

COMMITTEE ON FACULTY WELFARE
ANNUAL REPORT TO THE RIVERSIDE DIVISION
December 1, 2020

To be received and placed on file:

The Committee on Faculty Welfare (CFW) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, Faculty Welfare is appointed by the Senate's Committee on Committees and consists of twelve members, two of whom are emeriti/ae professors. It is the duty of this Committee to report to the Division on any and all matters of faculty welfare. The Committee is also responsible for the award process of the Dickson Emeritus/a Professorship.

In addition to reaffirming its Conflict of Interest Statement and conducting a review of its bylaws, the Committee considered inquiries from the campus at large concerning various topics:

- Graduate student funding issues
- Staffing issues
- Overall budget situation
- Faculty salaries
- Graduate education
- Van pool issues
- Teaching evaluations issues
- Teaching schedule issues
- Increased faculty workload issues
- Changes to retirement benefits system

The Committee on Faculty Welfare met eleven times during the 2019-2020 academic year and undertook the following actions:

a. Edward A. Dickson Emeritus/a Professorship

The Edward A. Dickson Emeritus/a Professorship Award is presented annually to an emeritus/a professor on the basis of a compelling project in teaching, research, or public service activities. Awardee(s) shall be known as the Edward A. Dickson Emeritus/a Professor for the duration of the award (one year) and receive up to \$6,000 monetary award and up to \$3000 research support, subject to all policies and requirements of the University of California and the Riverside Campus.

Edward A. Dickson served as a regent of the University of California from 1913-1946, the longest tenure of any Regent. His vision is credited with helping to make the Los Angeles campus a reality. In 1955 Mr. Dickson presented the University with an endowment to provide for annual special professorships for retired faculty.

In 2003, the funds for the Dickson award were separated into ten endowments, one dedicated to each campus. The responsibility for making the awards was delegated to the Executive Vice Chancellor or chief academic officer at each of the ten campuses. On the UCR campus, award oversight and evaluation is performed by the UCR Academic Senate Committee on Faculty Welfare.

The Committee on Faculty Welfare discussed the candidates for the Edward A. Dickson Emeritus/a Professorship and selected three recipients. Professor Emeritus David Swanson in the Department of Sociology, Professor Emeritus George Haggerty in the Department of English, and Professor Emeritus Larry Wright in the Department of Philosophy have been named a 2020-21 Edward A. Dickson Emeritus Professor on the Riverside campus. They will hold the title “Edward A. Dickson Emeritus Professor” from July 1, 2020 through June 30, 2021.

b. Discussions with Campus Leadership and Recommendations to the Administration
FWC Campus Climate Report Presented on May 26, 2020 at Senate Division Meeting

The Committee on Faculty Welfare submitted the full report to the Division and is included in the May 26, 2020 Division agenda.

[https://senate.ucr.edu/agenda/2019-20/5-26-](https://senate.ucr.edu/agenda/2019-20/5-26-2020/13.B.%20CFW%20Faculty%20Campus%20Climate%20Report-2020.pdf)

[2020/13.B.%20CFW%20Faculty%20Campus%20Climate%20Report-2020.pdf](https://senate.ucr.edu/agenda/2019-20/5-26-2020/13.B.%20CFW%20Faculty%20Campus%20Climate%20Report-2020.pdf)

Basics: A survey was created and implemented by CFW in the 2018-2019 academic year. The 2019-2020 CFW scrutinized the data. Invitations were sent to 1123 faculty (including 243 emeriti) from May 6-27, 2019. 98 pages of raw data, graphs, and comments were received by 339 to 369 respondents. This represented a 30-32% response rate. The response rate was considered good and representative of the campus. Key findings are presented in the order of importance as indicated by the number of respondents.

