To the Irvine Divisional Senate Assembly:

INTRODUCTION

The Council on Faculty Welfare (CFW) considers issues relevant to faculty welfare, academic freedom, affirmative action and diversity, and emeriti affairs. Its membership and duties are described in Irvine Bylaw 99. Professor William Parker chaired CFW during the 2009-10 academic year. The Council’s Chair served as the Council’s representative to the Senate Cabinet and the Irvine Divisional Senate Assembly. The Council sent representatives to three UC committees and one UCI committee: University Committee on Faculty Welfare, University Committee on Academic Freedom, University Committee on Affirmative Action and Diversity, and the Chancellor’s Advisory Committee on Child Care. The Council has four standing subcommittees. The Subcommittee for Emeriti Affairs consisted of the three emeriti members of the Council and the Chair of the UCI Emeriti Association (UCIEA). The other faculty members served on one of the other three subcommittees: Faculty Welfare, Academic Freedom and Affirmative Action & Diversity.

CFW had monthly meetings during the academic year of 2009-10. Additional discussions were conducted electronically. The Council reviewed and discussed the following issues, proposals, policies, and reports. When appropriate, it responded to the Chair of the Academic Senate, UCI administrators, or UC Senate committees:

SUMMARY OF COUNCIL’S ISSUES AND ACTIONS

Council on Faculty Welfare’s Issues

1. UC Retirement Plan (UCRP) (Meeting dates: Status Reports at all meetings.)
   This is a major UCFW and CFW issue. UCRP is underfunded and the State of California did not provide UC with any funding for the employer contribution in 2009-2010. The Governor’s projected budget for 2010-2011 continues to provide no funding for URPC. UC employer/employee contributions were resumed on April 2010. CFW members agreed that the percentage of contributions from both employer and employee should be increased more quickly than initially proposed. During the year options prepared by the UCOP Post Employment Benefits Task Force for modifications to the UCRP for new employees and options for modifications to retiree health care were discussed. No final recommendations were made during the current year.

2. UCIEA’s and CFW’s Surveys on Emeriti Related Issues (Meeting dates: 1/12/10)
   CFW surveyed the Deans and Department Chairs regarding the privileges and support offered to retired faculty members. The UCI Emeriti Associations conducted a parallel survey of emeriti
faculty members. The results of both surveys were discussed and they indicate that current support for emeriti is fairly good, but the budget situation may impair future support. CFW supported and encouraged UCIEA to pursue a central location and additional staff support for an emeriti center.

3. Campus Child Care Services – (Meeting date: 3/9/10)
CFW sends a representative to the Chancellor’s Advisory Committee on Child Care. CFW was asked to review and comment on a proposed new child care option for drop-in care that would be provided by an outside vendor. CFW encouraged the Chancellor’s Advisory Committee to obtain more information and agreed that this service could compliment the other full-time child care programs at UCI. CFW also recommended that elder care be included in the drop-in option. (Memo: 3/31/10)

4. OEOD’s Five Year Summaries on Underutilization of Women and Minorities - (Meeting dates: 11/24/09, 3/9/10)
Annual data was provided to CFW on OEOD’s five year summaries by CFW’s OEOD consultant. Information about the number and types of faculty-related complaints processed by OEOD was requested and discussed.

5. Usage of the Childbearing/Childrearing Policies - (Meeting dates: 11/24/09, 1/12/10)
The policies were discussed during the 2008-09 academic year. CFW requested additional data from the CFW consultant from Academic Personnel on how many requests are received for course buyouts and/or service modifications. CFW compared this information to the number of newborns added to faculty members’ medical insurance policies. The data indicates that 82% of faculty members who have newborns requested course buyouts and/or modified service. CFW members agreed that most faculty members do not appear to have a problem with using the family friendly policies, although concern was noted that the practices of some schools may need to be modified.

6. CFW’s Proposed Revision to UCI’s Career Equity Review Policy - (Meeting date: 6/9/09, 1/12/10, 3/9/10)
CFW wanted to encourage the use of UCI’s Career Equity Review Policy when faculty members are concerned about equity. After consulting with the Council on Academic Personnel, CFW forwarded proposed revisions that will hopefully have this effect. CFW’s suggestions included the following underlined wording:

- When the Career Review results in advancement in rank and/or step, an appropriate salary adjustment will also be made.

