

**Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)**  
**Minutes of Meeting**  
**December 12, 2013**

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 2:00 pm on December 12, 2013 in Room 300 of the Science & Engineering building, Chair Rudy Ortiz presiding.

- I. Guest Speakers – *Ombuds De Acker, Professor Nella Van Dyke, Dean Juan Meza*  
Ombuds Acker updated the committee on new developments. She related that there is concern over the lack of funding for the faculty mentoring program. The campus budget is still uncertain and final numbers have not yet been released. It is unclear whether there are enough funds in the Provost's office for external mentors to come to campus. Acker also announced that her office is moving from COB to SSB on January 15.

Professor Nella Van Dyke conducted a Power Point presentation on the campus climate survey. The various issues presented included faculty retention and family-friendly policies.

SNS Dean Juan C. Meza announced that Chancellor Leland tasked him with framing overarching questions related to faculty and staff retention. Dean Meza is to present these questions at the Chancellor's Cabinet retreat the first week of February. Dean Meza has already gathered preliminary data on faculty retention and separation but asked the FWDAF committee for input.

**ACTION:** FWDAF committee will provide Dean Meza with comments and potential strategies to prevent faculty attrition and help maintain the retention of the current faculty pool. Deadline is January 8, 2014.

- II. Chair's Report – *Rudy Ortiz*  
Chair Ortiz related to the committee members that the Senate-Administration Faculty Salary Equity subcommittee, which includes faculty members and staff members from Institutional Planning & Analysis (IPA), have met and

conducted their business. A report was submitted by each UC campus in January 2012 and now each campus is in the second phase of reporting.

Chair Ortiz also summarized the committee's positions on various campuswide review items this semester, such as campus diversity and the Moreno report. Composite benefit rates is another issue that will require the Senate's attention in early 2014 as UCOP is changing its options and rate modeling. A FWDAF member pointed out the linkage between composite benefit rates and UCRP's unfunded liability. Chair Ortiz agreed that the committee should be prepared to opine on this issue when systemwide sends a directive to the Senate divisions.

**ACTION:** Committee analyst will send Provost Peterson the 2010 Diversity Working Group report.

Chair Ortiz briefly summarized the business of the three corresponding systemwide committees to FWDAF: 1) UCAAD. UC President Napolitano announced the allocation of \$5 million to be used towards the President's Post Doctoral Fellowship program. The intention is to encourage cluster hires. 2) UCFW (no updates). 3) UCAF. The FWDAF representative to this committee announced that the only meeting scheduled for this semester was cancelled and therefore there are no updates. Chair Ortiz announced that he is unable to attend the January 16 UCAAD meeting and asked for an alternate.

**ACTION:** An alternate for Chair Ortiz must be found by January 6, 2014 for the January 16 UCAAD meeting. The potential alternate is asked to contact the FWDAF analyst who will then inform the appropriate systemwide staff.

### III. Educating Colleagues on Diversity

At the November 14 FWDAF meeting, two committee members volunteered to write a strongly-worded statement about the implications of the diversity survey results (which FWDAF conducted earlier this semester) and the

importance of educating colleagues on diversity. A draft was provided for discussion at this meeting.

The committee enthusiastically endorsed the points made in the statement and recommended sending the memo to Division Council.

**ACTION:** Committee analyst will forward the memo to Division Council, noting that it was written by two members of the FWDAF committee and endorsed by the committee as a whole.

IV. Family-Friendly Policies

It has come to the committee's attention that many faculty members are unaware of the rights they are entitled to regarding family leave and Active Service/Modified Duty (ASMD). Some faculty members are aware of their rights but do not feel comfortable invoking them with their unit chairs or Deans. FWDAF committee members discussed the need for the administration to share and distribute information with the Schools in a uniform manner

**ACTION:** Ex-officio member VPAP Ojcius will research what types of information the Schools are providing faculty members. He will report back to FWDAF.

V. Provost's Revised Course Buyout Policy

The Provost submitted a revised course buyout policy in response to the Senate's concerns over the previous iteration. Senate standing committees were asked to opine on the revised version.

FWDAF members discussed their ongoing concerns with the 1/6 provision and pegging the cost of buying out a course to faculty members' salaries. The committee also expressed concern that about Dean and Provost approval.

**ACTION:** Committee analyst will forward FWDAF's memo to the Senate Chair by the deadline of December 13.

VI. Committee on Research's Memo on Library's 2020 Space Plan

The COR submitted a memo to Division Council outlining its concerns over the Library's 2020 Space Plan. All Senate standing committees were invited to respond. FWDAF committee members agreed with COR's points.

**ACTION:** Committee analyst will transmit a memo to the Senate Chair stating that FWDAF endorses COR's points.

VII. Faculty Mentoring Program

VPAP Ojcius announced that funding for the program has been reduced and there will be no stipends provided for external mentors. However, Ojcius mentioned he will speak to Provost Peterson. Internal mentors are currently being contacted to participate in the program. Committee members asked VPAP Ojcius whether a support memo from FWDAF would be helpful in Ojcius's efforts with the Provost.

**ACTION:** VPAP Ojcius will inform FWDAF whether a memo should be written by the committee to the Provost in support of funding the faculty mentoring program so that external mentors can come to campus.

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

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Senior Analyst