

Committee on Faculty Welfare and Academic Freedom (FWAF)
Minutes of Meeting
November 7, 2016

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 9:30 am on November 7, 2016 in Room 362 of the Kolligian Library, Chair Jayson Beaster-Jones presiding.

I. Chair's Report

Chair Beaster-Jones updated members on recent Division Council meetings:

- Division Council is currently drafting a response to the Provost and Deans' memo to all faculty regarding new summer session/salary requirements. There did not appear to be any Senate faculty consultation by the Provost in the submission of the memo.
- FWAF memos on faculty start-up funds and incidentals. Division Council discussed the memos and provided input. Chair Beaster-Jones announced that COR is gathering data on systemwide policies on start-up funds, and, the Chancellor is holding a two-day academic leadership retreat starting today. FWAF members reviewed the input from Division Council and agreed that a response memo should be delayed until after COR has finished its research and after the Chancellor's retreat has concluded.

II. Vice Chair's Report

Vice Chair Adán-Lifante updated FWAF members on recent meetings of the Periodic Review Oversight Committee (PROC):

- The committee is preparing for upcoming reviews.
- PROC is discussing the review team report from the review of the Provost's office.
- The committee also discussed whether it's necessary for programs to undergo review each year.

III. Consultation with UCFW Representative

Professor Sean Malloy, FWAF's representative to UCFW, updated committee members on the following:

- Premiums on UC health plans will not increase
- The systemwide Senate is seeking to bring into balance the policies on same-sex and opposite-sex domestic partnerships and marriages. The catalyst for this action is a recent case in which a partner of a deceased UC employee did not receive the deceased's benefits. Professor Malloy recommended that FWAF monitor this issue.
- UCFW is discussing the various systemwide review items that have already been sent to the campuses for consultation.

IV. Consent Calendar

- September 12 draft meeting minutes

Action: draft minutes were approved as presented.

V. Division Council Response to FWAF Memos

As mentioned above, FWAF chose to delay its response to Division Council's input on its memos on faculty start-up and incidental funds until after COR finishes its research on these topics and the Chancellor's retreat has concluded.

FWAF members held a brief discussion on the current process in each school and pointed out that the variance. FWAF members were also concerned about the lack of transparency in cases where deans use part of the incidental funds as discretionary money. Also concerning is the degree of decanal oversight in faculty members' spending of their funds. Compounding the problems is the fact that, apart from the Senate faculty grants program, there is no other source of funding for faculty members, including bridge funding. FWAF is also concerned with equity issue surrounding the handling of incidental funds.

Committee members agreed that FWAF should submit a statement about these issues now and use it as background for its formal response to Division Council's input at a later time.

Action: FWAF to draft a statement of principles on faculty start-up and incidental funds.

VI. Campus Survey on Child Care

Prior to this meeting, committee member Hamilton drafted a set of survey questions regarding after-school and holiday child care.

FWAF members reviewed the questions and suggested the survey be sent to all faculty, staff, graduate students, undergraduate students, and post docs.

Action: FWAF members to send member Hamilton revisions to the survey by November 14. Professor Hamilton will circulate a revised survey to the committee by November 18. The revised survey will also be sent to Associate Chancellor Putney who indicated that CACSW would benefit from reviewing the information. Discussion regarding the next steps involved in executing the survey will occur at a later time.

VII. Systemwide Review Item

- Proposed Revisions to Senate Bylaw 182: University Committee on International Education (UCIE).

The proposed amendments would:

- formalize faculty governance and lays out reporting relationships between both Senate agencies and Administrative entities.
- formally designate UCIE as the liaising Senate agency between UCOP international policy working groups and Academic Senate leadership.

- formalize the consulting, reporting, and feedback mechanisms between UCIE and Administrative and Senate agencies
- make UCIE's bylaws conform to those bylaws already in place at a number of Senate Divisional Committees on International Education (or their equivalents).

Action: FWAF endorses the revisions. A memo will be transmitted to the Senate Chair.

VIII. Consultation with Administration

Associate Chancellor Putney attended today's meeting to discuss the draft police advisory board document which was circulated to committee members last week.

Associate Chancellor Putney summarized the document's history: the idea of a police advisory board gained momentum after the campus incident of November 4, 2015 and the subsequent faculty teach-in. FWAF submitted a memo to the Vice Provost for the Faculty (VPF) in January 2016 outlining its suggestion to establish a police advisory board. FWAF also met with then-campus Police Chief, Al Vasquez. After Mr. Vasquez resigned this semester, Associate Chancellor Putney took over the handling of the draft proposal.

FWAF members expressed their thanks to Associate Chancellor Putney for keeping the issue at the forefront. However, FWAF was opposed to the proposal's statement that board members may be dismissed by the future police chief at any time. FWAF recommended that the board should provide independent guidance and that the chief should not be the chair of the board. Associate Chancellor Putney stated that she will take these comments under advisement.

Associate Chancellor Putney then provided an update on the search for the new campus police chief. Interviews have not yet been conducted but the search committee agreed that the position should have a dual role: the successful candidate should have the breadth of experience to engage in effective community policing/strategic collaboration as well as public safety/police chief training. The former is the priority. If the selected candidate does not have both skills, then a separate recruitment will be conducted for the position of police chief.

Action: FWAF members to send comments on the draft police advisory board document by Thursday, November 10. FWAF will send its final comments to the Senate Chair. Division Council will review FWAF's comments at its November 17 meeting. Division Council will then transmit the Senate's comments to Associate Chancellor Putney.

CIO Ann Kovalchick then answered questions from FWAF members on the documents she circulated last week regarding cybersecurity. FWAF members raised concerns over the PX tool and the issue of surveillance. CIO Kovalchick responded that the tool is a forensic device that would not be implemented until there is a specific need. She also offered to consult with FWAF any time the PX tool is employed.

CIO Kovalchick brought to the committee's attention an error in the cyber risk governance committee memo that was included in today's meeting agenda packet: local assessment should be completed by March 30, 2017, not December 31, 2016.

Action: CIO Kovalchick will gather additional information on the PX tool (configuration and capabilities) and send to FWAF for its information.

IX. Other Business

FWAF members raised concerns over chronic understaffing in instructional services, advising, event planning. Such understaffing negatively affects faculty members' ability to focus on research and teaching, and much of the administrative burden falls to them.

Other issues that faculty members are concerned about include: 1) the administration's effort with regard to faculty retention and 2) the apparent disempowerment of AP chairs with regard to consulting with undergraduate and graduate chairs.

There being no further business, the meeting adjourned at 11:00 am.

Attest: Jayson Beaster-Jones, Chair