

Committee on Faculty Welfare & Academic Freedom (FWAF)**Thursday, April 19, 2018****10:00 am – 11:30 am, KL 397**

Pursuant to the call, the Committee on Faculty Welfare & Academic Freedom met at 10:00 am on Thursday, April 19, 2018 in Room 397 of the Kolligian Library, Chair Sean Malloy presiding.

I. Consultation with Provost/EVC Peterson

FWAF discussed the following topics with the Provost:

- UC faculty salary gap.

The Provost/EVC stated that he shares the faculty's concerns, but is facing a significant challenge on how to address the salary gap given the budgetary constraints of the campus. He anticipates that the salary increase plan from systemwide will be done in phases. The FWAF chair pointed out that Senate committees have seen a plan from systemwide, but faculty would also appreciate seeing a plan from the campus Provosts on how they will institute the salary increase. The Provost replied that a meeting of the campus Provosts will occur next week, and they intend to discuss this issue. VPF Camfield asked the Provost whether he has spoken with the Chancellor on the possibility of UC Merced receiving additional base support for its budget in order to close the salary gap.

FWAF members and the Provost then held a discussion on the importance of shared governance with regard to implementing a faculty salary increase plan and the various faculty retention challenges the Provost faces each year.

- After-school and holiday child care. In a previous academic year, FWAF conducted a survey of UC Merced faculty, students, and staff, and transmitted the survey results to Division Council who in turn submitted them to the appropriate members of the administration. FWAF chair Malloy suggested that a short-term, low-cost solution would be to appoint a staff member to serve as a liaison between the care providers in the community and the campus, in order to keep campus employees informed on child care programs and open slots. Another FWAF member suggested that this individual also be tasked about working with the local school district about changing its calendar to align with UC Merced, thereby reducing the problem of holiday child care. A FWAF member suggested that this position be that of a coordinator, and not a concierge, so that he/she can engage groups like the Boys and Girls Club and other community organizations who would be interested in a partnership with UC Merced. The Provost/EVC suggested that the individual be an employee in the community and not at UC Merced, but should be someone who understands the needs of campus employees.

- Letter to the Provost/EVC in fall 2017 regarding black STEM faculty. The Provost/EVC met with the signatories of the letter in fall semester. He announced that he has identified funds to conduct two senior faculty searches for AY 18-19, to recruit faculty members who will become leaders and mentors on campus for diversity and inclusion. He and VPF Camfield will consult with faculty on how best to conduct the recruitment process, and then the Provost anticipates forming a steering committee to conduct the searches. Prior to posting the job advertisement, the Provost intends to identify a large number of senior faculty who would contribute to diversity, encourage them to apply, and request that they share the job advertisement with their networks. Once a “pre-pool” is established, the Provost will post the job advertisement.

II. Police Advisory Board updates

Professor Kit Myers, the faculty representative on the Police Advisory Board, shared updates with FWAF members.

- The charge for the advisory board is now on the Chancellor’s website.
- The first two meetings of the board were devoted to discussion on whether the advisory board should be changed to an accountability board. An accountability board would have the power to hear complaints against the police department while an advisory board lacks this authority. However, an accountability board would be unable to publicly share the details they learn in their reviews, for reasons of confidentiality.
- The board hosted a campus town hall to seek input from the campus community on the issue of an advisory board or an accountability board. The board was informed that if they choose to become an accountability board, then a separate advisory board must be established, as one board cannot conduct both roles. This advice was provided by Campus Counsel Elisabeth Gunther.
- FWAF chair Malloy stated that a systemwide task force on public safety is currently reviewing the Gold Book, which contains police-related policies and procedures. The task force will recommend revisions to the Gold Book including instituting standard procedures across the campuses on a variety of issues.
- The Police Advisory Board anticipates creating an email address for receiving anonymous complaints.
- Professor Myers suggested to the board that the campus police department hold informational meetings on campus to share how they have improved their training, and to ensure that employees are aware of their rights. He reported that the campus police chief was supportive of this idea as it allows for transparency and builds trust.
- Professor Myers also announced that board is looking into de-escalation training to handle individuals who may be a danger to themselves and/or others. FWAF members were appreciative of this, as they have experienced related incidences.

- III. Consultation with AVC Jonathan Grady and Director of Campus Climate De Acker
AVC Grady and Director Acker attended the meeting to solicit FWAF's input on the position description for the role of Chief Diversity Officer.

Director Acker stated that she and AVC Grady gathered information from other campuses in an attempt to draft the position description for the role of Chief Diversity Officer. They are now determining what qualifications the individual should have, and what accomplishments he/she should make in the first year. AVC Grady shared that the campus is creating a 5-10 year strategic plan for meeting campus goals on diversity and equity from a faculty, staff, and student perspective. The Chief Diversity Officer will report to the Chancellor and would be expected to engage all employees in the responsibility and accountability of diversity, inclusion, and equity.

FWAF chair Malloy inquired about the budget the future Chief Diversity Officer would have, as it is critical that he/she be provided with the resources and staffing necessary to succeed in this role. Director Acker replied that that is open for discussion. When discussing the appropriate educational background for this individual, and whether he/she should have legal experience, FWAF members agreed that the individual should be a faculty member. However, they were not in favor of the individual using his/her legal background to become the campus's pseudo legal representative, nor did the committee members want an individual with solely an HR background. They favor a diversity officer who will advance social justice and diversity rather than simply hold public relations events.

While discussing the duties of the Chief Diversity Officer, a FWAF member suggested that he/she advise units on diversity issues as part of their periodic program review. AVC Grady agreed with this suggestion. Another FWAF member asked if the Chief Diversity Officer would work with the faculty equity advisors. VPF Camfield voiced his opposition, stating that the role of the faculty equity advisors, as faculty members, should be separate from that of the Chief Diversity Officer. A FWAF member suggested that the individual make it a priority to identify multi-cultural student space in the new 2020 buildings.

AVC Grady stated that the position description should be posted in summer 2018, and a hire made in fall 2019. In the meantime, FWAF members are invited to submit additional input on the position description and duties/functions to cdosearch@ucmerced.edu.

Due to time constraints, the remaining items on the agenda will be handled via email. The meeting adjourned at 11:30 am.

Attest: Sean Malloy, FWAF Chair