

**COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM
ANNUAL REPORT
2016 – 2017**

To the Irvine Divisional Senate Assembly:

The Council on Faculty Welfare, Diversity and Academic Freedom (CFW) respectfully submits its report of activities for the 2016-17 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 2016-17 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 (Fabio Macciardi), University Committee on Affirmative Action and Diversity (Rufus Edwards), and the UCI Committee on Child Care (Lorraine Lau-Gesk). 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 nine times during the 2016-17 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. Healthcare

(Meeting date: 11/8/16)

The UCI Health Care Facilitator, Glenn Rodriguez, presented information on changes in health care benefits and options, including coverage for mental health benefits.

All PPO plans would have names changed to "UC" health plans, but the plan designs would not change. Optum Rx is the new prescription plan name. Health Savings Account (HAS) contribution has increased to \$50. There was a major change in Disability options. There was an option to enroll in Voluntary Short-Term Disability (benefits up to six months), Long-Term Disability (benefits after six months, up to the Social Security retirement age) or both. If no action was taken during open enrollment, members were rolled over into both options automatically. The vision and dental plans remained unchanged. Members were advised to review current enrollments even if they didn't make any changes.

B. UCI Mental Health Initiative

(Meeting date: 11/8/16)

The Assistant Vice Chancellor of Academic Personnel and Negar Shekarabi, Coordinator of Faculty and Staff Mental Health Care and Respondent Services, presented on mental health initiatives, including training efforts for department chairs. The UCI Office of Academic Personnel offers workshops to faculty and staff that include interactive

sessions, open discussions, and peer learning. The Office of Academic Personnel offers a new faculty orientation, but they have been disappointed with attendance. They asked the Council for any feedback on better participation. It was explained that 1/3 of the department chairs attended the chair workshop that was made available. It was suggested that mental health education be incorporated into school-hosted Chair's meetings in order to reach more Chairs and faculty. Members suggested that mental health education be incorporated into school-hosted Chair's meetings in order to reach more Chairs and faculty. The top concerns for faculty and staff have been anxiety and occupational stress.

The Council raised some concerns around outreach for faculty, and how resources were allocated when it seemed as if one person was doing two different full time jobs. It was explained that the Initiative is attempting to gather data to justify the possible need for additional staff.

The Council asked for the mental health component of the department chairs' training to continue, and to present further updates at a 2017-18 Council meeting.

C. Scholars at Risk

(Meeting date: 11/8/16, Memo date: 11/9/2016)

Jane Newman, Professor and Chair of European Languages and Studies, presented information on Scholars at Risk (SAR) and her request to support the campus in becoming a member of that organization.

SAR is instrumental in sponsoring refugee scholars around the world, and therefore helps protect academic freedom. It provides funding for immigration, travel, and ESL needs. Most involved are lawyers and civil rights activists. Sponsoring a scholar contributes to a campus' advocacy efforts and can be beneficial for curriculum development.

The Council voted unanimously for the following resolution:

- Whereas as a result of civil or international conflicts around the world, and of political regimes hostile to the tenets of academic freedom, the number of scholars at risk of being arrested, prosecuted, imprisoned and worse because of their political or religious beliefs or scholarship, or even unproven allegations about them, is increasing,
- And whereas two US-based organizations, the Scholars at Risk (SAR) network, and the Scholar Rescue Fund (SRF) are collaborating to vet, provide all necessary documentation, and find temporary employment and funding for international scholars at risk in US Universities.

The request was endorsed by the UCI Academic Senate which asked the Provost and the Chancellor to work with UCI SAR contact Professor Jane Newman to make UCI a sustaining member of the SAR network.

D. Child Care

(Meeting date: 12/13/16, Memo date: 1/6/17)

Doug Haynes, Vice Provost for Academic Equity, Diversity, and Inclusion, discussed updates from the Chancellor's Advisory Committee on Child Care, information

concerning the waitlist, admissions procedures, and how faculty needs are prioritized when the unit is housed within student affairs.

The Chancellor's Advisory Committee on Child Care is comprised of 11 members, including: representatives from AGS and ASUCI, Ex Officios such as the Associate Vice Chancellor for Wellness, the Director of Child Care Services, at-large faculty and staff, and other representatives appointed by the Executive Vice Chancellor. This Committee is supposed to meet at least twice per year and are currently looking for student appointees. Council members were concerned about the lack of activity of this committee and urged that it resumes its meetings.

There was a new Sabbatical Leave Request form that has been helpful to faculty who would previously lose a spot for their child during sabbatical. The request is not guaranteed, but that child would be given preferential consideration upon return. However, it was noted that the lack of guarantee was still frustrating for faculty.

It was suggested that CFW draft a memo to the Senate Chair, Provost, and Chancellor asking for child care to be a priority and to consider a sliding scale for tuition. The issue was also brought to Associate Vice Chancellor Marcelle Holmes and the Director of Child Care Services. The Council was encouraged to give feedback on how the Committee could better anticipate need.

The Council will revisit Childcare as an issue for 2017-18, particularly considering the CFW representative for the Chancellor's Advisory Committee on Child Care did not receive any communication or updates during 2016-17.

E. Nuclear Reactor

(Meeting date: 1/17/17)

George Miller, Senior Lecturer and Emeritus, Chemistry, and Reactor Supervisor presented information on the security of the nuclear reactor.

The campus reactor is a TRIGA reactor, which is the easiest to secure, and any unauthorized operation has a minimal chance of causing harm. The only security concern is the chance of diversion or removal of the fuel source, which would cause great harm to anyone involved. The campus is part of the Global Threat Reduction Initiative (GTRI), which reduces nuclear threat through funding. GTRI improvements include increased cameras and viewing by UCIPD, detection alarms, detection for unauthorized interference, access limitations, barriers to removal of materials within secure areas, and modernizing unusual radiation level monitoring.

There is limited access to the rooms and machines used for the reactor. The EH&S Radiation Safety Group has had specialized training, and there is 24/7 monitoring for any possible radiation or accidents. Safety and security plans are updated annual. There is an annual inspection, review, and frequent inventory of materials, annual training drills with UCIPD, and operators must pass strict T&R checks through the FBI. In the event of an earthquake, the loading dock would most likely bury the material, increasing safety.

UCI faculty and staff can use the facility, but outside users pay fees. Some private companies use the facility. In that case, the staff may sometimes operate the reactor for safety purposes.

Council members seemed reasonably satisfied by the measures taken to guarantee the safety of this reactor.

F. Gottschalk Plaza/Health Affairs

(Meeting date: 2/14/17)

Howard Federoff, Vice Chancellor for Health Affairs, was invited to discuss Gottschalk Plaza and its capacity with physical therapy, urgent care, waitlists, and staffing.

Vice Chancellor Federoff, with Rebecca Brusuelas-James, Manuel Porto, and John Rezen, provided the following highlights presented on the expansion of an ambulatory structure closer to campus, with plans for upgrading Gottschalk and building at least one other facility two times the size of Gottschalk. The new facility would most likely be located in the Research Park area, and would include a new parking structure. The timeline for construction and improvements should be less than four years, depending on funding raising progress.

Less than 50% of faculty and staff seek care from UCI. The goal is to have many more faculty and staff receive care from the UCI system, but there is currently an issue of access. The main issues with Gottschalk include access, waiting time for getting an appointment, limited space, and billing. The Orange facility has a larger capacity for physical therapy, with an 8 or more day wait at Gottschalk. The call center needs improvement to reduce wait time.

The Affordable Care Act added 1 million newly insured in Orange County, and most (including many inland empire residents) chose to get primary care at a UCI medical center. A post-ACA environment under the current presidential administration was discussed, with the possibility of repeal and/or replacement of the existing ACA system. A sequential replacement would not provide as much support, and could be very detrimental to CA and Medical/Medicaid. The UCI medical system aims to provide quality ambulatory care, and if it became incapable of doing so, trauma care would be compromised.

A Council member questioned UCI's ADA compliance, and stated that many facilities at the medical centers and on campus are not in compliance with federal standards. It was explained that there were many retro fixes, outpatient accommodating, and that the new Douglas hospital was the most compliant with ADA. A Council member suggested that Health Affairs create a disability advisory group.

The Council will invite Health Affairs to a meeting in 2017-18 and would like updates regarding ADA compliance.

