To the Irvine Divisional Senate Assembly:

INTRODUCTION

The Council on Faculty Welfare, Diversity and Academic Freedom (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 Gopi Meenakshisundaram chaired CFW during the 2011-12 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 2011-12. 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, Diversity and Academic Freedom’s Issues

UC Retirement Plan
The Council continues to monitor the status of the UC Retirement Plan. Status reports, when available, are provided at the monthly meetings.

Emeriti Issues - Faculty Housing
Members of the Emeriti Subcommittee continue to be interested in having a retirement community on campus that would include various levels of assisted living. The UCI Emeriti Association submitted a resolution and asked for CFW’s endorsement. Members unanimously approved a statement asking the UCI Administration to consider retirement housing for the campus. The memo was forwarded to the Senate Chair requesting the Senate Cabinet’s support. The Senate Cabinet unanimously endorsed CFW’s Statement and forwarded a memo to EVC/Provost Gottfredson:

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) encourages the UCI Administration to consider having a retirement housing community on or near the campus for retired UC employees.
Campus Child Care
Gopi Meenakshisundaram, CFW’s representative to the Chancellor’s Advisory Committee, reported on the February 3, 2012 meeting. A second meeting was scheduled on June 8 and a report was provided at CFW’s meeting on June 12.

Parking and Transportation Services (P&TS)
Director Ron Fleming, Interim Associate Director Jennifer Cartnal, and Michael Davis, the Coordinator of Sustainable Transportation Services, were invited to join the discussion regarding the graduate student’s concerns about parking at night and on weekends at CFW’s meeting on January 10, 2012. Richard Pattis, Chair of the Council on Student Experience, and Justin Chung, VP of Finance for AGS, also attended. Questions and concerns were forwarded in advance to the Office of Parking and Transportation Services. P&TS reported that recent adjustments have been made in response to the graduate student concerns: additional passes and extended hours for each pass. CFW members concluded that no further action was needed.

Director Fleming also provided his annual report on January 10 to CFW, including an overview for the following handouts:

1. Parking and Transportation Services Demand Modeling
2. UC Transportation Systems and Parking Program Principles which include a revenue spreadsheet and rate schedules.
3. A chart representing Active Permits in October of ‘09, ‘10 and ‘11
4. Management Summary for November 2011 which include a spreadsheet with sections on Revenue, Expenses, and Operating Profit/Loss

Ethics at UCI’s School of Medicine
At Professor Emeritus Jerome Tobis’s request, CFW was asked to review the need for funding/programs for ethics courses for medical students, ethics training for Administrators, ethics research, and procedures for dealing with ethics violations. It was later decided that the issue would be taken up by Senate members from the School of Medicine.

Senate Membership for Clinical Professors
The UC and UCI Senate reviewed and commented upon this issue during 2010-11, and both UC and UCI voted against Senate membership for Clinical Professors. At Professor Emeritus Jerome Tobis's request for another review, CFW sent a memo to Dean Clayman, UCI School of Medicine (SOM), with a request for information about the School’s plans to improve Clinical Professors’ morale in the absence of membership. Dean Clayman responded with a memo of the actions taken.
CFW discussed several options for improving the morale of clinical professors at its meeting on February 14 and approved a proposal that was to be reviewed by the Senate Cabinet. With UC San Francisco’s decision in March to propose Senate membership for Adjunct and Clinical Professors, CFW’s memo to the Irvine Division Chair was withdrawn while we await the outcome of the UCSF action. On May 29, the University Committee on Rules and Jurisdiction issued a draft ruling against UCSF’s proposal to offer Senate membership for Adjunct and Clinical Professors. The UC Academic Council will consider UCR&J’s draft ruling at its June meeting. CFW will consider sending a revised memo during 2012-13.

(CFW Meeting dates: 10/15/11, 2/14/12) (Memo(s): 11/15/11 from CFW, 11/27/11 from Dean Clayman)

Long Term Care Benefit for UC Employees
Information was requested and CFW’s Human Resources consultant reported that UC does not currently offer a Long Term care policy and there is no indication UC is considering this type of plan in the near future. CalPers offers a Long Term policy which has been available in the past to UC employees. However, the plan is currently closed to new applicants.

(CFW Meeting date: 1/10/12)

Faculty Welfare – Mental Health Support
The Senate Cabinet asked CFW to review current policies and procedures and make suggestions for improving campus practices and awareness. Two members from the UCI Mental Health Initiative were invited to CFW’s meeting on June 12: Dr. Negar Shekarabi, from the UCI Counseling Center, and Professor Robert Moeller, from the Department of History, joined CFW’s discussion and provided information. Gwen Kuhns Black also prepared a list of resources for faculty assistance. The discussion will be carried over to the next academic year.

(CFW Meeting dates: 1/10/12, 5/8/12, 6/12/12)

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

Proposal for a Pilot Program for Online Access to Numerical Results of Teaching Evaluations
The Council on Student Experience (CSE) asked CFW to review and comment upon the proposal. The Council did not find any faculty welfare or academic freedom issues since faculty members have the right to opt out from having their evaluations published online. CFW reviewed a similar proposal from CSE during spring quarter of 2011 and reached the same conclusion.

