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 William Parker chaired CFW during the 2010-11 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 2010-11. 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.

Emeriti Issues - Faculty Housing
Members of the Emeriti Subcommittee reported that they are interested in having retirement housing on campus that would include various levels of assisted living. A private company that provides this type of housing at UCLA was consulted, but an agreement with the administration for campus land was not reached.
(Meeting date: March 8, 2011)

Campus Child Care
Simon Cole, CFW’s representative to the Chancellor’s Advisory Committee, reported on the meeting on January 27, 2011.
(Meeting date: February 8, 2011)
CFW received an inquiry from a UCR Professor regarding UCI’s policy on child care slots for Professors who go on academic leave for 1-3 quarters. UCI’s policy places the child at the top of the waiting list unless the parent is willing to pay for slot while on leave.

Parking and Transportation Services – Annual Report
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 meeting on May 10, 2011.

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

Statement on Faculty Climate  The ADVANCE Program presented a Statement on Faculty Climate and asked CFW for its endorsement. CFW unanimously approved and forwarded the statement to the Senate Cabinet for its approval. The statement follows and it was published in the Academic Senate’s Fall Quarter Newsletter and on the Academic Senate’s website at: http://www.senate.uci.edu/Councils/CFW/FacClimateStatement%20Jun2010.pdf

(Meeting date: carried forward from 6/8/10)

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. (Approved by Senate Cabinet on June 8, 2010)

Dean’s Leadership Circle Endowed Professorship in the Paul Merage School of Business
The Council endorsed the proposed endowed professorship.
(Meeting date: 2/4/11) (Memo date: 2/14/11)

Publishing Undergraduate Teaching Evaluations Online
The Council on Student Experience (CSE) submitted a request for review and comment. 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..
(Meeting date: 4/8/11) (Memo 5/19/11)

A second request from CSE for online access to numerical results of teaching evaluations will be brought to the Council next fall for discussion.
UC Senate Issues for the Council’s Review

Post-Employment Benefits Task Force Recommendations – Formal Review
The Council reviewed the recommendations and agreed with the University Committee on Faculty Welfare’s recommendation that preserving the quality of the university should be the most important consideration in selecting an option that will reduce the costs of the post-employment benefits for UC employees who are hired after July 2013. The Council prefers Option C with the condition that competitive salaries should be simultaneously obtained.  
(Meeting date: 9/28/10) (Memo date: 10/18/10)

Commission on the Future
The Council reviewed the Academic Council’s recommendations to the Commission on the Future, as well as the Statement of Academic Senate Values and Recommendations from UCLA. Members agreed that the priorities that have been put forth in the recommendations have been thoughtfully deliberated and both groups should be commended on their efforts. A memo endorsing the recommendations was forwarded to the Senate Chair.  
(Meeting date: 10/26/10) (Memo date: 11/1/10)

UC Task Force on Senate Membership
The Council invited Herb Killackey, Vice Provost of Academic Personnel, to the November 23 meeting, and Allan Hubbell, Senior Associate Dean of the School of Medicine, to the January 11 meeting to provide an overview of the issues involved. The Council voted to approve all of the four recommendations, however the Council encourages the School of Medicine to amend their bylaws to find opportunities for their clinical faculty to participate in Medical School governance and to enjoy some of the additional rights and privileges that other faculty members in the School of Medicine have. The Council’s comments were forwarded to the Senate Chair.  

UC Review of Proposed Amendments to APM 010 and 015.
The proposed amendments were written in response to a recent court ruling stemming from a lawsuit, Hong v. Regents. It was noted that UC faculty members do not have constitutional protections for expressing views on administrative matters. Academic freedom is protected by UC’s tradition of shared governance. The Council approved the proposed revision as the additional wording clarifies and strengthens a faculty member’s rights.  
(Meeting date: 10/26/10) (Memo date: 11/16/11)

UC Review of Technical Changes to APM: 075, 220, 140, 230 240, 246 & 500. The Council reviewed the proposed technical changes to the APM. With the exception of APM 240-18. e. and APM 246. e. which both involve additional University compensation for Deans and faculty Administrators, members approved the revisions and agreed that the proposed changes were minor, reasonable and appear to bring flexibility. Regarding the exceptions, the Council agreed to defer to the Council on Academic Personnel and their greater expertise.  
(Meeting date: 3/8/11) (Memo date: 3/31/11)
Health Care Plans for 2012
UCFW asked for feedback on several options for dealing with the higher costs for health plans in 2010. The Council was asked to consider the options of higher costs, decreased benefits, or both. The Council forwarded the following preferences to UCFW:

- Higher premiums for everyone will distribute the higher costs equally. The UCI Emeriti Associate also supported this option.
- UC’s current benefit plan of higher contributions (higher % and higher dollar amount) to families should be continued.
- UC’s current practice of differential contributions for different pay bands should be continued.
- Dental and vision care are important and should be continued.

*(Meeting date: 4/12/11) (Memo date: 5/2/11)*

Academic Council’s Special Committee on a Plan and the University of California
The Council reviewed the Compiled Recommendations from the Powell Report. The Council approved the following recommendations as written: 7, 8, 9, 11, 12, 15, 17, 18, 19, 21, 24 and 15. For the other recommendations (6, 10, 13, 14, 16, 20 22, and 23), the Council forwarded its comments/questions/concerns to the Senate Chair.

*(Meeting date: 6/14/11) (Memo date: 6/10/11)*

University Committee on Affirmative Action and Diversity’s Pay Equity Study
CFW’s representative to UCAAD reported that UCAAD’s study will be ready for the Council’s review next fall. The Council conducted a comparable study several years ago and will be interested in reviewing the data.

UC Review of Technical Changes to APM 530 and 710
The Council reviewed the proposed technical changes. For APM 530, several questions/concerns were forwarded. The technical changes to APM 710 were unanimously approved as written.

*(Meeting date: 6/14/11) (Memo date: 6/20/11)*

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, and Joan Tenma for their important contributions.

Invited Guests:
Herb Killackey, Vice Provost of Academic Personnel – November 23, 2010
Alan Hubbell, Sr. Associate Dean of the School of Medicine – January 11, 2011
Ron Fleming, Director of Parking and Transportation Service and Jennifer Cartnal, Interim Associate Director - May 10, 2011
Issues for 2011-12
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, Diversity and Academic Freedom

William Parker, Chair

Faculty Members:
William Parker, Chair
Bruce Blumberg
James Bobrow
Zhongping Chen
Simon Cole
James Given
Michael Hooker
Ivan Jeliazkov
Eric Knowles
Gopi Meenakshisundaram
Raju Metherate
George Tita
Carole Uhlener
Daqing Wan
Emeritus Faculty (3)
Julius Feldman, Emeritus Rep
Jonas Schultz, Emeritus Rep
Jerome Tobis, Emeritus Rep
Ted Quilligan, President, UCIEA

Non-Voting Members:
Representatives:
Linda Murphy, LAUC-I Rep
Pooja Patel, ASUCI Rep
Huy Chung, AGS Rep
Consultants:
Gwen Kuhns Black, OEOD
Lynda Poirier, Human Resources
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 2010-11 included:

- Post Employment Benefits Task Force Recommendations
- Proposal to establish an Ethics Committee for the Academic Senate
- CUCEA/CUCRA meeting at UCB – October 28-29, 2011
  Ron Miller, past Chair of UCIEA, and Ted Quilligan, current Chair of UCIEA, represented UCI.
- Senior Living Community Proposal
- Senate membership for clinical faculty at the School of Medicine
- Health Plans for 2012: A letter and survey from Robert May, Chair of UCFW’s Health Care Task Force.

Subcommittee members:
Ted Quilligan, Chair and President of UCIEA
Julian Feldman
Jonas Schultz
Jerome Tobis

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). UCAF issues for 2010-11 included:

- UC Privacy and Information Security Initiative
- A Statement of Support for Faculty Engaged in Controversial Research
- Drug company funding and potential restrictions on the freedom to publish.
- Academic Freedom for Lecturers
- Provided advice to UCOP regarding other academic freedom issues.

Subcommittee members:
Carole Uhlaner, UCI Representative to UCAF
James Bobrow
Eric Knowles
George Tita
Bruce Blumberg
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 2010-11 included:

- 2007 UC Faculty Salary Equity Study
- Campus Climate related to Lesbian/Gay/Bisexual/Transgender Issues
- Annual UC President’s Report to the Regents on Diversity
- UC Review of Post Employment Benefits
- Proposed Revisions to APM 010, 015 . . .
- Funding Streams Proposal
- Report of the Task Force on Senate Membership
- Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty
- Provided advice to UCOP regarding other affirmative action and diversity issues.

Subcommittee members:
Raju Metherate, Chair and UCI Representative to UCAAD
Michael Hooker
James Given

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 served as Vice Chair to the University Committee on Faculty Welfare (UCFW) and Gopi Meenakshisundaram represented the Irvine Division at the monthly meetings. UCFW issues for 2010-11 included:

- Consulted with UCOP on various budgetary issues including the Working Smarter Initiative, Shrinking the University, Funding Streams Proposal, faculty compensation, health care benefits for current employees and retirees, phased retirement
- UC Privacy and Information Security Initiative, MOP Loans, Berkeley’s Back-up Care Program, Open Enrollment Data, Non-Senate faculty, and Endowment Management.
- Discussed new and proposed revisions to UC Policies:
  - UC Policy on Self-Supporting Part-Time Graduate Professional Degree Programs
  - UC’s Family Friendly Policies, Tuition Remission vs Salary
  - APM 670 Management Review
Subcommittee members:
William Parker, Chair of CFW and Vice Chair of UCFW
Gopi Meenakshisundaram, UCI Representative to UCFW
Simon Cole
Ivan Jeliazkov