COMMITTEE ON FACULTY WELFARE (CFW)
October 13, 2026
MINUTES

PRESENT: L. Sales, Chair; C. Baker; D. Eastmond; J. Ganim; W. Gu; E. Heinrich; J. Medearis; C. Murillo; R. Wu; N. Yu

ABSENT: P. Samuelson (*Sabbatical*); E. Wong

The meeting was called to order at 9:00am.

CFW unanimously approved the October 1 meeting minutes.

I. AY26-27 Conflict of Interest (COI) Statement
CFW unanimously approved the proposed AY26-27 COI Statement.

II. Meeting Modality Decision
CFW decided to meet primarily via Zoom, with the potential to meet in person once per quarter.

III. Initial Discussion of "AY26-27 Senate Faculty Climate Survey" Input/Design of Questions
CFW reviewed the AY22-23 Climate Survey Questions and discussed what questions might be incorporated into the forthcoming AY26-27 Climate Survey—to include the following questions that were drafted and shared by the UCR Women's Faculty Association, CODEI, and other committees:

1. I understand my department's Bylaw 55 policy, including my voting rights and any opportunities for non-voting participation in merit and promotion cases.

2. My department's personnel-review process provides appropriate transparency and inclusion for faculty at my rank and/or series.

3. In my department, faculty who are not eligible to vote on certain personnel actions still have meaningful opportunities to understand the standards used in merit and promotion reviews.

4. My department's Bylaw 55 policy (voting rights and transparency) has negatively impacted my advancement and career.

5. How familiar are you with campus disability-related resources and processes available to faculty and students, including accommodations, consultation, and support services?

6. How much have these barriers to progression affected your advancement and career?

- Structural barriers: unequal access to resources, service/teaching/administrative overload, support staff capacity, tech support, administrative oversight (rank 1(not at all) - 10(extremely))

- Evaluation and promotion bias: bias in evaluation of productivity, higher standards/shifting criteria (rank 1-10)

- Cultural and interpersonal dynamics: belonging and climate issues, stereotypes and role incongruity, differential networks (rank 1-10)

- Work-life and caregiving constraints: unequal caregiving expectations (rank 1-10)

- Leadership and advancement bottlenecks: under-representation at senior ranks, limited sponsorship (rank 1-10)

- TEXT BOX: Please provide additional comments to your response as you see fit.

CFW is checking whether the VPAP can attend the November 10 CFW meeting to discuss the AY26-27 Climate Survey Questions.

IV. [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM) - 560, Removal Expenses/General
CFW generally supports the proposed revisions.

V. [Systemwide Review] Proposed Revisions to Presidential Policy: Relocation Assistance Act Policy for Real Estate Acquisitions and Leases
CFW has no comments.

VI. [Campus Review] Teaching with AI at UCR/ AI Council Instructional Guidance
Some members' comments included:

- It is impossible to adequately discuss the use of AI in teaching without addressing ethical issues.

- It should be more explicit in the document that instructors should preview AI before classroom use(s)/assignment to students; and the language for "Suggested Practices for Instructors" should be rephrased to reflect a more responsible use of AI from instructors.

- The document does not address the potential negative impact of AI use on student learning and skill development.

- The inability to monitor or control AI-instigated academic dishonesty such as plagiarism is of major concern.

- CFW members noted that the current document does not discuss the impact/role of economic interests in driving the urge to use AI in teaching. In particular, CFW recommends that the report openly discuss UCR's agreement/collaboration with Google Public Sector where UCR plays a test-study role for "Google AI."

VII. [Systemwide Review] Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations
CFW members wondered whether more background information could be provided related to this review item.

With no further business, the meeting was adjourned at 10:15am.