

Committee on Faculty Welfare and Academic Freedom (FWAF)
Minutes of Meeting
April 24, 2017

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 9:30 am on April 24, 2017 in Room 362 of the Kolligian Library, Chair Jayson Beaster-Jones presiding.

I. Consultation with Provost/EVC and Associate Chancellor

Provost/EVC Peterson and Associate Chancellor Putney attended the meeting to hear updates on the committee's business this academic year. Chair Beaster-Jones shared the following:

- FWAF submitted to Division Council a statement of principles on incidentals and start up. Discretionary funds such as incidentals are vital for routine expenses incurred by faculty such as travel, computers, books, and other equipment that facilitate their work. In the absence of other sources of funding including bridge funding, incidental funds also critical for managing unexpected circumstances, such as the failure of critical research equipment. On February 27, 2017, Division Council transmitted FWAF's memo to the Provost/EVC, Vice Provost for the Faculty (VPF), and the Interim Vice Chancellor for Planning & Budget. A FWAF member reiterated to the Provost/EVC at today's meeting the importance of communication and transparency with the faculty with regard to incidental funds as there is a great deal of uncertainty and concern at this time of the academic year over the status of these funds.
- In spring 2016, the American Anthropological Association (AAA) membership discussed whether to endorse a boycott of Israeli academic institutions. With no consultation with Senate faculty, UC President Napolitano submitted a letter to the AAA, signed by the 10 Chancellors, on behalf of the campuses, condoning this action. Faculty members in the AAA and across the 10 campuses viewed this as unwarranted interference into the democratic process of the AAA, as well as a violation of academic freedom.

They also objected to the President's and Chancellors' assumptions that their view represents that of the UC faculty. Several faculty members on other UC campuses – including UCM – submitted responses to their Chancellors, registering their opposition to their Chancellors' involvement.

- At the end of AY 15-16, FWAF members discussed the challenges of after-school and summer school options for children on campus and in the community. The ECEC is willing to offer an extra program but this requires space and funds for transportation. However, the cost required for these items is not insurmountable. In addition to the absence of after-school programming, there is a general lack of information of the few options that do exist for the children of faculty, staff, post docs, and students. FWAF members drafted a survey to be issued to all staff, faculty, graduate students, and post docs to gauge the level of interest for after-school and summer programs and to elicit input on the varying needs related to child care. The survey is being beta-tested by FWAF members in Qualtrics. The goal is to issue the survey to the campus in early May. Associate Chancellor Putney suggested that the ECEC director be provided with the survey questions and asked for her input.

ACTION: Committee member Hamilton to submit the survey questions to the ECEC director and volunteered to serve as the liaison between the director and FWAF regarding any edits or suggestions on the survey.

- CIO Ann Kovalchick attended the November 2016 FWAF meeting to share updates on cybersecurity and circulated documents to the committee pertaining to the FireEye PX tool.
- FWAF issued to Division Council a statement on diversity in faculty hiring emphasizing that 1) diversity and excellence are not separate and 2) diversity is a faculty welfare issue. Division Council is scheduled to discuss the memo at its May 4, 2017 meeting.

- The VPF hosted an academic freedom forum on April 10 attended by the Provost/EVC, faculty, deans, and staff. Given the current political climate and the difficulties that many faculty have experienced, the forum was important in that organizers shared with faculty a variety of campus resources and assistance.
- In consultation with the chairs of UGC and D&E, FWAF chair Beaster-Jones drafted a memo regarding future resourcing of L(P)SOE lines and the balance between these lines and ladder-rank faculty lines. The FWAF chair also requested that CAPRA be provided the memo for its input.
ACTION: the draft memo will be shared with all members of D&E, UGC, and CAPRA, with a specific request on what FWAF would like them to review. A final memo will be transmitted to Division Council with a request for further dialogue before the end of this semester.
- FWAF held a discussion in fall 2016 about campus safety in light of the November 4, 2015 campus incident. Specifically, FWAF members were concerned about classroom safety, the lack of a campus PA system, and the absence of an emergency response plan. The committee will revisit these issues in the next academic year.
- FWAF continues to advocate for quality mental health care for faculty and also recognizes the need for Counseling & Psychological Services to receive more support and resources.
- For the past two academic years, FWAF has been working with the administration (with former Police Chief Vasquez and currently, with Associate Chancellor Putney) on empaneling a Police Advisory Board that would include a variety of campus representatives from the staff and faculty populations. The draft has been revised a number of times including by the Chancellor. Associate Chancellor Putney announced that plans to establish a Police Advisory Board will proceed now that a new Police Chief has been appointed; in addition, the administration is recruiting for

a Director of Public Safety who will serve as the Chancellor's designee on the future Board.

II. Consultation with Associate Chancellor

Associate Chancellor Putney remained to discuss the following topics with FWAF members:

- Police Advisory Board draft. A FWAF member requested the deletion of language referring to the removal of members from the board for "perpetuating hostility". FWAF members also recommended the formation of a systemwide Police Advisory Board.

ACTION: Associate Chancellor Putney to remove the aforementioned language from the draft and will contact Rachel Nava, Executive Vice President & Chief Operating Officer at UCOP, about a systemwide board. Associate Chancellor Putney will also keep FWAF informed of the status of the draft's approval.

- Healthy Campus Network initiative. Part of the [UC Global Food Initiative](#), this systemwide subcommittee is establishing an intercampus network that will provide a hub at each UC campus for health and wellness-related activities. The subcommittee gathering data on a project with a July 1 deadline, and Associate Chancellor Putney asked FWAF members for their input on whether a campus survey would be acceptable. FWAF members suggested drafting a cogent rationale in lieu of a survey; moreover, relevant student data from all 10 UC campuses are already available.

III. Chair's Report

Chair Beaster-Jones updated the members on the following:

- University Committee on Academic Freedom (UCAF) March 13 meeting.
 - UCAF circulated a draft memo to its members in response to the systemwide statement condemning anti-Semitism.
 - UCAF continues to discuss cybersecurity, specifically, FireEye and its implementation.

- UCAF is drafting guidelines on academic freedom given the current political climate.
- Division Council updates
 - FWAF's diversity in faculty hiring statement will be discussed by Division Council in its May 4 meeting.
- Academic freedom forum on April 10
 - Chair Beaster-Jones asked FWAF members whether they believe a campus email account should be created for faculty to submit questions and issues regarding academic freedom. FWAF members agreed that this account is unnecessary. Members suggested that future FWAF membership should be expanded to include a unit 18 lecturer or a graduate student representative. This would require a vote of Senate faculty, as such a change would modify the UCM Senate bylaws. FWAF will revisit this issue in the next academic year.

IV. Vice Chair's Report

Vice Chair Adán-Lifante provided updates from the Periodic Review Oversight Committee, specifically, that site visits have occurred for the reviews of sociology, political science, biology, and philosophy this semester.

V. University Committee on Faculty Welfare (UCFW) Updates

FWAF member Sean Malloy, FWAF's representative on UCFW, provided the following updates from the March 10 and April 14 meetings

- 3% raise of faculty salaries. As with the previous raise, discussions at systemwide include dividing the extra money into two pools: 1.5% raise across the board and 1.5% to be used at the discretion of each Chancellor to address salary inequities and compression. At UCM, some money was set aside in the last cycle to address faculty retention. UCFW members advocated for across the board raises and establishing separate funds for inequity and compression. Furthermore, many faculty object to the phrase "merit-based" pay, as salary scales

currently serve this function; faculty advocate also for bringing up the scales.

- Discussion around the protection of faculty given the current political climate.
- UCFW were concerned over the proposed revisions to APM 285, 210, 133, and 740 that would re-designate the L(P)SOE series to “Teaching Professor”, as some on the committee believed it implies that ladder-rank faculty do not serve the UC teaching mission.

VI. Consent Calendar

ACTION: the draft minutes from the February 27 meeting were approved as presented.

VII. Consultation with the VPF

VPF Camfield announced the following:

- Hiring of two faculty liaisons who are tasked with taking a systematic approach to standardizing policies across campus in support of faculty members. These positions were established as a result of discussions from workforce planning. Both positions are housed with the VPF’s office.
- Evaluation of teaching. Relying on student ratings for the evaluation of teaching is not an ideal method due to various reasons including the low response rate. The VPF is proposing the formation of a task force and asked for a volunteer from FWAF. This will be a carry over item to the next academic year.
- The VPF intends to conduct shared governance workshops with next year’s department/unit chairs and Senate committee chairs.

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

Attest: Jayson Beaster-Jones, Chair