G. Global Engagement and Travel Restrictions

(Meeting date: 2/14/17)

The Council invited Victoria Jones, Chief Global Affairs Officer for the Office of Global Engagement, to discuss which measures may be taken to help the UCI community cope

with the recent travel bans and visa restrictions. Vice Provost Frances Leslie came as Victoria's guest.

The Office of Global Engagement assists departments, schools, and centers with international program development, relationship building, negotiations, and works with administrative leadership to ensure processes for international activities are effective and efficient.

Due to the new travel restrictions, a number of students and scholars are at risk for delayed or difficulty in travelling to the U.S. in Winter and Spring quarters. We learned that 141 students were affected by the restrictions; 80% are graduate students and the majority are from Iran -- 75% are in Engineering and 20% in ICS. Students in the ESL program are affected as well as 2 faculty members. Graduate Division put resources into place for distressed graduate students.

Members expressed concern regarding the possibility of classroom visits by ICE, and it was strongly encouraged that instructors call UCIPD or campus counsel for assistance in case of a classroom visit by ICE agents. Members suggested that procedures regarding ICE be better communicated to faculty.

A committee was being formed to address concerns with international students and scholars. It was composed of Frances Leslie, Victoria Jones, and Mike Arias.

H. Emeriti Engagement

(Meeting date: 3/14/17, Memo date: 3/20/17)

James Danziger, Professor Emeritus and President of the UCI Emeriti Association presented information regarding Emeriti engagement on campus for the Council to discuss and provide recommendations.

Approximately 40 faculty members retire each year, and the full list of emeriti totals 800. The UCI Emeriti Association is among the campus groups considering how to enhance emeriti engagement through the UCI Strategic Plan. Professor Danziger presented a list of ten suggestions to Schools and to the campus on how to increase emeriti engagement. These were outlined in a letter sent to deans in 2016. The importance of dean's leading emeriti engagement was strongly stressed.

Professor Danziger told CFW that emeriti often feel pushed out of their departments, although the treatment of emeriti varies greatly across departments and Schools. Some deans have concerns about the costs of emeriti involvement, including office space. Unfortunately, Academic Personnel has no way of tracking emeriti activities, and it was suggested that the Deans or the Emeriti Association should solicit that information. Members were very supportive for central funding for a recalled faculty member who would serve as a campuswide counselor and advocate, and also thought that pre-retirement counseling was very important.

The Council voted unanimously to endorse the ideas as a resolution to Cabinet. The Council will continue to receive updates regarding Emeriti issues in 2017-18.

I. Administrative and Business Services (ABS)

(Meeting date: 5/9/17)

The Council heard updates, changes, and goals for 2017-18 from Ron Cortez, the new Vice Chancellor for Administrative and Business Services, and Rick Coulon, Associate Vice Chancellor for Administrative and Business Services, and discussed how to streamline administrative work for faculty.

ABS changed its organizational alignment. Karl Wolonsky is now in charge of facilities, Ron Cortez decided to supervise directly lab renovations. Ron has put in place a new process to better track progress on lab renovations which has already substantially reduced the time needed for renovations.

Members emphasized that administrative burdens should be a priority issue. Members expressed serious concern about current processes for purchasing, funding and lab renovations, travel reimbursement, and unnecessary paperwork. They emphasized that outdated and burdensome administrative processes are preventing faculty and staff to do their jobs.

ABS has set up an email address to collect suggestions: absworkingforyou@uci.edu.

The Chief of Police began reporting to Ron Cortez. A member asked about police advisory boards on other campuses, and it was explained that there was discussion about such boards at UCI. Ron is now waiting for the ad hoc committee's final report and framework. Ron stated that participation from campus in policing was important to governance.

The Council will invite Ron to a Council meeting in January of 2018 to receive updates on efforts to decrease the administrative burden and on how the recommendations from the Senate ad hoc committee were implemented.

J. University Hills/ICHA

(Meeting date: 6/13/17)

Victor Van Zandt, Vice President, Planning and Construction, ICHA, and Nahid Gregor, Director, Sales and Marketing, ICHA, gave a presentation about the 56 new homes under construction. The new area will include five neighborhoods across 33 acres. The drawing to allocate new homes for Fall 2018 was held on May 24th, 2017. The next drawing will take place in Fall 2019. The new homes drawings are open to eligible newly recruited Senate faculty and to eligible Senior Managers. The "cluster home" concept was explained, which includes green walkways and a home entrance that is not on the street. Newly recruited faculty do not typically have a lot of knowledge about University Hills, so departments set up appointments and tours with ICHA as part of the recruitment process.

The waitlist, leasing, and resale processes were explained. Regarding deferred maintenance, a homeowner is only required to repair safety issues, but a buyer has the right to request repairs. Members asked about how substantial repairs were considered when selling a home, and it was advised that homeowners keep any receipts to help the appraisal process.

The Council will invite ICHA representatives to a Council meeting during 2017-18.

K. Transportation

(Meeting date: 6/13/17)

Ron Fleming, Director, Transportation Services, and Nancy Mazmanian, Senior Manager, Special Projects and Strategic Initiatives, Transportation services, presented information and updates about transportation and parking services on campus.

Fleet Services was added to Parking and Transportation Services. Other shuttle fleets are being phased out, but charter services are still available via a contracting process. The new fleet services charging stations will be in the small lot outside of the ARC parking structure. Parking fees will be increasing by \$1 next year. A traffic signal is coming to the intersection of Los Trancos and East Peltason in April 2018. Buildings are being planned over current open lots, and there will be a new parking structure in lot 16 by 2021. A Council member expressed concern regarding parking at the University Club parking while it was undergoing renovations. Ron explained that a new company was taking over ownership of the facility, and that passes are currently being given to company employees only.

The Council will invite Transportation Services to a Council meeting during 2017-18.

III. DIVISIONAL ISSUES

L. UCIPD-UCI Community Relations

(Meeting date: 11/8/16, 1/17/17, 6/13/17, Memo date: 5/30/17)

During fall quarter 2016, a CFW-CTLSE ad hoc sub-committee was formed to examine the relationship between the UCIPD and the campus community and to generate recommendations for the development of an independent institutional body to address and improve relationships between the UC Irvine Police Department and the UC Irvine community.

The ad hoc committee considered the composition, role, and authority of this independent body, and how complaints and concerns about the UCIPD and community interactions should be addressed and investigated. The ad hoc committee consisted of three members from CTLSE, four members from CFW, and two outside members. CFW invited UCIPD Chief Jorge Cisneros to a Council meeting on January 17th, 2017, and ad hoc committee members also met with Chief Cisneros separately. Concerns and comments were incorporated into the final report.

The committee documented some incidents that may reflect bias, but also found that most surveyed members of the campus community were satisfied with their experiences with the UCIPD. At the same time, committee members had difficulty gathering information about any negative experiences individuals may have had with members of the UCIPD. One reason for the difficulty is that avenues for documenting any problems are not clear to members of the community. Another reason is that members of the community do not trust that information provided through campus surveys will be kept anonymous.

The Committee found some level of distrust of the UCIPD that was concentrated among particular groups within the UCI community, and in particular African Americans, Latinos, and LGBTQT members. This distrust may be rooted in broad social concerns

about police bias and proclivities to violence, as well as in perceptions of police behavior based on a number of highly publicized national incidents where unarmed African Americans were shot by the police. Moreover, some distrust may be based on individual experiences off campus with officers from other police departments.

The Committee received sufficient information about particular incidents and about fears of bringing complaints to arouse concerns that lack of transparency and local accountability may undermine the legitimacy of the UCIPD, particularly among vulnerable groups who are part of the campus community. These groups include members of the campus community who are among racial minorities underrepresented on campus (particularly those who identify as Black); members of the campus community who identify as Lesbian, Gay, Bisexual, Transgender, or Queer (LGBTQ); members of the campus community who are immigrants, particularly undocumented immigrants; and members of the community who have mental illness or have found themselves assisting individuals in mental health crisis.

The Committee also found some community concerns with the ways members of the UCIPD have responded to calls about or instances of family or partner violence and found that some of the current practices may make individuals wary of seeking police assistance in moments of crisis.

