I. CHAIR’S REPORT

Discontinuation of Arts/Humanities Undergraduate Major
The discontinuation of the Arts/Humanities Undergraduate major was presented to Cabinet with unanimous support from the faculty of Arts and Humanities. The Cabinet endorsed it and it was passed by the Assembly.

UCOE Copyright Agreement
UCOE is asking for non-exclusive rights to the online material that faculty develop. Faculty have expressed a problem with this because this right allows UCOE to edit and update material given by the faculty. Faculty feel it is an infringement on intellectual property and academic freedom. Discussions are still underway. UCOE has shared it is not mandatory for faculty to participate therefore faculty can chose not to participate if they do not agree with the agreement. It is still questionable whether or not this will be sustainable without long-term faculty support raising questions about the business model and funding.

UC President Search Criteria
Each campus received a letter asking for search criteria. There is nothing in writing saying there should be faculty participation. However there is a committee collecting this information and will recommend this would be a good criteria for the search. The committee is comprised of regents with two advisory roles with the Senate Chair and student regents. UC Irvine criteria are being discussed. If any CFW members have a recommendation, please contact Chair Meenakshisundaram to be passed onto the Senate Cabinet.

CEP Change in Title for Lecturers
A proposal was introduced by CEP asking for a change in title for lecturers from Lecturers with SOE to Teaching Assistant Professors or Teaching Associate Professors. The change was requested because the lecturer title is unique to the UC system and is not recognized at other schools. The Senate Cabinet rejected the proposal.

II. CONSENT ITEMS

The minutes from November 27, 2012 and January 15, 2013 were approved.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report

Retirement Counseling
There has been discussion UCOP will cease funding of retirement counseling at each campus which means each campus will have to decide how to handle funding. Members noted the importance of maintaining an in-house retirement counselor. Systemwide currently has a retirement processing center and UC Path will centralize routine retirement questions but this does not address the more in depth needs of retirees. The Subcommittee on Emeriti Affairs will update the Council once more information becomes available. UC Path implementation for UC Irvine is scheduled for July 2015. As of now, retirement counseling at the campus is slated to go away unless the campus finds a way to fund it.

Center for Emeriti and Retirees
Jeri Frederick, Director of the Center for Emeriti and Retirees was introduced to the Council. The Center for Emeriti and Retirees is a part of Human Resources and handles all matters pertaining to emeriti and retiree benefits.
IV. FACULTY WELFARE ISSUES UNDER REVIEW

A. CFW sites.uci/scfw Blog

Members were informed they now have the ability to receive notifications when new comments are posted. Members were directed to select a box towards the bottom of any post that says notify me of follow-up comments via e-mail. OIT is still researching options for responding to comments via e-mail and options for members to be redirected to their link destination after logging into the site.

B. UCI Mental Health Initiative

The UCI Mental Health Initiative met in January. Three recommendations were forwarded from CFW. They included having faculty chairs be trained to deal with mental health issues, offering mental health and stress reduction programs for faculty, and getting more resources for faculty such as having a point of contact in each school similar to the structure of the equity advisors. Administration has agreed to fund chair training and it will begin Spring Quarter. AP will be working closely with Vice Provost Herbert Killackey on coordination and implementation.

C. Smoke Free Task Force

Guests Joseph DiMento and Ramona Agrela from the Smoke-Free Task Force presented to CFW on the goals and purpose of the smoke-free policy implementation. In January of 2012, President Yudof sent out a letter regarding the tobacco use. He concluded the UC system was ready to demonstrate leadership in reducing tobacco use and exposure to second hand smoke by creating a smoke-free environment. Each chancellor was asked to form a committee charged with the task of implementing a smoke-free policy within the following two years. The chancellors were asked to craft policies to fit their individual campus needs inclusive of the following elements: smoke-free means smoking, the use of smoke-less tobacco products, and the use of unregulated nicotine products will be strictly prohibited in indoor and outdoor spaces including parking lots and private residential paces in the medical center campuses; applies to all UC faculty; enforcement should be primarily educational with an emphasis on cessation resources. UC Irvine is more focused on education while other campuses have chosen to focus on enforcement. The UC Irvine committee consists of members from CFW, administration, graduate students, and undergraduate students.

