

Committee on Faculty Welfare & Academic Freedom (FWAF)
Minutes of Meeting
September 25, 2019

Pursuant to call, the Committee on Faculty Welfare & Academic Freedom met at 9:30 am on Wednesday, September 25, 2019 in Room 360 of the Kolligian Library, Chair Carolin Frank presiding.

I. Chair's Report

A. Welcome and introduction

Chair Frank 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. Conflict of Interest Policy

Chair Frank drew members' attention to the committee's conflict of interest policy and asked them to review.

C. Governance Retreat (Senate & Administration) August 25-26

Chair Frank debriefed FWAF members on the August governance retreat. Senate faculty and campus administrators discussed the principles of shared governance and priorities for the academic year.

D. Division Council updates

Chair Frank updated members on the September 4 and September 18 Division Council meetings.

The EVC/Provost spoke to Council members at the September 4 meeting about attacks on faculty members' academic freedom. The EVC/Provost also discussed with Division Council UC Merced's membership in the Scholars at Risk network. Chair Frank has a meeting scheduled with the EVC/Provost next month to discuss FWAF's possible involvement in both issues.

The Chancellor's Search Advisory Committee met yesterday with Senate faculty. Public town halls for various campus stakeholders are scheduled at later times.

At the September 18 Division Council meeting, Vice Chancellor for Research & Economic Development (VCORED) Sam Traina updated Council members on the Sponsored Research Searches redesign initiative. VCORED Traina asked the Senate for input on structural questions, including whether to have all sponsored projects staff report to the

Office of Research & Economic Development (ORED) or to maintain some version of the current model with some staff reporting to ORED and others to schools/ORUs.

- E. Campus and systemwide review items. Chair Frank reported that Division Council will implement for AY 19-20 a targeted approach to distributing campus and systemwide review items. The Senate Chair will decide which Senate committee chairs will be invited to opine on the review items. (However, the Senate Director will continue to send a weekly digest of all pending campus and systemwide review items to all Senate committee chairs and School Executive Committee chairs. All Senate committees will have the opportunity to opine on any item.)
- II. FWAF priorities for AY 19-20
- A. Teaching Professor and Unit 18 lecturer workload. In spring semester 2019, Divisional Council transmitted FWAF's previous memo on teaching workload equity to the EVC/Provost and VPF. FWAF discussed whether to follow up with the administration on this memo, given current discussion at systemwide on avoiding inequities in APM 285 implementation with regard to teaching expectations for Teaching Professors.

A FWAF member discussed the implementation of the step system for Teaching Professors and the lack of clarity on why individual Teaching Professors were placed at particular steps. The FWAF member also suggested that a Teaching Professor join the CAP membership as a non-voting consultant to provide input on Teaching Professor case reviews. An alternative is to implement a model used by another UC campus in which Schools empanel Teaching Professor advisory committees who provide input on Teaching Professor case files before they go to the dean and CAP.

Action: Committee analyst will research both suggestions.
 - B. Child care issues (after school, holiday, and summer child care, and expansion of ECEC)
 - C. Faculty-graduate student conflict resolution
- III. Vice Chair's Report

Vice Chair Jennings updated FWAF members on the September 4 meeting of the Periodic Review Oversight Committee (PROC). The EVC/Provost, who currently co-chairs PROC with the Senate Chair, suggested that he be replaced in this role by the Associate Provost for Academic Planning & Budget as the Associate Provost is in a better position to ensure that outcomes from periodic reviews are more meaningful. However, Vice Chair Jennings stated that there was no consensus on PROC on this proposed role change. Other topics discussed by PROC included the review of the SSHA dean's office and the revision of PROC templates that are submitted to departments.

IV. Consent Calendar

A. Today's agenda

Action: Consent Calendar was approved as presented.

V. Requests for Senate Representation – Carolin Frank

The Non-Senate Academic Council and the Librarians Association of UC Merced have each submitted a request to the Senate regarding participation on Senate committees.

FWAF members agreed that they would like additional information from these organizations on their interest in academic freedom.

Action: Committee analyst to invite one representative from each organization to attend a future FWAF meeting to introduce themselves and discuss with FWAF which issues they wish to engage in. After that introductory meeting, FWAF will decide whether to invite the representatives to future FWAF meetings as needed, depending on the issue.

VI. Parking Reciprocity

According to the UCM TAPS parking reciprocity policy, UCM faculty and staff with UCM parking permits who need to park at another UC campus must complete an application at TAPS for each planned trip to another campus, and pick up each authorization from TAPS when it is approved.