The Committee, in an effort to survey best practices across large universities, gathered information on numerous other practices. Based on all of the information the Committee gathered, the Committee made the following recommendations:

1. That the University rethink models of policing traditionally used in cities throughout the country and implement a policing model appropriate to a campus community that emphasizes public safety rather than standard policing.
2. That UCI establish an independent “Campus Public Safety Advisory Board” that regularly gathers and analyzes information about policing on the UCI campus, that offers responsible policy reforms, and that works with the Chief of Police to address any complaints that might be brought against members of the UCIPD. The Board should be independent of the UCIPD and its members Board should reflect the diverse constituencies of UCI and include members of minorities who have experienced problems with the UCIPD. Members of this board should be elected or selected by campus groups. Members of the UCI LGBT Resource Center, the UCI Black Student Union, the UCI Dreamers Office, and the UCI Disability Resources Center should be encouraged to serve. The Chief of Police or the Chief’s delegate would be an Ex Officio member of the board. This board would meet at least quarterly and publish annually a report summarizing its activities. The Campus Public Safety Advisory Report would report to the Vice Chancellor for Administrative & Business Services. The Office of the Vice Chancellor for Administrative & Business Services would provide administrative support.
3. That UCI develop new methods for filing police complaints, including methods that allow for the submission of anonymous complaints and that ensure that complaints are filed with someone independent of the police department.

Specifically, we recommend that complaints be filed through UCI's Whistleblower Program and that factual investigations be conducted by staff within that program.

4. That the University regularly collect, analyze, and publish data on policing. Reports should include not only analysis of police stops, but also analyses of experiences with and perceptions of the campus police.
5. That the University fund and mandate regular trainings on implicit bias for members of the UCIPD.

The Council endorsed unanimously the findings and the recommendation of the CFW-CTLSE ad hoc sub-committee. These recommendations were then discussed and endorsed by the Senate Cabinet (with a reservation about how members of the campus public safety advisory board could be selected), and then presented to the administration for implementation. CFW is expecting an update from Ron Cortez by January 2018.

M. Teaching Evaluations

(Meeting date: 3/14/17)

Renee Link, Chair of the Council on Teaching, Learning, and Student Experience discussed the ways in which the campus assesses teaching effectiveness. CTLSE drafted recommendations for teaching evaluations and submitted to the Cabinet on May 30, 2017.

CTLSE reviewed teaching evaluations following a request from the Academic Planning Group (APG) regarding the UCI Strategic Plan and due to the fact that OIT and EEE never reconciled the different systems used for evaluations. Members discussed using median versus average scores and the danger that in its current form teaching evaluations measure mostly popularity instead of teaching effectiveness.

A member expressed concern over evaluation inflation and the possible lack of correlation between teaching evaluations and learning outcomes. Members suggested that the "Best Practices" should go to all departments and Academic Personnel. Members agreed that there was poor feedback to students on how the evaluations were used for instructors, and that it might be important to demonstrate that evaluations have an impact. Members suggested that the issues around team-taught courses and an example of a final form should be circulated to CFW before the May 1st CTLSE meeting.

CFW received an updated draft of the recommendations on April 11, 2017.

N. Faculty Salaries

(Meeting date: 12/13/16, Memo date: 12/14/16)

Diane O'Dowd, Vice Provost for Academic Personnel, presented information on the equitable distribution of faculty salaries and the status of the Irvine Salary Scale as well MyData updates and the implementation of new software.

Beginning in 2015, the Office of Academic Personnel, redesigned the annual campus pay equity study of ladder rank faculty salaries to include regression models and an evaluation of rate of progression through the ranks. The previous analyses (from 1997-

2014) were based on residual analysis. The 2015 study concluded that there are no systematic inequities with gender and ethnicity on campus, that the ranks and ranges were generally consistent by School, but that the ranges of salaries themselves were very large. All studies are on the Academic Personnel website.

The Office of Academic Personnel uses data from the pay equity study on a daily basis, particularly when looking at hiring processes and retention, and stressed the importance of conducting an analysis of salaries on an annual basis. Vice-Provost O`Dowd emphasized that information from the study as well as the distribution of the 1.5% salary funds distributed by the Deans were all a part of pay equity efforts. She explained that each School's Dean, in collaboration with the assigned Equity Advisor and each department Chair uses the data's rank and step analysis specifically when making pay equity decisions. More specifically, the Salary Equity Committee sends recommendations for the 1.5% salary distributions to each School's Dean and Equity Advisor who, in consultation with each department Chair, make the distribution decisions. The Equity Advisor should be able to address, salary equity concerns. A CFW member asked that the Equity Advisors for each school be better identified or publicized to faculty.

