

**COUNCIL ON FACULTY WELFARE,
DIVERSITY AND ACADEMIC FREEDOM
ANNUAL REPORT
2012-2013**

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 2012-13 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 2012-13. 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 – Retirement Counseling

The Council discussed the possible effects on retirement benefits in the event UCOP ceases funding of retirement counseling at each campus. 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. 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. The Council along with the UC Irvine Emeriti Association continues to monitor changes with retirement counseling. Further evaluation and reports will be provided at future meetings as more information becomes available.

(CFW meeting date: 02/12/13)

Total Remuneration Study

Dwaine Duckett, Vice President of UCOP Human Resources, in response to the LAO report on Faculty Recruitment and Retention at UC, has agreed to do a total remuneration study. The study will include faculty, staff, and the health sciences faculty. Additional information and updates will be provided at future meetings.

(CFW meeting dates: 01/15/13, 02/12/13, 03/12/13)

UCI Mental Health Initiative

Chair Gopi Meenakshisundaram is a member of the UCI Mental Health Initiative group. The group met on October 18, 2012 and produced three requests endorsed by the Council. 1) Development of training programs for new chairs. 2) Expand the scope of mental health training programs now available for students to include staff and faculty. 3) Develop a program to identify faculty representatives in each school as a point of contact for faculty and staff seeking assistance. Administration agreed to fund the chair training program and started Spring Quarter. Academic Personnel has been working with Vice Provost Herbert Killackey on coordination and implementation.

(CFW meeting dates: 10/30/12, 11/27/12, 02/12/13)(CFW memo date: 11/28/12)

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

Chancellor's Advisory Committee for UC Smoke-Policy Implementation

CFW had two representatives on the committee: Bruce Blumberg and Michelle Garfinkel. 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. 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. The primary focus of the UC Irvine policy has been educational. CFW members suggested the focus be expanded to cultural in order to ensure long-term effects throughout the campus. Status reports on the implementation process will be provided at future meetings as information becomes available.

(CFW meeting dates: 02/12/13)

UCI Abroad White Paper

The Council reviewed the UCI White Paper via online discussion. CFW members believe UC Irvine could benefit from an expanded international presence however members did not feel a physical campus abroad is the best path to this goal. Members felt more information about the experiences of other major research universities who have established a physical branch campus in another country should be gathered for background and comparison purposes and noted concern regarding the faculty resources to be provided, possible academic freedom issues, and how faculty service will be evaluated.

(CFW discussion dates: 11/29-12/03/13) (CFW memo date: 12/07/12)

UC Climate Survey

The Climate Survey launched on January 14, 2013 and ended on February 14, 2013. UC Irvine participation was approximately 30%. Reports with the results are estimated to be released in November/December 2013. The University is committed to doing another survey in 4-5 years. Additional information on the results will be provided at future meetings as information becomes available.

(CFW meeting dates: 10/30/12, 01/15/13, 02/12/13, 06/11/13)

UC Senate Issues for the Council's Review

UC Review of APM – 015, The Faculty Code of Conduct

The Council reviewed the proposed revision to APM – 015 via online discussion. Members thought the recommendations seem to accomplish the primary goal of assuring faculty rights to actively participate in shared governance of the University by incorporating within the academic freedom the right to freely express opinions regarding institutional policy and voted to endorse the proposed revisions.

(CFW discussion dates: 01/04-07/13) (CFW memo date: 01/07/13)

UC Review of Proposed Revisions to APM – 241, Faculty Administrators

The Council reviewed and approved the proposed revisions to APM – 241.

(CFW meeting date: 06/11/13) (CFW memo date: 06/17/13)

UC Review of APM – 430, Visiting Scholars

The Council reviewed and endorsed the new policy to create a new title to accommodate domestic and international visitors. When re-introduced for a final review, the Council noted the policy deals with non-UC employees, while the purpose of the APM is to list the rules and regulations that govern employees. Members felt if the visitors were to be added to the payroll system (with 0% salary), and thus treated as employees, there would be several benefits to follow including library privileges, a university/campus email id, and liability insurance. Comments were forwarded to the Senate Chair for discussion by the Senate Cabinet.

(CFW meeting dates: 11/27/12 & 03/12/13) (CFW memo dates: 12/03/12 & 03/18/13)

UC Review of Proposed Revised APM Section IV, Salary Administration (APM – 600 Series)

The Council reviewed the proposed revisions to the APM – 600 series. Members noted the revisions were not submitted with the typical strike-outs and underlines and expressed a need to follow conventional formatting when presenting policy changes in order to produce useful feedback. The Council did not oppose the changes and forwarded comments to the Senate Chair for discussion at the Senate Cabinet meeting on April 7, 2013.

(CFW meeting date: 04/09/13)(CFW memo date: 04/29/13)

UC Review of APM – 700, Leaves of Absence

The Council reviewed and endorsed the proposed revisions to APM – 700 submitted Fall Quarter 2012. Upon final review of the revised draft in Winter Quarter, CFW members were concerned important changes suggested by the various campuses were ignored although the accompanying

materials noted they had been incorporated. Due to this oversight, the Council did not support the policy as written. Comments were forwarded to the Senate Chair for consideration.

(CFW meeting dates: 11/27/12 & 03/12/2013)(CFW memo dates: 12/03/12 & 03/18/2013)

UC Review of Negotiated Salary Trial Program (NSTP)

The Council reviewed the Negotiated Salary Trial Program. Members noted five areas of concern: 1) The implementation details were unclear. 2) The impact of shifting allocation money earmarked for other research expenditure towards faculty salaries should be considered. 3) Metrics should be in place for ensuring salary equity. 4) Not all funding sources can be used in this plan therefore equitable treatment due to funding sources should be considered. 5) The implementation plan should monitor the use of the contingency fund generated through taxing the grant source. Comments were forwarded to the Senate Chair for discussion at the November 6, 2012 Senate Cabinet meeting.

