

**COMMITTEE ON FACULTY WELFARE**  
**MINUTES**  
May 18, 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	Sika Zheng
	John Heraty	GSA Rep, Cody Simons
	Manuela Martins-Green	ASUCR Rep, Salvador Jr. Olguin
	Jacob Greenstein	
	Bradley Hyman	
	Urmee Khan	
	Venugopala Reddy Gonehal	
	Rajiv Gupta	

**Chair Announcements**

The Chair reminded members that the next Senate Division meeting will be held on May 25 and will include a presentation by VPAP Dan Jeske on mitigating COVID impacts. CFW members were informed that the proposed town hall for assistant professors will not take place and may be rescheduled to late June.

**Approval of the Meeting Minutes**

The Committee reviewed the minutes from the meeting on April 20, 2021 and were approved by a vote of +9-0-0.

**[Systemwide Review] Proposed Presidential Policy: UC Health Participation in Activities under the End-of-Life Option Act**

The committee considered the proposed policy and noted it seems to conform to the law, but that there was not enough information to understand the whole issue. Members commented that there needs to be a more robust method and mechanism of informing patients of their options, such as if their provider has chosen to opt out of the End of Life. Following the discussion, the Committee determined the review item was beyond its purview and would not provide any comments.

**Reopening Plans for Fall**

The Committee discussed the following issues regarding plans for reopening campus in the fall:

- Vaccination Mandate – President Drake’s determination on a mandate will depend on FDA authorization of the vaccine. Questions were raised how the campus will track vaccinated individuals, especially the student population (25,000). Students must provide full vaccine records by August 1 to avoid registration holds and campus is developing incentive programs to encourage vaccinations. Staff and faculty vaccination requirements remain unclear given that HIPAA rules would require voluntary submission of vaccination records. Enforcement of COVID protocols remains a concern and it was noted that Administration should develop a plan to address an outbreak or when a student tests positive.

•“Dual Mode” Teaching – Questions were raised following a memo from Associate Provost Baerenklau which indicated a student could request remote learning for any in-person course. It was unclear whether departments and instructors would have to accommodate the request. CFW members were concerned this would create double workload for faculty managing dual modes of teaching, testing/assessments, discussion classes, and labs. It was noted that a majority of campus classrooms lack the available resources to record lectures. CFW members expressed concern that Administration is asking faculty to teach in yet another mode without acknowledging the impact on workload and not providing additional compensation (such as, course releases). Members commented that this could further exasperate COVID-related impacts and effects on faculty.

The Committee agreed to invite Provost Liz Watkins to its next meeting for further discussion of these issues, as well as the Campus Strategic Plan.

### **Mentoring Program Proposed to VPAP Dan Jeske**

In winter quarter, CFW met with VPAP Jeske to discuss the creation of a faculty mentorship program, which would pair each assistant professor with two tenured professors outside their department/school. The Committee discussed the importance of a second level of advice outside the home department and how it can provide institutional support to junior faculty. The Committee planned to follow-up with the VPAP on the status of the program.

### **UCFW and Executive Council update**

The Chair provided the following updates from the Executive Council meeting: update on the campus budget prospects which look positive. The campus will receive one time money for capitol projects due to the current backlog, but no further specifics were provided by Administration.

The Chair provided the following updates from the systemwide UCFW: memos recounting COVID impacts and making long/short term suggestions were provided by UCFW and UCAAD. There are plans to create a systemwide sub-group to come up with unified response and address issues around advancement with a suggestion made by the CFW Chair to include junior faculty since they are most impacted. Academic Council voted against the Gold Book Revisions on policing and there was continued discussion of censorship issues related to the Zoom platform.

The next meeting is scheduled to take place on Tuesday, June 15, 2021, at 9:00 a.m.

Meeting adjourned at 10:45 a.m.

Minutes approved on: June 15, 2021