

There being no further business, the meeting was adjourned at 11:10 am.

Attest: Carolin Frank, FWAF Chair