

**COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM  
ANNUAL REPORT  
2015 – 2016**

**To the Irvine Divisional Senate Assembly:**

The Council on Faculty Welfare, Diversity and Academic Freedom (CFW) respectfully submits its report of activities for the 2015-16 academic year.

**I. 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 Jean-Daniel Saphores chaired CFW during the 2015-16 academic year. The Council Chair served as the Council's representative to the Senate Cabinet, the Irvine Divisional Senate Assembly, and the University Committee on Faculty Welfare (UCFW). The Council sent representatives to two UC committees: University Committee on Academic Freedom, University Committee on Affirmative Action and Diversity, and two UCI committees: the Chancellor's Advisory and the Committee on Child Care. The Council has four standing subcommittees: Emeriti Affairs, Faculty Welfare, Academic Freedom and Affirmative Action & Diversity. 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.

CFW met eight times during the 2015-16 academic year. The Council reviewed and discussed a wide range of issues, proposals, policies, and reports as detailed below.

**II. COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM ISSUES**

**A. Meeting Minutes**

*(Meeting date: 10/13/15, Memo date: 10/22/15)*

Members considered the suggestion that meeting minutes be kept confidential to limit undue outside interference. The Council expressed the view that the Senate cannot maintain relevancy and engagement by keeping these minutes confidential, and endorsed making the minutes public by posting them to the Senate website. The request was approved by the Senate Chair, Alan Terricciano.

**B. Childcare**

*(Meeting date: 11/10/15)*

Doug Haynes provided the Council with some background information about childcare services at UCI and the Chancellor's Committee on Child Care. The issues the Council discussed included the ability of faculty to be placed on a priority waitlist following their return from sabbatical, subsidizing childcare costs for faculty, the strategic plan for childcare services, and the cost of care to faculty salary ratio. Council members raised their concern with the issue of increasing cost of childcare, and the waiting lists for childcare services. Council members also noted their concern for the inactivity of the Chancellor's Childcare, prompting Doug Haynes to recommence with meetings. Among the new issues raised for the future were an increase to childcare, expansion of centers and services, and identification of group's utilization services.

**C. UCI Mental Health Initiative**

*(Meeting date: 11/10/15)*

The Council was largely involved in contributing to the Mental Health Initiative by addressing issues of basic mental health training, funding towards destigmatization efforts, and the hiring of a mental health coordinator. In response to the Council's requests, the Vice Provost funded mental health training for department chairs, as well as the implementation of a module detailing mental health issues and resources on campus. Beginning January 26, 2016 there will be mandatory training available for all department chairs on how to identify issues and resources available on campus. Funding was also allocated for the hiring of a Coordinator of Faculty and Staff Mental Health Care, Dr. Negar Shekarabi.

The Council was also briefed on the Mental Health Initiative event, organized at the request of the CFW Chair by the department of public health, taking place on December 9, 2015 in response to the Council's request to the Vice Provost for funding towards a mental health event focused on destigmatizing mental health issues among faculty.

**D. Healthcare**

*(Meeting date: 11/10/15)*

The Council was provided with health care updates including open enrollment dates, and changes to insurance plans and costs.

**E. UCI Healthcare Facilitator**

*(Meeting date: 03/08/16, Memo date: 06/09/16)*

The Council was presented with information about retirement counseling and healthcare services. The Healthcare Facilitator provides support for healthcare, leads workshops, meets with individuals to provide benefits assistance, and also assists with Connexus, open enrollment, and Secova. The Council expressed concern about the range of support being provided by one individual and voted to request funding to create a second position. The Council forwarded a memo to the Senate Chair regarding the need for funding to hire an additional staff member to meet increased demands.

**F. Faculty Salaries**

*(Meeting date: 04/12/16)*

Vice Provost of Academic Personnel, Diane O'Dowd and Gina Roque, Director of Data Management and Analysis in the Office of Institutional Research, presented to the Council on UCI salaries and search waivers. Council members discussed salaries, equitable distribution, and the status of the Irvine Salary Scale. Council members shared their concern that the Irvine scale was threatened in that some faculty who had received merits and promotion were notified of new salaries below the older Irvine scale. The Vice-Provost reassured members that the Irvine scale was still in effect but that its publication had been delayed to wait for additional information from UCOP.

**G. Transportation**

*(Meeting date: 06/14/16)*

Transportation plans and projects were presented to the Council. Transportation reported that parking rates for the 2016-17 year will remain the same, that the Law school has been approved for a new building to be built within 3-4 years from external funds

received, and that the OCTA bus programs and use of public transportation on campus has been successful. The campus will be looking at the campus' road infrastructure as new buildings come on, incorporating technology to help drivers find parking spaces in the coming year, and addressing concerns regarding the distribution of parking spaces in parking structures.

#### **H. Irvine Campus Housing Authority (ICHA) Housing**

*(Meeting date: 06/14/16)*

The Council was presented with information about University Hills expansions and new projects. The ICHA is in the process of building new housing, Area 11, in response to the campus goal of hiring 500 new faculty. The first phase of the Area 11 is scheduled to begin in Fall 2017. In addition, ICHA is building another park and pool, scheduled to open in October 2016. Council members had questions about the availability of parking in University Hills once the expansion is completed and waitlists to secure housing.

### **III. DIVISIONAL ISSUES**

#### **A. Academic Freedom**

*(Meeting dates: 12/08/15 & 01/26/16, Memo date: 03/21/16)*

The Council was asked to consider issues related to civility and academic freedom nationwide, and to draft some principles for the campus. The Regents released the *Regents of the University of California's Statement of Principles Against Intolerance* which prompted the Subcommittee on Academic Freedom to recommend that the Council to either support the subcommittee's response from October 19, 2015 or the University of Chicago's draft on academic freedom. This prompted debate among the Council that policies are already in place to protect students and faculty, and there is no need for additional statements. Members asserted that APM-010 adequately addresses academic freedom and no additional statement was needed. The request to draft principles for the campus was later dropped by the Senate Chair, Alan Terricciano.

#### **B. University Hills-UCI Police Community Relations**

*(Meeting dates: 12/08/15, 01/26/16, 02/09/16, 03/08/16 & 06/14/16, Memo dates: 01/22/16, 04/01/16 & 08/31/2016)*

The Council collected information about the University Hills and UCI Police incident that occurred September 1, 2015. The September 1 incident initiated questions about the procedures and actions of the UCI Police. The Council stood divided on whether or not the actions of the UCIPD were excessive or inappropriate during the incident of September 1, but did agree that the UCIPD should prioritize a non-violent resolution.

Members of the UCIPD discussed the campus assessment of new Police Chief, Jorge Cisneros, and the plans to implement a Chief's Advisory Group. The Council discussed the Chief's Advisory group and requested additional information about the group's membership, its selection, and representativeness.

The Council discussed racial profiling and was split on whether racial profiling is an issue for the campus noting it is difficult to evaluate and determine its pervasiveness without data. The Council recommended that a task force be created to collect data and identify best practices. The Council also proposed establishing an independent board to evaluate and make recommendations to strengthen UCIPD and community interactions.

The Subcommittee on Affirmative Action and Diversity took the lead in drafting a response.

The Council reviewed the draft response and provided suggestions and comments. The memo details the creation of an ad hoc committee that would develop recommendations for an organizational structure to improve UCIPD-UCI community relations. The ad hoc committee membership would include 3-4 CFW members, 3-4 CTLSE members, 2-3 outside members, and 2 student representatives.

### **C. College Textbooks**

*(Meeting date: 02/09/16, Memo date: 03/09/16)*

The Council was asked to consider the issue of college textbooks and faculty autonomy, restrictions on textbook assignments, ethical obligations, and possible conditions to be outlined regarding textbook assignments. Members noted that students have expressed concerns about textbook costs and the perceived benefits for professors. Members noted the difficulties in tracking profits from textbook sales, and offered suggestions towards solving this issue of profits and royalties.