(CFW Meeting date: 10/15/11) (Memo: 11/7/11& 4/19/11)

Chancellor’s Advisory Committee for UC Smoke-Policy Implementation
CFW will be sending two representatives to the committee: Bruce Blumberg and Michelle Garfinkel. Each campus will have discretion in developing guidelines for implementing the policy. As of mid-June, no meetings scheduled. Status reports will be provided at future meetings as information becomes available.

(CFW Meeting dates: 3/13/12)

UC Climate Survey
CFW will be sending a representative, Grace Tonner, to participate in the UCI work group. Questions will be developed. Gwen Kuhns Black, a CFW consultant from OEOD will also be a
member of the work group. Monthly status reports were provided. Status reports will be provided at future meetings as information becomes available. (CFW Meeting dates: 2/14/12, 3/13/12, 5/8/12)

Chancellor's Advisory Committee on the Status of Staff (CACSS)
CACSS will have a Diversity Subcommittee. Gwen Kuhns Black, a CFW consultant from OEOD, will provide monthly status reports as information becomes available.

**UC Senate Issues for the Council’s Review**

**UC Review of UCAAD’s Pay Equity Study**
The Council reviewed the report and invited Raju Metherate, a UCI Professor who served on CFW when CFW conducted its pay equity study in 2009, and served on UCAAD when UCAAD’s study was reviewed last year. He provided a brief history of the two studies, as well as information on how the factors/formulae of the two studies varied. The Council forwarded comments to the Senate Chair for discussion at the Senate Cabinet meeting on December 6, 2011. (CFW meeting date: 11/22/11)(CFW memo date: 12/5/11)

**UC Review of Proposed Revision to APM 200 and Proposed New APM 205. Recall for Academic Appointees**
The Council reviewed and approved the proposed revision to APM 200 and the proposed new APM 205. (CFW meeting date: 9/27/11) (CFW memo date: 9/27/11)

**UC Review of Proposed Revision to APM 670. Health Science Compensation Plan**
The Council reviewed the proposed revision to APM 670. Members supported changes that provided greater clarity and consistency with the APM 700 series. Other changes seemed to be editorial and technical in nature. Two comments were forwarded to the Senate Chair for discussion by the Senate Cabinet on Oct. 25, 2011: 1) it is important to have a consistent definition of “good standing” as it could involve a future issue of academic freedom. 2) Under “d. Role of the Advisory Committee”, CFW recommended adding a reference to equal opportunity. (CFW meeting date: 10/25/11) (CFW memo date: 11/7/11)

**UC Review of Proposed Revision to APM 668. Negotiated Salary Plan.**
The Council reviewed the proposed revision to APM 668. The Council supported UC’s attempt to maintain competitive salaries for faculty, and it was noted that this is one of several efforts by UC. However, only a small number of faculty members with grants will be eligible. CFW members were also concerned that the proposed revision may increase salary inequity. Comments and questions were forward to the Senate Chair for discussion by the Senate Cabinet at its meeting on November 15, 2011. (CFW meeting date: 9/27/11) (CFW memo date: 10/10/11)
UC Review of Faculty Salaries Task Force Report
The Council reviewed the report and endorsed the report’s three recommendations. Comments were forwarded to the Senate Chair for discussion by the Senate Cabinet at its meeting on April 3, 2012. (CFW meeting date: 3/13/12) (CFW memo date: 4/2/12)

The proposed revision to both APM 010 and APM 015 added the following wording “. . . freedom to address any matter of institutional policy or action, when acting as a member of the faculty whether or not as a member of an agency of institutional governance.” The Council’s discussion focused on “when acting as a member of the faculty” since it was not clear when a faculty would not be acting as a member of the faculty. The Council unanimously endorsed forwarding an alternate proposed revision for the Senate Cabinet’s consideration at its June 5 meeting:
   “. . . and freedom to address any matter of institutional policy or action, when acting as a member of the faculty, whether or not as a member of an agency of institutional governance. This right extends to members of the faculty who are participating in agencies of institutional governance.”
(CFW meeting date: 5/8/12) (CFW memo date: 5/31/12)

The Council agreed that the proposed revisions for APM 035 were technical and not substantive. The proposed revisions to APM 190 were written to bring UC policies into conformance with recent California governmental code changes. The Council voted to approve both revisions. (CFW meeting date: 5/8/12) (CFW memo date: 5/4/12)

UC Review of the Faculty Diversity Working Group Report
The Council reviewed the report at its May 8 meeting and continued a conversation via email. Comments were forwarded for Recommendations 1-5 and 8-10. The Council had no comments to offer for Recommendations 6, 7, and 11. (CFW meeting date: 5/8/12) (CFW memo date: 6/4/12)

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 information at each Council meeting. The Council would like to thank Gwen Kuhns Black, Lynda Poirier, and Joan Tenma for their important contributions.
Invited Guests:
Raju Metherate, Past member of CFW and UCAAD – November 11, 2011
Justin Chung, VP of Finance, Associate Graduate Students – November 11, 2011