- To protect a faculty member’s confidentiality and eliminate the fear of having negative information in the permanent record, the following additional wording was proposed: At this point in time or at any other time, the faculty member has the option of withdrawing the request for a Career Equity Review. If the faculty member withdraws the request, no part of the Career Equity Review request will be included in the candidate’s personnel file or be considered in any subsequent review.

(Memo dated 3/31/10)
7. UCI’s Furlough Exchange Program – (10/27/09)
The majority of CFW members were not supportive of the proposed campus funding of a furlough mitigation plan primarily because the inequity of the implementation of the salary reduction program would be compounded. A minority did support the exchange program and decided that the use of funds for other purposes would have only a marginal impact on scholarly activity. (Memo: 10/29/10)

8. Parking and Transportation Services – (Meeting date: 6/8/10)
Ron Fleming, Director of Parking and Transportation Services, and Jennifer Cartnal, Interim Associate Director, presented an annual update on parking and transportation services and issues at the June 8 meeting.

Irvine Divisional Senate/UCI Administration Issues for the Council’s Review

1. WASC Institutional Proposal for Reaffirmation of Accreditation - (Meeting date: 9/28/09)
CFW reviewed the proposal and forwarded one suggestion, the addition of the following to the list of “Awards and Academy Members among current faculty:”

- 1 Academy of Television Arts and Sciences (Emmy Awards)
(Memo dated 10/12/09)

2. The ADVANCE Program’s Survey Results for its 2009 Faculty Climate Survey (Meeting date: 9/2/09, 10/27/09)
CFW reviewed the results and forwarded several observations that may be useful to the ADVANCE Program if a future survey of this nature is conducted. (Memo dated 10/30/09)

3. CFW’s Statement on Faculty Climate (Meeting Dates: 5/11/10, 6/8/10)
The ADVANCE 2009 faculty climate study indicated a significant degree of dissatisfaction in reference to general job satisfaction, and women were less satisfied than men. Regarding questions about department climate, it was noted that women faculty members reported that they had either experienced or observed a significantly higher number of negative incidents than men. The Council agreed that an inclusive faculty culture is essential. CFW’s Subcommittee on Affirmative Action and Diversity prepared the following statement that was approved by CFW and forwarded to the Senate Chair:

The UCI Council on Faculty Welfare, Diversity, and Academic Freedom, noting that the 2009 faculty climate survey reveals that faculty members have experienced incidents of harassment, intimidation and disparaging remarks, and that women faculty experience more such incidents than do male faculty, strongly endorses efforts to promote an equitable and productive academic environment for all faculty, believing that an inclusive faculty culture is essential to the mission of the university and to career success.

The Senate Cabinet will review the proposed statement at its meeting on July 20, 2010. If approved, CFW requests that the statement be transmitted to the campus administration and disseminated by the Academic Senate to all members of the campus community. (Memo: 6/21/10)
4. UCIEA’s Request for a UCI Member to be Added to the Post-Employment Benefits Task Force’s Membership (Meeting date: 2/9/10)

At CFW’s recommendation, UCIEA forwarded its request directly to the Senate Chair. However, the Senate Cabinet declined to endorse the request to ask for a UCI faculty member to be added to the task force membership.

5. CFW’s Statement on Civil Expression (Meeting date: 3/4/10)

CFW endorsed and forwarded a statement on civil expression to the Senate Chair. CFW’s wording, along with additional wording endorsed by the Senate Cabinet, was forwarded to the “UCI Campus Community” via email. (Email dated 3/4/10)

UC Senate Issues for the Council’s Review

1. UCAP Consultation Request Re: Data Collection on Faculty Salaries – (Meeting date: 11/24/09)

In addition to the current data utilized in comparing faculty salaries at the UC campuses, CFW forwarded the following suggestions for consideration: 1) Use data that is readily available on all campuses; 2) Compare the off-step component of salary at selected rank and step, such as Professor VI.; 3) Determine how much funding is provided by the Administration from campus resources on each campus for stipends and summer salary; 4) Compare UC campus policies regarding two months versus three months of summer salaries; 5) Longitudinal analysis was recommended over cross-sectional analysis; and 6) Compare compensation only, excluding housing, relocation allowance, mortgage programs, and other fringe benefits. CFW’s recently conducted study, “Campus-Wide Analysis of Median Faculty Salaries by Gender and Ethnicity at UCI for 1998-2008,” was attached for information. (Memo dated 11/9/09)


