

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**Thursday, November 3, 2022****1:00 – 2:30 pm****Minutes of Meeting**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 1:00 pm on November 3, 2022, via Zoom. Chair David Jennings presiding.

- I. Chair's Report – *David Jennings*
 - A. Introduction of new committee member, Professor Mai-Linh Hong
 - B. UCFW meeting October 14
 - UCFW is aware of the problems with Oracle and is advocating for the systemwide administration to provide support. UCFW has also raised Oracle issues to systemwide Vice Provost for Academic Personnel and Programs, Douglas Haynes.
 - The UC will offer more insurance-supported access to fertility treatments.
 - Proposed revisions to the family leave policy will compensate at 100% for certain periods of time for various types of family leave.
 - C. Divisional Council meetings October 18 and November 1
 - Potential strike by unions representing TAs, GSRs, and Postdocs.
 - Discussion about the need for the Administration to consult with the Senate in a timely manner on various review items and issues.
 - Interim VC/CFO Schnier and Campus Controller Nelson consulted with DivCo on Oracle issues.
 - AFAC Chair Eaton presented information to DivCo on students' institutional debt.
 - DivCo discussed the proposal to create a Philosophy department and reviewed the comments provided by Senate committees. DivCo supported the Philosophy proposal with a few comments and recommendations. The Senate's comments will be transmitted to the SSHA Dean.
 - SNS Dean Dumont and Medical Education Director Dr. Margo Vener updated DivCo on the medical education program.
 - DivCo discussed the Interim Procedure on Assurance of Laboratory Safety Compliance and reviewed the comments provided by Senate committees and School Executive Committees. In general, the interim procedure was viewed negatively. The Senate's comments will be transmitted to the VCR and EH&S.
- II. Consent Calendar
 - A. Today's agenda
 - B. Draft October 6 meeting minutes

Action: The Consent Calendar was approved as presented.

III. Consultation with AVPF Song

FWAF Chair Jennings expressed concern about faculty grievances. AVPF Song responded that the EVC/Provost is aware of the campus climate problems. The campus will begin offering activities and support for faculty to gather and work together again as they did prior to the pandemic. AVPF Song suggested that communication between faculty needs to improve and be more transparent so that small problems can be resolved before they escalate.

IV. FWAF's AY 22-23 Priorities – *Chair Jennings*

FWAF members reviewed the committee's AY 22-23 priorities.

With regard to the priority "Advocate for clear and fair principles for promotion and tenure in light of obstacles created by adoption of a new campus financial system and Covid impacts (health, childcare, lab closures, etc.)", the FWAF Chair Jennings inquired about the November 3 memo from UCAP entitled "Guidance for Review of Academic Personnel Affected by the Pandemic". The committee analyst confirmed that the memo will be shared with all Senate faculty via the Senate weekly digest which will be distributed on Friday, November 4. FWAF Chair Jennings asked if CAP would implement the guidance contained in the UCAP memo. The committee analyst responded that FWAF could send a memo to CAP with this request.

With regard to the priority "Develop a committee on family-friendly policies that includes staff and administrators", FWAF Vice Chair Lempiala stated that she will resume this work this academic year.

V. Senate Spending Plan for MacKenzie Scott Gift – *Chair Jennings*

The spending plan (as approved by Divisional Council in spring 2022) and the CoR chair's proposal for Senate committees' allocation of the funds were both linked on today's agenda.

Action: Due to lack of quorum, FWAF will discuss this topic at the next meeting.

VI. Systemwide Review Item

A. Proposed revisions to the Presidential Policy on Sustainable Practices

Linked on today's agenda were the following: summary of proposed revisions, the proposed revisions in tracked changes, and a clean copy of the policy.

FWAF identified a lead reviewer.

Action: The lead reviewer's comments are due to the committee analyst by Monday, November 21. The analyst will distribute the comments to FWAF members to review via email. FWAF's

comments are due to the Senate Chair by Tuesday, November 29.

There being no further business, the meeting was adjourned at 2:00 pm.

Attest: David Jennings, FWAF Chair