The Council expressed interest in discussing any updates regarding MyData (which is still poorly rated by many faculty) and the implementation of new software.

IV. SYSTEMWIDE ISSUES

O. Systemwide Review of Proposed Revisions to APM 190

(Meeting date: 10/11/16, Memo date: 10/13/16)

CFW found no issues with the proposed revisions. The Council deplored shrinking investment opportunities in UC's tax-deferred 403(b) Plan.

P. Systemwide Review of APM 015, 016, and Bylaw 336

(Meeting date: 11/8/16, Memo date: 11/9/16)

The Council reviewed the Faculty Code of Conduct, University Policy on Faculty Conduct, the Administration of Discipline, and Governing Privilege and Tenure Hearings. CFW found no issues with the proposed revisions to APM 015. However, the Council had concerns about the notion of "intentional disruption," noting that the phrase is not clearly defined and could include some behaviors that reasonable persons would find unobjectionable on a university campus. CFW found no issues with the proposed revisions to APM 016, but expressed concern over the definition of "working days," and would like clarification as to whether the campus Winter Administrative Recess would be included or excluded as "working days." CFW found no issues with the proposed revisions to Senate Bylaw 336.

Q. Systemwide Review of Bylaw 182

(Meeting date: 11/8/16, Memo date: 11/9/16)

The Council reviewed the proposed revisions to the University Committee on International Education bylaws. CFW found no issues with the proposed revisions to Senate Bylaw 182. However, the Council raised concerns about the role that UCIE would play in research, and the scope of the committee's charge in advising. CFW also agreed with the Council on Planning and Budget's review of Bylaw 182, specifically the comments regarding bureaucratic oversight.

R. Future Salary Equity Analyses

(Meeting date: 12/13/16, Memo date: 12/14/16)

Daniel Gillen, Professor and Chair, Statistics department, reviewed and discussed the recommendations from the UCAADE for best practices for future campus analyses of faculty salary equity on the basis of gender and ethnicity.

The Council voted unanimously in favor of continuing the Pay Equity Study annually rather than every 2 to 3 years. The Council found the phrase “longitudinal analysis” problematic when the study is in fact a cross-sectional analysis. The Council applauded the balance between standardization across campus and campus autonomy, but thought the study should also look at faculty rank versus acceleration or trajectory in conjunction with gender and ethnicity. The Council advised that there be a separate analysis of faculty in service and leadership roles that examines individual opportunity and productivity in terms of research. Several Council members expressed concerns that some Deans make salary offers without taking the UCI scale into account and even before getting the green light from the Vice Provost. They hope that this will not be allowed in the future.

S. Systemwide Review of APM 015

(Meeting date: 12/13/16, Memo date: 12/14/16)

The Council was asked to review the Presidential Policy on Nondiscrimination and Affirmative Action Regarding Academic and Staff Employment and the Faculty Code of Conduct. The Council suggested that the complaint procedures should be more clearly defined on each campus and that there should be a more definite timeline for determinations of finding. The options, if any, that complainants have if a determination is not made in a timely manner, should be clearly specified. AA/EEO may suggest, but not decide on remedial measures or sanctions (this comment comes from the AA/EEO ex officio on CFW). Assuming that all cases will be investigated, additional personnel in AA/EEO offices may be needed if these investigations are to be conducted in a timely manner.

T. Systemwide Review of Presidential Policy Business and Financial Bulletin (BFB)

(Meeting date: 1/17/17, Memo date: 1/25/17)

The Council reviewed the Presidential Policy Business and Finance Bulletin (BFG)-G-28 Travel Regulations. The Council found no issues with the proposed revisions to BFG-G-28, but suggested two small revisions.