The Council discussed the University of Kansas statement, and generated proposed amendments to make it applicable to UC Irvine. The Council decided that any adopted statement should neither constrain nor impede faculty from writing textbooks. Members were also concerned with avoiding a perceived conflict of interest with faculty requesting their own textbooks. The Council voted unanimously to forward the modified University of Kansas statement to Cabinet for consideration.

### **D. UCI Libraries Strategic Plan**

*(Meeting date: 04/12/16)*

The Council was briefed and provided feedback on the UCI Libraries Strategic Plan. The Council suggested the development of measures to assist with publicizing faculty publications, assistance with data merging, expansion to 24/7 study hours for students, and advertisement of eBook options for courses. The Libraries Strategic Plan Task Force member, Emilee Mathews, noted that the Libraries are building their capacity to consult with faculty on convergence science, developing research presentation areas, and can assist with published work protection to avoid faculty loss of funds.

## **IV. SYSTEMWIDE ISSUES**

### **A. Final Review of the Proposed Revised Presidential Policy on Sexual Harassment and Sexual Violence**

*(Meeting date: 10/13/15, Memo date: 10/15/15)*

Council members reviewed the revised policy and were pleased to see that many suggestions made by UC Irvine were incorporated in the draft. The Council expressed the need to make a clear distinction between sexual harassment and sexual violence, and the need for greater clarity about mandatory reporting and what constitutes a reportable incident. The Council suggested that sexual violence training be required every other year with the existing sexual harassment training, and that training on sexual harassment and sexual violence be made available annually to department chairs. The Council's comments will be forwarded to Senate Cabinet.

**B. Systemwide Review of SB 140**

*(Meeting date: 10/13/15, Memo date: 10/22/15)*

The Council unanimously agreed to endorse the systemwide Committee's name to read "UC Committee on Affirmative Action, Diversity, and Equity".

**C. Systemwide Review UC Health Governance Policies**

*(Meeting date: 10/13/15)*

The Council reviewed the proposed revisions to UC Health Governance Policies, which includes modifications to the composition of the committee, as well as new responsibilities and delegated authorities for the Committee on Health Services.

**D. UC Retirement Plan**

*(Meeting date: 01/26/16, Memo date: 02/01/16)*

The Council was asked to review the Retirement Options Task Report to the President written by the Systemwide Task Force appointed to explore retirement options. The Council expressed deep concern about the limited timeframe for review which in turn limits shared governance. Members noted that the review process was rushed and lacks a proper assessment of the impact of the proposed options. The Council considered rejecting the proposed plan as it seems to reduce benefits for employees, because it appears that without State funding the UCRP current funding shortfalls would be resolved by 2043, and the concern that the plan provides no incentives to retain employees. Members proposed, in majority, that cost savings should be used to increase faculty salaries; the minority felt these cost savings would be better used to reduce student fees. The Council will forward their comments to Senate Cabinet.

**E. UCOP Cybersecurity Efforts**

*(Meeting date: 02/09/16)*

The Council was presented with information about cyber security efforts and campus practices by Chief Information Officer (CIO), Dana Roode. Due to the UCLA incident, the UC President created five pillars of cybersecurity which resulted in the mandatory online training for all employees, adoption of a risk assessment framework for 2016-17, the hiring of a vendor to conduct University risk assessment, and implementation of a systemwide Committee on Academic Computing and Communication.

Members expressed concern about the monitoring of emails and documents, but were informed that the company monitoring communications only receives information about the network address, not specific individuals. The Council also stated that the secrecy regarding these implemented measures underlines recent concerns related to shared governance. The CIO stated that consultation on the project was very limited, and issues of confidentiality in the investigation restricted access to information. The CIO encouraged faculty to be more aware of these cyber security issues, and recommended that they utilize security options to keep their information secure. The Council's assessment on this matter was informally shared with Cabinet, as the Council on Research, Computing, and Library Resources provided a formal report.

