

**COMMITTEE ON FACULTY WELFARE
ANNUAL REPORT TO THE RIVERSIDE DIVISION
November 30, 2021**

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.

The Committee on Faculty Welfare met ten times during the 2020-2021 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.

Due to the many restrictions imposed by the COVID-19 pandemic, the previous year's awardees - 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 – requested and were granted one-year extensions. Additionally, given the restrictions on in-person events, the awardees were unable to give their lectures. Following consultation with the Emeriti Faculty Association, CFW decided not to select award recipients for AY2021-2022 in order to allow the current awardees the opportunity to present their lectures.

b. Discussions with Campus Leadership and Recommendations to the Administration

FWC Campus Climate Report and Recommendations

Background: A survey was created and implemented by CFW in the 2018-2019 academic year. Invitations were sent to 1123 faculty (including 243 emeriti) from May 6-27, 2019. The full report

including background, analysis, and major findings can be found on the committee resource page via the Academic Senate website: <https://senate.ucr.edu/committees/12>

The report was distributed widely to the campus in November 2020. Senate committees, Departments, and Campus Administration were asked to weigh in and provide recommendations to resolve issues identified in the report. CFW received responses from 5 departments, 23 Senate committees, and 5 college executive committees (formal responses are located on the Academic Senate website and can be found at: <https://senate.ucr.edu/issues/archive/2020>).

A sub-committee was formed to draft a report that compiled and summarized the Senate Committee responses and suggestions succinctly. CFW provided a combined response to the Senate Faculty, Senate Committees and Campus Administration with the following recommendations: a) conduct a biannual survey on climate issues, b) practice real shared governance, c) communicate transparently and frequently, d) make Diversity, Equity and Inclusion a guiding principle, e) better support the hiring and retention of a diverse faculty, f) institute a proactive, comprehensive, and accountable plan for identifying and addressing faculty and administrator misconduct, g) change academic personnel guidelines and procedures to account for informal advising, mentoring, and other forms of service and teaching, as well as inequitable service burdens on women faculty and faculty of color, h) increase funding and administrative support for graduate programs, i) create an Ad Hoc Committee, by June 30, 2021, of faculty, staff, administrators, and students to create an action plan to address the Survey's findings. The committee's full recommendation memo can be found on the committee resource page via the Academic Senate website: <https://senate.ucr.edu/committees/12>

Daniel Jeske, Vice Provost of Academic Personnel

The Committee met with VPAP Jeske twice during the year to discuss the following topics: Creation of a faculty mentoring program which would provide a second level of advice outside of the home department and provide institutional support to junior faculty; final proposal of the VPAR Transition which included increased training for department chairs on early resolution efforts as well as new processes by which merit and promotion actions may now be affected by disciplinary sanctions adjudicated via the Appendix 5 disciplinary process; actionable items to mitigate COVID impact, such as the recommendations made in the UCFW Report to the Assembly and stressed the importance of support for faculty and acknowledgement of COVID impacts on research, teaching, and service.

Provost Elizabeth Watkins

The Committee met with Provost Watkins once during the academic year to discuss the following topics: CFW Campus Climate Survey which the Provost felt some positive moves had been since her arrival and wanted to return to CFW for further discussion; shared governance and more effective consultation with Senate faculty; better support for faculty and staff retention efforts; availability of Federal Higher Education Emergency Relief Funds (HEERF) funding for assistant professors; strategic planning and the campus budget.

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

- Proposed Policy: UCR Anti-Bullying Policy
- Proposal to Modify the UCR Comprehensive Review Model for Freshman Admission for Fall 2021 and Fall 2022
- Report Review: Final Report from the Ad Hoc Committee on Evaluation of Teaching
- 2nd Round-Transition of Vice Provost for Administrative Resolution (VPAR) Role at UCR
- 3rd Round-Transition of Vice Provost for Administrative Resolution (VPAR) Role at UCR
- Request for Recommendations. President's Job Protection Program
- Proposal: Request for use of title Professor of Practice on campus
- Appendix 7 Transfer of Program: Transfer of the CMDB Graduate Program and the CMDB Undergraduate Program to the Department of Molecular, Cell and Systems Biology (MCSB)
- Proposal: Interim COVID-Related Dependent Care Modified Duties
- Proposal: Proposal for a Dean's Final Merit Delegation at UCR
- Proposal to Modify the UCR Comprehensive Review Model for Freshman Admission for Fall 2021 and Fall 2022
- New Department Pre-Proposal: Department of Black Study
- Proposal: Renewal of Partnership Agreement between UCR & RUSD Regarding Riverside STEM Academy (RSA)
- Consultation: Safety Orientation - Mandatory Training Program
- Report Review: Campus Safety Task Force draft report & recommendations
- Proposal: Proposed Modification to the Merit and Review Process (Extenuating Circumstances)
- Academic Planning: Draft Strategic Plan
- Proposed Policy: Remote Options for Fall 2021
- Request for Recommendation on Masking in Classrooms

System-wide Review

- Report Review: Faculty Salary Scales Task Force Report and Recommendations
- Proposed 2020-2021 Curtailment Program
- Proposed Policy: *SARS-CoV-2 (COVID-19) Vaccination Program*
- Framework Revisions: Revisions to SVSH Frameworks for Faculty and Staff: stakeholder input
- Proposed Revisions to the Leave-Related Policies of the 700 Series of the Academic Personnel Manual (APM)
- Report Review: Innovative Learning Technology Initiative (ILTI)
- Proposed Presidential Policy, Business and Finance Bulletin, IS-12 IT Recovery
- Report of the Academic Council Teaching Evaluation Task Force
- Proposed Revisions to Senate Bylaw 336.F.8
- Proposed Presidential Policy: UC Health Participation in Activities under the End-of-Life Option Act
- Proposed Revisions to Policy: Proposed Revisions to the Universitywide Police Policies and Administrative Procedures

The Committee's formal response to each issue is located on the Academic Senate website and can be found at: <https://senate.ucr.edu/issues/archive/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 2020-2021 UCFW representative was Patricia Morton, who updated committee members of the issues under discussion at the statewide level. Chair Morton also represented the committee on the UCR Academic Senate's Executive Council.

Respectfully submitted,

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Jacob Greenstein
Begona Echeverria
Brian Federici
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