

**Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)**  
**Minutes of Meeting**  
**November 20, 2014**

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on November 20, 2014 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Chair's Report

Chair Ortiz updated the FWDAF members on the following:

--The October Division Council meeting was attended by committee member Newsam. Newsam reported that he attended the CAPRA meeting just before the Division Council meeting which included the Provost/EVC. The Provost/EVC spoke about strategic academic focusing and public/private partnerships. At the later Division Council meeting, Vice Chancellor Michael Reese provided updates on and answered questions about the parking permit renewal issues.

--The November Division Council meeting was attended by committee member Wei-Chun Chin who reported that Division Council voted 6 – 4 in favor of splitting the committee into two standing committees per FWDAF's recommendation: the Committee on Faculty Welfare and Academic Freedom and the Committee for Diversity and Equity. Most of the committees approved the split in their individual memos but the close vote did not reflect this.

--Chair Ortiz asked FWDAF members to review the article that was circulated prior to this meeting on faculty morale and stress.

--Chair Ortiz and Vice Chair Golash-Boza debriefed FWDAF members on the University of New Mexico mentoring conference they recently attended. They heard several talks on faculty mentoring and learned how other campuses were handling faculty mentoring: some faculty members are provided with funds to start their own, small faculty mentoring programs within their schools, some campuses conduct targeted mentoring programs on specific topics such as publishing, and other campuses established a new faculty cohort program in which all new faculty members complete a sequence of courses. Chair Ortiz spoke with a representative from Virginia Tech whose campus implemented a faculty mentoring program in the form of

a logic model. Ortiz recommended that Vice Provost for Faculty (VPF) Camfield and Advance Coordinator Morales contact the representative for further information on her institution's program. Both Chair Ortiz and Vice Chair Golash-Boza indicated that the conference was valuable.

**ACTION:** VPF Camfield and Advance Coordinator Morales to contact the Virginia Tech representative. Vice Chair Golash-Boza to send her conference notes and recommendations to committee analyst for circulation among the committee.

## II. VPF Camfield Updates

VPF Camfield provided the following updates and announcements:

--Emeriti society list. There is currently a systemwide society comprised of emeriti faculty who could potentially serve on UCM or systemwide committees. In addition, these faculty may be willing to serve as mentors to untenured faculty. Committee member Newsam mentioned that a representative from this society attended the October UCFEW meeting and the representative reiterated that campuses should feel welcome to use this group of faculty as a resource.

--Jeanne Ferrante, Professor of computer science at UC San Diego, and former AVC for Faculty Equity will be spending part of her 2014 sabbatical at UCOP. Professor Ferrante has offered to consult with other UC campuses who are interested in moving forward on the use of contributions to diversity in faculty hiring, and/or the development of evaluation criteria of contributions to diversity in recruiting and academic review. VPF Camfield suggested that Professor Ferrante could assist UCM as we prepare our faculty search committees on obtaining a more diverse applicant pool. FWDAF committee members agreed that Professor Ferrante should be invited to campus, and VPF Camfield suggested that her visit ought to be as constructive as possible, perhaps with Professor Ferrante delivering a seminar. It was also recommended that FWDAF draft a list of questions for Professor Ferrante in advance. It is imperative to have Senate support for her visit.

**ACTION:** Chair Ortiz will meet with VPF Camfield and Advance Coordinator Morales to draft a visit agenda and a list of questions for

Professor Ferrante. Both documents will be circulated among FWDAF members for input and approval.

--VPF Camfield stated that while he has funds for a permanent Senate award for mentoring, he needs to receive a directive from Division Council. Division Council is in the process of finalizing such a memo. Chair Ortiz also reminded the committee that it needs to develop the criteria for this new award. One committee member suggested the criteria of demonstrated creation of climate of inclusion. Committee members agreed that they would be ineligible for the award.

**ACTION:** FWDAF committee members to send Chair Ortiz additional criteria for the mentoring award.

--VPF Camfield announced that he is working with Wendy Smith (Director of EEO/AA/Title IX & Accommodations Management) and Luanna Putney (Associate Chancellor & Senior Advisor to the Chancellor) on a campus diversity statement to be used in, among other areas, faculty job advertisements.

**ACTION:** VPF Camfield will send the draft statement to FWDAF members for review and recommendations.

--VPF Camfield addressed the article on faculty morale and stress. FWDAF members debated the philosophical issues around mentoring and the political pressure that faculty members face. Stagnant federal funding levels have set faculty back several years and their productivity has dropped over the years. Review committees must be made aware that traditional standards have changed. Committee members and VPF Camfield also acknowledged the need for faculty bridge funding.

### III. FWDAF Split

At the November 5 Division Council meeting, in which FWDAF was represented by committee member Chin, members voted in favor of splitting

FWDAF by a slim majority into the Committee on Faculty Welfare and Academic Freedom and the Committee on Diversity and Equity. Some Division Council members expressed concerns over the resource challenges of two new committees, specifically, the funding of more stipends for new committee chairs. Chair Ortiz pointed out that one of the several reasons for splitting the committee is to develop a more specific focus on faculty welfare issues, as UCFW meets monthly and the issues are intricate and complicated. It would be desirable to have senior faculty members on the potentially new committee on Faculty Welfare and Academic Freedom. Now that Division Council has voted on the split, the next steps include a vote of the whole faculty in spring semester; and later, depending on the vote's outcome, the Senate bylaws would have to be revised to account for these two new standing committees.

