

Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)
Minutes of Meeting
February 17, 2015

Pursuant to call, the Committee on Faculty Welfare, Diversity, and Academic Freedom met at 3:00 pm on February 17, 2015 in Room 362 of the Kolligian Library, Chair Rudy Ortiz presiding.

I. Vice Provost for Faculty's Report

Vice Provost for Faculty (VPF) Camfield updated the FWDAF members on the following:

--Institutional Research & Decision Support (IRDS) has posted UC Merced's [faculty salary equity report](#), drafted jointly by IRDS and a subset of the FWDAF committee. This link will be distributed to all faculty.

--While the campus has instituted the faculty mentorship program, there are other ways to mentor including cohort mentoring. VPF Camfield announced his intention to restructure the current, informal new faculty gatherings. In addition, he plans to hold discussions with faculty on academic freedom and the faculty code of conduct.

--The topic for the March faculty development workshop will be devoted to writing an effective self-statement. Future topics will include grant writing and work/life balance, but the VPF reiterated that he wants to foster cohort-based "faculty learning communities" within and across disciplines.

--Many untenured faculty do not understand the expectations for achieving tenure especially as the expectations are both general to the UC system and discipline-specific. VPF Camfield stated that the University of Colorado, Boulder published a helpful assessment of faculty needs at that campus and offered to distribute the link to the online report to the FWDAF committee members. VPF Camfield mentioned that he has met with AP chairs and they agreed that holding structured, discipline-specific talks would be useful.

A FWDAF member pointed out that an untenured faculty member's first two reviews, before the mid-career appraisal, are important and feedback is crucial at this early stage.

VPF Camfield distributed some items taken from UC Berkeley which included Guidelines for Evaluation of Service in Faculty Performance Review. FWDAF members were asked to consider whether similar guidelines should be adopted at UC Merced.

VPF Camfield also shared with FWDAF members that he has heard much feedback from faculty about the campus's "middle management" problem, whereby, many individuals have responsibility over certain tasks but no authority and no accountability. Faculty require more administrative support, as faculty should not be nano-managing. This issue of governing versus management has become a faculty welfare issue. VPF Camfield explained that while it is important to include all relevant stakeholders in the decision making, as different individuals have different perspectives and experiences, sequential decision-making is not always efficient. Sometimes, the campus makes decisions sequentially for no discernible reason and this causes a diffusing of authority and responsibility with no added value. VPF Camfield asked FWDAF members for feedback on what areas the campus can identify to streamline and preserve legitimacy of the decision making process.

ACTION: FWDAF to send input to VPF Camfield on areas where sequential decision making can be streamlined.

VPF Camfield ended his update by announcing that UCOP will be conducting a leadership seminar at UC Merced on April 6.

II. Ombud's Report

Campus Ombuds De Acker announced to FWDAF members that systemwide entities are discussing the abusive conduct prevention policy which applies to all employees. This policy would tie in to the faculty code of conduct. As of January 1, 2015, California law now defines abusive conduct and mandates that every employee undergo training similar to the mandatory sexual harassment training. Chair Ortiz pointed out that UCAAD has held discussions on this topic. In addition, Chair Ortiz believed that the systemwide Senate would take formalized action on this policy soon. VPF

Camfield mentioned that the systemwide Committee on Privilege and Tenure (P&T) submitted memos on this topic to campus department and unit chairs and confirmed that the school deans have received them.

ACTION: Committee analyst to place this item on the May 7 meeting agenda for Ombuds Acker to discuss again with Chancellor Leland and Provost/EVC Tom Peterson. Analyst to obtain the P&T memos from VPF Camfield and distribute to FWDAF members.

III. Chair's Report

Chair Ortiz updated FWDAF members on the following:

--Joint meeting of Division Council and CAPRA with Provost/EVC Peterson on February 5. The Provost/EVC agreed to release a subset of foundational FTE lines and for CAPRA to proceed with its traditional process of requesting proposals from the schools. However, the Provost/EVC does not yet know the number of FTE lines until he is apprised of the campus budget situation. The Provost/EVC also confirmed that the strategic academic focusing process is complete and will move ahead with implementation. A set of minutes from that meeting was included in today's FWDAF meeting packet.

--Joint meeting of Division Council and CAPRA with Vice Chancellor for Planning and Budget Dan Feitelberg on February 12. VC Feitelberg gave a Project 2020 presentation which he also gave earlier this month at the meeting of the systemwide Committee on Planning and Budget. Topics included assignable square feet of academic space and the consultation meetings with the three developer teams who are competing for the bid. These meetings are intended for campus stakeholders, including faculty members, to provide their space needs to the teams. Division Council and CAPRA members were identified as representative faculty and the first meeting will be held on February 19. CAPRA chair Anne Kelley distributed a list of suggested talking points to Division Council and CAPRA members for use in each of the meetings. A set of draft minutes from this meeting is under review by Division Council and will be posted publicly upon approval.

FWDAF members then held a brief discussion on the efficacy of holding a FTE requests process at this point in time, especially if the number of FTE lines is minimal. It was reiterated that the number of foundational lines the Provost/EVC will release is still unknown.

--Faculty Salary Equity report. The Academic Personnel office transmitted UC Merced's faculty salary equity report to UCOP.

ACTION: Committee analyst will contact the Senate Chair for permission for FWDAF and VPF Camfield to distribute the link to the online report to all faculty.