U. Systemwide Second Review of the APM 278, 210-6

(Meeting date: 1/17/17, Memo date: 1/24/17)

The Council conducted a second review of the revised APM policy sections 278 and 210-6 (Health Sciences Professor Series). Regarding APM 278, the Council recommended that the duties of the people in this series be more clearly defined and differentiated from the duties of Medical School appointees in other series. In addition, Council members provided comments around the use of “may” versus “should,” and a clearer definition of “research.” The Council raised concerns regarding APM 201-6 asking for clarity of particular phrases and questioned the grouping of some activities that should be considered separately.

V. Systemwide Review of Proposed Reviewed APM 285, 210-3, 133-0-B, and 740

(Meeting date: 4/11/17, Memo date: 05/9/17)

Members expressed concerns regarding the “Teaching Professor” title, which may incorrectly signal to the public that regular Professors do little teaching. The requirement that Teaching Professors engage in pedagogical research instead of disciplinary research, seemed to threaten freedom of inquiry and research. The number of “Teaching Professors” in departments and the ability of departments to request “Professor” lines instead of “Teaching Professor” FTEs was an issue, as was the option of shifting between the Professor series and the Teaching Professor series. In particular, some CFW members had concern that the proposed revisions would allow the Chancellor to appoint individuals to the teaching professor series without a review by the Council on Academic Personnel (CAP).

Members voted unanimously in favor of a motion to support the requirement to have a review by the Council on Academic Personnel (CAP) when an individual is asking to move from the Professor series to the Teaching Professor series.

W. Retirement Counseling

(Meeting date: 5/9/17)

Ramona Agrela, Associate Chancellor and Chief Human Resources Executive, presented the new Human Resources structure was discussed as well as plans for advancing the services of the unit, including retirement counseling. Human Resources’ vision is one of learning, service, and innovation. The new UCI Human Resources model has 3 distinct business operations: the UCI Medical Center, Health Sciences, and the main UCI campus. These were separated in an attempt to optimize similarities but allow for the unique needs of each. Goals of the new model include engagement of employees, making UCI an employer of choice, and reaching goals through development. Aspects of the new HR model include dropping the percentage of paperwork and administrative burden by half and streamlining processes by providing more online services. UC Path, beginning July 2018, should help provide these services. A member asked if UCI would be losing their local retirement counselor, and it was explained that pre-retirement will still take place on campus, but that any post-retirement paperwork or issues would be handled via the Retirement Administration Service Center. There are currently two people dedicated to retirement counselling: one at the medical center and one on the main campus.

The new HR model will include a “partnership for strategy and innovation” through a Partnership Center, which will focus on strategic workforce planning. This includes working with departments to identify faculty and staffing needs. The Partnership Center will be evaluating organizational effectiveness, talent management, total rewards/compensation, HR technology and data, policies and compliance, and workforce retention. A member expressed concern that, due to limited space and resources, faculty were often spending time inefficiently with administrative duties. In particular, the cumbersome aspects of the travel reimbursement process was discussed. Though the process varies by department, members encouraged a centralized process that would be more efficient and available online. The efficiency audit will be completed very soon, and new programs will be piloted in Engineering.

The Council will receive an update on retirement counseling and the new Human Resources structure at a Council meeting during 2017-18.

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 2016-17 included:

- UC Retirement Plan
- APM 190
- Emeriti Engagement

Subcommittee members:

Gail Hart
James Danziger, President of UCIEA
Debra Richardson
James Meeker
Mona Lynch

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 2016-17 included:

- Global Engagement
- Scholars at Risk
- Bylaw 182

Subcommittee members:

Fabio Macciardi (UCI Rep to UCAF)
Isaac Scherson
Phang-Lang Chen

C. Subcommittee on Affirmative Action, Diversity, and Equity

CFW's Subcommittee on Affirmative Action and Diversity advised CFW on affirmative action and diversity issues mentioned previously in this report. Rufus Edwards represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAADE). UCAADE issues for 2016-17 included:

- APM 015, 016, and Bylaw 336
- Faculty Salary Equity Analysis
- UCIPD-University Hills Community Relations

Subcommittee members:

Rufus Edwards (UCI Representative to UCAADE)
Claire Kim
Belinda Robnett-Olsen
Kaaryn Gustafson

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 2016-17 included:

- UCI Mental Health Initiative
- Health Care
- Child Care
- Nuclear Reactor
- Gottschalk Plaza
- University Hills/ICHA
- Teaching Evaluations
- Administrative and Business Services
- Transportation
- Faculty Salaries
- Presidential Policy Business and Financial Bulletin (BFB)
- APM 278, 210-6
- APM 285, 210-3, 133-0-B, 740
- UCIPD-University Hills Community Relations

Subcommittee members:

Jean-Daniel Saphores, Chair and UCI Representative to UCFW
Hossein Omoumi
Loraine Lau-Gesk
Jutty Heckhausen

VI. NEW AND/OR CONTINUING BUSINESS FOR 2017-2018

- ADA Compliance on UCI Campus and Medical Facilities
- Faculty Conduct and the Administration of Discipline
- University Club
- Health Affairs
- Retirement Issues for Emeriti
- Administrative and Business Services
- Healthcare
- UCI Mental Health Initiative
- UCIPD-UCI Community Relations
- University Hills/ICHA
- Transportation
- Childcare

VII. INVITED GUESTS

Glen Rodriguez, UCI Health Care Facilitator (11/8/16)
Joan Tenma, Assistant Vice Chancellor of Academic Personnel (11/8/16)
Negar Shekarabi, Coordinator of Faculty and Staff Mental Health Care and Respondent Services (11/8/16)

Jane Newman, Professor and Chair of European Languages and Studies (11/8/16)
Doug Haynes, Vice Provost for Academic Equity, Diversity, and Inclusion (12/13/16)
George Miller, Senior Lecturer and Emeritus, Chemistry, and Reactor Supervisor (1/17/17)
Howard Federoff, Vice Chancellor for Health Affairs (2/14/17)
Rebecca Brusuelas-James, Associate Vice Chancellor of Administration and Chief of Staff, Health Affairs (2/14/17)
Manuel Porto, President and CEO, University Physicians and Surgeons (2/14/17)
John Rezen, Healthcare Administrator, Ambulatory Care (2/14/17)
Victoria Jones, Chief Global Affairs Officer, Office of Global Engagement (2/14/17)
Frances Leslie, Vice Provost and Dean, Graduate Division (2/14/17)
Renee Link, Chair of CTLSE and Lecturer, Chemistry (3/14/17)
Ron Cortez, Vice Chancellor for Administrative and Business Services (5/9/17)
Rick Coulon, Associate Vice Chancellor of Administrative and Business Services (5/9/17)
Victor Van Zandt, Vice President of Planning and Construction, ICHA (6/13/17)
Nahid Gregor, Director of Sales and Marketing, ICHA (6/13/17)
Ron Fleming, Director, Transportation Services (6/13/17)
Nancy Mazmanian, Senior Manager, Special Projects and Strategic Initiatives, Transportation Services (6/13/17)
Diane O'Dowd Vice Provost for Academic Personnel (12/13/16)
Dan Gillen, Professor and Chair, Statistics (12/13/16)
Ramona Agrela, Associate Chancellor and Chief Human Resources Executive (5/9/17)

VIII. COUNCIL MEMBERSHIP

Faculty Members:

Jean-Daniel Saphores, Engineering, Chair
Kevork Abazajian, Physical Sciences (started 1/12/17)
Rufus Edwards, Health Sciences
Kaaryn Gustafson, Law
Gail Hart, Humanities
Jutty Heckhausen, Social Ecology
Claire Kim, Social Sciences
Loraine Lau-Gesk, Business
Mona Lynch, Social Ecology
Fabio Macciardi, Medicine
James Meeker, Social Ecology
Hossein Omoumi, Arts
Debra Richardson, ICS
Belinda Robnett-Olsen, Social Sciences
Isaac Scherson, ICS
Ilona Yim, Social Ecology (sabbatical 2016-17)

Emeritus Members (voting)

Gail Hart, Humanities
James Meeker, Social Ecology
Debra Richardson, ICS

Consultants (non-voting)

Gwen Kuhns Black, Office of Equal Opportunity and Diversity
Jeri Frederick, Human Resources

Joan Tenma, Academic Personnel

Representatives (non-voting)

Angeline Phan, ASUCI

Stephanie Pulles, AGS

Rebecca Walden, LAUC-I

Ex Officio

James Danziger, UCIEA

Council Analyst

Julie Kennedy