(CFW meeting date: 10/30/12)(CFW memo date: 11/05/12)

UC Review of the Open Access Policy

The Council reviewed the proposed Open Access Policy submitted during Fall Quarter. CFW members noted three main areas of concern: 1) The proposed policy did not address whether or not there were any adverse effects for professional societies. 2) Not all faculty will be knowledgeable about the opt-out process and/or how to obtain permissions from outside parties such as museums. 3) Why create a policy or open access when funding agencies already have requirements in place. After reviewing the revised policy during Spring Quarter the Council found no objections. All comments were forwarded to the Senate Chair for review.

(CFW meeting dates: 11/27/12 & 06/11/13)(CFW memo dates: 12/03/12 & 07/03/13)

UC Review of “Rebenching” Report

The Council reviewed the “Rebenching” Report and recommendations. Although the Council agreed the University needs a more transparent and equitable process for allocating funds received from the State, members did not believe the report and recommendations addressed this need. CFW members noted three areas of concern: 1) The rebenching model did not properly address the redistribution of resources in the current climate and assumes an influx of new state funds. 2) The model had several exceptions for UC Merced and UC San Francisco. 3) The proposed formula would allocate funds based on target student enrollment but the actual target numbers were not clearly laid out. The Council forwarded comments to the Senate Chair for discussion at the November 6, 2012 Senate Cabinet meeting.

(CFW meeting date: 10/30/12)(CFW memo date: 11/05/12)

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, Jeri Frederick, Melody McCulloch, and Joan Tenma for their important contributions.

Invited Guests:

Mary Gilly, Senate Chair – October 30, 2012

Ramona Agrela (Assoc. Chancellor and Rep from the Smoke-Free Task Force and Joseph DiMento (Chair of the Smoke-Free Task Force) – February 12, 2013

Issues for 2013-14

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;
- UCI Mental Health Initiative and training for faculty chairs;
- Improving sound quality in Senate Conference Room for hearing impaired committee members;
- Faculty and retirement health care;
- Negotiated Salary Pilot;
- Faculty childcare;
- 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

2012-2013 COUNCIL MEMBERSHIP

Faculty Members:

Gopi Meenakshisundaram, Chair
Bruce Blumberg
Zhongping Chen
Teresa Dalton
Lucile Faurel
Michelle Garfinkel
James Given
Patrick Guidotti
Michael Hooker (SQ)
Sabee Molloy
Vincent Olivieri
Nasrin Rahimieh

Jean-Daniel Saphores
Annette Schlichter
Grace Tonner
Kyoko Yokomori

Emeritus Faculty: (3)

Alan Elias, Emeritus Rep
Julius Feldman, Emeritus Rep
William Parker, Emeritus Rep
Cal McLaughlin, Emeritus Rep and President, UCIEA

Non-Voting Members:

Representatives:

Jonathan Alaniz, ASUCI (WQ & SQ)
Linda Murphy, LAUC-I Rep
Ashlie Lobos, ASUCI (FQ)
Victor Quintanaar-Z., AGS Rep

Consultants:

Gwen Kuhns Black, OEOD
Jeri Frederick, Human Resources (Substitute for Melody McCulloch)
Melody McCulloch, Human Resources
Joan Tenma, Academic Personnel

Subcommittee Reports follow:

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 2012-13 included:

- Retirement Housing
- Mailing lists for Emeriti Faculty
- Health Care Coordinator
- Retirement Counseling

Subcommittee members:

Cal McLaughlin, Chair and President of UCIEA
Alan Elias
Julian Feldman
Michelle Garfinkel (Non-emeriti member)

William Parker

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. Jean-Daniel Saphores represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF). UCAF issues for 2012-13 included:

- California SB520
- Guide on how to investigate Academic Freedom issues
- Development of a forum for contentious issue discussions
- Faculty recruiting
- Modification of APM – 210 to avoid encroaching on academic freedom
- Proposed Open Access Policy
- Electronic Privacy and Information Security Initiative
- UCOE IP Agreement
- UCI Abroad White Paper

Subcommittee members:

Jean-Daniel Saphores, UCI Representative to UCAF

Bruce Blumberg

Annette Schlichter

Kyoko Yokomori

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 2012-13 included:

- Mentorship, UC Policy vs. Departmental
- APM – 010, Section 1D
- APM – 210
- Diversity at schools

Subcommittee members:

Grace Tonner, Chair and UCI Representative to UCAAD

Lucile Faurel

James Given

Sabee Molloi

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 2012-13 included:

- Rebenching report and recommendations made by the Rebenching Budget Committee
- Negotiated Salary Trial Plan and Implementation for the General Campus
- UC Composite Benefit Rates
- Total Remuneration Study
- UC Retirement Plan contributions
- Request for increase in teaching load by governor
- Plans for UC Care, a UC self-insurance plan
- Discussed new and proposed revisions to UC Policies:
 - Proposed revisions to the Academic Personnel Manual: APMs 015, 241, 430, 600, 700

- University of California Online Education copyright issues
- Lab safety procedures and regulations
- Healthcare and the campus healthcare facilitator

Subcommittee members:

Gopi Meenakshisundaram, Chair and UCI Representative to UCFW
Teresa Dalton
Patrick Guidotti
Vincent Olivieri