CFW supported the proposed revisions, and noted the following: 1) Academic deans will be removed from the SMG by the time these proposed revisions are enacted; 2) The following UCI positions will continue to be included in the SMG: Chancellor, Executive Vice Chancellor and Provost, Vice Chancellor of Research, Vice Chancellor of Student Affairs, Chief Medical Officer, and University Librarian; and 3) The proposed revisions to the policy will affect very few faculty members from the Irvine Division of the Academic Senate. (Memo dated 11/28/09)


CFW did not identify any major concerns that would affect faculty welfare. Members agreed that the proposed changes were straightforward and unanimously supported the proposed revisions. (Memo 1/15/10)
4. UCFW/TFIR Recommendations on Assuring Adequate Funding for UCRP – (Meeting date: 4/13/10)
CFW’s discussion generated agreement on the following points that were shared at the Senate Cabinet meeting: 1) It is important to restart contributions to UCRP immediately; 2) The percentage of contributions from both employer and employee should be increased more quickly than initially proposed; and 3) The issuing of Pension Obligation Bonds will stabilize UCRP and will be less costly to UC in the long run.

5. UC Request for Comment Re: Academic and Non-Academic Personnel Growth
CFW declined to comment because it lacks experience and knowledge to comment effectively on administrative staffing at UC.

6. President’s Task Force on Post Employment Benefits - (Meeting date: 4/13/10)
The Council reviewed the confidential PowerPoint and forwarded confidential comments to the Senate Chair via email.

7. UC Review of Proposed Revisions to Academic Personnel Manual (APM) Re: Faculty Administrators. – (Meeting date: 5/11/10))
Regarding APM 245-20. Conditions of Employment, CFW identified one concern about the dismissal of a department chair without faculty consultation and proposed the addition of the following underlined phrase: “A department chair serves at the discretion of the Chancellor. In consultation with the faculty, the Chancellor may terminate the appointment at any time, with or without cause.” Otherwise, all of the other proposed changes were found to be reasonable, provided clarity and were unanimously supported. (Memo 5/17/10))

8. UC Review of UCPB’s Choices Report – (Meeting date: 6/8/10)
CFW focused its discussion primarily on a single faculty welfare issue. Members agreed that the quality of research and teaching at the University of California will decline without a strong and stable faculty. Thus CFW endorsed the following two goals: 1) Competitive total remuneration to faculty should be offered, and 2) The integrity of the step system for faculty advancement and compensation should be restored. If additional funds are available, members agreed that the first priority should be competitive salaries for ladder rank faculty. CFW would support limited faculty hiring only to address serious deficiencies in core academic programs such as excessive workload in heavily enrolled majors or loss of key academic leadership. (Memo dated 6/15/10)

9. UC Commission on the Future – 2nd Round of Recommendations –
The Council conducted an electronic discussion and added its comments to the template form that was provided. (7/13/10)

**Status Reports**
The following subcommittees have the opportunity to provide status reports at each meeting on issues under review at the campus level and by the UC Senate committees: Faculty Welfare, Affirmative Action and Diversity, Academic Freedom, and Emeriti Affairs.
Consultants from the Offices of Academic Personnel, Human Resources and Benefits, and Equal Opportunity and Diversity also have the opportunity to provide status reports at each Council meeting. The Council would like to thank Gwen Kuhns Black, Lynda Poirier, William Ryan, and Joan Tenma for their important contributions.

**Invited Guests:**
Ron Fleming, Director of Parking and Transportation Service and Jennifer Cartnal, Interim Associate Director – June 8, 2010

**Issues for 2010-11**
The Council looks forward to reviewing and commenting on the next round of recommendations from the UC Task Forces that are currently meeting to address the State of California’s budget crisis. The minutes of the monthly meetings are on file in the Office of the Academic Senate.

On behalf of the Council on Faculty Welfare,

William Parker, Chair

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**Faculty Members:**
William Parker, Chair  
James Bobrow  
Richard Brestoff  
Simon Cole  
Sanjeev Dewan  
Michael Hooker  
Ivan Jeliazkov  
Eric Knowles  
Mark LeVine  
Raju Metherate  
Connie Pechmann  
Arvind Rajaraman  
George Tita  
Carole Uhlaner

