

**Committee on Faculty Welfare and Academic Freedom (FWAF)**  
**Minutes of Meeting**  
**May 5, 2016**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 2:00 pm on May 5, 2016 in Room 360 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Consultation with Chancellor and Provost/EVC

Provost/EVC Peterson announced that, per discussions with VPF Camfield, FWAF's memo on proposing modifications to the APM with regard to active service/modified duty (ASMD) is being discussed at the systemwide level. Other campuses have suggested similar revisions to allow senior faculty to defer scheduled personnel actions without punishment. VPF Camfield stated that in January 2017, systemwide will issue a revised APM section on ASMD to the campuses for review.

Chair Ortiz and VPF Camfield have held discussions on ways to improve faculty morale and one proposed remedy is to begin building an academic community on campus. The VPF is seeking an external vendor to come to campus for a faculty social hour that is to be scheduled on regular dates. Chancellor Leland added her endorsement to this idea and asked that it be in place for the beginning of fall semester 2016.

The Chancellor announced that she is looking into the possibility of establishing a clinic in the community for those UCM employees who have UC Care. One of the biggest problems of this UC health plan for UCM employees is that our area is underserved with regard to a major health center, and therefore, employees with this plan are not receiving

the key benefits it offers. A FWAF member raised the issue of inadequate mental health services in the regional area.

The Chancellor stated that a revised Statement of Principles Against Intolerance document has been issued from systemwide and she asked FWAF to review and provide her with input. FWAF members pointed out that the systemwide statement provides too narrow of a definition of intolerance. The Chancellor acknowledged this problem and agreed that a broader, campus-wide statement is needed.

**ACTION:** Associate Chancellor Putney will assist the Chancellor in drafting a campus statement for implementation in fall semester 2016.

Chair Ortiz mentioned that faculty morale was greatly affected by the controversial moves from SE 1 to SE 2 and now, COB 1 to COB 2. Provost/EVC Peterson agreed and mentioned that he is working closely with the deans on the COB move negotiations.

Chair Ortiz raised the issue of start-up funds and the miscommunication (or lack of communication) regarding the possible sweeping of these funds and faculty members no longer being allowed to receive extensions. Provost/EVC Peterson reiterated that he has no intention of sweeping start-up funds, and that he is only requesting that faculty members provide a written request to their deans that include a rationale for the extension. A FWAF member pointed out that it is discipline-specific, and some humanities faculty are in need of their start-up funds for up to eight years due to the nature of their rates of publication.

The Chancellor and the Provost/EVC both reiterated the need to conduct exit surveys with departing faculty members (the Provost is currently doing so).

The last points made by the Chancellor included: 1) her support to faculty and staff collaborating on establishing an after-school program either on campus or in the community, 2) the school workforce planning document is still under revision with the deans, and 3) she has authorized the creation of a new administrative position to be housed in the VPF's office that will serve as the faculty "concierge" to improve staff support for faculty.

## II. Consultation with UCFW Representative Sean Malloy

Professor Malloy debriefed FWAF members on the March 11 and April 8 UCFW meetings where the main items under discussion were updates on the UC health plans and retirement plans (the campus is officially hiring this year's new faculty members on June 30 rather than the traditional July 1 to ensure they are under the current retirement plan), and the ongoing cyber security issues. Regarding the last point, faculty's main concern is not the security measures per se, but the fact that there was no faculty consultation when the security vendor was chosen by UCOP.

### III. Consent Calendar

**ACTION:** The February 18 meeting minutes were approved as presented.

### IV. After-School Programming

FWAF member Hamilton summarized for FWAF members the current discussions that are underway with regard to planning an after-school program at the ECEC. There is a need for portable units and transportation, but the cost is not insurmountable and faculty and staff parents are willing to provide the funds. In addition to after-school programming, there is also a need for child care during spring break and Thanksgiving, as local schools' schedules do not align with UCM's academic calendar. It was suggested that the campus parents (faculty, staff, graduate students, and post docs) be surveyed to determine how many of them would use such after-school programming. VPF Camfield suggested that his office conduct the survey if FWAF members construct the questions.

Professor Hamilton also related that some faculty parents find their course scheduling difficult in terms of picking up their children from pre-school/day care but was recently told in a meeting that child care issues are not taken into account in campus course scheduling. VPF Camfield asked to see the minutes of this meeting as he is interested in investigating further.

**ACTION:** FWAF will formulate questions for the after-school programming survey and the VPF's office will conduct the survey. Professor Hamilton will send the meeting minutes to the VPF and FWAF will draft a memo to the VPF detailing its support for child care issues to be taken into account during course scheduling.

V. Extension of Start-Up Funds

FWAF members continued their discussion of start-up funds. Chair Ortiz related that he and VPF Camfield have had discussions on possible compromises such as faculty members surrounding some fraction of their start-up funds upon receipt of a major grant in their first 36 months of appointment and receiving a credit for that fraction to be used at a later time. The VPF stated that he is exploring options for bridge funding but there is no policy for this yet.

A FWAF member suggested a policy that states that start-up funds are granted for six years rather than three, which would align with the career trajectory of assistant professors and would eliminate the need for extension requests.

**ACTION:** FWAF will draft a memo to send to Division Council with the aforementioned proposal.

VI. Consultation with VPF

VPF Camfield updated FWAF members on the following:

- Digital Measures faculty focus groups. The organization of certain fields needs to be improved and the AP office will coordinate these groups.
- New Faculty Orientation. VPF Camfield announced his plans to assign all incoming new faculty hires to campus transition teams comprised of individuals from relevant campus units. These transition teams will conduct an initial meeting with new faculty members and then subsequently serve as a resource for the faculty members' needs.

**ACTION:** VPF to send FWAF a draft proposal of the new faculty onboarding process. FWAF will review and send an endorsement memo back to the VPF.

- Faculty salary. With regard to the systemwide increase of 3%, VPF Camfield proposed a separate scale for UCM whereby any residual will be used for salary compression, retention, and inequities. He will first discuss this proposal with the deans and then share specific information with FWAF.
- AP office Advance Coordinator Morales gave a summary of this year's faculty professional development workshops and asked FWAF members for their ideas for next year's development series.

**ACTION:** Morales to email the list of AY 15-16 workshops to FWAF members for the committee's review and input on possible topics for next academic year.

## VII. Consultation with Administration

Prior to this meeting, Associate Chancellor Putney and Campus Climate Director Acker circulated to FWAF members the proposed, new campus policy on Abusive Conduct. A FWAF member raised a concern with the narrow definition of “work place” and the phrase “legitimate business interests”; he suggested that latter be changed to “university mission” to more accurately align with a research university. It was also pointed out by FWAF members that this policy should be reviewed by all Senate committees and that the timing is not ideal for faculty input given the semester is ending next week. Associate Chancellor Putney stated that this policy will be issued for campus wide review soon.

**ACTION:** Associate Chancellor Putney will ensure that the Senate office receives the campus wide notice of the review of this policy. (Note: at the time of the writing of these minutes, the campus administration agreed to postpone the deadline for campus input on this proposed policy to September 16, 2016, to ensure greater input from the faculty.)

There being no further business, the meeting adjourned at 4:00 pm.

Attest: Rudy Ortiz, Chair