

Committee on Faculty Welfare and Academic Freedom (FWAF)
Minutes of Meeting
February 27, 2017

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 9:30 am on February 27, 2017 in Room 362 of the Kolligian Library, Chair Jayson Beaster-Jones presiding.

I. Chair's Report

Chair Beaster-Jones updated members on the following:

- December 13 meeting of the University Committee on Academic Freedom (UCAF). The committee discussed cybersecurity updates and sees no serious cause for concern with the implementation of a policy. However, the committee advised being cognizant of human subject data and the importance of maintaining a robust cybersecurity regimen for faculty who conduct research using human subjects. Another topic of discussion concerned free speech issues following the 2016 presidential election. UCAF members discussed cadres of aggrieved students and their interactions with faculty members. Finally, the UC is suggesting that faculty members who travel abroad should register with the travel system for repatriation purposes in the event of an incident while traveling internationally.
- Division Council updates. The Council endorsed FWAF's principles on faculty start up and incidentals funds with the addition from the Committee on Research. Division Council will transmit the principles to the Provost, the Vice Provost for the Faculty, and the Interim AVC for Planning & Budget. Division Council also endorsed proposed revisions to the G-28 systemwide travel regulations regarding reimbursement for employees' spouses, domestic partners, and dependents provided these individuals are part of university business.
- FWAF continues to communicate with Associate Chancellor Putney on the draft Police Advisory Board charge. FWAF previously suggested several additional revisions which the Chancellor

accepted. The draft is now being reviewed by the ASUCM and the GSA. Associate Chancellor Putney will keep FWAFF updated.

- Mental health care. This item will be tabled for the next meeting of April 24.
- UC Path. The Vice Provost for the Faculty (VPF) stated that the campus will make a concerted effort to minimize the impact on faculty. To that end, the VPF's office will ensure that faculty members are notified of relevant deadlines and updates. The VPF encouraged faculty to email him directly with any questions or concerns.

II. Consultation with VPF

The VPF provided the following updates:

- Emeriti faculty benefits. Other campuses provide various benefits for their emeriti faculty members. This may be something for UCM to consider in the future when our population of emeriti faculty increases.
- UCM is participating in the Collaborative on Academic Careers in Higher Education (COACHE) [faculty retention and exit survey](#). The survey was piloted with UC campuses but UCM did not participate. UCM will take part in this survey moving forward. The survey will attempt to discern the factors influencing faculty decisions to stay or to accept external offers, the nature of their job searches, and the quality of external offers and counteroffers. The VPF suggested that such survey data could also be used to advocate for faculty members with regard to the negative changes to their retirement benefits.
- The VPF emphasized that it is important for faculty members to understand their rights and responsibilities in this highly-charged political climate. He is speaking with campus administrators about scheduling meetings with faculty members to provide guidance and tools to handle various issues in their classrooms. He also intends to consult with the university counsel about this issue.

III. Vice Chair's Report

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

- PROC reviewed the list of programs that are scheduled to undergo review next year.
- The committee discussed methods to improve students' participation in the survey that gauges their experience. Their responses are important as they provide valuable information.
- Dr. Adán-Lifante is participating as the PROC liaison to the review team who is on campus this week to review the philosophy program. As the liaison, her role includes answering the review teams' questions about the campus in general, rather than the particular program.

IV. Consultation with University Committee on Faculty Welfare (UCFW) Representative

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

- UCFW's response to the president's travel ban was endorsed by Academic Council. The response did not confine itself to the impact of the ban on faculty, students, and staff, rather, it highlighted the general xenophobia that motivated the implementation of the ban.
- UCFW reported about faculty in a particular department at UCSD receiving harassing phone calls as well as reports from various campuses about aggrieved students' interactions with faculty members.
- UCFW discussed equalizing benefits of same sex and opposite sex domestic partnerships and a policy may be drafted to this effect.
- 2040 planning. UCOP is asking all campuses to develop questions to be considered in creating scenarios describing the campuses' size and student body at 2040 and the resources

necessary to achieve those visions. Chair Beaster-Jones stated that Chancellor Leland spoke to Division Council about this recently, and a special session of Division Council will be convened later for further discussion. The campus will have to provide broad brush numbers not based on specific planning of programs but on a higher, more general level. Professor Malloy shared that UCFW is concerned how realistic the 2040 targets are, and reiterated the importance of faculty participation.

- UCFW is proposing a systemwide police advisory board in addition to each campus version of the same. The committee will continue its discussion at its next meeting.

V. Consent Calendar

- November 7 draft meeting minutes

Action: draft minutes were approved as presented.

VI. Statement on Diversity in Faculty Hiring

Some faculty have voiced their belief that an emphasis on diversity in faculty hiring is both obtrusive and too aggressive. In response, Chair Beaster-Jones proposed that FWAF draft a statement that articulates how diversity in faculty hiring is a faculty welfare issue, in addition to a diversity and equity issue. FWAF members discussed the various ways to increase faculty diversity in hiring including targets of opportunity hires and hiring through the Presidential Postdoctoral Fellows program. The committee also pointed out that the definition of “excellence” can vary. Some faculty adhere to the criterion related to the number of publications, however, there is evidence to show that bias and discrimination exists in publishing and not all faculty members have the same opportunity with publishing. Moreover, some faculty members publish in international journals and/or non-English speaking journals and they are compelled to prove that these outlets are as rigorous as “traditional” journals.

Action: FWAF to draft a statement on diversity in faculty hiring.

VII. FWAF Child Care Survey

The campus survey committee provided several revisions to FWAF's original survey instrument. In January, the survey committee and the Chancellor's Advisory Committee on the Status of Women (CACSW) explored the possibility of incorporating FWAF's child care questions into a larger campus climate survey. However, it was later determined by the survey committee that such a survey would not be issued to the campus until fall 2017. FWAF members agreed that FWAF should administer its own independent survey in March or April.

Action: Committee analyst will implement the draft child care survey into Qualtrics for the committee's review.

VIII. Campus Review Items

- Committee Membership and Executive Session guide
- Proposal to Establish Bylaw Units in the School of Engineering: Bioengineering, Civil & Environmental Engineering, Management, Materials Science & Engineering, and Mechanical Engineering

Action: Due to time constraints, FWAF will discuss the items via email.

IX. Executive Session (voting members only)

No minutes recorded.

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

Attest: Jayson Beaster-Jones, Chair