

**Committee on Faculty Welfare & Academic Freedom (FWAF)****Wednesday, February 20, 2019****1:00 – 2:30 pm, KL 397**

Pursuant to the call, the Committee on Faculty Welfare & Academic Freedom met at 1:00 pm on Wednesday, February 20, 2019 in Room 397 of the Kolligian Library, Chair Laura Hamilton presiding.

I. Chair's Report

Chair Hamilton updated FWAF members on the following:

- Division Council updates

The major items of discussion at recent Division Council meetings were:

- Teaching Professor workload issues. The discussion at Council occurred as a result of FWAF's previous memo to Council expressing the need for equitable teaching loads for Teaching Professors. Council members have varied opinions on how to proceed. There is, however, support for developing a principle that asserts that Teaching Professors' teaching loads should fall between that of non-Senate lecturers and ladder-rank research faculty. Chair Hamilton related that she and Senate Chair Schmier met with the chairs of the School Executive Committees. VPF Matlock suggested making a compelling argument for equity in teaching loads, i.e. convey to the deans that Teaching Professors are required, under the revised APM, to demonstrate professional achievement and activity as well as research achievements, plus, our Teaching Professors are expected to mentor non-Senate lecturers, and a high teaching load would limit all of these activities.
  - Policy to establish new Schools and Colleges. Division Council continues to discuss the timeline of the Senate's involvement and whether Senate faculty have the right to advise the administration before a proposal for a new School or College is submitted for campus review, or if their involvement is only limited to commenting on a proposal already submitted by the administration.
- UCAF updates
    - Academic boycott of Israeli academic institutions and/or individual scholars. UC Chancellors have re-affirmed their opposition to the boycott. The Chair of the Santa Cruz Senate Division – together with the Chairs of the Santa Cruz Senate Committee on Academic Freedom and the Committee on Faculty Welfare – responded to the re-affirmation. UCAF members were unclear as to the purpose of the Chancellors' statement and discussed the difference between an institutional boycott and an individual's right to boycott an institution. Chair Hamilton stated that UCAF has elected not to take action at this time and she advised that FWAF also not take action until further information from UCAF is received.

## II. Vice Chair's Report

Vice Chair Frank reported no relevant updates from PROC.

## III. Consent Calendar

**Action:** today's agenda and the November 14, 2018 meeting minutes were approved as presented.

## IV. UCFW updates

FWAF's representative to UCFW, Professor Jayson Beaster-Jones, updated FWAF members on UCFW business:

- The state budget currently reflects a 3-4% net increase in faculty salaries but negotiations are still ongoing between UC President Napolitano and Governor Newsom.
- UC Davis and UC San Diego instituted a pilot program to conduct institutional reference checks on faculty candidates.
- UC-Elsevier negotiations continue
- UCFW continues to discuss the issue of academic freedom with regard to UC Librarians
- UC Health Care Task Force reports concerns about the affordability of the UC Care health plan
- UCFW is divided over whether contributions to diversity should officially become the fourth criterion on which faculty are reviewed for advancement and promotion in addition to research, teaching, and service. Currently, the APM encourages but does not require a demonstration of contributions to diversity.
- Campuses who have recently converted to UC Path have reported various issues.

## V. Consultation with AVC of Auxiliaries Enterprises and Fiscal Innovation Alan Coker

AVC Coker attended today's meeting to share with FWAF members updates on the future plans to expand the ECEC.

AVC Coker explained that expansion of the ECEC was taken out of the 2020 plan. The ECEC needs to be double its current size. The options are to build a new facilities or build a second facility on campus. The biggest challenge, according to AVC Coker, is recruiting and retaining a trained workforce. AVC Coker stated that he is trying to reorganize other auxiliaries to make them more profitable in order to help fund ECEC expansion. He then welcomed FWAF's input.

Chair Hamilton reiterated the need for after-school, holiday (e.g. spring break and President's week), and summer child care and whether it is possible to use current space on

campus for child care. She added that some campus groups are partnering with Playhouse Merced and other local entities to put on plays with children. In addition, campus space is available in the summer to offer a variety of programs. AVC Coker supported these initiatives but pointed out that off-campus activities involve transportation and insurance risk. He asserted that on-campus activities would be easier and that he will research the options suggested by FWAF. He shared that FWAF is one of several groups he has spoken with who has advocated for on-campus, child-related activities. Chair Hamilton pointed out that on-campus care is highly desirable for parents, and much more convenient for breastfeeding female employees.

A FWAF member suggested AVC Coker work with Merced College to recruit ECEC teachers, as those students receive college credit for their work. AVC Coker responded that he is currently engaged in those efforts with the help of UC Merced's HR department. Chair Hamilton suggested that AVC Coker make the argument to the administration that the campus is striving for R1 status and having appropriate child care for faculty (and staff and students) is an important component of a successful university.

VI. Consultation with Associate Vice Provost for the Faculty (VPF) Zulema Valdez

Associate VPF Valdez reported that the EVC/Provost is working on reserving a percentage of faculty FTE lines to be used for target of opportunity hires. (CAPRA, D&E, and FWAF were all supportive of this plan, although the latter two committees recommended a higher percentage than CAPRA, 20%.)

She then shared with FWAF members the various initiatives on which she is working:

1. She reminded FWAF members of the letter written to then-Provost Tom Peterson by a group of faculty pointing out the lack of black STEM faculty and the need to increase diversity and inclusion in faculty recruitment and retention. Former Provost Peterson launched an initiative – being carried out by current EVC/Provost Camfield – to recruit two senior STEM faculty members who will be diversity leaders and mentors on campus. Associate VPF Valdez worked with the deans and department chairs on a process by which departments could participate voluntarily in this recruitment by providing Associate VPF Valdez with a list of suggested candidates. Eight departments submitted candidate lists. Associate VPF Valdez and others in the administration considered the candidates' diversity qualifications and the likelihood of the candidates accepting an offer at UC Merced. (The candidates' research qualifications were judged by the departments.) Five candidates have come to campus for interviews. Associate VPF Valdez and the administration will convene in a few weeks to send their recommended candidates to the EVC/Provost. The goal is to have these two faculty members begin their appointments in fall 2019.

2. UC Merced received a \$500,000 grant to fund a variety of diversity-related recruitment and development activities such as speakers, events, and incentive money that can be used to increase candidates' initial offers.
3. Engagement with the President's Postdoctoral Fellowship Program. Currently, three postdoctoral fellows are being considered for faculty positions.
4. VPDGE Zatz is the PI on a Andrew W. Mellon Foundation grant that was awarded in 2018 to help the campus further diversify its population of graduate students and faculty in the humanities and humanistic social sciences. VPF Matlock and Associate VPF Valdez are also engaged in these efforts.
5. Associate VPF Valdez co-chaired the search for the Campus Diversity Officer. She reports that an offer has been made.

#### VII. Campus Review Items

- Proposed revisions to Merced Regulations re: Master's Degree Requirements  
Prior to this meeting, FWAF's lead reviewer suggested that the committee decline to opine. FWAF members agreed.

**Action:** the Senate Chair will be informed that FWAF declines to comment

- Space planning documents  
Prior to this meeting, the lead reviewer suggested that FWAF support the document related to space allocation. However, he shared with FWAF members concerns about the document related to the Office of Space Planning's role in the faculty hiring process. FWAF members then held a brief discussion of their concerns over the delays in the faculty hiring process which would lead to the loss of candidates to other institutions. In addition, any requesting of information about space needs from faculty candidates ought to be the domain of the search chair, who should be the point of contact of communication with faculty candidates, not an administrative office.

**Action:** committee analyst will distribute a draft memo to the committee members for review. A final version of the memo will be transmitted to the Senate Chair by his deadline of Monday, March 11.

#### VIII. Systemwide Review Items

- Proposed revisions to Senate Bylaw 336  
Prior to this meeting, FWAF's lead reviewer shared her comments on these proposed revisions: the revisions should include a process by which the individual

making the accusation and the accused can submit names of individuals that they believe cannot serve on the Hearing Committee without bias. The proposed revisions do not appear to include such a mechanism.

FWAF members agreed with her comments.

**Action:** committee analyst will transmit FWAF's memo to the Senate Chair by his deadline of Monday, February 25.

- Proposed Revisions to SVSH Academic Frameworks  
Prior to this meeting, FWAF's lead reviewer shared her comments on these proposed revisions. She recommended the frameworks specify a mechanism for communication with the academic unit in which accused faculty belongs. This is relevant regardless of the findings of investigation. How is the outcome conveyed to the chair of the department and other members of the department? What information (if any) is to be conveyed? This is a useful thing to consider in terms of any disciplinary actions, or in the event of a non-finding, as typically there are rumors circulating about involved faculty members. Some form of communication and/or mediation with involved units following these procedures should be specified.

FWAF members concurred with her comments.

**Action:** committee analyst will transmit FWAF's memo to the Senate Chair by his deadline of Monday, February 25.

- Second Systemwide Review of Proposed Presidential Policy on Open Access for Theses and Dissertations

**Action:** Due to time constraints, FWAF members will finalize their discussion over email. FWAF's memo is due to the Senate Chair by Monday, February 25.

IX. Other Business

FWAF's draft conflict of interest statement.

**Action:** due to time constraints, this item was tabled for the April 24 meeting.

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

Attest: Laura Hamilton, FWAF chair