

COMMITTEE ON FACULTY WELFARE
MINUTES
April 20, 2021

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

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

Chair Announcements

None at this time.

Approval of the Meeting Minutes

The Committee reviewed the minutes from the meeting on March 16, 2021 and were approved by a vote of +10-0-0.

Update from Sub-Committee regarding CFW's Response to Feedback

The Sub-Committee provided a brief review of responses and presented a draft report for review by the committee. The following recommendations will be submitted to the Senate and Administration: conduct a biannual survey on climate issue; practice real shared governance; communicate transparently and frequently; make diversity, equity and inclusion a guide principle; better support the hiring and retention of a diverse faculty; institute a proactive, comprehensive, and accountable plan for identifying and addressing faculty and administrator misconduct; change academic personnel guidelines and procedures to account for informal advising, mentoring, and other forms of service and teaching, as well as inequitable service burdens on women faculty and faculty of color; increase funding and administrative support for graduate programs; and create an Ad Hoc Committee of faculty, staff, administrators, and students to create an action plan to address the Survey's findings. CFW recommended the ad hoc be created by June 30, 2021.

Dickson Professor Call 2021

The Committee reviewed the draft call for proposal of the Edward A. Dickson Emeritus/a Professorship. Members elected to leave the award criteria as is so as not to discourage applicants. The application deadline will be set for May 28, 2021.

[Campus Review] UCR Anti-Bullying Policy

The Committee discussed the proposed UCR Anti-Bullying Policy, which was a revision of the proposal reviewed in July 2020. While CFW recognized the need for such a policy, the Committee found the proposal inadequate and unclear on a number of points. In particular, the section on reporting still does not specify a clear process for reporting incidents of bullying or

abusive behavior. The policy would require supervisors, managers and administrators to report and address incidents of bullying and abusive behaviors of which they have been made aware and would encourage such reporting by other UCR community members who experienced or witnessed them. CFW found this to be confusing. In addition, potential conflicts of interest may arise if the supervisor, manager or administrator is complicit with the bullying or abusive behavior or if that individual is the bully. In such cases, CFW questioned to whom should the person report? CFW recommended that reports should be made to an independent entity that could carry out an investigation. The Committee noted that the proposed policy included reference to the UC Whistleblower Hotline in Section VI to be used for reporting improper governmental activities (page 6). CFW asked whether this also included bullying or abusive conduct and if not, the reference should be deleted. CFW recommended that UCR set up its own Hotline for reporting bullying and abusive conduct. Lastly, the Committee recommended that UCR pause efforts to create a campus policy until the systemwide policy was announced.

Townhall for Assistant Professors

The Chair provide an update on the coordination of a townhall with Senate Chair Stajich. The purpose was to present options available to faculty that help to address the impact of the COVID pandemic. The Chair indicated there was not a lot of buy-in from the Administration and that it may be too late in the year to offer the townhall. CFW members were asked if they would like to assist with planning and participate in the townhall.

Reopening/Returning in Fall

The Chair reported that campus reopening plans will be a topic at the next Senate Division meeting. Many questions have been raised at the local and systemwide levels regarding –dual modes of instruction will operate; different assessment modes for in-person v. virtual teaching; technology training available to faculty; mask and vaccination mandates; and COVID outbreak procedures. The Committee commented that it seems reopening plans are being driven by operation concerns rather than pedagogy. It was recommended that Administration be asked to hold an open forum on reopening to obtain feedback from staff, students, and faculty.

UCFW and Executive Council update

The Chair provided the following updates from the Executive Council meeting: continued discussion of the campus strategic plan and the recent UC Data breach.

The Chair provided the following updates from the systemwide UCFW: inequities in funding for undergraduates and discussion on whether medical centers should fund their own students.

The next meeting is scheduled to take place on Tuesday, May 18, 2021 at 9:00 a.m.

Meeting adjourned at 11:00 a.m.

Minutes approved on: May 18, 2021