

COMMITTEE ON FACULTY WELFARE MINUTES

December 15, 2020

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

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

Chair Announcements

Chair Morton provided updates on three topics including the Early Childhood Services Center, UC/UCR budget, and the CFW Climate Survey. The Chair noted that the ECS teachers had not been permanently laid off and will be working remotely until enrollment can be increased. The Chancellor provided a budget update at the December 15 Executive Council meeting where he indicated the UCR budget was worse than at other campuses (2-4% compared to 15% at UCR). The Senate Chair and Vice Chair discussed the Faculty Climate Survey with the Dean's Council, noting some Dean's expressed that certain areas of the report were a Senate issue. The Chancellor indicated the administration will be providing a response.

Approval of the Meeting Minutes

The Committee reviewed the minutes from the meeting on November 17, 2020 and were approved by a vote of +9-0-2.

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

The Committee discussed the proposed revision to Senate Bylaw 336.F.8 that calls for the use of the preponderance standard in P&T Hearings for cases of alleged violations of the University's SVSH policy. CFW was in support of the revision as it is legally required. The Committee commented that it hopes in the future, further revisions will address the difference in the application of the evidentiary standard between faculty, students, and staff.

Systemwide Review on Presidential Policy, Business and Finance Bulletin, IS-12 IT Recovery

The Committee reviewed the proposed Presidential Policy, Business and Finance Bulletin, IS-12 IT Recovery. Members noted that they see a tremendous impact on faculty welfare if the campus does not have a fully implemented IT recovery plan. Otherwise, the Committee felt this was not within their purview and had no further comment.

Systemwide Review of Innovative Learning Technology Initiative (ILTI) Review

The Committee reviewed the report and commented that they approve the way in which courses created by faculty are being retained. Members felt it was important to make a distinction between classes currently being taught remotely due to the COVID-19 campus response and those courses that were developed to be taught online. Overall, CFW felt the recommendations in the proposal were very positive and were in agreement.

Expedited Campus Review President Job Protection Program Memo

The Committee considered the proposed President's Job Protection Program. While the committee understood the urgent need to find ways to meet the budget savings target issued by UCOP, members found the program has serious defects and is not a good means for closing the budget gap. It was noted that many questions remain unanswered regarding its implementation (such the number of days under consideration), making it more difficult to gauge its potential impact on faculty and staff. The Committee felt the modest savings that might accrue from this program do not justify the time and effort (especially staff time) it would take to administer it. The Committee was not confident that UC PATH will be able to implement this program without causing disruptive problems. If the program is implemented, the committee was concerned about the degree that it may impact junior faculty negatively. The Committee felt it would set a dangerous precedent if a Chancellor were allowed to reduce faculty salaries within this program, which is intended to end on June 30, 2021 but could be extended beyond this fiscal year.

Request for College-Specific Climate Survey Data

The Committee considered the request submitted via the Senate Chair for college-specific data responses to the CFW Climate Survey. Committee member noted that prior to conducting the survey, CFW decided that the data would never be shared with anyone outside of the committee, including the administration. The committee's decision was stated in the survey participation request that was sent to faculty. Therefore, the Committee will decline the request to release the survey data.

UCFW and Executive Council update

The Chair provided a brief update on the topics discussed at the December 11th UCFW meeting which included concerns about and justification for the use of the curtailment program, censorship by Zoom that may affect academic freedom, and impacts of COVID-19 on faculty productivity with a suggestion that each campus should try to establish ad hoc committees to assess COVID impacts and make recommendations on how to ameliorate those impacts. CFW will invite VPAP Jeske to an upcoming meeting to have a broad discussion about the impacts that COVID-19 has had on UCR faculty.

The next meeting is scheduled to take place on Tuesday, January 19, 2021 at 9:00 a.m.

Meeting adjourned at 11:00 a.m.

Minutes approved on: January 19, 2021