

**COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM
ANNUAL REPORT
2017 – 2018**

To the Irvine Divisional Senate Assembly:

The Council on Faculty Welfare, Diversity and Academic Freedom (CFW) respectfully submits its report of activities for the 2017-18 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 2017-18 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 other UC committees (University Committee on Academic Freedom - Fabio Macciardi; University Committee on Affirmative Action and Diversity - Mona Lynch), 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 2017-18 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. Health Affairs and ADA Compliance

(Meeting date: 10/10/2017 and 4/10/2018)

Rick Gannotta, Chief Operating Officer of Health Affairs, and Leon Roach, Director of Capital Design and Construction Projects, presented updates and goals for the 2017-18 year and briefed the Council on where UCI health facilities stands regarding ADA compliance. Rick is the primary contact for ADA issues within Health Affairs.

Health Sciences is externally regulated by the Joint Commission on Accreditation of Healthcare. Since the ADA passed in 1990, there have only been two new facilities built (Building 54 and Douglas Hospital). According to Rick Gannotta and Leon Roach, both are generally ADA compliant. The other 25-30 buildings, however, have possible accessibility issues. There is a goal of 10 years to close possible accessibility gaps and provide better transportation assistance (2025 actual year goal). All details are included in the Ten Year Capital Plan, which also details refurbishment and remodeling. Members requested access to the Capital Plan, but were told it was currently confidential with the UC General Counsel under attorney-client privilege. Members expressed serious concern over the lack of transparency.

Random site visits are conducted by the Joint Commission, and Health Sciences are mandated to comply with accreditation. Site visits of older buildings include patient care

areas only, and do not always include other buildings on a site. The standards from the Joint Commission on Accreditation of Healthcare tend to be modified every 2-5 years. Special requests for accommodations or renovations are typically granted.

Members asked for details regarding other updates or goals. It was stated that the recent gift to Health Sciences would be transformational and advance the UCI campus as a whole. The psychiatric unit will be moved and will provide more capacity for inpatients. There is also a new gastrointestinal center plan and efforts to advance the oncology and neurosciences programs. Expanded cardiovascular services will be provided. Ambulatory services are being added as well as more facilities.

The Health Sciences three-year strategic plan will be detailed on the Health Affairs website by December 2018. A member questioned the Gottschalk expansion, which was discussed during the last Health Affairs discussion in February 2017, and it was explained that Gottschalk was scheduled to be refurbished, but would not necessarily be expanded. The planned additions are to take place closer to the Eye Institute, where there will be ambulatory facilities and primary care options.

There is a new Electronic Healthcare Record System (EPIC) coming November 4th, 2018. The administration are working on providing one singular bill, not two (which was previously done through individual faculty clinical practices at the medical center), by implementing clinical integration.

Rick Gannottta returned to CFW for the April 10, 2018 meeting and presented the following updates:

Rick Gannotta is the current interim CEO for UCI Health. There is a forty year Cal Trans plan for ADA compliance and accessibility. UCI medical centers plan to complete ADA compliance by 2026. All new buildings are ADA compliant. The website has been updated: <http://www.ucirvinehealth.org/patients-visitors/accessibility>. However, a member expressed concern that the site still used the word “handicapped” for disabled parking. It was asked that this be revised. However, at the time of this report, it has not yet been revised.

Health Affairs is drafting standard language for staff to provide better accommodations to patients. A member asked how staff would be held accountable, and it was explained that calls will be audited to ensure accountability. It is expected that this language and training to staff would be completed by the end of April. It was suggested that there be a clear process for reporting accessibility complaints, and that a section on accessibility be added to medical center feedback forms. It was also suggested that information on shuttle accessibility be added to the website, as the medical center courtesy shuttles are not wheelchair accessible.

Health Affairs is currently working on closing gaps in ambulatory care and setting protocols in place for emergent appointments. There may be a “faculty of the day,” who will act as an on-call person to see emergent patients. Centralizing the call center did not prove effective. The process is now back to being decentralized with staff working out of their respective facilities instead of a central space.

The medical centers are now scheduling appointments without prior insurance authorization to reduce wait times. The Newport facility does not currently accept Medicare, and Medicare patients have had to travel to the center in Orange. However, the Newport facility will accept Medicare in the future. Wait times for appointments have decreased on average, but additional progress is necessary and medical centers are striving for an average wait time of ten days. Health Affairs is currently recruiting more faculty to reduce wait times.

The Council will invite Health Affairs to a meeting in 2018-19 and would like updates regarding ADA compliance.

B. ADA Compliance on the UCI Campus

(Meeting date: 11/14/2017 and 4/10/2018)

Gwendolyn Kuhns Black, Senior Associate Director, OEOD, Janet Mason, Assistant Vice Chancellor, Capital Planning, Allen Shiroma, Director, Project Services, Facilities Management, Brian Pratt, Assistant Vice Chancellor and Campus Architect, Design & Construction Services, and Kioko Adachi, Senior Construction Project Manager, Facilities Management, presented the following information on the current state of ADA compliance on the UCI main campus.

It was clarified that Kirsten Quanbeck is the campus ADA Compliance Officer, and non-accommodation complaints should be handled through OEOD and Theresa Truman. OEOD has launched a new website: <http://accessibility.uci.edu/>. OIT accessibility is an ongoing issue, but should be improving.

It was explained that, according to Title II, all facilities do not have to be retrofitted, but reasonable accommodations should be provided. In the event of renovations, however, the facilities or areas being renovated must meet regulations. It was clarified that accommodation issues should be brought to the attention of Janet Mason and the OEOD office. There are currently 18 building renovations in progress. Facilities and Capital Planning are conducting surveys to prioritize renovations including hiring a Certified Access Specialist to identify issues.

It was stated that the teaching chemistry labs currently cannot accommodate a person in a wheelchair. It was explained that Capital Planning was aware that there may be issues that arise and they were prepared to deal with recommendations for accommodations on an individual basis, and that may have been the case with the chemistry labs. The School of Education research labs have been renovated, but not the teaching labs.

Recommendations for ADA issues should be submitted to Kirsten Quanbeck and Ron Cortez who, in collaboration with Campus Counsel, are creating better mechanisms to receive feedback. In the meantime, members were encouraged to contact accessibility@uci.edu with any specific issues. The Disability Services Center hires a Case Manager to do walk-throughs with students to identify issues. Students with disability issues should contact the Disability Services Center. If a faculty member needs temporary accommodation, they are encouraged to email accessibility@uci.edu for assistance. OEOD welcomes any suggestions for resources and feedback to add to the Accessibility website.

For new construction, Capital Planning consults with a licensed architect with ADA experience, a Certified Access specialist, and a former state architect. They are obligated to provide a “path of travel” and submit it to the Division of State Architects for assistance. Housing should be contacted directly for campus housing accessibility issues.

OEOD will continue to review policies, procedures, and practices related to ADA compliance as well as a grievance policy to address concerns. OEOD is following the Web Content Accessibility Guidelines (WCAG) to provide better digital accommodations. Todd McGill, Director of Web Communications in Strategic Communications could present at a future CFW meeting regarding web content accessibility. The Office will be hiring a full-time ADA Coordinator under the umbrella of the ADA Compliance Officer. A Disability Access and Inclusion Committee is being established. The committee will provide insight on accessibility issues or concerns that face individuals with disabilities at UCI and identify areas to assess. It will help educate the UCI community about its ADA obligations and what work UCI has done to make the campus and medical center more accessible. There is also a Disability Infrastructure work group that is focused on making immediate progress on physical access issues around UCI, and a CFW member is invited to serve on the committee.

UCI Transportation and Distribution Services has changed all references to “handicapped” on their website. They have also addressed concerns regarding electric vehicle parking and accessibility. OEOD and the Disability Services Center plan to do trainings for faculty on ADA mandates and accessibility, particularly with exam scheduling. It was suggested that OEOD compile a list of best practices for ADA compliance at events.

OEOD will be invited to a CFW meeting in 2018-19 for updates.

C. Healthcare

(Meeting date: 11/14/2017)

Kwame White, Health Care Facilitator, Campus Human Resources, presented ton changes in health care benefits and options, including coverage for mental health benefits.

OptumRx is no longer a provider, and Anthem Blue Cross will be the replacement. There is a renewed focus on wellness and disease monitoring (particularly diabetes) and chronic conditions. There is also an axillary services push and “telemedicine” is adding psychiatrist providers.

There were issues with prescription transfers, and members were advised to do due diligence in renewing prescriptions. All narcotics and similar restricted prescriptions will need to be reauthorized. There are issues with the new EPIC system, which is replacing “MyHealth.” The “MyHealth” system will have to be shut down completely in order to implement EPIC. Members were told that front offices should be contacting patients to alert them of issues.

The UC Care changes may be the most significant, although members could eventually see a cost savings if care is kept “in house.” Mental health was previously a weakness in

faculty medical plans, but Behavioral Health has seen fewer complaints. It was suggested to bring this issue to the Mental Health Facilitator.

D. Child Care

(Meeting date: 12/12/2017)

Marcelle Holmes, Associate Vice Chancellor, Wellness, Health, and Counseling Services, Laura Sanbrano, Director, UCI Child Care Services presented information on the waitlist, admissions procedures, and details on the Chancellor's Advisory Committee on Child Care.

There is a Chancellor's Advisory Committee on Child Care. Loraine Lau-Gesk will continue as the CFW representative. Loraine was not made aware of the committee's meeting schedule last year, but should be made aware this year.