Major Findings: 1) Campus administrators’ lack of consultation with faculty (regarding funding and hiring priorities, campus growth, allocation of resources, etc.) imperils UCR’s research and teaching missions (339 responses to related specific question(s), 140 comments). 2) Insufficient infrastructural and financial supports compromise (graduate) education (363 responses to related specific question(s), 123 comments). 3) Hostile campus climate (bullying, sexual harassment, abuses of power, disrespect) disproportionately harms women, faculty of color (FOC) and junior faculty (341-6 responses to related specific question(s), 120 comments). 4) Women and FOC (especially junior faculty) bear the brunt of inequities regarding workload, service, working conditions and teaching (evaluations), yet fewer retention efforts are made on their behalf (104 comments – 16% of the comments). 5) Advising and mentoring are not adequately acknowledged as faculty labor, and tend to be borne by women, FOC and junior faculty (351 responses to related specific question(s), 58 comments). 6) College and campus leadership do not consult sufficiently (or communicate effectively) with faculty about policies, hiring priorities, teaching expectations (346 responses to related specific question(s), 32 comments). 7) While many faculty members expressed satisfaction with department leadership, others faulted department chairs for lack of transparency, favoritism and insufficient consultation with faculty (Some quantitative data shown before, 25 comments) 8) Other issues (31 comments).

Next steps: Distribute the report widely to the campus. Ask Senate committees and Departments to weigh in and come up with recommendations to resolve issues. Come up with a final set of recommendations for all inputs. Implement the recommendations within a reasonable timeframe (1 academic year). Senate and administration need to work together.

to Administration - Chancellor Wilcox & IPEVC Smith via Senate Chair. CFW memo re. Impact on faculty salary due to COVID-19 response

We are living through difficult and troubled times, and apparently even harder times lie ahead. It is quite understandable that our University will face various kinds of challenges and difficulties.

As we learned the hard way during previous crises, the State will probably sacrifice a hefty portion of UC's budget to meet its other obligations. If that happens, the faculty is likely to be asked to absorb the resulting reduction in the form of cuts to our salaries. While we understand the necessity for budget cuts, there are certain issues on which we must remain firm. As the Committee on Faculty Welfare (CFW), we feel compelled to act now, before we are presented with yet another *fait accompli*.

1. First and foremost, there should be **no freezing of the merit and promotion process**. This is a unique feature of the UC system, and we must preserve it even in the present circumstances. In particular, we must make sure that faculty who were tenured this year get their salary raise. A cynical assumption that they won't leave because no institutions are hiring would have devastating effects in the long run.

2. Our administration has a history of making decisions first and asking faculty's opinion later. This time, given the gravity of the situation, it is especially important that the decision-making process is absolutely **transparent** and involves extensive **consultations with the Senate** and appropriate committees **before** any decisions are made. For instance, it was reported that UCR received some substantial funding under the CARES act; the Senate must be consulted before it is spent.

3. As a general principle, we strongly oppose any kind of reductions of salaries for faculty, staff, and graduate students. The UC is already behind the "Comparison 8" institutions by 7.5% in faculty compensation as of 2018, while the cost of living in California keeps increasing and is likely to increase even more dramatically in the aftermath of the present crisis. Yet, it may be acceptable to sacrifice the promised 3% increase in faculty compensation, which is equivalent to a 3% permanent salary cut, in the coming academic year to partially absorb the budget cuts. At any rate, the CFW insists that any decision on the compensation be taken **after consultations with the Academic Senate**, to ensure full support of the faculty during this painful process. If such consultations show that even more drastic measures are absolutely unavoidable, the CFW will oppose any further, permanent or temporary, salary cuts and will only consider the possibility of temporary furloughs.

In addition, we are concerned that staff, graduate students, and lecturers not lose their livelihoods in layoffs or suffer excessive salary reductions. We urge the University to institute cutbacks in a graduated manner, starting with cuts to administrators' salaries, and protect the most vulnerable members of our community. This is an equitable approach, and it will ensure that we will continue to have essential support for teaching and research.

Harry Tom, Chair of the Committee on Planning and Budget

Harry Tom, the current Chair of the Senate Committee on Planning and Budget gave a brief overview of changes to the budget model with a particular emphasis on current funding and the state of the campus. Additional topics included graduate student funding and staffing.

IPEVC Smith and VC Bomotti

CFW discussed various high priority issues such as graduate student funding and the lack of staff support on campus and noted that the financial budget has serious implications on almost all concerns raised. As a result, CFW felt it would be very instructive to learn more about administrations planning and budget goals and constraints in relation to these areas. IPEVC Smith and VC Bomotti met with the committee to discuss campus priorities or trends reflected by the budget during the last five years, particularly in relation to graduate student funding and staffing.

