

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)**Thursday, September 8, 2022****1:00 – 2:30 pm****Minutes of Meeting**

Pursuant to call, the Committee on Faculty Welfare and Academic Freedom met at 1:00 pm on September 8, 2022, via Zoom. Chair David Jennings presiding.

- I. Consultation with Former UCFW Representative Jayson Beaster-Jones
 - A. Update on May 13, 2022 UCFW meeting
 - B. Update on June 10, 2022 UCFW meeting
 - C. Update on July 8, 2022 UCFW meeting

Professor Beaster-Jones informed FWAF members of the following:

- UCFW is determining how to advise the UC administration on implementing the recommendations in the COVID Task Force report. The report was previously distributed to all UC faculty. UCFW is also beginning the process of proposing revisions to the APM to reflect the principles of Achievement Relative to Opportunity (ARO).
- As was previously announced, UC faculty will receive a pay raise effective October 1, 2022.
- UC medical centers are preparing for an influx of out-of-state patients given the overturn of Roe vs. Wade. UC medical centers are also committed to protecting the confidentiality of patient records.
- Broad increase to the UC budget from the state. The UC will provide incentives to UCLA, UC San Diego, and UC Berkeley to enroll more in-state students than international students.

FWAF members briefly discussed the memo the committee issued to the administration in June 2022 regarding campus trash collection and the various, increasing burdens on faculty time.

- II. Chair's Report – David Jennings
 - A. Welcome and Introductions
 - B. Meeting Modality
FWAF members agreed to hold the fall semester meetings via Zoom.
Action: The committee analyst will inform the FWAF member who was absent from today's meeting.
 - C. August 22 and 23 Shared Governance Retreat (Senate & Administration)
Discussion included the important of increase enrollment and the number of majors offered.
 - D. September 6 Divisional Council Meeting
Divisional Council members were concerned that the agenda at the shared governance retreat was mostly driven by the administration. At next year's retreat, it is hoped that Senate committee chairs receive equal time to discuss their priorities.

- III. Consent Calendar – Chair Jennings
- A. Agenda
 - B. Conflict of Interest policy

Action: Today’s agenda and Conflict of Interest policy were approved as presented. The committee analyst will note on the policy that FWAF reviewed and approved it today as presented, upload it to the Senate website, and transmit a copy to the Senate Chair and Senate Office.

- IV. Conducting Committee Business – Chair Jennings
- Chair Jennings pointed out the following aspects of conducting committee business:

- Senate website
- FWAF’s website and FWAF’s Box site
- Meeting Schedule
- Senate Policies and Procedures
- Divisional Bylaws and Regulations
- Systemwide Bylaws and Regulations
- Consultation guidelines
- Principles to Guide the Practice of Executive Session
- Distributing work on FWAF

All campus and systemwide review items will be posted on FWAF’s Box folder and on the Senate website [here](#). Some review items may be assigned to one or more FWAF reviewers before each scheduled meeting.

- V. FWAF Representation on Campus and Systemwide Committees

A. Campus Representation

- FWAF Chair Jennings serves on Divisional Council (DivCo)
- Periodic Review Oversight Committee (PROC)

A representative from FWAF is requested to serve on PROC. Due to its small number of members, FWAF declined to identify a representative but would be open to assisting PROC on faculty welfare or academic freedom issues as needed. If FWAF is able to add more members, it will reconsider whether to have a member serve on PROC.

Action: The committee analyst will inform the Senate Executive Director that FWAF declined to identify a representative to serve on PROC this academic year. The Senate Executive Director will inform PROC staff.

B. Systemwide Representation

- University Committee on Academic Freedom (UCAF)

UCAF studies and reports to the Assembly upon any condition within or outside the University that, in the committee's judgment, may affect the academic freedom of the University and its academic community.

While FWAF Chair Jennings previously agreed to serve as the UCAF representative, FWAF

member Yeakel expressed interest in serving on UCAF in place of Chair Jennings.

Action: The committee analyst will follow up with member Yeakel to confirm his willingness to serve on UCAF. If he is willing to serve, the committee analyst will inform the Senate Executive Director who will then notify UCOP staff.

- University Committee on Faculty Welfare (UCFW)
Representative: FWAF Chair David Jennings

UCFW considers and reports on matters concerning the economic welfare of the faculty including salaries, benefits, insurance, retirement, housing, and conditions of employment.

VI. FWAF AY 22-23 Goals and Priorities

FWAF AY 21-22 goals and priorities were hyperlinked on today's agenda.

Members discussed the proposed AY 22-23 committee goals.

Members added the following goals to the list:

- Addressing low faculty morale after and during COVID
- Combatting gradual outsourcing of work by the administration to the faculty that more properly belongs to support staff, such as custodial and accounting work. A possible way forward is to work with CoR on developing a memo on faculty morale in the context of ongoing campus research infrastructure problems.
- Address breakdown of trust between administration and faculty and encourage wholesome, nonthreatening communication.
- Advocate for a Teaching Professor on CAP and collaborate with EDI on this effort.
- Raising awareness about what sort of data is being collected by the administration about faculty and encourage proper limitations on its use.

VII. Campus Review Item

A. Interim Procedure on Assurance of Lab Safety Compliance

This interim procedure has been in place since 2018. FWAF is not a lead reviewer, but members are welcome to provide comments. Deadline for comments is October 3, 2022.

FWAF Member Yeakel volunteered to review the procedure and suggest whether FWAF should opine.

Action: The committee analyst will follow up with the FWAF member on Monday, September 12.

VIII. Systemwide Review Item

A. Second Systemwide Review of Draft Presidential Policy -- Abusive Conduct in the Workplace

The first draft of this policy was reviewed the Academic Senate last year. All Divisions' comments – including FWAF's previous memo – were hyperlinked on today's agenda.

Chair Jennings volunteered to serve as lead reviewer.

Action: Chair Jennings will send his comments to the committee analyst by Monday, September 19. The comments will then be distributed to FWAF members for review. FWAF's comments are due to the Senate Chair by September 30.

IX. Executive Session

Voting members only. No minutes taken.

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

Attest: David Jennings, FWAF Chair