

**Committee on Faculty Welfare & Academic Freedom (FWAF)****Wednesday, September 19, 2018****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, September 19 in Room 397 of the Kolligian Library, Chair Laura Hamilton presiding.

**I. Chair's Report****A. Welcome and introduction**

Chair Hamilton introduced new and returning committee members. She announced that committee member Jayson Beaster-Jones will represent FWAF on the University Committee on Faculty Welfare, and that she would serve as the FWAF representative on the University Committee on Academic Freedom.

**B. Expectations of committee members**

Chair Hamilton drew members' attention to the FWAF handbook that was linked from the agenda, specifically, the sections on expectations for committee members and reviewer assignments for campus and systemwide review items. For each review item that comes before the committee, one lead reviewer will be assigned in order to share the workload equitably among committee members.

**C. Committee goals for AY 18-19**

Chair Hamilton then opened the discussion on committee goals for the academic year. Members agreed on the following:

- **Conflict of interest policy**

All Senate committees must have current policies on record. FWAF was slated to draft one last year but was unable to complete it due to competing demands.

**Action:** analyst will draft a first version of the policy for the committee's review. The final version will be transmitted to the Senate Chair and posted on the Senate website.

- after school, summer, and holiday child care. FWAF, via Division Council, previously shared the results of the AY 16-17 campus survey with various members of the administration. Since then, the Senate has requested status updates on the campus's plan to address the issues revealed in the survey. In today's meeting, FWAF members discussed whether the committee should work with the administration to identify an individual to serve as a coordinator or liaison with community child care organizations. Other ideas raised in the discussion include using the AY 16-17 survey data to draft a list of employees' child care needs and use this as the basis for helping to draft a potential job description for the

coordinator/liaison. A FWAF member suggested that the committee contact Professors Anita Bhappu and Lisa Yeo in the School of Engineering to ask if they would be willing to share the data collected by their UROC students this summer on child care issues. The goal is for FWAF to submit a memo of recommendations to the newly-hired AVC for Auxiliaries and Fiscal Innovation who oversees the ECEC. AVC Coker will attend the November 14 FWAF meeting and this item will be added to that meeting's agenda.

**Action:** analyst will contact Professors Bhappu and Yeo regarding the utilization of their data. Chair Hamilton will use FWAF's previously-collected survey data to draft a memo to the new AVC and members of the administration, with a recommendation that the campus appoint a coordinator or liaison to work with community individuals. This memo will be circulated to FWAF members for review and approval before transmittal to the administration.

- Health care access for UC Merced employees.  
FWAF member Jayson Beaster-Jones led the discussion, having previously served as FWAF chair when this issue arose. FWAF members discussed the serious lack of health care and mental health care options for UC Merced employees. To some extent, this problem is also occurring at UC Santa Cruz. The UC Care health plan is not useful to many employees, as they have no access to UC physicians. Member Beaster-Jones intends to convey FWAF's concerns to UCFW at their first meeting in October. UC Merced's Chancellor, as well as systemwide Senate leadership, have expressed interest in instituting a health clinic for UC Merced employees, potentially through a partnership with UCSF.

A FWAF member suggested the idea of contacting a UC Merced faculty member in psychology about inviting PhD or MD interns in clinical psychology or psychiatry at UC Davis or UC Berkeley to work with UC Merced employees as part of their residency work. This would be intended to fill the gap in mental health care options in Merced.

**Action:** analyst will monitor any updates on the Chancellor and systemwide Senate leadership's idea of the health clinic, and follow up with the UC Merced psychology faculty member on the idea of inviting interns from other UCs to work with UC Merced employees.

- Campus implementation of the systemwide faculty salary increase plan.  
UC President Napolitano issued a letter to campus Chancellors on May 30, 2018, to announce the plan for faculty salary increases. For ladder-rank faculty, the scales will be increased by 4 %. FWAF members inquired how that percentage was determined, and how that increase will be funded at UC Merced.

**Action:** analyst will add this topic to the list of discussion items for the interim Provost/EVC when he attends the November 14 FWAF meeting.

- Maintain contact with faculty representative on the Police Advisory Board. FWAF played a pivotal role in previous years in helping to establish the campus Police Advisory Board. In the last academic year, the committee invited the Board's faculty representative to a meeting to provide updates. FWAF members would like to continue that practice this year, as the representative is still serving his term.

**Action:** analyst will invite the Police Advisory Board faculty representative to a meeting in spring semester.

D. Division Council meetings August 28 and September 11

Chair Hamilton reported that the main topics of discussion were the development of a planning process for the proposed Gallo School of Management, and a presentation by TAPs staff on impending parking changes. With regard to parking, fees will increase at all levels, and the campus will switch to a license plate recognition system in lieu of physical parking passes. Chair Hamilton reported that Division Council members were concerned by the lack of consultation on the implementation of parking fee increases. Council members were also concerned by data management implications surrounding the license plate recognition system. FWAF members suggested that the committee draft a memo outlining these concerns.

**Action:** committee chair and analyst will draft a memo to Division Council on the various concerns with the new parking policies. The memo will ask for the Council's endorsement, and for Council to transmit the memo to TAPs and the unit that oversees it.

II. Vice Chair's Report

Vice Chair Frank reported on the September 12 PROC meeting where the major items of discussion were the programs under review, and the elements of administrative versus academic reviews.

III. Consent Calendar

**Action:** today's meeting agenda was approved pending two additional items under Other Business. The draft, April 19, 2018 meeting minutes were approved as presented.

IV. Non-Senate Faculty/Unit 18 lecturer workload

Chair Hamilton pointed out the burdensome workload on unit 18 lecturers who often undertake extra duties in lieu of departments hiring L(P)SOEs. FWAF members asked

whether instructional budgets can be used to hire L(P)SOEs in order to assuage some faculty members' fear that they are "giving up" an FTE line by hiring an L(P)SOE out of their allotted share of lines. FWAF members also discussed whether a certain percentage of the future 100 faculty FTE lines can be reserved to hire L(P)SOEs.

**Action:** analyst will add this topic to the list of discussion items for the interim Provost/EVC when he attends the November 14 FWAF meeting.

V. Consultation with Interim Vice Provost for the Faculty

Interim VPF and ex-officio FWAF member Teenie Matlock stated her interest in working with FWAF this year on a variety of topics.

VI. Campus Review Items

A. University Extension's proposal for non-degree certificate in child development and care.

As per section II.C. of the policy governing the establishment of a non-degree program by Extension, the Senate is asked to consider the following when reviewing a proposal for a non-degree program put forth by Extension: *Senate Committee members should ask questions if there are concerns about the credibility of a content area, intended audience, or selection of courses to be included in a non-degree program, or resource impacts on existing (non-Extension) academic programs.*

Prior to this meeting, a lead reviewer was identified. The lead reviewer recommended that FWAF decline to opine. FWAF members agreed.

**Action:** analyst will inform the Senate Chair that FWAF declines to opine.

B. Committee on Rules & Elections (CRE) revised voting policy

In AY 16-17 and AY 17-18, CRE drafted "Recommended Voting Policies in Academic Personnel Cases" for review by Senate committees. After receiving several critical comments from Senate committees – including FWAF – and Division Council, CRE has again revised its policy.

Prior to this meeting, a lead reviewer was identified.

FWAF members echoed their position from the last academic year, which was a strong disagreement with the assumption that untenured faculty are unable to be objective when reviewing personnel cases of colleagues at higher ranks. FWAF members recommended that this conflict of interest component in CRE's latest version be removed. Furthermore, committee members suggest that the guidelines simply state that departments must follow Senate Bylaw 55 and any modification from Senate Bylaw

55 must be outlined in their voting procedures which are submitted to APO at the beginning of each academic year.

**Action:** FWAF chair and lead reviewer will draft a memo for circulation among committee members. Once the memo is revised and approved, the analyst will transmit it to the Senate Chair by his deadline of 5:00 pm on Tuesday, October 16.

C. Revisions to UCM Bylaws – expanded LASC membership

The proposed revisions increase the faculty membership of the committee to seven from four, through the addition of three at-large members, no more than one from each school. Currently, the LASC faculty membership is comprised exclusively of one representative each from CAPRA, COR, UGC, and GC.

FWAF members had no comments on this proposal.

**Action:** analyst will inform the Senate Chair that FWAF declines to opine.

VII. Other Business

Chair Hamilton shared with FWAF members that she had a discussion with the chair of the Senate Diversity & Equity (D&E) committee on shared committee interests and goals. Two shared interests in particular were apparent. First, in their recent meeting, D&E members voiced an interest in UC Merced adopting the half-step faculty advancement system currently in place at UC Davis and UC Berkeley. The half-step system is intended to reward faculty who have demonstrated appropriate activities in their merit reviews and to eliminate off-cycle reviews. D&E members also advocated for the interim Provost/EVA to reserve 25 of the next 100 allocated faculty FTE lines for the purpose of target of opportunity hires.

Chair Hamilton inquired of FWAF members whether they would be interested in collaborating with D&E on these issues. FWAF members agreed.

**Action:** analyst will post UC Davis's half-step model guidelines on Box for members' review. Both issues will be placed on FWAF's November agenda for further discussion.

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

Attest: Laura Hamilton, FWAF Chair