**F. Systemwide Review of *Guiding Principles: Search Waivers for Academic Appointees at the University of California, Irvine***

*(Meeting date: 03/08/16, Memo date: 03/09/16)*

The Council was asked to review the *Guiding Principles: Search Waivers for Academic Appointees at the University of California*. The principles outline a new systemwide minimum standard for the use of search waivers, and allows campuses to make restrictions as needed. The Council found it difficult to comment due to lack of data to substantiate the need for waivers. There was a general concern about the lack of tracking of this and other employment related data on campus. The Council also questioned the relevance of standards and policy cited in the guidelines document. These comments were forwarded to Senate Cabinet.

**G. Systemwide Review of the Report of the Joint Committee of the Administration and the Academic Senate**

*(Meeting date: 03/08/16, Memo date: 03/15/16)*

The Council reviewed the report of the Joint Committee detailing the management of disciplinary proceedings related to sexual violence, sexual assault, or sexual harassment. Due to time constraints, the Council was unable to give opinions. The Council notified the Senate Cabinet of their need for additional time to evaluate the report, and included a recommendation that longer review periods for information review be implemented.

**H. Systemwide Review of the APM 278, 210-6, 279, 112, and new APM 350**

*(Meeting date: 04/12/16, Memo date: 05/12/16)*

The Council reviewed the proposed revisions to the APM 278, 210-6, 279, 112, and new APM 350 for the Health Sciences. Council members noted the challenge of commenting on the Clinical Professor series without input from the SOM. The Council had the SOM representative gather feedback and report back to the Council for comments to Cabinet.

**I. Systemwide Review of Proposed Reviewed APM 360 and 210-4**

*(Meeting date: 04/12/16, Memo date: 05/12/16)*

The Council reviewed the revisions of the APM 360 and 210-4 for the Librarian Series. The Council reviewed the revisions with the LAUC-I representative and found no issue with the revisions. These comments were forwarded to the Senate Cabinet.

**J. UC Violence and Sexual Harassment Policy**

*(Meeting date: 04/12/16)*

Due to time constraints, discussion regarding this item was tabled for a future meeting.

**V. SUBCOMMITTEE REPORTS**

**A. 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. Emeriti-related issues during 2015-16 included:

- UC Retirement Plan

Subcommittee members:

Kenneth Baldwin

James Danziger  
James Meeker  
George Miller, President of UCIEA  
Sha Sun

**B. Subcommittee on Academic Freedom**

CFW's Subcommittee on Academic Freedom advised CFW on academic freedom issues mentioned previously in this report. Fabio Macciardi represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF). UCAF issues for 2015-16 included:

- Principles on Intolerance
- Openness in research
- UC Network Monitoring Initiative

Subcommittee members:

Lorraine Lau-Gesk  
Fabio Macciardi, UCI Representative to UCAF  
Hugh Roberts, Chair  
Isaac Scherson

**C. Subcommittee on Affirmative Action and Diversity**

CFW's Subcommittee on Affirmative Action and Diversity advised CFW on affirmative action and diversity issues mentioned previously in this report. Belinda Robnett-Olsen represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD issues for 2015-16 included:

- Sexual Harassment Policy
- APM-035
- Standardization of the appointment process for faculty hires via the UC
- President's Postdoctoral Fellows and Campus Chancellor's Fellows Programs
- UC President's Postdoctoral Fellows Program implementation on the
- Health System campuses
- Anti-discrimination policies
- Faculty Salary Equity Analysis
- Aligning administrative diversity initiatives with search committee activities: Search-committee training, development of campus equity advisor programs, use of Faculty Equity Advisors (FEAs)
- Inquiry into the links between total remuneration and diversity

Subcommittee members:

Rufus Edwards  
Claire Kim (Sabbatical FQ 2015)  
Belinda Robnett-Olsen, Chair and UCI Representative to UCAAD

**D. Subcommittee on Faculty Welfare**

CFW's Subcommittee on Faculty Welfare advised members on faculty welfare issues mentioned previously in this report. Jean-Daniel Saphores represented the Irvine Division

at the monthly meetings of the University Committee on Faculty Welfare (UCFW).  
UCFW issues for 2015-16 included:

- UCRP Funding Status and Borrowing
- Retirement Options
- UC Care Access
- UC Health Governance
- Total Remuneration
- Retirement Counseling
- Family Friendly Policies
- Adoption Benefits
- Housing Privileges
- UC Health Care
- Retirement Benefits
- Benefit Reductions
- Open Enrollment
- Medicare Concerns

Subcommittee members:

Hossein Omoumi

Jean-Daniel Saphores, Chair and UCI Representative to UCFW

Ilona Yim

**VI. NEW AND/OR CONTINUING BUSINESS FOR AY2015-2016**

- Childcare
- Healthcare
- Transportation
- UCI Mental Health Initiative
- UCI Police-University Hills Community

**VII. INVITED GUESTS**

Kenneth Chew, Professor – Social Ecology (*Meeting date: 06/12/16*)

Russell Dalton, Professor – Social Sciences (*Meeting date: 02/09/16*)

Martha Feldman, Professor – Social Ecology (*Meeting date: 12/08/15*)

Ron Fleming Director – Transportation Services (*Meeting date: 06/14/2016*)

Anthony Frisbee, UCIPD Lieutenant (*Meeting date: 12/08/16*)

Doug Haynes, VP for Academic Equity, Diversity & Inclusion (*Meeting date: 11/10/16*)

Jeffrey Hutchinson, UCIPD Asst. Chief (*Meeting date: 12/08/16*)

Nancy Mazmanian, Executive Support Coordinator – Transportation Services  
(*Meeting date: 06/14/16*)

Emilee Mathews, Research Librarian – UCI Libraries (*Meeting date: 04/12/16*)

Michael Montoya, Professor – Social Sciences (*Meeting date: 12/8/15*)

Diane O'Dowd Vice Provost for Academic Personnel – Academic Affairs  
(*Meeting date: 04/12/16*)

William Parker, Chair-Elect – Academic Senate (*Meeting date: 01/26/16*)

Kirsten Quanbeck, Title IX/Sexual Harassment Officer – OEOD (*Meeting date: 10/13/15*)

Glenn Rodriguez, Health Care Facilitator – Campus Human Resources  
(*Meeting date: 03/08/16*)

Gina Roque, Director of Data Management and Analysis – Office of Institutional Research  
(*Meeting date: 04/12/16*)

Dana Roode, Chief Information Officer and Associate Vice Chancellor – Office of  
Information Technology (*Meeting date: 02/09/16*)

Alan Terricciano, Chair – Academic Senate (*Meeting date: 10/13/15*)

Victor Van Zandt Director – Irvine Campus Housing Authority (*Meeting date: 06/14/16*)

## **VIII. COUNCIL MEMBERSHIP**

### Faculty Members:

Jean-Daniel Saphores, Engineering, Chair

Gilberto Conchas, Education (Sabbatical 15-16AY)

Rufus Edwards, Health Sciences

Claire Kim, Social Sciences (Sabbatical FQ 2015)

Lorraine Lau-Gesk, Business

Fabio Macciardi, Medicine

Martha Mecartney, Engineering

Hossein Omoumi, Arts

Hugh Roberts, Humanities

Belinda Robnett-Olsen, Social Sciences

Isaac Scherson, ICS

Sha Sun, Biological Sciences

Craig Walsh, Biological Sciences (Sabbatical 15-16AY)

Daniel Whiteson, Physical Sciences

Mingdi Xin, Business

Ilona Yim, Social Ecology

### Emeritus Members (voting)

Kenneth Baldwin, Medicine

James Danziger, Social Sciences

James Meeker, Social Ecology

### Consultants (non-voting)

Gwen Kuhns Black, Office of Equal Opportunity and Diversity

Jeri Frederick, Human Resources

Joan Tenma, Academic Personnel

### Representatives (non-voting)

Adan Plascencia, ASUCI (Ended 1/20/16)

Michael Bender, ASUCI (Started 1/21/16)

Stephanie Pulles, AGS

Ying Zhang, LAUC-I

### Ex Officio

George Miller, UCIEA