

COMMITTEE ON FACULTY WELFARE MINUTES

February 16, 2021

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

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

Chair Announcements

Chair Morton informed the committee that the Senate Chair asked for an extension on the response deadline for the Strategic Plan, but the Administration is asking for the deadline to remain firm. The Senate Chair received numerous requests for extensions.

Approval of the Meeting Minutes

The Committee reviewed the minutes from the meeting on January 19, 2021, following one small editorial change, they were approved by a vote of +10-0-0.

Administration's Response to the Climate Survey Report

The Committee reviewed and commented on Administration's response which included comments such as: Administration has a top down approach and lacks admission of responsibility; Administration has not looked at structures that have led to the inequities and hostile campus climate or how they might be addressed; example of lack of shared governance was recent response timeline for Strategic Plan; questioned how Administration uses faculty consultation; data/proposals received by Senate are not the most up-to-date changes; Administration's lack of communication; campus training ineffective. The Committee will continue drafting its response to the Administration in a shared Google doc with continued discussion at its next meeting.

[Campus Review] Campus Safety Task Force Draft Report & Recommendations

The Committee was split regarding the Campus Safety Task Force report and recommendations. Some members felt that the recommendations were appropriate with others feeling that it fell short of re-envisioning safety at UCR. One committee member called for inclusion of relevant student agencies on campus (the various Unions and other student organizations), which should be a high priority for consultation.

Discussion with Vice Provost of Academic Personnel Dan Jeske

The Committee invited the VPAP for discussion on two topics: VPAR Transition Proposal and actionable items to mitigate COVID impacts.

The VPAP noted a third round of revisions would be coming to the Senate for review. The revised VPAR proposal includes a return to the VPAR title with the reporting structure now being directed to the Provost rather than the VPAP. The position will start as a .5 FTE with option to increase to 1.0 FTE if needed. The VPAR and VPAP will be providing department chairs with training on early resolution efforts at the department level before escalating complaints to the VPAR level. Beginning in Fall 2021, merit and promotion actions may now be affected by disciplinary sanctions adjudicated via the Appendix 5 disciplinary process. CFW members questioned how the new process would address patterns of low-level harassment that might not rise to the level of a P&T disciplinary hearing. The VPAP responded that the campus is working on revising the bullying policy so that it may be considered a violation under APM-015.

The Committee discussed the recommendation made in the UCFW Report to the Assembly with the VPAP. CFW members noted that more communication and transparency to faculty is needed about what COVID related options are available to faculty. The VPAP stated he has been working with a group of department chairs to discuss upcoming changes to The CALL and Addendum. The VPAP agreed that faculty need to feel heard, supported, and that there is an acknowledgement of COVID impacts on research, teaching, and service.

UCFW and Executive Council update

The Chair provided the following updates from the Executive Council meeting: Chancellor indicated the possibility of a better budget scenario; stimulus plan may have some money earmarked for higher education; Senate is considering requesting a task force to look at off-scale salaries with CFW and CODEI to be central members.

The Chair provided the following updates from the systemwide UCFW: provided an overview of the UCFW Chair's presentation to the assembly, suggestion of a campus committee to deal with COVID impacts; return-to-campus approaches; faculty salaries cuts were within UC President's power; rebenching funds to equalization allocation of state funds across the system.

The next meeting is scheduled to take place on Tuesday, March 16, 2021 at 9:00 a.m.

Meeting adjourned at 11:00 a.m.

Minutes approved on: February 16, 2021