#### IV. Systemwide Meetings

--UCFW. The October 10 meeting was attended by committee member Newsam who reported that the following topics were discussed: challenges with child care accessibility and affordability on many campuses, the problems with the new health care plan UC Care, and problems on several campuses with implementing adequate faculty mentoring programs. Newsam reiterated his earlier statement that a member of the emeriti faculty association attended the meeting and indicated that campuses should contact him on how emeriti faculty could help with a variety of issues.

--UCAAD. There was no Merced representation at the October 16 meeting, however, regular member Chair Ortiz reported that the committee is analyzing the remuneration study. The report found that the UC is 10% behind the "comparison 8" institutions. UCAAD asked each campus for recommendations on closing the gap.

**ACTION:** FWDAF members to review the report and send recommendations to Chair Ortiz. Comments are due to UCAAD in January 2015.

--UCAF has not yet met this semester. The first meeting will be attended by FWDAF member Chin.

V. Systemwide Review Items

--Proposed revisions to APM 133, 210, 220, and 760. Major revisions include expanded reasons for stopping the eight-year tenure clock and the increased importance of contributions to diversity in reviewing personnel actions in addition to the traditional criteria of research, teaching, and service.

**ACTION:** Committee analyst will send an endorsement memo to the Senate Chair on behalf of the committee.

--Proposed revisions to APM 80 and 330. Major revisions include clarifying the procedures on medical separation and clarifying the definition and appointment of the Specialist series.

**ACTION:** Committee analyst will send an endorsement memo to the Senate Chair on behalf of the committee.

--Proposed amendment to Senate Regulation SR 682 concerning the advancement to candidacy.

**ACTION:** Committee analyst will inform the Senate Chair that the committee has no comments.

--Extension of the open access policy to non-Senate members.

**ACTION:** FWDAF members to send comments to committee analyst prior to the January 6, 2015 deadline.

VI. Parking Memo

At the November 5 Division Council meeting, Senate Chair Sun asked FWDAF to draft a memo addressed to VPF Camfield on this semester's parking permit renewal challenges. The draft memo was included in the agenda packet for today's meeting.

**ACTION:** FWDAF members to review the draft memo and provide comments. The final memo will be transmitted to VPF Camfield.

VII. Faculty Mentoring

Chair Ortiz stated that our campus needs to have a culture of mentoring. We cannot “incentivize” the system and expect it to sustain and thrive. Given the results from the campus climate survey, Chair Ortiz is concerned that there is not enough faculty buy-in for a formal campus faculty mentoring program. Advance Coordinator Morales pointed out that the campus currently has an internal mentoring system in which untenured faculty members are paired with internal and external mentors. Morales also conveyed that she regularly communicates with mentees to inquire about the usefulness of the mentoring they receive but she has not received any responses. FWDAF members discussed the idea of holding a mentoring forum and inviting faculty from other UC campuses.

**ACTION:** Advance Coordinator Morales will share with FWDAF members her list of UCM faculty mentoring pairings. She and VPF Camfield will work with Chair Ortiz to develop a campus mentoring forum.

VIII. APO/FWDAF Faculty Professional Development Workshop Updates

--The September World Café event was successful. Advance Coordinator Morales will follow up with issues raised by faculty at the event. FWDAF members suggested holding another world café in fall semester next year. One committee member raised concerns about how we are assessing success with these types of events and the definition of success should be determined before planning future events.

--Morales announced that the February workshop topic is mentoring and the invited speaker is Dr. Phillip Clifford from the University of Illinois, Chicago.

--Call for Proposals for the Faculty Success Program. UC Merced has an institutional membership in the National Center for Faculty Development and Diversity (NCFDD). The Academic Personnel office has earmarked additional funds for three tenure-track faculty members to participate in a web-based professional development program organized by the NCFDD's

Faculty Success Program. Prior to this meeting, a call for proposals was drafted and circulated among FWDAF members. The final call will be disseminated to all faculty by Morales. Proposals will be submitted to each school dean. Deans will choose two proposals per school and forward their recommendations to FWDAF. FWDAF will then make the final selections.

**ACTION:** Committee analyst will work with the Advance Coordinator in finalizing the call for proposals. The call will be sent on Monday, November 24.

IX. Other Business

--Chair Ortiz announced he will draft a memo to Vice Provost and Dean of Graduate Education Marjorie Zatz regarding fee waivers for students in training programs.

--FWDAF spring semester meetings will be in February, March, and either late April or early May. The Chancellor and Provost/EVC will be invited to the final meeting. The committee analyst will confirm the dates.

--Chair Ortiz will send a memo to VPF Camfield suggesting changes to the MAPP pertaining to faculty members' appointment dates and the beginning of their tenure clocks.

--Chair Ortiz will speak with VPF Camfield about the need for further diversity on CAP.

There being no further business, the meeting adjourned at 5:00 pm.

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst