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 Connie Pechmann chaired CFW during the 2008-09 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 two UCI committees: University Committee on Faculty Welfare, University Committee on Academic Freedom, University Committee on Affirmative Action and Diversity, Chancellor’s Advisory Committee on Child Care, and the Special Senate Committee on Diversity. The Council’s standing Subcommittee for Emeriti Affairs consisted of three emeriti members of the Council, a non-emeriti member of the Council, and the Chair of the UCI Emeriti Association (UCIEA). The other faculty member also 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 2008-09. 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. Faculty Pay Equity Data Study - (Meeting dates: 9/30/08, 10/28/08, 1/20/09, 3/17/09, 4/14/09, 5/12/09, 6/9/09)
   The EVC/Provost provided the data on faculty salaries requested by the Council when he met with the Council on May 13, 2008. A plan of analysis was developed during the Fall Quarter. A CAP Subcommittee was invited to join several meetings to discuss the plan of analysis and the results of the data. At the request of several members of CAP, two more variables were requested: ethnicity and highest degree earned. The final report and executive summary was forwarded to the Senate Chair and published on CFW’s web page. (Executive summary and report dated 5/18/09)

2. UC Retirement Plan – (Meeting dates: 11/25/08, 6/9/09)
   The resumption of contributions by the UC and UC employees is tentatively planned for April 2010. Concerns include the State of California’s budget crisis, a statement that indicates that the
State may be unwilling to fund future employer contributions for UC employees, and UCRP’s projections of under-funded reserves in the future. *(Memo dated 6/10/09)*

3. **Emeriti Rights and Responsibilities** – *(Meeting date: 6/9/09)*
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 will be discussed during 2009-2010.

4. **Proposal for a UCI Ethics Committee** - *(Meeting dates: 9/30/09, 10/28/08, 11/25/08, 1/25/09, 2/17/09)*
   A revised proposal from UCIEA and CFW’s Subcommittee on Emeriti Affairs was reviewed. CFW’s Subcommittee on Academic Freedom met with UCIEA’s President Miller to assess existing ethics resources on campus. CFW did not endorse the proposal for an ethics committee, but agreed that CFW’s Subcommittee on Academic Freedom would be available to provide advice or referrals for certain types of ethics complaints. Irvine Bylaw 99 was revised to include specific duties for CFW’s Subcommittee on Academic Freedom. *(Memos: 2/16/09 & 5/13/09)*

The Office of Human Resources was asked to update its web site for Ethics and Compliance Resources, and when the new site is ready, CFW will ask the Office of Human Resources to include a link to CFW’s Subcommittee on Academic Freedom.

5. **Campus Child Care**
CFW sends a representative to the Chancellor’s Child Care Advisory Committee, but the committee did not meet during the 2008-09 academic year.

6. **Mandatory Sexual Harassment Training Workshops** - *(Meeting date: 2/17/09)*
   Council members agreed to forward the following comments to the Senate Chair: 1) The UC faculty members, subject to the Code of Conduct, must be aware of the issues surrounding sexual harassment and will benefit from the training provided by the University in compliance with state of California law. 2) It is in the University’s best interest to mandate such training to avoid the perception of negligence should a non-compliant Faculty member violate sexual harassment rules and/or laws. 3) The bi-annual sexual harassment training does not violate Faculty’s Academic Freedom as defined in APM-010. 4) The need for potential sanctions against non-compliant Faculty members is understood, but the committee was concerned that certain sanctions could violate a Faculty member’s Academic Freedom. Sanctions should be standardized as opposed to being determined on a case by case basis in order to provide transparency of the sanction process and avoid potential problems of perceived preferential treatment to some faculty over others. *(Memo dated 3/23/09)*

The Council conducted a survey on how Schools and Departments were interpreting the new UCI Childbearing/Childrearing Family Friendly Policies with respect to course release and reduced service. The Council’s consultant from Academic Personnel reported that the intention of the policy was not to have faculty move their teaching to another quarter, but the written policy did not specifically state that. The Vice Provost has agreed that a written revision should be made.
A limited number of responses to the survey were received. The Council’s consultant from Academic Personnel has agreed to gather data on how many faculty members have requested course release and/or reduced service and will report back to the Council. The issue will be discussed again next year.

8. Faculty Request for a University Hills Shuttle - (Meeting date: 4/14/09)
The Council responded to a faculty member’s request for an hourly bus service throughout University Hills and the campus for faculty members. Members had mixed reactions: 1) Would faculty members be willing to wait and hour when they could walk across the street? 2) The newer homes in University Hills would benefit and there was a suggestion that ASUCI’s “Main Campus Shuttle” could extend their route between its current stops at the Anteater Recreation Center (California Avenue), Engineering Gateway (E. Peltason) and University Hills at Los Troncos (E. Peltason) to travel through University Hills with possible stops on Gabrielino Drive, and/or Los Trancos. It was also suggested that the ICHA’s Homeowner’s Representative Board be consulted on the desirability of having a bus traveling through their residential neighborhood at regular intervals. The Council’s comments were forwarded to the Senate Chair for further action. (Memo dated 4/17/09)

9. Proposed Revision to Irvine Bylaw 99. Council on Faculty Welfare - (Meeting date: 5/12/09)
The Council on Faculty Welfare (CFW) unanimously voted to change the council’s name and to add three standing subcommittees. The new name will be the Council on Faculty Welfare, Diversity and Academic Freedom. The three new subcommittees will be Faculty Welfare, Affirmative Action and Diversity and Academic Freedom. The name change and addition of the subcommittees will more clearly define CFW’s existing duties for the UCI and UC communities. It should be noted that the revisions do not change or add to the CFW’s duties. (Memo dated 5/13/09)
[Note: The Special Senate Committee on Diversity provided suggestions and endorsed the final wording. The Senate Cabinet and Irvine Divisional Senate Assembly approved of the proposed revision. The revised bylaw will become effective in August 2009.]

10. Faculty Salary and the Budget Crisis – (Meeting date: 6/9/09)
The Council was asked to review and comment on the merits of salary cuts and/or furloughs. Five comments were forwarded: 1) Furloughs may lead to disparities in that some employees cannot be furloughed (e.g., key health care workers, laboratory workers who are caring for animals). Salary cuts are both simpler and fairer to implement. 2) Members agreed that the authority to declare an Emergency on a UC campus should be limited to natural disasters or health emergencies that are confined to that specific campus. If a Financial Emergency is to be declared; it should be for the University as a whole. 3) Members agreed that a “sunset clause” or ending date for an Emergency needs to be included in the Furlough/Salary Reduction Plan and in the Standing Order. 4) The Regents should have the authority both to approve and to remove its approval of an Emergency. The current document only gives The Regents approval authority. (Memo dated 5/18/09)

11. Parking and Transportation Services – (Meeting date: 6/9/09)
Ron Fleming, Interim Director of Parking and Transportation Services, and Christine Dacanay, Assistant Director, presented an annual update on parking and transportation issues on the Council’s June 9 meeting.
12. UCI Career Equity Review Policy – (Meeting date: 6/9/09)
The Council on Faculty Welfare compared UC Riverside’s Career Review Policy and UCLA’s Merit Equity Review (MER) policy to UCI’s Career Equity Review Policy (CER) and noted that UCI’s CERs are rarely requested. Members agreed that the following additions would improve UCI’s procedures:

1) Members agreed that equity is not fully achieved without an adjustment of salary and recommended that the following sentence be added:
   When the Career Equity Review results in advancement in rank and step, an appropriate salary adjustment will also be made.  [From Section II of UCLA’s Merit Equity Review Policy]

2) UCI’s CER procedure can sometimes be stopped at the Dean’s level of review and members would like to see this changed by deleting the following wording from the UCI CER policy:
   If the recommendation is not positive, the Dean will confidentially notify the individual that a Career Equity Review will not be pursued. A redacted copy of the ad hoc committee recommendation will be included with the notification, but no part of the Career Equity Review request will be included in the candidate’s personnel file or be considered in any subsequent review.  Use UCI Career Review checklist, form UCI-AP-52A to assemble the review file.”  [From the third paragraph under the Section, Documentation on Pg. 4]

3) Members recommended adding the following wording based on UCLA’s policy to give a faculty member additional options to pursue:
   In the case of a ladder faculty member who believes that his/her Department, Chair, or Dean will be unable to act on the CER file with appropriate objectivity, the faculty member may request that the action bypass one or more of these reviewing agencies. If the Department or the Chair is removed, the Dean will assemble materials for the CER and assume the duties normally assigned to the Departmental Chair for a CER Review. If the Department is removed, the Dean must form a qualified ad hoc committee to review the dossier and prepare a report; this committee may include members of the department but due attention must be given to the right of the faculty member to request the exclusion of particular department members.  If only the Chair is removed from the evaluation process, the Chair will submit the departmental recommendation directly to Academic Personnel Office for review by CAP.

   If in extraordinary circumstances a request is made to bypass the Department, the Chair and the Dean, the Vice Chancellor for Academic Personnel in consultation with CAP will be responsible for assembling the CER materials and appointing an ad hoc committee to review the dossier and prepare a report; this committee may include members of the department but due attention must be given to the right of the faculty member to request the exclusion of particular department members.  The Chair of the ad hoc committee will substitute as the Departmental Chair for the purposes of the CER review and will provide the candidate with a copy of the committee report and summary of departmental deliberations prior to the dossier being sent forward to Academic Personnel Office.  [From Section IV. 2 of UCLA’s Merit Equity Review Policy]

These additions would more closely align UCI’s CER policy with UCLA’s policy and hopefully would encourage more faculty members to consider using the procedure when equity is a concern.  
(Memo dated 6/15/09)
Irvine Divisional Senate/UCI Administration Issues for the Council’s Review

1. Guiding Principles for Faculty Involvement in Dean Search and Dean Review Committees - (Meeting date: 11/25/08)
   Although the new guidelines were considered a step forward, the Council members agreed that they did not go far enough to specifically address several situations that may arise. The following amendments were forwarded to the Senate Chair for Section II. DEAN SEARCH COMMITTEE PROCEDURES of the Guiding Principles: 1) The Chancellor and/or Vice Chancellor/Provost will choose from the Search Committee’s final list of candidates. If the final list is changed, the Search Committee will be consulted. 2) After names from the Search Committee have gone forward to the Administration, the Search Committee will be consulted on any changes including the rescinding of an offer. (Memo dated 2/3/09)

2. Council on Planning and Budget’s Resolution Re: UCRS and Total Compensation (Meeting date: 2/1/09)
   Council members shared the concerns voiced in CPR’s memo, but had mixed opinions on the merits and consequences of endorsing the resolution. The vote to endorse did not pass. Four comments/concerns were forwarded to the Senate Chair for consideration and discussion at the subsequent Senate Cabinet meeting. Members agreed that the reduction in State funding over the years has reduced the quality of the University of California. The transition from a public university to a public/private partnership has weakened the institution. (Memo dated 2/20/09)

3. UCI Review of Proposed UCI Procedures – Resolving Complaints of Faculty Code Violations and Grievances (Meeting date: 5/12/09)
   The Council reviewed the proposed new section which will establish a process to resolve serious issues between faculty and staff and forwarded two comments to the Senate Chair: 1) The link to the Human Resources web site was found to have inadequate information and additional resources were suggested. 2) CFW’s Subcommittee on Academic Freedom could provide advice and referrals to faculty members and the Council has requested that a link to Irvine Bylaw 99 be added to HR’s web site. (Memo dated 5/18/09)

UC Senate Issues for the Council’s Review

1. UC Review of Proposed Bylaw Change to Add the Chair of the University Committee on Academic Freedom to the Academic Council – (Meeting date: 9/30/08)
   Council members agreed that the University Committee on Academic Freedom should have a voice on the Academic Council and unanimously approved the proposed bylaw change to add the Chair of the University Committee on Academic Freedom to the membership of the Academic Council. (Memo dated 10/9/08)

   Council members agreed that the definition and new wording pertaining to “domestic partner” relationships was reasonable and no objections where noted. The Council did request clarification regarding the word “some” on Page 2 of Vice Provost Nicholas P. Jewell’s memo (2/29/08).
“...UC provides benefits for domestic partners of active employees and retirees including (1) UCRP survivor income and (2) health and welfare benefits for same-sex domestic partners and some opposite-sex domestic partners...”

(Memo dated 10/21/08)

3. UC Review of the Implementation of RE-89: Restrictions on Tobacco Company-Funded Research – (Meeting date: 9/30/08)
It was noted that the Council did not support restrictions on tobacco-related research when the issue was circulated to Senate committees for review in 2005. The Council unanimously endorsed the University Committee on Academic Freedom’s request to closely monitor the implementation of RE-89 and agreed to provide a member from the Council’s Subcommittee on Academic Freedom to serve as a voting and an ex officio member on any UCI review committee. The Council wants to guard against any further erosion of academic freedom. (Memo 10/9/08)

4. UC Review of Retiree Rehire Policy Adopted by The Regents – (Meeting date: 10/28/08)
Council members agreed that the new policy seemed reasonable and there were no suggested revisions. It was noted that The Regents had already approved and adopted the policy which raised concerns about the future of shared governance when Senate review is conducted after the fact. (Memo 11/3/08)

5. UC Review of the UC Accountability Report – (Meeting dates: 10/28/08, 1/20/09)
Council members reviewed “Section 7. Faculty” of the Accountability Report and unanimously agreed to forward a recommendation that the following indicators may provide a fuller assessment of research productivity and faculty performance: number of publications, grants, copyright and patents, productions (for the Arts), and a list of editorial board memberships and professional associations. A typographical error was also forwarded. (Memo dated 11/3/08)

In January, a revised report was circulated for review and comment and the Council members expressed concern that CFW’s previous comments were not heeded. Additional suggestions were forwarded regarding the availability of data which each UC campus regularly provides to organizations that do university rankings. The Council reiterated the importance of including data on the number of publications per faculty at each campus, the dollar amount of research grants brought in each year by each campus, and it should be reported per capita (per faculty). On a related issue, it was noted that the Chronicle was not included in Section 9. Rankings despite UCI’s earlier request. (Memo dated 1/23/09)

6. UC Review of the Proposed Revised Academic Personnel Policy 240 - Deans - (Meeting date: 2/17/09)
The Council unanimously approved the proposed revisions. Members agreed that the revisions were reasonable and provided clarity. It was noted the UCI’s related policy, “Guiding Principles for Faculty Involvement in Dean Search and Review Procedures,” provides more specific guidelines and some members would prefer to have that kind of detail in this UC policy as well. (Memo 2/23/09)

The proposed technical amendments reflect the changes that have been made to the requirements for the California Government code for state agencies’ conflict of interest codes. The Council members
agreed that the proposed revisions were reasonable and unanimously endorsed the proposed amendments.  (Memo 4/15/09)

8. UC Compliance Briefing and UC Compliance and Conflict of Interest Briefing – Two Powerpoint Training Sessions – (Meeting date: 4/14/09)
The Council reviewed the two drafts of the compliance briefings that most employees will be required to take on an annual basis. In response to UC’s request for feedback, the Council offered suggestions for several additions: 1) The Academic Senate and its committees are an important resource for faculty and this information should be added to the training sessions. 2) Provide additional information on the rights of and the resources available to both the person reporting a perceived wrongdoing and the person having allegedly committed a wrongdoing. 3) Provide additional information about the obligations, both legal and ethical, of the person witnessing a wrongdoing. 4) The annual requirement for these briefings seemed excessive and costly. After the initial briefing at the time of hire, retraining every five years should be more than sufficient. (Memo 4/15/09)

9. UC Review of Furloughs and Salary Cuts – Standing Orders of the Regents - Amendment and Guidelines – (Meeting date: 5/12/09)
Council members reviewed the proposed amendments to the Standing Order on the Duties of the President, and the Draft Furlough/Salary Reduction Guidelines. Comments regarding the Standing Order on the Duties of the President included: 1) The authority to declare an Emergency on a UC campus should be limited to natural disasters or health emergencies that are confined to that specific campus. If a Financial Emergency is to be declared, it should be for the University as a whole. 2) A “sunset clause” or ending date for an Emergency needs to be included in the Furlough/Salary Reduction Plan and in the Standing Order. 3) The Regents should have the authority both to approve and to remove its approval of an Emergency.

• Members did not agree with the wording on page 3 of the Draft Guidelines stating “If the President prepares a plan without relying on campus plans, the President shall prepare the [plans] using the procedures described below, except that the Office of the President personnel … will substitute for the campus personnel.”

For the Draft Furlough/Salary Reduction Guidelines, members agreed that furloughs are a poor alternative to salary cuts, because they lead to disparities in that some employees cannot be furloughed (e.g., key health care workers, laboratory workers who are caring for animals). Furloughs also may create bureaucratic problems while salary cuts are both simpler and fairer to implement. Each UC campus should have a representative involved in the preparation of the Furlough/Salary Reduction Plan. (Memo dated 5/18/09)

10. UC Santa Cruz Report, Resolution and Background Information on the UC Retirement Plan – (Meeting date: 6/9/09)
Council members endorsed the resolution which primarily requests increased transparency in reporting on the status of the UC Retirement Program by publishing the monthly, quarterly, and annual fiscal reports and projections on various websites. The Council’s support is based upon the assumption that the documents to be published are existing reports and there will be no new data generation or costly overhead involved in the writing of new reports. It was also noted that some reports may only be available to the divisional offices of the Senate. (Memo dated 6/10/09)

11. UC Review of Proposed Statement of Principles for Student Academic Freedom to become an Appendix to APM-010. Academic Freedom - (Email discussion)
Council members reviewed and approved the proposal to append the statement of principles, *Student Freedom of Scholarly Inquiry Principles*, previously endorsed by the UC Assembly on January 30, 2008, to APM-010 as Appendix B.  *(Memo dated 7/1/09)*

**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, Kimberly Kahn, William Ryan, and Joan Tenma for their important contributions.

**Invited Guests:**
- Jutta Heckhausen, Senate Chair
  - Senate Orientation – October 28
  - Faculty Salary Data – October, March 17, May 12
- CAP Subcommittee members were invited to join the discussions of the faculty pay equity data issue on October 28, January 20, March 17, May 12.
  - Fadi Kurdahi, Fran Jurnak, Nancy Burley, Rina Dechter
- Ron Fleming, Interim Director of Parking and Transportation Services and Christine Dacanay, Assistant Director – June 9
  - Annual Update on Parking and Transportation Issues at UCI

**Issues for 2009-10**
A number of issues from 2008-09 will continue to be reviewed during the 2009-10 academic year: faculty salaries, health care and retirement benefits for active and retired faculty, faculty housing, campus child care, and emeriti issues.  The Council will also follow-up on several issues from this year: 1) Academic Personnel will provide data on how many faculty members have requested course release and reduced service as provided by the UC Family Friendly Policies.  2) The Office of Human Resources’ web site for Ethics and Compliance Resources will be updated, and when the new site is ready, CFW will ask the Office of Human Resources to include a link to CFW’s revised Irvine Bylaw 99 and the duties of its Subcommittee on Academic Freedom.

The minutes of the monthly meetings are on file in the Office of the Academic Senate.

On behalf of the Council on Faculty Welfare,
Cornelia Pechmann, Chair

Faculty Members:  Representatives:
- Connie Pechmann, Chair  Emeritus Representatives: (3)
- James Bobrow
Richard Brestoff  David Easton, Emeritus Rep
Simon Cole  Kivie Moldave, Emeritus Rep
Sanjeev Dewan  Barbara Hamkalo, Emeritus Rep
Dan Gillen
Susan Greenhalgh
Michael Hooker  Carole McEwan, LAUC-I Rep
Raju Metherate  Brock Cutler, AGS Rep
Carrie Noland
Arvind Rajaraman
Isaac Scherson  Gwen Kuhns Black, OEOD
A. J. Shaka  Kimberly Kahn, Human Resources
Charles Wheeler  William Ryan, Human Resources
Joan Tenma, Academic Personnel

Representatives:

Consultants:
REPORT BY THE SUBCOMMITTEE ON EMERITI AFFAIRS

CFW’s standing Subcommittee on Emeriti Affairs met prior to the Council meetings when there was sufficient business and, in addition to the issues previously mentioned in this report, considered the following issues in 2008-09:

- The Subcommittee requested information from the University Committee on Faculty Welfare regarding emeriti benefits: COLAs, medical insurance for retirees, dental benefits for seniors, evaluation of the Wellness Program, and UC budget cuts.
- The UCIEA’s and CFW’s survey results regarding departmental rights and privileges will be brought forward for discussion during the next academic year.

Subcommittee members:
Barbara Hamkalo, Chair and President of UCIEA
David Easton
Kivie Moldave
Charles Wheeler, F&WQ

REPORT BY THE SUBCOMMITTEE ON ACADEMIC FREEDOM (UCAF)

CFW’s Subcommittee on Academic Freedom advised members on academic freedom issues mentioned previously in this report. Isaac Scherson represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF). UCAF issues for 2008-09 included:

- Consultation with the Academic Senate Leadership and Office of the President
- Use of “Collegiality” in the Academic Personnel Process
- Implementation of RE-89: Restrictions on Tobacco Company-Funded Research
- Legal Fees for Faculty Accused of Misconduct in Research
- Academic Freedom and the UC Education Abroad Program
- Hong vs. UC Regents
- Proposed Revisions to Senate Bylaws 125 a.4, 128, and 130
- Student Freedom of Scholarly Inquiry
- Sexual Harassment Prevention Training Compliance

Subcommittee members:
Isaac Scherson, Chair and UCI Representative to UCAF
James Bobrow
Dan Gillen
Carrie Noland
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. Nancy Burley (January 22, 2009) and Raju Metherate (April 23, and June 25, 2009) represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD issues for 2008-09 included:

- Consultations with: Academic Senate Leadership and President’s Office.
- Reports from and/or regarding: 1) Subcommittee on the Professional Doctorate of the UC Task Force on Planning for Professional and Doctoral Education, 2) UC Staff Diversity Council, 3) Faculty Diversity in the Health Sciences at the UC
- Proposal to Modify UC Financial Aid Program
- Revised Accountability Report
- Campus Diversity Committee and CAP Relationships on Each Campus: Implementation of APMs 210/240/245
- Diversity Coordinator Search
- Proposed Changes Re: Gender Identity and Sexual Orientation to APM and Senate Bylaws
- Furloughs and Salary Reduction Options

Subcommittee members:
Richard Brestoff, Chair
Michael Hooker, Rep to the Special Senate Committee on Diversity
Raju Metherate, UCI Representative to UCAAD
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. A. J. Shaka represented the Irvine Division at the monthly meetings of University Committee on Faculty Welfare (UCFW) and Sanjeev Dewan was the alternate representative on January 16 and February 13, 2009. UCFW issues for 2008-09 included:

- Consultations with UCOP Re: Budget, Academic Affairs, Academic Advancement, Academic Personnel, Human Resources and Benefits, Retiree Health Benefits, Housing Programs Funding
- Proposed Revisions to Academic Personnel Manual Policies: APM 240 (Dean’s Policy), APM 028 (Disclosure of Financial Interest in Private Sponsors of Research), and APM 010 (Student Freedom of Scholarly Inquiry)
- UC Rehire Retiree Policy
- Open Enrollment – Health Plan Changes for 2009
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- UC Retirement Plan (UCRP): Restart of Contributions
- Proposed UC Seminar Network
- Principles for Non-resident Enrollment
- Furloughs and Salary Cuts

Subcommittee members:
A. J. Shaka, Chair and UCFW Rep
Simon Cole
Sanjeev Dewan
Susan Greenhalgh