Child Care has existed on campus since 1969 and was originally a student-centered service. It now serves students, faculty, and staff. There are currently five programs and a Montessori School within UCI Child Care. The programs are fully educational, inclusive, and accredited. Most of the programs are full and/or waitlisted except for the preschool program. Presence on a waitlist does not guarantee eventual placement. Tuition should be at market price or slightly below typical programs in the area. There is now an application for sabbatical leave requests. It is no longer required to pay ahead of time to secure a spot after sabbatical. A return date on the application will ensure priority on the waitlist.

The Extended Day services were currently an issue due to the fact that children are able to remain in the program for extended periods (K-6th grade). The program used to be limited to children who came in directly from Kindergarten, but it is now available for children to enter at any time if there is space. The budget for Child Care comes from Student Affairs, Housing, and the Vice Chancellor's office. The current budget is \$4.2 million, with some subsidies from the CA Dept. of Education. The program is currently operating with a deficit. Members questioned whether the salaries paid to staff were competitive, and it was explained that an analysis had not recently been done. There was concern regarding the workload of staff/teachers, and the absence of adequate administrative staff to complete paperwork and licensing.

E. Faculty Code of Conduct and the Administration of Discipline

(Meeting date: 12/12/2017)

Diane O'Dowd, Vice Provost for Academic Personnel, Kirsten Quanbeck, Associate Chancellor, Equity, Diversity, and Inclusion, Joan Tenma, Assistant Vice Chancellor, Academic Personnel, and Marianne Beckett, Director, Academic Employee Relations and Faculty Development presented information regarding the faculty code of conduct, the administration of discipline, and the APM revisions that took place in 2016-17.

OEOD sees all campus complaints. The new model for Sexual Harassment and Sexual Violence (SHSV) has more specific outlines regarding complaints. There is a new framework for investigating and adjudicating alleged violations of the Guidelines for Reporting and Responding to Reports of Sex Offenses and Discrimination and Harassment. The framework outlines reporting options and resources, initial assessment,

investigating and resolving reports, consultation, and decisions and sanctions. It was suggested that members take a detailed look at the framework for any future discussions or questions.

There is no penalty of perjury in the complaint process. OEOD explained that their motivation is to open lines of communication. The types of allegations that typically move forward to a formal complaint and/or investigation are those that fall under probable cause, or, “if these allegations are true, then there could be a violation of policy.” OEOD analyzes complaints and decides whether anything formal or an investigation moves forward. Their goal is to attempt to prevent the repetition of objectionable behaviors.

If a student consults with the Ombudsman’s office for reports of SHSV, they should be referred to OEOD. Faculty are considered “responsible parties” and have to report alleged incidents of SHSV. Any SHSV-related complaints with UCIPD should be forwarded to OEOD. The Office of the Ombudsman does not have to report incidents, but they should make OEOD aware. A Title IX officer can initiate investigations on behalf of a complainant. The investigative process uses the preponderance of evidence as the burden of proof.

There is a Peer Review Committee that provides advice to the VP for Academic Personnel for SVSH cases, but members were concerned that this body seemed to take the place of CPT. It was suggested that the respondent be assisted by a knowledgeable faculty member and that the Senate should be notified of charges. Moreover, there should be a database of outcomes of potential violations so that faculty are aware of possible disciplinary outcomes. There was concern regarding the fact that the Senate is unaware of discipline that takes place unless it goes to CPT. It was suggested that redacted case information be available for faculty similar to the OEOD annual report.

The Council will invite Academic Personnel and OEOD to a meeting in 2018-19 to discuss updates and changes to the SHSV policy.

F. UCIPD-UCI Community Relations Update and Administrative and Business Services (ABS)

(Meeting date: 1/23/2018)

Ron Cortez, Vice Chancellor, Administrative and Business Services, Jorge Cisneros, Chief of UCIPD, and Mary Clark, Chief of Staff for Administrative and Business Services, presented information on the new Public Safety Advisory Committee and updates, changes, and goals for A&BS in 2018-19 and how administrative work for faculty has been streamlined.

The background of the UCIPD-UCI Community Relations ad hoc Committee was explained. It included members of both CFW and CTLSE and was created in the fall of 2016. The Committee gathered information and developed a set of recommendations. There was also a survey conducted with comments from faculty, staff, and students. The recommendations were sent to Cabinet and Vice Chancellor Ron Cortez, and the Committee met with UCIPD Chief Jorge Cisneros. Vice Chancellor Ron Cortez now oversees the UCIPD. There was a positive response to the report and, as a result,

meetings took place with the Committee, Vice Chancellor Cortez, and the Senate Chair throughout 2016-17 and 2017-18 to discuss implementing the recommendations.

The UCIPD website is now described as the “UCI Public Safety” website (though the UCI Police Department will continue to be known as the UCIPD). The website includes more information on outreach, a quarterly magazine, and many community programs. UCIPD is open to suggestions on trainings for officers. UCIPD is already collecting stop data, and it is posting some aggregate data on the website under “Officer Initiated Contact Data.”

Complaints can now be made through the Whistleblower process or Ethics Compliance at UCOP. The auditor’s office can be consulted to track concerns with anonymous reporting and how to track complaint data. It was noted that the possibility of filing complaints with the Office of the Whistleblower is not explained on the UCIPD website. It was also noted that the website does not clearly explain to the public how, or whether, anonymous complaints will be investigated. It was explained that, in the case of investigation of a complaint, the investigation would be done offsite, and the results would be given to the UCIPD Chief to make a final decision. Any issues with complaints involving discrimination or sexual violence and sexual harassment would be forwarded to OEOD for investigation.

A Public Safety Advisory Committee has been created and had its first meeting in February. The Committee charter is on the website. The Committee will gather information and complaints quarterly and comment on policies. The Committee will not investigate the complaints themselves, but will receive complaint reports from UCOP involving decisions made by the UCIPD Chief, but details would be kept confidential due to personnel issues. It was suggested that the Committee have quarterly open meetings to assess if policy and process changes are effective.

Vice Chancellor Cortez explained how Administrative and Business Services has been improving administrative burdens for faculty. There have been consultations with campus parties and managers, and there is now a monthly project status report for every construction project. The campus will soon have a substation powerhouse that will allow the campus to have power regardless of outages through SCE. In Fall 2020, there will be a new Interdisciplinary Science Building, and many new buildings in Health Sciences. Reimbursements and receipt issues were discussed, and it was explained that receipt-gathering has been decided by departments, but this is not a UC policy. A&BS will be developing a list of best practices for Schools based on data collected on timing and delays in the reimbursement process. This information will be posted on the website.

Members expressed concern regarding purchasing through the bookstore, which most faculty are currently unable to do. It was explained that it was not a priority for Associate Deans, but that faculty and A&BS should look at bringing back the ability to purchase more conveniently.

UCIPD Chief Cisneros explained the new Body Worn Camera Policy. Five agencies in Orange County currently use body cameras. President Napolitano also suggested dashboard cameras for police vehicles. The new policy will be implemented UC-wide, as they share resources for the body cameras. An FTE is required to implement and manage

the new policy and process. The police union has approved the UCOP body camera policy, but minor revisions are still being made.

The Council will discuss updates and progress regarding the Public Safety Advisory Committee in 2018-19.

G. UCI Mental Health Initiative

(Meeting date: 3/13/2018)

Negar Shekarabi, Coordinator, Faculty and Staff Mental Health Care and Respondent Services, presented updates regarding mental health initiatives, faculty training efforts, and Respondent Services.

The office offers consultative services and support to resolve behavioral health issues, and is the primary crisis intervention resource to facilitate and coordinate appropriate resources. The services are principally for short-term case management. Goals include the development and implementation of instructional trainings and materials to assist in the promotion of mental well-being for all of UCI (campus, UC Irvine Health, UCIMC, faculty, and staff). Specific services include small work group facilitation, workshops and trainings customized to department needs, educational materials, problem assessment, and referrals. Common concerns from those using the services include anxiety, depression, stress, occupational concerns, and family/relationship concerns. Medical students are a target audience due to increased stressors typically experienced by that population.

Faculty make up approximately 20% of those who use mental health care and respondent services. There have been 1,220 individual visits for the services over the last year.

There has been outreach and programming for 6 schools thus far. Outreach has included an introduction to the Deans, meeting with department chairs, and office hours at the UCIMC. The office plans to present at faculty orientations. There is an increased effort to conduct mental health trainings for department chairs.

Respondent Services offers help with an understanding of rights, guidance through investigative processes, interpretation/translation services, and referrals. The office maintains confidentiality unless compelled to do otherwise by law, and liaises with OEOD, as it is part of the Sexual Violence and Sexual Harassment Team.

H. University Club

(Meeting date: 4/10/2018)

Rick Coulon, Associate Vice Chancellor, Division of Finance and Administration, presented updates on the new ownership and renovation of the University Club.

Wedgewood Resorts won the bid for the University Club. Rick Coulon is the liaison between the campus and Wedgewood. Construction should have been completed at the end of May, with new staff being trained in June and events beginning shortly after. At the time of this report, an official open date for the general public was not yet set.

There will be an expanded patio and new bridal suite. Events will be mostly wedding-focused. There will not be regular buffets, but the buffet area will be available for events. The previous library-style space will be a bistro area and the primary space for restaurant-

style dining. The gazebo will remain in place. The management is open to the idea of happy hours, but it may take some time to organize or implement. Facilities upgrades included plumbing, roofing, and landscaping. It was explained that the campus will receive lease revenue and a portion of generated sales. The profit margins are reviewable and there is an audit clause in the contract. Wedgewood would have priority in scheduling events.

The parking lot will be maintained by Wedgewood. It was unclear whether there would be a charge for parking in the future. Members expressed concern that parking may overflow into Las Lomas and the pool parking for University Hills. Members suggested that the University Club name be changed, as it was no longer owned by UCI. However, management currently has no plans to change the name.

Pricing for lunch should be \$9-\$13, with the hope to draw faculty, staff, and students. Banquets and events will be priced at approximately \$30 per person. There is currently no process for direct billing to departments. A member expressed concern regarding the planned chair lift for ADA compliance, and explained that those lifts are often broken, require an operator to run, and would need a call button to alert staff. Rick Coulon stated that he would find out more information on the chair lift.

The Council will ask for an update in 2018-19.

I. Physical Sciences Facilities and the New Mobile App for the Division of Finance and Administration (DFA)

(Meeting date: 5/8/2018)

Ron Cortez, Vice Chancellor, Division of Finance and Administration, presented information regarding the maintenance and custodial services in the Physical Sciences buildings. A new mobile app to access services offered by the Division of Finance and Administration was also presented.

Ron met with Physical Sciences staff on May 9h and will follow up with CFW regarding the maintenance and custodial services in 2018-19.

The DFA app is designed to foster a customer service delivery model, make it easier to access resources and services, and is available for free on Apple's App Store and Google Play. It is currently a pilot, but is set to launch in September 2018. The "Safety" module features include access to emergency phone numbers, ZotAlert registration, requests for safety escorts and welfare checks, and how to report concerns. The "Faculty" module features include access to academic calendars, academic integrity, faculty profiles, and the Office of Institutional Research. However, expanded features are expected with feedback from faculty. The "Reporting" module features include how to report facilities, parking, and safety issues and TRS time reporting. The module allows photo attachments. The "Go" module includes access to campus transit options, how to request assistance, quick-reference guides for travel, and UCI Transportation's latest posts. The "Connect" module includes access to the campus directory, campus calendars and events, and campus news and social media. The "Feedback" module is designed to help users submit suggestions and improvements to the app.

Travel receipts can be uploaded to KFS through the app. It was suggested that campus and parking construction updates would be helpful via push notifications. Members were encouraged to register for ZotAlerts, as the registration numbers for faculty are low. The app should improve the routing of concerns and complaints. DFA plans to create a new process for custodial issues and to increase the frequency of services. The services are currently decentralized, but there are plans for better coordinated efforts. Lab remodels were a previous issue with maintenance, but it was improved with better communication between the parties involved.

It was reiterated that the taping of receipts to paper was not a requirement from the DFA, and that Schools should take accountability for additional policies or requirements imposed for reimbursements. The DFA will continue to audit the reimbursement process on campus.

Any recommendations for improvement can be sent to Ron or Mary Clark, Chief of Staff for the Division of Finance and Administration.

The Council will ask for an update on Physical Sciences facilities and the progress of the mobile app in 2018-19.

J. University Hills/ICHA

(Meeting date: 6/12/2018)

Victor Van Zandt, CEO and President, ICHA, and Karli George, Director of Sales, ICHA, presented information regarding the waitlist, priority system for home sales, and other pertinent updates.

University Hills was established to provide affordable housing to faculty and staff. There are currently 1,122 homes and condos. Perspective faculty are able to get on a waitlist when they tour University Hills with their hosting department. Homes are typically \$200-250 per square foot, and there is a large variety of layouts. University Hills is not an investment in real estate. There is a lending program for Senate faculty that provides a lower interest rate.

The Ground Lease Priority Categories are: 1) University-designated person 2) Senate faculty and the Senior Management Group 3) Academic staff 4) All other employees. Approximately 6-8% of owners are academic staff and general staff. There will be an additional buildout site on Anteater and California. It will include 106 additional homes and 124 rental units. There are approximately 40 short-term rentals available, but members expressed concern that these units are not made more visible to departments, as they can be used to accommodate visitors. Furnished units have a longer turnaround time for availability. Subleases were discussed, and it was explained that there are no current guidelines, but residents should make ICHA aware of any issues with subleasing residents.

The Council will invite ICHA representatives to a Council meeting during 2018-19.

K. Transportation

(Meeting date: 6/12/2018)

Ron Fleming, Director of Transportation Services, presented updates and information regarding transportation. The Council requested updates on these particular issues:
1) Parking congestion in SSPA/SSPS/SSPB/MPAA, AR permits being sold to students, and priority parking for faculty and staff 2) Physicians in the Medical Center do not have reserved parking and often have difficulty finding available stalls 3) New category of permit eligible for AR spots (in the Business School, specifically) 4) Difficulty finding a space after leaving a space and returning at a later time.

Successful UCI Transportation Demand Management (TDM) programs have reduced and deferred need for new parking facilities. Growth in support of the campus strategic plan will increase parking demand, and upcoming capital project will impact existing parking supply. Lot 16 should be open to faculty and staff in Fall 2018.