Faculty members have expressed concern to the FWAF chair over this policy, as it is inconvenient for those who travel to other campuses regularly and/or experience last minute changes to their trips. Faculty members have suggested that TAPS issue annual hanging permits to those who purchased a UC Merced Gold parking permit and frequently visit other campuses.

FWAF agreed with the faculty members who raised the issue and suggested that physical parking permits be issued to all faculty who frequently visit other campuses and not only those with UC Merced Gold permits.

Action: Committee analyst will draft a memo and circulate to FWAF members for review and approval via email. The memo will ultimately be transmitted to Division Council with a suggestion that Council request a consultation with TAPS.

VII. Executive Session – voting members only

No notes were taken during this session and no minutes were recorded.

VIII. Consultation with Associate Vice Provost for the Faculty

AVPF Zulema Valdez attended today's FWAF meeting to update members on various campus initiatives:

- In an effort to increase the diversity of the faculty, the campus received a \$500,000 grant last year to focus on diverse hiring of STEM faculty.
- The campus held a President's Postdoctoral Fellowship Program symposium which included Presidential post docs of all disciplinary backgrounds. Recruitment of these post docs to UC Merced has been increased, but they are in high demand by all UC campuses.
- The campus is trying to build a faculty learning community around improving pedagogy. This initiative, which will be aimed at pre-tenure faculty, will consist of UC Merced and UC Davis faculty collaborations. Advertisements for this initiative should begin by November 2019.
- The campus is attempting to empanel a two-year Central Valley research task force to create a more inclusive community that encompasses Merced and surrounding communities. The goal is to improve partner job placement for faculty candidates. This is critical to the recruitment of faculty to UC Merced. The task force will include representatives from the EVC/Provost's office, Budget office, staff, and both Senate and non-Senate faculty. Other activities connected with this effort will include introducing potential faculty candidates to life on campus and in Merced. FWAF members supported these plans and suggested that on-campus activities include faculty and faculty candidates' children.
- The campus is building a 3-year mentoring program for pre-tenure faculty that includes activities such as writing boot camps similar to what SSHA currently offers through the Mellon Foundation.
- The campus is seeking funding to implement a peer mediation program to improve campus climate and conflict resolution. This program will be available for tenured faculty (Associate and Full Professors) and will include external training on brokering and mediating conflicts at the departmental levels. This program will not be involved in higher level complaints. If the campus receives the funding, applications for tenured faculty participation will be available in spring 2020.

IX. Campus Review Items

Due to time constraints, the following campus review items will be handled via email.

A. Proposal for M.S. Degree in Cognitive & Information Sciences

Action: FWAF to review the proposal via email and send any comments to the Senate Chair by 5:00 pm on Thursday, October 3.

B. Proposed Revisions to Merced Division Bylaws – LASC Membership

LASC has proposed changes to its membership model. Currently, LASC membership is comprised of a chair plus volunteers from CAPRA, CoR, UGC, and GC. LASC is requesting an at-large model similar to those of other Senate committees in which the Committee on Committees appoints the members.

Action: FWAF to review the proposed bylaw changes via email and send any comments to the Senate Chair by 5:00 pm on Tuesday, October 8.

C. Draft Charge for a Proposed Faculty Advisory Committee for Information Technology

This advisory committee is being proposed by Associate Vice Chancellor for Information Technology and CIO Ann Kovalchick.

Action: FWAF to review the proposed charge via email and send any comments to the Senate Chair by 5:00 pm on Tuesday, October 22.

X. Systemwide Review Items

Due to time constraints, the following systemwide review items will be handled via email.

A. Revised Presidential Policy on Native American Cultural Affiliation and Repatriation

On August 24, 2018, President Napolitano requested the convening of a workgroup to substantively revise the existing Policy and Procedures on Curation and Repatriation of Human Remains and Cultural Items. The policy pertains to the treatment and repatriation of Native American and Native Hawaiian human remains and cultural items under the University's stewardship and the University's compliance with the federal Native American Graves Protection and Repatriation Act.

Action: FWAF to review the revised policy via email and send any comments to the Senate Chair by 12:00 pm on Friday, September 27.

B. Proposed Revised Presidential Policy on Copyright Ownership

The current University of California Policy on Copyright Ownership, the principal policy governing ownership of copyrights at UC, has not been updated since 1992.

Action: FWAF to review the proposed policy via email and send any comments to the Senate Chair by 5:00 pm on Tuesday, November 5.

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

Attest: Carolin Frank, FWAF Chair