Ron Fleming (Director), Jennifer Cartnal (Interim Associate Director), and Michael Davis (Coordinator of Sustainable Transportation Services), from the Office of Parking and Transportation Services – January 10, 2012

Dr. Negar Shekarabi (UCI Counseling Center) and Professor Robert Moeller (Department of History), Members of the UCI Mental Health Initiative – June 12, 2012

Issues for 2012-13
The Council looks forward to reviewing and commenting on the next round of issues related to faculty welfare, diversity and academic freedom. Ongoing issues will include:

- Senate membership and other benefits for Clinical Faculty;
- Mental health awareness and support for faculty;
- Improving sound quality in Senate Conference Room for hearing impaired committee members;
- Smoke-free campus – implementation plan for UCI; and
- Following up with the incoming EVC/Provost on retirement housing.

The approved minutes of the monthly meetings are posted online on CFW’s web page.

On behalf of the Council on Faculty Welfare, Diversity and Academic Freedom

Gopi Meenakshisundaram, Chair

2011-2012 COUNCIL MEMBERSHIP

Faculty Members:
Gopi Meenakshisundaram, Chair
Bruce Blumberg
Zhongping Chen
Lucile Faurel
Michelle Garfinkel
James Given
Patrick Guidotti
Ivan Jeliazkov
Eric Knowles
Sabee Molloi
Vincent Olivieri
Jean Daniel Saphores
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 2011-12 included:

- Proposal to establish an Ethics Committee for the Academic Senate (Jerome Tobis)
- Senate membership for clinical faculty at the School of Medicine (Jerome Tobis)
- Draft questions for a survey regarding retirement housing, (Julian Feldman)
- Senior Living Community Proposal (Ted Quilligan and Julian Feldman)
- Ted Quilligan, current Chair of UCIEA, represented UCI at CUCEA/CUCRA meetings.

Subcommittee members:
Ted Quilligan, Chair and President of UCIEA
Alan Elias
Julian Feldman
Jerome Tobis
Michelle Garfinkel (Non-emeriti member)
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. Carole Uhlaner represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF) during the Fall and Winter Quarters. Jean Daniel Saphores was the representative for the Spring Quarter. UCAF issues for 2011-12 included:

- Revised Patent Agreement Requiring a Signature by UC Employees
- Legal Fees for Faculty Accused of Misconduct in Research
- Academic Freedom for Lecturers
- Graduate Students’ Perception About Academic Freedom
- The Impact of APM 210 on Academic Freedom
- Management Review of Proposed Revisions to APMs 010 and 015
- Implementation of RE-89
- Privacy and Information Security
- Research Using Animal Subjects
- Statement of Support for Controversial Research
- UCAF’s Sharepoint website
- Proposed Open Access Policy
- Best Practices for Responding to Protest Activity
- Provided advice to UCOP regarding other academic freedom issues.

Subcommittee members:
Carole Uhlaner, UCI Representative to UCAF (F&WQ)
Jean Daniel Saphores, UCI Representative to UCAF (SQ)
Bruce Blumberg
Eric Knowles
George Tita

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. Grace Tonner represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD issues for 2011-12 included:

- UCAAD Salary Equity Study w/ review of campus responses
- Review of Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty
- Annual UC President’s Report to the Regents on Diversity
- Reviewed proposed new and revised policies: APM 210 – Review and Appraisal Committee, APM 670 – Health Science’s Compensation Plan, APM 668 – Negotiated Salary Plan
• Allowing LGBT Applicants to Self-Identify on the UC Application
• Consultation with BOARS on UCOE Marketing Plan
• Provided advice to UCOP regarding other affirmative action and diversity issues.

Subcommittee members:
Grace Tonner, Chair and UCI Representative to UCAAD
James Given
Sabee Molloi
Lucile Faurel

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. Gopi Meenakshisundaram represented the Irvine Division at the monthly meetings of the University Committee on Faculty Welfare (UCFW). UCFW issues for 2011-12 included:

• Consulted with UCOP on various budgetary reports/issues including the Working Smarter Initiative, UC Salary Equity Study, Negotiated Salary Plan for the General Campus, Salary Task Force Recommendations, and recommendations from the Faculty Diversity Working Group.
• Reviewed monthly UCFW Task Force updates from: UCFW Rask Force on Investment and Retirement, and UCFW Health Care Task Force.
• Discussed new and proposed revisions to UC Policies:
  o Proposed revisions to the Academic Personnel Manual: APM s 010, 015, 016, 035, 190, 200, 205, 430, 610, 670, 668, 700
• Campus Response to Protests
• New Patent Agreement: Consequences of Not Signing
• Remuneration Philosophies: Salary vs Benefits
• Long Term Health and Welfare Benefits Strategy
• UC Path Service Center
• BOARS Transfer Proposal
• Lab Safety Protocols
• Online Education and Faculty Welfare
• UC Santa Cruz Salary Recommendations

Subcommittee members:
Gopi Meenakshisundaram, Chair and UCI Representative to UCFW
Ivan Jeliazkov
Patrick Guidotti
Vincent Olivieri