

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**Wednesday, April 27, 2022****10:00 – 11:30 am****Minutes of Meeting**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 10:00 am on April 27, 2022, via Zoom. Chair David Jennings presiding.

I. Chair's Report – *David Jennings***A. Divisional Council meetings April 7 and April 21**

- VCSA Nies presented a series of slides to update Divisional Council on the Campus and Community Safety Plan.
- LASC Chair DePrano gave an update about UCOLASC business and reminded Divisional Council that the UC Merced library remains underfunded and understaffed.
- Divisional Council raised concerns that campus trash collection has evidently stopped in many buildings.

Action: FWAF Chair Jennings will draft a memo to the administration with a request for clarification on why trash collection has ceased. The draft memo will be distributed to FWAF members for review and approval.

B. UCAF meeting April 1

- UCAF is revising its memo on the systemwide review item Recommendations for Department Political Statements in response to comments received from all UC Senate Divisions.

II. Consent Calendar

- A. Today's agenda
- B. Draft March 30 meeting minutes

Action: the Consent Calendar was approved as presented.

III. UCFW Updates – *Jayson Beaster-Jones***A. Updates from April 8 UCFW meeting**

- UCFW Retirement Task Force discussed removing fossil fuel investments from the UC retirement program. There was also a discussion about faculty who were hired by the UC after a certain date now being allowed to switch to a different retirement plan from the one they initially chose when they were hired.

- The Health Care Task Force reported continuing problems with the UC pharmacy benefits provider. There was also continued discussion about UC health plans potentially covering fertility treatments.
- Discussion about Achievement Relative to Opportunity (ARO) and whether UCFW wants to propose revisions to the APM.
- A final report on mitigating COVID-19 pandemic impacts should be issued in May 2022.
- Discussion about the invasion of Ukraine.
- Discussion about faculty ownership of their course material with regards to online platforms that offer students access to course resources.
- Discussion of the proposed Presidential Policy on Affiliations with Certain Healthcare Organizations. This item is on today's FWAF agenda and will be discussed later in today's meeting.
- UC HR informed UCFW of their intention to develop retention plans for UC staff.

IV. Additional Messaging on Impacts of Pandemic – *David Jennings*

At the March 30 meeting, FWAF members discussed Chair Jennings' talking points (hyperlinked on today's agenda) on one of the main concerns conveyed to him and other FWAF members in their office hours with faculty members and visits to department meetings. FWAF members also reviewed the FAQ document drafted by CAP in conjunction with the VPAP and APO (hyperlinked on today's agenda and available on the CAP page of the Senate website).

FWAF members previously agreed that 1) systemwide information and guidance on the impacts of the pandemic on faculty advancement and promotion should be more widely shared; 2) faculty need guidance on how to articulate their personal challenges in their self-statements and if they choose not to include such information, then review committees and department chairs should be made aware of the challenges through a different mechanism; and 3) the FWAF chair should elicit input from department chairs on what information they need to better advise review committees and faculty under review.

FWAF also previously discussed 1) the possibility of developing an Achievement Relevant to Opportunity (ARO) template that accompanies faculty members' self-statements in their personnel case files and 2) the need for additional guidance from UCOP and APO and ways to improve the dissemination of information to the faculty.

Action: Per FWAF member Beaster-Jones's UCFW updates above, FWAF Chair Jennings suggested that FWAF wait for the systemwide report on mitigating COVID-19 pandemic impacts. Once the report is issued UC-wide, FWAF Chair Jennings will draft an endorsement memo from FWAF for review and approval by committee members. In that memo, he will recommend that UC Merced distribute the report broadly.

V. FWAF Subcommittee on Family-Friendly Policies – *Tea Lempiälä*

- A. Update from April 22 subcommittee meeting
- B. Prioritizing next steps from the subcommittee’s draft action plan (hyperlinked on today’s agenda)

FWAF Vice Chair Lempiälä informed FWAF members that UC Berkeley, UC Davis, and UCSF have similar committees and stated that she will contact those campuses to gather input. The FWAF subcommittee also inquires when UC Merced will fill the position of Director of Auxiliary Services which the Merced administration said it would do.

Action: FWAF Vice Chair Lempiälä will contact the Merced campus stakeholders listed in the FWAF subcommittee’s draft action plan. She will also contact the family-friendly committees mentioned at the above UC campuses to obtain input. After the whole FWAF membership discusses the information that Vice Chair Lempiälä acquires, FWAF will draft a proposal to the UC Merced administration to formally request the creation of a campus-wide committee on family friendly policies.

VI. Systemwide Review Item

- A. Presidential Policy on Affiliations with Certain Healthcare Organizations

An Interim Presidential policy was issued in September 2021 to implement Regents Policy 4405. The Office of the President is now soliciting feedback to finalize the Presidential Policy.

The proposed policy was hyperlinked on today’s agenda and the lead reviewer’s comments were provided to FWAF in advance of the meeting.

The lead reviewer summarized her comments. FWAF members supported the comments.

Action: the committee analyst will distribute a draft agenda for FWAF members’ review and approval. FWAF’s memo will be transmitted to the Senate Chair by Friday, April 29.

VII. Executive Session

- A. Gallo School Revised Pre-Proposal

Voting members only, and no minutes were recorded.

Action: FWAF’s memo on the revised Gallo School pre-proposal will be transmitted to the Senate Vice Chair by Monday, May 2. The memo will clarify that FWAF Chair Jennings and Vice Chair Lempiälä were not involved in the drafting of the memo due to their conflict of interest in departmental affiliations.

There being no further business, the meeting was adjourned at 11:30 am.

Attest: David Jennings, FWAF Chair