**Non-Voting Members:**
Emeritus Representatives: (3)
Julius Feldman, Emeritus Rep  
Kivie Moldave, Emeritus Rep  
Jonas Schultz, Emeritus Rep
Barbara Hamkalo, President, UCIEA Representatives:
Carole McEwan, LAUC-I Rep  
Kelly Charles, ASUCI Rep  
Parvin Shahrestani, AGS Rep
Consultants:
Gwen Kuhns Black, OEOD  
Lynda Poirier, Human Resources (W&SQ)  
William Ryan, Human Resources (FQ)  
Joan Tenma, Academic Personnel

**Attachments**
REPORT BY THE SUBCOMMITTEE ON EMERITI AFFAIRS

CFW’s standing Subcommittee on Emeriti Affairs acts as a liaison to the UCI Emeriti Association (UCIEA), keeping the Association informed of current campus issues and providing advice to CFW on issues from an emeriti perspective. The Subcommittee meets prior to the Council meetings when there is sufficient business. Emeriti-related issues during 2009-10 included:

- The UCIEA’s and CFW’s survey results regarding departmental rights and privileges were brought forward from last year for discussion. The survey results indicate that current support for emeriti is fairly good, but the budget situation may impair future support. CFW supported and encouraged UCIEA to pursue a central location and additional staff support for an emeriti center.
- With CFW’s recommendation and support, UCIEA forwarded a request to the Senate Chair for the addition of UCI member to the Post-Employment Benefits Task Force.
- Reviewed the following emeriti issues that may be affected by UC budget cuts: COLAs, dental and medical insurance benefits.
- Reviewed UC Reports: UCFW/TFIR’s Recommendations on Assuring Adequate Funding for UCRP, President’s Task Force on Post Employment Benefits, and UC Commission on the Future.
- Members of CFW’s Subcommittee will also be asked to review and endorse two UCIEA projects:
  - A subcommittee of UCIEA is working on a "Rights and Privileges of Emeriti" document, based on the UC Davis model.
  - In conjunction with the ADVANCE program, UCIEA Executive Committee is exploring the possibility of establishing an exit interview program for faculty/staff who leave the university.

Subcommittee members:
Barbara Hamkalo, Chair and President of UCIEA
Julian Feldman
Kivie Moldave
Jonas Schultz

REPORT BY THE SUBCOMMITTEE ON ACADEMIC FREEDOM (UCAF)

CFW’s Subcommittee on Academic Freedom advised CFW on academic freedom issues mentioned previously in this report. William Parker represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF). UCAF issues for 2009-10 included:

- Provided advice to UCOP regarding academic freedom issues.
- The Garcetti and Hong Ruling’s affect on Academic Freedom
- Proposed revisions to definitions of Academic Freedom and the Faculty Code of Conduct
- Current threats to Academic Freedom and Freedom of Expression
Recommendations from the UC Commission on the Future

Subcommittee members:
William Parker, Chair and UCI Representative to UCAF
James Bobrow
Eric Knowles
George Tita
Mark LeVine

REPORT BY THE SUBCOMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)

CFW’s Subcommittee on Affirmative Action and Diversity advised CFW on affirmative action and diversity issues mentioned previously in this report. Raju Metherate represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD issues for 2009-10 included:
- Provided advice to UCOP regarding: APM 210 – Guidelines for all Academic Disciplines, Proposed Technical Revisions to Academic Personnel Policies, Differential Fees and Non-Resident Tuition, the impact of the newly-adopted UC Freshman Admission Policy, and UCFW/TFIR Recommendations on Assuring Adequate Funding for UCRP.
- Campus updates on diversity-related activities, hate crimes and radical incidents, campus climate, and the promotion of best practices.

Subcommittee members:
Raju Metherate, Chair and UCI Representative to UCAAD
Richard Brestoff
Michael Hooker
Connie Pechmann
Arvind Rajaraman

REPORT BY THE SUBCOMMITTEE ON FACULTY WELFARE (UCFW)

CFW’s Subcommittee on Faculty Welfare advised members on faculty welfare issues mentioned previously in this report. William Parker represented the Irvine Division at the monthly meetings of University Committee on Faculty Welfare (UCFW). UCFW issues for 2009-10 included:
Provided advice to UCOP regarding: Budget, Academic Affairs, Academic Advancement, Academic Personnel, Human Resources and Benefits, Retiree Health Benefits, Ethics and Compliance Issues, Fee Waivers, Loan Programs, Sick Leave, Reduced Pay Sabbaticals, and Childcare.


Subcommittee members:
William Parker, Chair and UCFW Rep
Simon Cole
Sanjeev Dewan
Ivan Jeliazkov
Carole Uhlaner