

**COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)****Thursday, December 1, 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 December 1, 2022, via Zoom. Chair David Jennings presiding.

**I. Chair's Report – *David Jennings***

Chair Jennings asked FWAF members for ideas on how the committee can support faculty during the current strike. Members agreed that flexibility in grading would be helpful; guidance on this issue has already been issued and more is forthcoming. FWAF members expressed concern over course evaluations and faculty being “punished” unfairly by students because of course disruptions caused by the strike.

Members wondered whether the course evaluations can be flagged or stamped so it is made clear that these courses were being taught during the strike. FWAF members also inquired about protections for faculty who join the strike to show sympathy.

**Action:** FWAF Chair Jennings will draft a memo addressed to the administration about course evaluations and protection for striking faculty for FWAF's review. The memo will then be transmitted to Divisional Council with a request for endorsement.

**II. Consent Calendar**

- A. Today's agenda
- B. Draft November 3 meeting minutes

**Action:** The Consent Calendar was approved as requested.

**III. FWAF AY 22-23 Priorities**

Goal 2 on FWAF's list of priorities is “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.)”

Chair Jennings referred FWAF members to the document entitled “Guidance for Review of Academic Personnel Affected by the Pandemic” which was linked on today's agenda and issued by systemwide on November 2, 2022. Chair Jennings suggested that FWAF write a memo to CAP asking CAP to express their endorsement of the systemwide memo. Chair Jennings also recommended that the systemwide memo be re-issued to UC Merced Senate faculty as they may have missed the original transmission.

A FWAF member stated that Vice Provost for Academic Personnel Hansford attended his department meeting in August to discuss academic personnel review and the faculty found it useful.

**Action:** FWAF Chair Jennings will draft a memo addressed to CAP for FWAF’s review.

**IV.** Family-Friendly Policies Update – *Vice Chair Lempiälä*

Goal 3 on FWAF’s list of priorities is “Develop a committee on family-friendly policies that includes staff and administrators.”

A subcommittee of FWAF was formed in the last academic year to address this topic. FWAF Vice Chair Lempiälä shared with FWAF the subcommittee’s draft action plan and announced her intention to resume work on the family-friendly policies effort.

The AY 22-23 FWAF subcommittee on family-friendly policies is: Vice Chair Lempiälä, Mai-Linh Hong, and Beth Scaffidi.

**Action:** Vice Chair Lempiälä will contact the subcommittee members to begin their work.

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

Linked to today’s agenda were the following documents: spending plan as approved by Divisional Council in spring 2022 and the CoR chair’s proposal for Senate committees’ allocation of the funds.

FWAF members discussed potential wording for the future Call for Proposals. Members discussed whether to prioritize faculty who have been impacted by the pandemic the most such as underrepresented groups, or, whether the committee should disburse the funding via a lottery system. FWAF members also agreed that the Call needs to include language about the review process, and the committee eventually needs to agree on a rubric. FWAF members briefly discussed whether to allow applications for funding for conferences and agreed that those conferences would have to be related to professional development. Members suggested a \$3,000 cap per individual award. FWAF members also agreed to consider applications in which faculty propose to organize their own professional development events.

**Action:** Chair Jennings will draft a Call for Proposals and send to FWAF for review. The committee analyst will provide the chair with one of CoR’s current Calls that can be adapted for FWAF’s purposes.

**VI.** COVID Mitigation Funds – *Chair Jennings*

Background:

EVC/Provost Camfield and Vice Provost for Academic Personnel (VPAP) Hansford invited a proposal from the Senate Committee on Research (CoR) on the allocation of potential COVID mitigation funds that would be awarded to the Senate. CoR submitted its proposal to the VPAP which was ultimately reviewed favorably by the EVC/Provost. The EVC/Provost informed CoR that he will award the Senate \$50,000 to allocate to the faculty to mitigate COVID impacts.

Linked on today's agenda were the following documents: CoR's proposal and VPAP Hansford's input on the proposal. On November 22, 2022, the CoR and FWAF chairs met to discuss a possible collaboration on drafting a Call for Proposals and criteria for review of applications.

FWAF members agreed with CoR's proposal and expressed that they would like to collaborate with CoR on the allocation of these funds. FWAF members debated the minimum amount they could award a faculty member that would make an impact.

**Action:** Chair Jennings will contact the CoR Chair about the next steps for collaborating on the allocation of the COVID mitigation funds.

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

Attest: David Jennings, FWAF Chair