Chancellor Wilcox, IPEVC Smith, VC Bomotti, VC Torres, and Graduate Dean Bowler

Administration was invited to meet with CFW to discuss the overall budget situation, the future of faculty salaries and graduate education in light of economic impacts and revenue concerns resulting from the COVID-19 pandemic.

to Senate. Request for reconsideration of APM 120 on Emerita. Emeritus Titles

At the request of Senate members affiliated with the UCR Emeriti Association, the Committee on Faculty Welfare considered recent changes in APM 120 affecting Emerita/Emeritus titles at its meeting on February 18.

Changes in procedures for conferral of Emerita/Emeritus status were adopted in May 2018 after only minimal consultation with the systemwide Senate, and no consultation at all with individual campuses or with Senate members in job titles affected by the change.

On October 30, 2019, Vice Provost Susan Carlson invited the Academic Council and the Chancellors of individual campuses to submit comments on those 2018 changes in APM 120, with a deadline for responses of February 28, 2020.

At its meeting on February 18, the Committee on Faculty Welfare voted unanimously to join Senate bodies on other campuses in requesting a reconsideration of the changes in conferral of Emerita/Emeritus status that were introduced in May 2018, and a return to the criteria that applied before that date so that all members of the Academic Senate are included. Please communicate this recommendation to the Academic Council and to Chancellor Wilcox as soon as possible.

c. Advice to the Academic Senate

In keeping with its charge to opine on matters pertaining to faculty welfare, the Committee considered the following items received for Campus and Systemwide review:

Campus Review

- Prohibition on Bullying and Abusive Conduct by Employees and Non-Affiliates
- Proposed Transition of Vice Provost for Administrative Resolution (VPAR) at UCR
- Proposal to Extend COVID-19 Remote Instruction at UCR
- COVID-19 Temporary Modification or Suspension of Senate Regulations and-or Policies
- Committee on Courses proposed new General Rules and Policies Governing Courses of Instruction
- Proposal Expected to Eliminate Differences in Rate of Advance of Faculty Among Genders & Ethnicities
- Consideration of Proposal for Suspension of iEval for Spring 2020
- Implementation Procedures for the Health Sciences Compensation Plan (HSCP)
- Campus Five Year Planning Perspectives (2020-2025)
- The Singletary Family Chair in Agriculture in CNAS

- CHASS Endowed Term Chair for Research Excellence and Undergraduate Research Mentoring
- Proposed Regulation Change. Senate Regulation R1.8.1-Final Exam Duration
- Proposed Policy. Performance Management, Corrective Action, Dismissal (Non-Senate Academic Titles)
- Proposed Agreement. UCR Online Course Agreement (ILTI Agreement)
- Proposed Agreement. Resubmission-UCR Online Course Agreement (ILTI Agreement)
- New Title for Cooperative Extension (CE) Specialists
- Proposal to Modify UCR Comprehensive Review Model to Include a Test Optional AIS for Freshman Admission for Fall 2021 and Fall 2022 Admissions Cycle

System-wide Review

- Proposed Revisions to Academic Personnel Manual Sections 240 and 246
- Report of the Working Group on Comprehensive Access
- Proposed Revised Policy. UC Seismic Safety
- Presidential Policy on Native American Cultural Affiliation and Repatriation
- Proposed Revised Policy. Presidential Policy on Native American Cultural Affiliation and Repatriation
- Proposed Revised Policy. Presidential Policy on Copyright Ownership
- Proposed New Presidential Policy on Gender Recognition and Lived Name
- Reconsideration of Changes Made to APM 120
- Presidential Policy Business and Finance Bulletin G-28. Travel Regulations

The Committee’s formal response to each issue is located on the Academic Senate website and can be found at: <http://senate.ucr.edu/about/issues/2019-2020/>

d. Representation at Systemwide Senate and the Executive Council

The Committee on Faculty Welfare continued its active participation on the systemwide University Committee on Faculty Welfare (UCFW). The 2019-20 UCFW representative was Abhijit Ghosh, who updated committee members of the issues under discussion at the statewide level. Chair Ghosh also represented the committee on the UCR Academic Senate’s Executive Council.

Respectfully submitted,

Abhijit Ghosh, Chair
 Justin Chartron
 Begona Echeverria
 Brian Federici
 Jacob Greenstein
 John Heraty
 Marta Hernandez Salvan
 Stefano Lonardi
 Manuela Martins-Green
 Patricia Morton
 Megan Robbins
 Raymond Russell
 Nicole Harake – GSA Representative