

**Committee on Faculty Welfare & Academic Freedom (FWAF)****Wednesday, April 24, 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, April 24, 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. Items of discussion relevant to FWAF:
  - equity in teaching load for L(P)SOEs/Teaching Professors. Earlier in the academic year, FWAF submitted a memo of support of equitable teaching load for Teaching Professors to Division Council. Chair Hamilton reported that she and Senate Chair Schnier have since met with the three School Executive Committee chairs, and another memo on this topic will be submitted to Division Council, recommending that the teaching load of Teaching Professors fall in between that of unit 18 lecturers and ladder-rank faculty. This balance in teaching is much needed, given the additional expectations of Teaching Professors like professional activity and service.
  - ongoing concerns over departmental voting rights of Teaching Professors. This discussion will likely carry over into the next academic year.
- Meeting of the Division April 15. Highlights of the meeting:
  - Announcement of the next academic year's Senate Chair (a Vice Chair has not yet been identified)
  - The Chancellor announced plans for a UCSF-Fresno health clinic for UCM faculty and staff in Merced.
  - Senate Bill 461 aims to extend Cal Grant aid to university students during summer sessions. If students do not receive these grants for the summer, it negatively affects their ability to engage in summer programming like study abroad opportunities or summer bridge programs. The Chancellor voiced her support for this bill and told faculty members to anticipate future communications from her regarding lobbying efforts.
- Ongoing discussion regarding after school, summer, and holiday child care

After AVC Coker's consultation with FWAF at the February 20 meeting, Chair Hamilton has held follow up conversations with him regarding the possibility of engaging Naomi Sukenik, co-founder of a successful child-directed play program and pop-up camps. Chair Hamilton is familiar with Sukenik's programs and stated that no new space on campus would be needed, as Sukenik's teams simply bring their own materials. Chair Hamilton is also working with psychology faculty member Eric

Walle whose research involves child development. These child care issues will be carried over into the next academic year for FWAF's discussion.

II. Vice Chair's Report

Vice Chair Frank reported on the progress of the review of the Center for Humanities. She also reported that PROC has discussed inequitable workloads of faculty members with regard to gender, tenure status, and ethnicity.

III. Consent Calendar

**Action:** today's agenda and the February 20 meeting minutes were approved as presented.

IV. Campus Review Items

- Academic Planning Working Group report.

FWAF members had two major concerns about the UC Quality Scholarship goal: 1) 4 of the 5 criterion for UC quality scholarship relate most directly to fields that routinely obtain (and are expected to obtain) large grants. This leaves out many of the disciplines represented in SSHA. FWAF members recommend that the campus allow for flexibility in interpreting Criterion #1 "Discipline-specific performance relative to aspirational scholarship/creative goals defined by faculty" beyond the number of extramural grant dollars obtained. For example, this criterion could take into account other measures of faculty success such as awards or number of citations. 2) Depriving SSHA of resources is a problem for other goals of value to the university. This could also create a cycle in which the resourced units on campus develop greater UC quality scholarship due to more investment, leading to further investment. FWAF members stated that they want to see a discussion of how different criterion for UC quality scholarship will be weighed against each other.

**Action:** committee analyst will distribute a draft memo for the committee members' review and approval. FWAF's memo is due to the Senate Chair by 5:00 pm on Monday, May 6.

- Department Chair Duties document

FWAF members opted to endorse the document, and especially appreciated the proposed responsibility of department chairs to maintain "...a climate that is hospitable to creativity, diversity, and innovation."

**Action:** committee analyst will transmit FWAF's endorsement to the Senate Chair before his deadline of 5:00 pm on Monday, May 6.

## V. Systemwide Review Items

- UC Center Sacramento Assessment Report

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

- Proposed, new APM 011 re: academic freedom of non-faculty academic appointees  
FWAF members elected to endorse the proposed new section.

**Action:** FWAF's endorsement will be transmitted to the Senate Chair before his deadline of 5:00 pm on Monday, May 6.

## VI. FWAF Conflict of Interest Policy

In a previous academic year, the the-Senate Chair requested that all Senate committees draft a conflict of interest policy. Prior to this meeting, a draft policy for FWAF was distributed for the committee members' review.

Committee members supported the draft conflict of interest policy but suggested it make clear that when committee members elect to recuse from a deliberation, they cannot "un-recuse".

**Action:** committee analyst will circulate a revised, draft conflict of interest policy for committee members' review and approval via email. The approved policy will be transmitted to the Senate Chair and Senate Office.

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

Attest: Laura Hamilton, FWAF chair