Graduate students with employment are eligible for staff parking. Undergraduates are not allowed to park in the Medical School area. SSPS and APS have “P” (preferred zone commuter) permits available for students to park in AR stalls. However, they cannot use zones for which they are undesignated. Lot 12B will close due to the building of a new Interdisciplinary and Engineering building. The Business School has two new master’s programs that have impacted parking in that area. A new surface lot will be on East Peltason that will have 32 additional stalls. AR stalls are increasing in APS and Lot 16. The new surface lot on Bison will have 1,000 additional stalls and will open in Fall 2018.

Increased communication to faculty, staff, and students is a goal. There has been an increase in electric vehicle charging stations. Traffic systems improvements for 2019 include traffic lights at the Bison and Health Sciences Rd. intersection, and at the Los Trancos intersection. Improved pedestrian walkways/flow are expected for APS, but a project timeline is unavailable at this time.

Members were directed to let Ron know of any particular transportation related issues. The “Report” section of the Division of Finance and Administration (DFA) app is available to submit parking concerns. There is a link to parking maps, and there should be more real-time information in the future.

The Council will invite Transportation Services to a Council meeting in 2018-19.

III. DIVISIONAL AND SYSTEMWIDE ISSUES

L. Task Force Report on the Negotiated Salary Trial Program (NSTP) *(Meeting date: 10/10/2017; Memo date: 10/18/2017)*

Academic Council requested a review of the 2017 Task Force Report on the NSTP. The NSTP was initiated on three campuses (UCI, UCLA, and UCSD), for a five-year trial with a full review to be completed in the fourth year. The 2017 Task Force Report represents a full review of the program. A decision to discontinue, continue, or expand the NSTP needed to be made for the 2017-18 academic year.

The NSTP allows faculty members to bring in external funds to campus and may use them to increase their salary by up to 30%. Members expressed concern about the lack of control group for the analysis, which did not permit researchers to say soundly say that

the NSTP does not have adverse effects. In particular, service contributions were not assessed by the analyses presented. There seemed to have generally positive effects to include the NSTP information in recruitment and retention letters. Some members were concerned that the NSTP would further disconnect contributions based on CAP reviews from salaries. Further, if extended, the NSTP might be used as an excuse to not adequately increase salary scales. It was suggested that the study continue, if only to increase awareness, not necessarily to keep collecting data.

Most department chairs responded positively to the program and the study. The program requirements currently involve a large amount of funding and a timeline that might not be convenient for all faculty members. It was suggested that small amounts of funds be considered, and perhaps timelines softened or revised. UCI has the smallest number of participants (57) among the UCs, but participation is increasing. Most participants also take Summer Salary.

Council members were split on whether the program was valuable enough to be implemented or continue as a trial program in order to gather additional data. Some were very much in favor of implementing the NSTP, others had serious reservations.

M. Second Systemwide Senate Review of Proposed Revisions to APM 285, 210-3, 133, 740, 135, and 235

(Meeting date: 1/23/2017; Memo date: 1/26/2018)

Academic Council has requested a review of the proposed revisions to the following sections of the Academic Personnel Manual:

- APM 285, Lecturer with Security of Employment Series;
- APM 210-3, Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment Series;
- APM 133, Limitation on Total Period of Service with Certain Academic Titles;
- APM 740, Leaves of Absence/Sabbatical Leaves;
- APM 135, Security of Employment; and
- APM 235, Acting Appointments

The proposed revisions reflect the feedback received during the first systemwide review of these policies. The goal of these revisions is to make the title more accurately reflect the requirements for advancement in the series and make hiring, evaluation, and promotion practices more consistent across the UC system.

The Faculty Welfare Subcommittee (Hosssein Omoumi, Loraine Lau-Gesk, Illona Yim, Matthew Forman), lead by Jean-Daniel Saphores, presented information regarding these revisions.

After a discussion, CFW recommended that the Lecturer with Security of Employment (LSOE) title series should be revised as follows:

1. Assistant Professor of Teaching
2. Associate Professor of Teaching
3. Professor of Teaching

CFW also recommended that a list of best practices be created for departments and Schools regarding LSOE positions, as there seems to be an inconsistency in expectations

of teaching loads. It was also recommended that a more specific guideline for the LSOE be created for Academic Personnel reviews, as the position varies from the Professor series in terms of research and teaching loads.

N. Systemwide Senate Review – Proposed Presidential Policy on Open Access for Theses and Dissertations

(Meeting date: 2/13/2018 Memo date: 2/14/2018)

The Council reviewed the proposed Presidential Policy on Open Access for Theses and Dissertations. The proposed policy is designed to provide consistency for ensuring open access to UC graduate students' theses and dissertations, would allow for electronic theses and dissertations authored by UC graduate students to be available in an open access repository, and would bring theses and dissertations into the overall framework of UC's other open access policies.

