

COMMITTEE ON FACULTY WELFARE MINUTES

November 17, 2020

The meeting was called to order by the Chair at 9:00 a.m.

Present:	Patricia Morton, Chair	Absent:	Jacob Greenstein
	Rajiv Gupta		Urmee Khan
	Begona Echeverria		Sika Zheng
	Brian Federici		
	John Heraty		
	Manuela Martins -Green		
	Megan Robbins		
	Bradley Hyman		
	Venugopala Reddy Gonehal		
	GSA Rep, Cody Simons		
	ASUCR Rep, Salvador Jr.		
	Olguin		

Chair Announcements

Chair Morton introduced three new members to the committee from BCOE, Graduate Student Association, and ASUCR.

Approval of the Meeting Minutes

The Committee reviewed the minutes from the meeting on October 13, 2020 and were approved by a vote of +9-0-0.

UCFW and Executive Council update

The Chair provided a brief update on topics discussed at the November 9th Executive Council meeting. Topics included proposed curtailment days, Provost search status, and a presentation by the P&B Chair on UCR's current budget status.

The Chair also provided a brief update on the topics discussed at the November 13th UCFW meeting which included concerns about the impact of COVID on faculty productivity and the President's proposed curtailment plan.

Campus Review of the 2nd Round-Transition of VPAR Role

The Committee discussed the 2nd Round review of the proposed transition of the VPAR role at UCR. Previously, the Committee's main points of concern were related to the potential increase in workload for a 50% position and maintaining the firewall between the AVPAR and VPAP. After review of the revised proposal, the Committee continued to have great concern about the proposed transition and the fact that the Administration plans to move forward with the AVPAR job search without an adequate description of the position and the process as it relates to merit and promotion files. The Committee plans to request an update on the status of the position description and process. Members expressed that there could be an erosion of trust in the merit and promotion process if an adequately defined process is not established prior to the implementation of this transition.

Systemwide Review on Proposed Revisions to the Leave-Related Policies of the 700 Series of the APM

The Committee consider the proposed revisions to the Leave-Related Policies of the 700 Series of the Academic Personnel Manual (APM). The Committee viewed the policy revisions to be positive and were in support of the proposal. Members noted that there may be inconsistencies in how the policies are applied and suggested that additional clarification on wording related to academic titles be included.

Systemwide Review of Proposed Revisions to Senate Bylaw 336.F.8

This item will be moved to the next agenda. The UCFW plans to have further discussion on the proposed revision at its next meeting which may be beneficial to the committees' review.

Proposed Discussion Topics

The Committee discussed the possibility of creating a faculty mentorship program, which would pair each assistant professor with two tenured professors outside their department/school. The Committee will request a meeting with VPAP Dan Jeske for further discussion on next steps for putting together such a program.

New and Continuing Committee Goals for the Year

Faculty Climate Survey Report will be distributed to all Senate faculty with a specific request to department chairs, Senate Committees, and upper Administration for feedback by the end of winter quarter; Administration's response requested by January 15.

For the Early Childhood Services, the committee expressed interest in drafting a letter of support to maintain ECS as a resource and convey its importance to the campus.

Other proposed issues for CFW consideration included the affects of COVID on faculty advancement and teaching evaluations. Members also discussed what guests may be invited to the committee for discussion on the related topics.

The next meeting is scheduled to take place on Tuesday, December 15, 2020 at 9:00 a.m.

Meeting adjourned at 11:00 a.m.

Minutes approved on: December 15, 2020