The policy does not apply to University Hills but does apply to student housing. Approximately 7% of the campus community are active smokers. At this time, the committee is focused on the hearing phase, listening to feedback from the campus community. The first part of the hearing phase was to collect comments from the campus community via an e-mail address that was distributed. The second part of the hearing phase will begin on February 20 with a townhall meeting.

Members expressed concern regarding the section of the policy which prohibits the use of items such as nicotine patches and e-cigarettes that have no secondary effect on adjacent individuals and would in fact help smokers to stop smoking. Additional concern was expressed regarding the amount of time and resources spent on this policy when the campus has such a low percentage of smokers. Recommendations were made to allow the use of items with no secondary effect on adjacent individuals and to explore wellness options with financial incentives. Members also recommended the focus be expanded from educational to cultural in order to ensure the long term effects which motivated the creation of the policy.

D. Proliferation of Administration

Statistics were circulated regarding the growth of administration compared to the lack of growth with faculty and professional staff. Members expressed concern administration may be growing at a disproportionate rate to faculty and staff. It was noted that some reports lump many employees into the same categories yielding misleading results. For example, staff, professionals and administrators...
in areas such as the hospital, housing and/or bookstore employees might all be lumped into the “administrators” category. Council members expressed interest in working the Council on Planning and Budget (CPB) to conduct an analysis of the numbers and look deeper into the data. Council members also expressed interest in examining ways to improve the life of individual faculty.

**Action**
Chair Meenakshisundaram will gather information regarding faculty life and staff support. Chair Meenakshisundaram will also speak with the Senate Cabinet regarding the possibility of working with CPB to conduct a data analysis.

### V. UCI SENATE ISSUES UNDER REVIEW
None

### VI. UC SENATE ISSUES UNDER REVIEW
None

### VII. STATUS REPORTS

**Faculty Welfare Subcommittee – Gopi Meenakshisundaram, Rep to UCFW**

**Governor Involvement with UC**
The governor has attended the regents meetings and wants to attend all meetings related the UC President search. It is unclear at this time how the governor’s priorities will shape UC’s priorities. The governor has proposed $10 million for technology enhanced education. Technology enhanced education would involve using technology in a classroom setting but have in-class examinations and faculty availability for in-person student meetings. Systemwide is working to ensure if the funding is granted, it be distributed among the campuses for their respective use.

**UC Retirement Plan (UCRP)**
UCRP currently has the employee contribution at 6.5%. Plans are now in motion to increase the employee contribution to 8% and the employer contribution to 14%. If this happens, UCRP will not reach 95% until 2039. Initially the employer contribution was supposed to ramp up to 18% temporarily and then decrease until it reached 9-10% allowing the fund to reach 95% by 2029. Each of the UC campus Executive Vice Chancellors and Provosts have shown resistance to the 18% and believe it is not attainable unless campus budgets are cut. This item is still under discussion, more information will be shared as updates are released.

**Total Remuneration Study**
The Vice President of UCOP HR, Dwaine Duckettt has shared there are insufficient funds to carry out a total remuneration study for faculty and staff. The suggestion has been raised to conduct a modified study comparing UC faculty with other universities to reduce the cost.

**Affirmative Action Subcommittee – Grace Tonner, Rep to UCAAD**
No Report.

**Academic Freedom Subcommittee – Jean-Daniel Saphores, Rep to UCAF**
No Report

**Academic Personnel – Joan Tenma**
No Report
Equal Opportunity and Diversity Status Report – Gwen Kuhns Black
The Campus Climate study closes on February 14. The response rate was at 24.9%. The goal was to have a response rate closer to 30%. Members were encouraged to reach out to undergraduate and graduate students to help increase participation. If the goal of 30% is not met by February 14, it is possible the survey will run an additional week.

Human Resources Status Report on Benefits – Melody McCulloch
No Report

VIII. INFORMATION ITEMS
None

IX. NEW BUSINESS
A request was made to include the proliferation of administration on the February agenda.

X. ADJOURNMENT: 5:38 P.M.

Submitted by Charlene Mandau