The Council unanimously agreed that providing a standardized policy for open access is best for graduate students and consistent with UC's mission. Council members also appreciate the flexibility to adjust the time allowed for embargos by discipline.

O. Systemwide Senate Review of Proposed Amendment to Academic Senate Bylaw 128

(Meeting date: 2/13/2018, Memo date: 2/14/2018)

Academic Council requested a review of the proposed addition to Academic Senate Bylaw 128 that governs conflict of interest on Senate committees, subcommittees, and task forces. The proposed addition to Senate Bylaw 128 delineates a multi-layer process for addressing conflicts of interest.

Council Members thought that the proposed change was an improvement over the previous policy but they would like to offer the following suggestions to further strengthen the proposed change to Bylaw 128:

1. Chairs should systematically remind their members about the COI Policy prior to meetings;
2. It would be helpful for each Senate committee, subcommittee, and task force to create a list of examples of conflicts of interest specific to their activities; and
3. Conflicts of interest should be tracked in meeting minutes along with any resolutions or issues that may arise.

P. Systemwide Review of Proposed Presidential Policy on Supplement to Military Pay – Four Year Renewal

(Meeting date: 3/13/2018, Memo date: 3/16/2018)

The Academic Council requested a review of the proposed renewal of the Presidential Policy on Supplement to Military Pay. The policy applies to all University academic and staff employees. The renewal extends the policy for a four year period, effective July 1, 2018 through June 30, 2022. The proposal provides eligible employees with supplemental payments equal to the difference between the employees' University pay and their active military duty pay for a period not to exceed the employee's tour of active military duty, until June 30, 2022, or until the separation date of an employee's University appointment, whichever comes first. Benefits provided under the Policy are subject to a two-year lifetime limit.

Council members were in favor of the renewal of this policy, but would like additional data on the number of people served annually by this program.

Q. Systemwide Senate Review of Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revisions to APM 028 – Disclosure of Financial Interest in Private Sponsors of Research

(Meeting date: 5/8/2018, Memo date: 6/1/2018)

Academic Council requested a review of two policies:

- (1) The Proposed New Presidential Policy on Disclosure of Financial Interests and Management of Conflicts of Interest in Private Sponsors of Research, and
- (2) The proposed revision of APM - 028, Disclosure of Financial Interest in Private Sponsors of Research.

The proposed new presidential policy describes the review process for disclosures of financial interested made on the “Statement of Economic Disclosure of Financial Interests and Management of Conflicts of Interest in Private Sponsors of Research” form and the requirements for review of such disclosures by the campuses. The proposed revisions to APM - 028 detail important principles guiding the conduct of sponsored research for academic appointees.

Council members expressed concerns regarding the lack of clarity in such terms as “mission of the university,” “knowledge,” and “scholar.” There were further concerns regarding the extent to which each campus would be responsible to implement the policy. Members suggested that the Office of the President provide guidelines and procedures that list mandatory and indispensable components of the policy. They also suggested creating a systemwide committee to supervise and harmonize the implementation of this policy across all campuses and provide a system for appeals and for an oversight of disagreements.

It was also suggested that, in Section III of the APM 028 revisions: “Procedures for Conduct of Committee Review,” there should be guidelines for the composition of review committees and a specific turnaround time for review reports.

R. Pension Theft and AYSO Security Flaws

(Meeting date: 6/1/2018)

The Council heard information from Dana Roode, Chief Information Officer and Associate Vice Chancellor for OIT on cyber security, particularly as it related to recent pension thefts.

Unknown persons gained access to AYSO pension accounts by sending a phishing email to pensioners. They were then able to obtain UCI NetIDs and passwords. These NetIDs and passwords were used to change passwords and reroute payments to unknown accounts. AYSO has a multi-factor authentication system to provide for better security, but it is voluntary. There is now a push for more participants. UC Raise” should be a more secure system. Duo was suggested for security and authentication and Password Manager and Last Pass were suggested to securely store passwords. Creative answers to security questions were encouraged. There is no longer an annual requirement to change

passwords. It was stated that VPNs show logins from overseas. They are also more secure and should be used in public spaces. Any questions or concerns can be directed to Dana.

The Council will ask for an update during 2018-19, particularly if there are further concerns.

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 2017-18 included:

- Emeriti Engagement
- Retiree Healthcare, Recall, and the Post-Employment Benefits Task Force

Subcommittee members:

James Danziger, President of UCIEA
Debra Richardson
James Meeker
Eric Stanbridge

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 2017-18 included:

- NSTP
- Grant Funding Control by the Trump Administration
- Free Speech
- Open Access Policies
- Anti-Semitism Awareness Act

Subcommittee members:

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

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. Mona Lynch represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAADE). UCAADE issues for 2017-18 included:

- Diversity Statements in Hiring and Promotions

Subcommittee members:

Mona Lynch (UCI Representative to UCAADE)
Stephen Tucker
Mei Zhan
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 2017-18 included:

- APM 016
- Revisions to APM 285, 210-3, 133, 740, 135, and 235
- Faculty Salaries
- Health Care
- ADA Compliance and Accessibility at UCI and the Medical Centers
- Faculty Code of Conduct and the Administration of Discipline (APM 016)
- Child Care
- UCIPD-UCI Community Relations
- Division of Finance and Administration
- Gottschalk Issues and Health Affairs
- Bylaw 128
- SVSH Policies and Reporting of Complaints
- UCI Mental Health Initiative
- Policy on Supplement to Military Pay
- Physical Sciences Facilities Management
- University Club
- APM 028
- Transportation
- University Hills/ICHA
- Pension Theft and AYSO Security Flaws

Subcommittee members:

Jean-Daniel Saphores, Chair and UCI Representative to UCFW
Hossein Omoumi
Lorraine Lau-Gesk
Illona Yim
Matthew Foreman

VI. NEW AND/OR CONTINUING BUSINESS FOR 2018-2019

- Academic Freedom
- ADA Compliance on UCI Campus and Medical Facilities
- Faculty Conduct and the Administration of Discipline
- University Club
- Health Affairs
- Retirement Issues for Emeriti

- Emeriti Engagement
- Division of Finance and Administration
- Healthcare
- UCI Mental Health Initiative
- UCIPD-UCI Community Relations and the Public Safety Advisory Board
- University Hills/ICHA
- Transportation
- Childcare
- Email Confidentiality

VII. INVITED GUESTS

Diane O'Dowd, Vice Provost for Academic Personnel (10/10/2017 and 12/12/2107)
Rick Gannotta, Chief Operating Officer, Health Affairs (10/10/2017 and 4/10/2018)
Leon Roach, Director, Capital Design and Construction Projects (10/10/2017)
Kwame White, Health Care Facilitator, Campus Human Resources (11/14/2017)
Janet Mason, Assistant Vice Chancellor, Capital Planning (11/14/2017)
Allen Shiroma, Director, Project Services (11/14/2017)
Brian Pratt, Assistant Vice Chancellor and Campus Architect, Design and Construction Services (11/14/2017)
Kioko Adachi, Senior Construction Project Manager, Facilities Management (11/14/2017)
Kirsten Quanbeck, Associate Chancellor, Equity, Diversity, and Inclusion (12/12/2017)
Joan Tenma, Assistant Vice Chancellor of Academic Personnel (12/12/2017)
Marianne Beckett, Director, Academic Employee Relations and Faculty Development (12/12/2107)
Marcelle Holmes, Associate Vice Chancellor, Wellness, Health, and Counseling Services (12/12/2107)
Laura Sanbrano, Director, UCI Child Care Services (12/12/2018)
Don Senear, Professor, Biological Sciences and Chair, Committee on Privilege and Tenure (12/12/2017)
Ron Cortez, Vice Chancellor, Division of Finance and Administration (1/23/2018 and 5/8/2018)
Mary Clark, Chief of Staff, Division of Finance and Administration (1/23/2018)
Negar Shekarabi, Coordinator of Faculty and Staff Mental Health Care and Respondent Services (3/13/2018)
Rick Coulon, Associate Vice Chancellor, Division of Finance and Administration (4/10/2018)
Ron Fleming, Director, Transportation Services (6/12/2018)
Victor Van Zandt, Vice President of Planning and Construction, ICHA (6/12/2018)
Karli George, Director of Sales and Marketing, ICHA (6/12/2018)
Dana Roode, Chief Information Officer and Associate Vice Chancellor, OIT (6/12/2018)

VIII. COUNCIL MEMBERSHIP

Faculty Members:

Jean-Daniel Saphores, Engineering, Chair
Kevork Abazajian, Physical Sciences
Rufus Edwards, Health Sciences
Matthew Foreman, Physical Sciences
Kaaryn Gustafson, Law
Stephan Hammel, Arts

Lorraine Lau-Gesk, Business
Mona Lynch, Social Ecology
Fabio Macciardi, Medicine
James Meeker, Social Ecology
Hossein Omoumi, Arts
Debra Richardson, ICS
Isaac Scherson, ICS
Eric Stanbridge, Medicine
Stephen Tucker, Arts
Ilona Yim, Social Ecology
Mei Zhan, Social Sciences

Emeritus Members (voting)

James Meeker, Social Ecology
Debra Richardson, ICS
Eric Stanbridge, Medicine

Consultants (non-voting)

Gwen Kuhns Black, Office of Equal Opportunity and Diversity
Jeri Frederick, Human Resources
Joan Tenma, Academic Personnel

Representatives (non-voting)

Rasika Athavale, ASUCI
Jared Celnicker, AGS
Rebecca Walden, LAUC-I

Ex Officio

James Danziger, UCIEA

Council Analyst

Julie Kennedy