

COMMITTEE ON FACULTY WELFARE
MINUTES
June 15, 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	Jacob Greenstein
	John Heraty	GSA Rep, Cody Simons
	Manuela Martins-Green	ASUCR Rep, Salvador Jr. Olguin
	Bradley Hyman	
	Urmee Khan	
	Venugopala Reddy Gonehal	
	Rajiv Gupta	
	Sika Zheng	

Chair Announcements

The Chair asked for a replacement representative to attend the July 9 UCFW meeting. Members were reminded that Provost Watkins will be attending the next committee meeting on July 13.

Approval of the Meeting Minutes

The Committee reviewed the minutes from the meeting on May 18, 2021 and were approved by a vote of +9-0-0.

Dickson Fellowship Extension Request

The committee considered an extension request for Dickson Fellowship recipient Larry Wright due to COVID-19 impact on research and travel. By a vote of +9-0-0, the committee approved the one-year extension.

[Systemwide Review] Draft Presidential Campus Safety Plan

The Committee discussed the Draft Presidential Campus Safety Plan and noted that the plan seems to be more of a preliminary framework than a concrete plan, and further detail is crucial for understanding how the plan would operate on campuses. CFW felt it would be helpful if the document stated the issues to which the plan responds and would help solve, in addition to describing the steps for implementation. Some members of the committee felt the plan should include a more substantive response to recent calls within the University for structural changes to UCPD and campus safety.

[Campus Review] Proposal: Proposed Modification to the Merit and Review Process (Extenuating Circumstances)

The Committee discussed the Proposed Modification to the Merit and Review Process (Extenuating Circumstances) and strongly supported the modifications to the existing merit and review process, which builds on temporary modifications established during the COVID-19 pandemic and incorporates an Achievement Relative to Opportunity (ARO) approach to the process. Before endorsing the proposal, the committee will seek clarification on the following points:

The proposal did not outline how a modified outcome might affect subsequent years of a faculty member's career. The policy needs to clarify what happens if a faculty member receives a modified outcome and when that person should be eligible for the next merit or promotion. What is the expected timeline for merits and promotions after an ARO outcome? Can a faculty member receive back-to-back COVID-impacted and ARO outcomes?

Who determines the validity of a request for an ARO outcome? Who determines whether or not a faculty member has achieved at least 50% of normal research productivity? Who approves the ARO request, which would be based on reasoning provided by the candidate? The department, the Dean, APO or VPAP? CFW was concerned that this determination be made in the fairest and most transparent manner, preferably by faculty rather than administrators.

The Committee will request clarification on whether this is a one-time opportunity and if there is a time limit for a second consideration. Notably the flow chart does not have a feedback loop after "Achievement Relative to Opportunity Outcome" other than "at the next positive merit action." Members felt the policy should make clear that back-to-back ARO actions are not allowed. The next time a faculty member met the 50% threshold, they would be eligible for the next step and would receive rest of the salary increase. If they do not meet the 50% threshold, then they would not be eligible for relief.

Are there limitations on the number of times a faculty member can request an ARO outcome due to extenuating circumstances? Once a career? Once in X number of years? When is disability or family leave more appropriate than a request for an ARO outcome?

The Committee found that the proposal takes substantial steps to both mitigate the effect of the pandemic on faculty members and address long-term structural inequities within the merit and promotion process.

[Campus Review] Proposal: Renewal of Partnership Agreement between UCR & RUSD Regarding Riverside STEM Academy (RSA)

The Committee discussed the renewal partnership agreement between UCR and RUSD and was in overall support. The Committee noted that a copy of the original agreement would have been helpful in seeing any potential differences.

UCFW and Executive Council update

The Chair provided the following updates from the Executive Council meeting: continued discussion of remote option for fall quarter instruction with a majority of faculty indicating they want in-person. Online class availability will be determined by individual departments. EC members commented that Administration mishandled the situation and lacked clarity in its messaging to the campus. It was noted that the campus expects to return to normal in-person instruction by winter quarter.

The Chair provided the following updates from the systemwide UCFW: discussion about the UCs affiliation with religious based medical providers. UCR School of Medicine is affected due to its partnership with St. Bernardine Medical Center in San Bernardino, it has no other partners in the Inland Empire for residency programs.

The next meeting is scheduled to take place on Tuesday, July 13, 2021, at 9:00 a.m.

Meeting adjourned at 11:00 a.m.

Minutes approved on: July 13, 2021