

COMMITTEE ON FACULTY WELFARE (CFW)

MINUTES

November 12, 2024

The meeting started at 9:05 a.m.

Present:	Salman Asif, Chair	Absent:	Kerry Mauck
	Robert Clare		Toby Miller
	Charmaine Craig		Jade Sasser
	Iryna Ethell		Kristi Shin, ASUCR Rep
	Ivett Gabriella, GSA Rep		
	Mohsen El Hafsi		
	Karine Le Roch		
	Misaki Natsuaki		
	Akula Venkatram		
	Qi Zhang		

CFW voted unanimously to approve the October 8 meeting minutes.

Chair's Updates

Chair Asif attended the UCFW Meeting on November 8. UCFW discussed proposed revisions to APM-015 ("The Faculty Code of Conduct")/APM-016 ("University Policy on Faculty Conduct and the Administration of Discipline"), along with the following:

- Conversion from Quarter System to Semester System – A systemwide taskforce/workgroup will be examining the pros and cons of UC campuses potentially switching from the quarter system to the semester system; and will eventually publish a formal report. UC Berkeley and UC Merced are currently the only two UC campuses on the semester system.
- [Mortgage Origination Program](#) (MOP) – It is important to recruitment; but it is currently depleted (not terminated). Campuses get allocations due to historical use. MOP is not useful if market rates are lower; it goes unused and thus funds are unable to be replenished. UCOP is looking for relief for MOP.

On November 7, Chair Asif—along with CFW members Kerry Mauck and Bob Clare; and committee analyst John Leary—met with Scott Heil (Associate Vice Chancellor of Institutional Research) to discuss the analysis of the AY22-23 Senate Faculty Climate Survey. Institutional Research (IR) is more than happy to assist in the analysis. AVC Heil indicated, however, that IR does not currently have a qualitative methodologist. For that reason, AVC Heil is not sure that IR can offer to do a very detailed analysis of the open-ended responses of the AY22-23 survey. In the past, IR has done some basic theme classifications and maybe some form of sentiment analysis using text analysis software; but those methods tend to be much more general and less precise than a qualitative reading. Chair Asif conveyed to AVC Heil that CFW wishes to compare the results of the AY19-20 Senate Faculty Climate Survey to the results of the AY22-23 survey, in hopes of determining compatibility and how much comparison is possible with respect to the two surveys.

Meet with Paul Larsen to Discuss "Disability Inclusion" on Campus

Paul Larsen (Professor of Biochemistry) has served for nearly 3 years as the Academic Senate faculty member representative on the [Chancellor's Advisory Committee on Disability Inclusion](#)

[\(CACDI\)](#). Professor Larsen met with CFW and conveyed that he has numerous concerns with disability inclusion/disability rights on campus. Professor Larsen believes:

- There is no training available to faculty regarding how to properly accommodate students with disabilities in classrooms, laboratories, etc.
- Key campus figures relating to disability rights may be misinformed about what policies, procedures, and training opportunities exist.
- It is not made clear to faculty as to how to exactly handle cases in which students do not go to the [Student Disability Resource Center \(SDRC\)](#) for accommodation but expect (in some cases demand) faculty to lower standards/tasks.
- In light of the aforementioned, administrators may be inclined to investigate and punish faculty members for perceived disability discrimination/alleged misconduct.

Determine “Disability Inclusion” Action Items

To further examine the disability inclusion climate on campus, CFW decided to next meet with Mariam Lam (Vice Chancellor and Chief Diversity Officer), along with Philip Brisk (Vice Provost of Administrative Resolution).

[Campus Review Item] Proposal: Negotiated Salary Program (NSP) Campus Procedures Review for 25-26 AY Implementation

CFW reviewed the draft Negotiated Salary Program (NSP) Campus Procedures for 25-26 AY implementation. CFW has the following questions:

- On page 3 of the draft procedures, it states that “there can be no teaching buyouts for any faculty member participating in this program.” What is the logic behind this? Do any of the sister campuses permit teaching buyouts for faculty members participating in the Negotiated Salary Program?

Medical Plan Costs

As a number of CFW members had to leave the meeting early, CFW will defer more extensive discussion on medical plan costs to a future meeting.

Meeting adjourned at 10:51 a.m.