IV. Update on Proposed Split of FWDAF

On December 17, 2014, and per Division Council's request, FWDAF submitted proposed bylaws for the two proposed committees of Faculty Welfare and Academic Freedom (FWAF) and Diversity and Equity (D&E). These proposed bylaws were then submitted to the Committee on Rules & Elections (CRE) on February 5, 2015.

Upon the approval of CRE, the proposed bylaws will be subjected to a faculty vote later in spring semester.

V. AY 15-16 FWDAF Membership

Chair Ortiz asked FWDAF members to consider serving on one of the two, new committees next year and to encourage their colleagues to respond to the Senate service interest survey which will be sent to faculty later in spring semester.

VI. Vice Chair's Report

Vice Chair Golash-Boza updated the FWDAF members on the activities of the Program Review Oversight Committee (PROC) on which she is the FWDAF representative. PROC is currently redefining program review across campus and is considering how to incorporate contributions to diversity into program reviews. In today's PROC meeting, the committee reviewed the campus climate action plan that was drafted by the Chancellor's office in response to the campus climate survey. In addition, PROC is considering the drafting of

a campus diversity statement which programs would use as a metric in their assessment activities. Lastly, PROC discussed the number of unit 18 lecturers that programs use for much of their instruction, but there does not yet appear to be a concrete plan to rectify this.

VII. Systemwide Committee Updates

--UCAAD on January 15. Chair Ortiz updated the FWDAF members on the following updates from that meeting. Topics included President Napolitano's Advisory Council on LGBT students, faculty, and staff; micro aggression, sexual violence, and the systemwide Senate asking UCAAD to consider changing its name by removing the "affirmative action" component. Lastly, UCAAD has empaneled three subcommittees 1) faculty review and hiring practices, 2) campus climate, and 3) President's Postdoctoral Fellowship program. Chair Ortiz serves on the latter subcommittee and reported that the main issue is how to develop a uniform systemwide policy for hiring the post docs. President Napolitano previously announced \$5 million in increased funding to the program which should lead to increased hires. However, the problem on our campus is that in order to hire a Presidential Postdoc, units must borrow against a future FTE lines to "pay" for the post doc hire.

--UCFW on December 12, 2014, January 9, 2015, and February 13, 2015. FWDAF member Newsam attended the December 12 meeting and reported that the main item of discussion was the future of UC Care and the challenges of this health plan. Many are unsure whether UC Care will survive. One alternative option was to create a UC version of Health Net.

Another issue was the 3% increase in faculty salary and how it will be distributed. All campuses were asked to submit comments to UCOP with the intention of forming one uniform systemwide policy. Each campus wants flexibility with the distribution.

Professor Sean Malloy, FWDAF's spring 2015 representative to UCFW, attended the January 9 meeting and his notes are included in today's meeting packet.

ACTION: Committee analyst to contact Professor Malloy for the notes from the February 13 UCFW meeting.

--UCAF meeting on December 4, 2014. FWDAF member Chin attended the meeting and reported that topics of discussion included APM 210-D and contributions to diversity; specifically, there is concern that faculty members will count diversity-related research twice in personnel reviews. While this issue is addressed by campus personnel review committees, UCAF is drafting a statement about this item. Another topic that was discussed pertained to the fact that department chairs own courses and not the instructor of record. UCAF is drafting a statement on this issue.

FWDAF members held a brief discussion on the need for the UC to be cognizant of issues such as Wisconsin Governor Scott Walker proposing to change the University of Wisconsin's mission to "meet the state's workforce needs" and striking the mission's current language about public service and improving the human condition.

VIII. Faculty Professional Development Workshop Series

Chair Ortiz reported that Dr. Philip Clifford, the invited speaker in February, had a successful visit on February 4 and the interactive talk he delivered had an excellent turnout with faculty, graduate students, and post docs.

On January 30, FWDAF and the Academic Personnel office held a luncheon for the six awardees of the NCFDD/Faculty Success Program. Chair Ortiz reported that the awardees are energized and are ready to develop their own program elements for increasing faculty mentoring on campus. Advance Coordinator Morales mentioned that Vice Provost and Dean of Graduate Studies Marjorie Zatz is implementing a similar program for graduate students. Faculty are asked to encourage their students to apply.

ACTION: Committee analyst to add this item on the March 17 meeting agenda where Dean Zatz is scheduled to attend.

IX. Other Business

Chair Ortiz reported that he met with Provost/EVC Peterson about the President's Postdoctoral Fellowship program and the difficulty some groups have with borrowing a future FTE line to "pay" for hiring the post doc. Provost/EVC Peterson asked FWDAF to develop a schematic for a new hiring practice for President's Postdoctoral Fellows until such time as the systemwide Senate creates a uniform hiring policy across all campuses. VPF Camfield offered the services of his office to aid FWDAF in this task. In addition, the VPF stated that he will request a dedicated FTE line for a Chancellor's Postdoc Fellow, which is the program for scholars who make the short list for the President's Postdoctoral Fellowship but are not selected.

ACTION: Chair Ortiz will draft a schematic on President's Postdoctoral Fellowship hiring and circulate to committee members for review and input.

An issue has arisen about faculty members using a legal surname versus a professional surname. VPF Camfield reported that his office will address the issue.

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

Attest: Rudy Ortiz, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst