

COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM
ANNUAL REPORT
2019–2020

To the Irvine Divisional Senate Assembly:

The Council on Faculty Welfare, Diversity and Academic Freedom (CFW) respectfully submits its report of activities for the 2019-20 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 Emeritus Kenneth Chew chaired CFW during the 2019-20 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 one other UC committee (University Committee on Academic Freedom – Mei Zhan) 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 eight times during the 2019-20 academic year. The Council reviewed and discussed a wide range of issues, proposals, policies, and reports as detailed below.

II. COUNCIL ISSUES

A. Review of Proposed Revisions to Appendix III: Policies on Faculty Conduct and the Administration of Discipline

Meeting date: 10/8/2019

Memo date: 10/16/2019

The Committee on Privilege and Tenure proposed significant revisions to Appendix III: Policies on Faculty Conduct and the Administration of Discipline in an effort to provide clarity in the steps and stages of the disciplinary process and to better align with extensive changes made to the Presidential Policy on Sexual Violence and Sexual Harassment in 2016 and 2019.

Members appreciated the opportunity to review and comment on this policy and applauded the work that it represented, including intensive, long-term negotiation between the Senate and campus administration. The document included solid steps toward improving due process and transparency. Members also recognized that the document, of necessity, is a work in progress.

Concerns raised included considering the potentially ruinous consequences of mistakes, the selected evidentiary standards may not be sufficiently rigorous, and the constitution of investigating committees (ICs) should be more transparent. Members were pleased that the newly modified definitions of Preponderance, and of Clear & Convincing, are now

more consistent with the definitions used in other UC disciplinary policies. Nonetheless, because of the potential for career-ending outcomes, members believed that the evidentiary standards presently incorporated in Appendix III are insufficient to effectively safeguard due process for faculty members who have been accused of misconduct. The likelihood of error in a review is embodied by its evidentiary standard: the lower the standard, the higher the likelihood of error. Although the investigation of faculty misconduct is not a criminal proceeding, it nonetheless implicates critical life issues for accused.

That the Chancellor's Designee may constitute an IC, "depending on the nature and source of the complaint," is ambiguous. Neither the circumstances for convening, nor the selection of an IC's members is stipulated. Moreover, that ICs will comprise a majority of Senate members may, in principle, add to safeguards for Senate respondents, how well it works will depend in part on how the members are selected. Articulating the conditions under which ICs will be convened and populated will support transparency and adherence to due process.

B. Review of Interim Policy and Procedures for Student International Activities

Meeting date: 10/8/2019

Memo date: 11/1/2019

The campus has published a new policy and set of procedures for student international activities. The policy: 1) Covers student international activities that take place anywhere outside of the geographic borders of the United States; 2) Addresses risk management for international activities involving UCI students; and 3) Details the authorities and responsibilities of UCI entities and affiliates. The procedures specify the requirements that must be met to comply with the policy.

The Procedures section 1.C states that: "When a Student International Activity under review does not meet the Guidelines, the Study Abroad Center instructs the UCI unit that the activities need to be revised or that a request for exception should be submitted to the International Risk Review Team". Members requested more information on the constitution of the International Risk Assessment Team as well as on the procedures to evaluate risk used by the Assessment Team. Questions were raised with respect to whether this policy applies to graduate or undergraduate students or postdocs from UCI who are sent to participate in research in a laboratory abroad, and whether those cases would be explicitly excluded from this policy.

C. ADA Compliance and Accessibility

Meeting date: 11/12/2019

Guest: Andrew Berk, ADA Coordinator, UCI Office of Equal Opportunity and Diversity (OEOD)

UCI and UC Berkeley are the only UC campus that employ a full-time ADA Coordinator. Instructors were encouraged to include language regarding disability services and accommodations in syllabi, including a link to the Disability Services Center (DSC) website.

A member was concerned that some students with disabilities are stigmatized by their disability status. Another concern was the fear among some newer faculty and post-docs about disclosing their disabilities. A member stated that UCI seems to lack a community of students with disabilities. Such persons with disabilities must seek out informal sources of information or of facilitation and advocacy. A directed community outreach program would address these needs. One immediate goal is to produce a report on the unmet needs of UCI students with disabilities, with a list of possible solutions.

The Council will invite Andrew Berk to provide updates in 2020-21.

D. UCIPD and Campus Safety Issues

Meeting date: 11/12/2019

Guest: Elizabeth Griffin, Chief of UCIPD

New UCI Police Chief Elizabeth (“Liz”) Griffin summarized UCIPD’s short and long term goals, emphasized the community engagement role of its Public Safety Advisory Committee, and responded to questions and concerns.

A short-term goal of the UCIPD is to increase efficiencies. New technologies are being used to do so. For example, officers may now complete more paperwork while still on patrol. A new UCIPD/Public Safety website has debuted.

There is a Presidential Task Force on University-wide Policing. UCIPD has been providing officer-initiated contact data (“stop data”) in anticipation of a federal requirement to do so starting in 2020. UCIPD’s Community Police Academy aims to educate the community about UCI public safety, patrol operations, community-oriented policing, emergency management, and investigations. More participation by faculty and staff is encouraged. UCIPD is available to provide classroom safety preparedness workshops.

The Public Safety Advisory Committee (PSAC) held a Town Hall on February 20, 2020. The PSAC provides a forum to discuss and make recommendations on public policies, community outreach and may participate on hiring panels for UCPD personnel. The PSAC also produces an annual report summarizing activities and key data of interest to the campus community, including the number and types of complaints received by the UCIPD.

UCIPD enforces non-pedestrian traffic during particular periods each quarter. As of November 2019, 200 citations had been issued for the 2019-20 academic year. It was suggested that lanes should be used to separate bike and other vehicle traffic on the Ring Mall, and that signage about permitted traffic uses should be simplified.

Community members were encouraged to sign up for ZotAlerts at <https://www.oit.uci.edu/zotalert/>. Chief Griffin invited members to communicate any further questions and suggestions and will be invited to a Council meeting in 2020-21 for updates.

E. Office of Inclusive Excellence

Meeting dates: 11/12/2019

Guest: Doug Haynes, Vice Chancellor for Equity, Diversity, and Inclusion

The Council received orientation on efforts, goals, and outreach through the Office of Equity, Diversity, and Inclusion. There is an annual Institute for Equity, Diversity, and Inclusion that brings together faculty and staff leaders from UCI, the UC, and colleges and universities within Southern California. It provides an opportunity to refine goals, strategies, and metrics to improve coordination, communication, and collaboration for student, staff, and faculty success. This year's program took place on September 17, 2019.

UC Irvine is a designated minority serving institution for Asian Americans/Pacific Islanders and Hispanic populations. UCI receives federal funding through these designations. The Office of Inclusive Excellence (OIE) has an objective to provide public-facing programming paired with faculty research. There is an Inclusive Excellence Certificate Program that consists of three thematic courses during the academic year. The aim of the program is to give students, faculty, and staff an opportunity to appreciate UCI from the perspective of different campus constituencies. The themes for 2019-20 included UCI as a Minority Thriving University, Wellness, and Community.

The campuswide program "Confronting Extremism" is intended to promote campus community resilience while advancing a commitment to inclusive excellence. The deadline for proposals for the Provost Initiative on Understanding Domestic Terrorism was in Winter 2019. The initiative aims to explore the origins and sources, causes, methods, representations, and responses to and engagement with domestic terrorism.

F. Equity and Transparency in Teaching Professor (LSOE) Reviews

Meeting date: 11/12/2019

Following recent administrative re-interpretation of the UC Academic Personnel Manual (APM), the UC system Committee on Faculty Welfare (UCFW) formally expressed its concern regarding the lack of equity and transparency of criteria during Teaching Professor reviews. Further input was requested from members.

Members commented that the responsibilities of teaching professors vary dramatically across and even within departments and schools, adding to the challenges of generalization. Members observed that the "professor in residence series" may involve similar discrepancies vis-à-vis the regular professorial series, and have been the subject of past debate.

G. Division of Finance and Administration (DFA)

Meeting date: 12/10/2019

Guest: Ron Cortez, Vice Chancellor, Division of Finance and Administration

Along with an overview of DFA structure and functioning, the Council was provided with a briefing on efforts to reduce conflicts between pedestrians and vehicular traffic on the Ring Mall and elsewhere.

The DFA has convened a Pedestrian and Non-Pedestrian Traffic Safety Advisory Committee, whose first meeting was December 4, 2019. Committee membership includes ASUCI, Process Improvement, Environmental Health and Safety, DFA, Transportation and Distribution Services, UCI Police, and CFW representative Ken Chew. The Committee does not currently have an AGS representative. Members suggested wider faculty representation and representation from Student Housing. Exactly when and how the Committee is going to make or implement recommendations is unclear. The Committee is intended to be a standing committee and the Council will receive updates.

Departments under the DFA include, among others, Accounting and Fiscal Services, the Budget Office, Design and Construction Services, Transportation and Distribution Services, UCPATH. The DFA's other activities and challenges include the identification of campus sites for developing additional faculty housing.

H. Systemwide Review of Proposed Revisions to APM 240 and 246

Meeting date: 12/10/2019

Memo date: 1/24/2020

The Council reviewed the proposed revisions to Academic Personnel Manual Section 240 (APM -240), Deans, and Section 246 (APM -246), Faculty Administrators (100% Time). The proposals are intended to better align the rules that govern Senate member compensation while serving as higher administrators (e.g., deans or provosts) with those that govern compensation in their underlying faculty appointments.

Three clarifications were proposed: 1) Clarification about reporting and vacation accrual for both uncompensated and compensated activities; 2) Clarification that Deans and Faculty Administrators who hold concurrent Health Sciences Compensation Plan appointments are still subject to conditions that govern their underlying faculty appointments; and 3) Clarification of the stipulation that faculty administrative salaries should be greater than those of the underlying faculty appointments.

No objections were raised to the proposed changes.

I. Systemwide Review of Proposed Revisions to APM 120

Meeting date: 12/10/2019

Memo date: 1/8/2020

CFW discussed the Systemwide Review of Proposed Revisions to APM 120, Emerita/Emeritus Titles. The revisions concerned the conferral of emeriti titles, whether automatic or only after review; gender-neutral terminology, and the allocation of office or laboratory space.

CFW opposed the proposed change that automatic conferral be limited to those appointed in the Professor series, and that all other titles would undergo an end-of-career review.

The memo proposes to codify the use of "Emer." (including a terminal period, to indicate abbreviation) as a gender-neutral alternative to the conventional Latin titles, emeritus and emerita. The Council had no objections to this proposed change.

The memo proposes to replace an appendix, which encourages space-available office or laboratory allocations in support of active emeriti, with equivalent policy text. The Council had no objections to this proposed change.

J. Review of Public Access to CFW Agenda and Minutes

Meeting date: 12/10/2019

Memo date: 12/19/2019

The Council reviewed a proposal from Senate Chair Steintrager regarding whether to make meeting agendas and minutes publicly available and voted unanimously in favor of making only meeting agendas available.

K. Election for Council Chair for 2020-21

Meeting date: 2/11/2020

Chair Chew asked members to opine on the timing of the 2020-21 Chair nominations and election. CFW bylaws are silent on the specifics of leadership designation. Thus, members engaged a discussion in pursuit of devising timely, transparent election procedures that would facilitate continuity and smooth succession in CFW leadership. In the end, members voted unanimously in favor of an arrangement that involves: 1) Election of a new Vice Chair in February-March 2020; 2) Expectation that the winner will serve as Chair-Elect (successor “chair-in-training”) for the balance of the current year (2019-20) and; 3) For 2020-21, be elevated to Chair.

Should this process be continued beyond 2020-21, it will be necessary only to annually elect Vice Chairs. It was also noted that the procedures can be modified by future councils, as bylaws have not been altered. Members agreed to nomination and election via email. A Vice Chair nomination process began in February, with nominations solicited via email. Council member Teresa Dalton received the majority of votes for Chair Elect and will be Chair of the Council for 2020-21.

L. Advantages and Disadvantages of Quarters Versus Semesters

Meeting date: 2/11/2020

Memo date: 2/24/2020

The Council discussed the advantages and disadvantages of quarters versus semesters. There was concern about a lack of empirical evidence underlying many of the arguments that were communicated. Members urged the APG task group considering this topic to scrupulously present underlying evidence. It was advised that, should the group carry out its own empirical investigation, results should be available for timely review. Transparency to the UCI community should be paramount.

Members of the council strongly recommended an open comment period and systematic polling of the faculty, perhaps extending to a formal vote. Impacts on campus demographic and life stage diversity and on underserved campus populations should be more explicitly considered. Many of the putative “advantages” for both calendars could cut the other way. Consideration of cost and implementation should be integral from the start.

M. UCI Campus Lactation Rooms

Meeting date: 3/10/2020

Memo date: 3/25/2020

Guest: Dyan Hall, Engagement and Wellness Specialist, Campus Human Resources

In response to member concerns about lactation rooms, the Council heard updates on campus policies and efforts to improve the facilities.

The campus recently acquired funding to implement UCI Lactation Room Standards beginning in January 2020. These standards include: private spaces, sanitary spaces, adequate lighting, accessible outlets, tables, chairs, signage for access, trash bins, sanitizing wipes, and posted policies.

There are currently 14 lactation rooms on the main campus. All locations are posted on the UCI interactive map. Future projects include updated rooms for all new construction and renovations, five new standardized School lactation rooms, and additional needs assessment. Human Resources is partnering with the Division of Finance and Administration and Facilities Management to address needs.

CFW members urged that rooms be cleaned daily instead of with the less frequently scheduled building cleanings, signage be improved to include the nearest alternate location in case a room is unavailable, creation of a list of best practices for rooms be and circulation of this list to campus stakeholders for comment, and that all rooms be accessible by fobs or room codes.

Dyan Hall will be invited to a future meeting for further updates.

N. Institutional Reference Check Policy

Meeting date: 3/10/2020

Memo date: 3/17/2020

The Council reviewed the proposed Institutional Reference Check Policy. The proposed new policy will be implemented in a pilot program for the 2020-21 and 2021-22 hiring years. Reference checks will be conducted on final candidates for Senate academic appointments to the Professor and Professor of Teaching series, at all ranks –assistant, associate, full, and above scale. The Reference Check pilot program will allow Academic Personnel to conduct Institutional Reference Checks (IRCs) on the final candidate in each search. Pilot programs have already been implemented at UC Davis and UC San Diego.

The Council supported the pilot program, and encouraged clarification on these specifics of implementation: 1) What is the definition of “finalist”? When in the process are finalists notified that their prior institution will be contacted? 2) Should a prior institution provide evidence of misconduct, will finalists be so informed and be afforded with the opportunity to respond? 3) What is the definition of “substantiated misconduct”? 3) What happens if relevant documents at the prior institution have been sealed?

O. Proposed New Presidential Policy on Gender Recognition and Lived Name

Meeting date: 3/10/2020

Memo date: 3/18/2020

The Council reviewed the proposed New Presidential Policy on Gender Recognition and Lived Name. This policy directs that the University to provide three equally recognized gender options on university-issued documents and information systems — female, male and non-binary; the University to provide an efficient process for students and employees to retroactively amend their gender designations and lived names on university-issued documents and in information systems; the legal name of university students, employees, alumni and affiliates, if different than the individual’s lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person’s legal name.

Some members anticipated that name discrepancies may create confusion among instructors. Nonetheless, CFW voted to endorse the policy.

P. Academic and Operational Activity for Spring Quarter 2020

Meeting date: 3/10/2020

Memo date: 3/11/2020

The Council discussed—within moments of its dissemination—Chancellor Gillman’s decision to transition Spring Quarter instruction to “remote mode.” CFW supported the necessity of protecting the UCI community, and accepted that an abundance of caution was prudent. Nonetheless, Council discussion uncovered a number of problematic areas that would require continued attention.

Instructor access to the resources necessary to establish and maintain remote instruction (end-user technology; infrastructure, especially bandwidth; and technical support) both are in overall short supply and diverge widely across curricula and faculty members. As with their instructors, student resources for participation diverge widely and will require creative solutions. The directive stated that limited exceptions to remote instruction may be approved by schools and department leadership. Such allowances were encouraged — and others that will be needed, for example, the need for instructors who continue teaching face-to-face to accommodate students whose fear of infection prevents their physical attendance. The validity, reliability, indeed the very meaning of student evaluations of teaching may be radically altered by the precipitous, unrehearsed move to remote instruction.

Q. Faculty Welfare and Remote Instruction Issues and Concerns

Meeting date: 4/14/2020

Memo date: 4/20/2020

The Council discussed faculty welfare and remote teaching in light of the ongoing global pandemic. Members generated a variety of observations and concerns.

Compared to traditional classroom teaching, it takes much longer to organize and manage lectures in Zoom. One member experienced conflict with the Office of Information Technology (OIT) over publication of a course, which should be under the purview of the instructor only. Remote teaching makes it difficult for instructors to recognize students who may need additional assistance.

In the School of Humanities, first-year undergraduates in the Humanities Core, graduate students working on their dissertations, and undergraduates conducting thesis research have been especially hindered by lack of access to the Library's special collections and physical holdings. Consideration of student-raised Cost of Living Adjustment (COLA) issues should continue even under present exigencies.

The logistics of offering practicums and internships have been particularly challenging because community partners have compromised capacities or are no longer accessible. Instructors in the School of the Arts are grappling with questionable success with maintaining a high standard of instruction remotely, particularly in performance and ensemble classes. Faculty members in the Humanities are being severely challenged by the transition to remote instruction. Some noted in particular the economic stress on students. The COVID-19 crisis is heightening racial disparities and economic inequities, and exacerbating issues of immigration status.

Instructors who have young children are being challenged by the double load of homeschooling and day care while carrying out research and instruction. The one-year postponement for merit and promotion reviews should not be counted against faculty members in future reviews. There is a lack of clarity regarding the automatic postponement of student evaluations, particularly with merit and promotion reviews. A member reported that some departments are reorganizing their teaching rosters to designate back-up instructors against Covid-19 contingencies. This practice might be more broadly useful.

Instructors are being bombarded by companies contacting them to sell products and software related to remote instruction. Graduate students should be extended the following accommodations: a relaxation of prerequisite requirements, and of credit requirements for those scheduled to graduate in Spring quarter, a one year extension of time to degree, and the extension of international students' visas by an entire year.

Members applauded the Division of Teaching Excellence and Innovation (DTEI) for its assistance to faculty and encouraged the allocation of additional resources. Notwithstanding the challenges we faced as individual members of households, units, and disciplines, the Council strongly recommended an expansive and proactive Academic Senate posture toward the looming budget cuts and other threats to the University of California. The Council urged that the values of equity and shared governance in particular must be protected.

R. Academic Freedom Enforcement and Education

Meeting date: 4/14/2020

Memo date: 4/20/2020

The Council was presented with the latest draft proposal from the Universitywide Committee on Academic Freedom (UCAF) regarding academic freedom education and enforcement. Shortly thereafter, the CFW UCAF representative submitted the approved comments and concerns to UCAF. However, it is unclear whether these comments and concerns received consideration. The Council reiterated and formally submitted the following: 1) The Council affirmed that academic freedom is a worthy topic, but

struggles to understand the context and justification of the current proposal; 2) Several committee members asked to better understand the urgency of this issue, and in which ways existing policies of academic freedom are inadequate in covering the subject matter in the proposal; 3) The Council also requested a reasonable turnaround time to read and discuss the proposal in order to provide more substantive comments.

S. Faculty Welfare Updates and Information

Meeting date: 5/12/2020

Guest: Senate Chair James Steintrager

Chair Steintrager gave updates and general information regarding UCI faculty welfare concerns including those stated in the April 20, 2020 CFW memo.

The Senate Chair and Chair Elect are on the Strategic Advisory Group (SAG) regarding the COVID-19 pandemic. It was likely that there will continue to be remote instruction in the Fall and size limits for in person instruction. Research groups and graduate students would most likely be the first to return to campus. The undergraduate residence halls will not be fully populated.

Cal State campuses will be fully remote for Fall. CFW concerns will be brought to the SAG. A few items in the CFW memo seemed to fall under the purview of other Councils, specifically the Council on Research, Computing, and Libraries (CORCL), Graduate Council (GC), the Council on Educational Policy (CEP), and the Council on Teaching, Learning, and Student Experience (CTLSE). The issue of library access for research projects could be forwarded to CORCL. The Vice Chancellor for Research has recognized that research involves more than lab projects and is advocating for access to resources. The COLA issue should be forwarded to Graduate Council for additional review. The Systemwide Council on Planning and Budget has been pushing for longer-term planning on graduate support. The COVID-19 pandemic has complicated this issue even further.

The issue of offering practicums and internships was discussed, but it was stated that there were no clear ideas on how to address the issue to date. Members were encouraged to share any ideas. Economic and other stressors for students should be forwarded to the Council on Equity and Inclusion (CEI) in collaboration with the Division of Teaching Excellence and Innovation (DTEI). There is a laptop borrowing program and wi-fi hotspots to assist with remote learning. The CARES federal package to assist with financial aid should be disbursed soon.

Time-to-degree extensions should be forwarded to Graduate Council. They will most likely be extended. Funding for additional time is uncertain, as it is not under the Senate's purview. The quality of instruction issue should be forwarded to CEP and CTLSE. The Universitywide Council on Educational Policy (UCEP) sent out a quality of instruction survey recently and the results should help provide more guidance on remote instruction at a later date.

There are specific issues on quality of instruction from the School of the Arts and the School of Humanities, particularly with workload. This will continue to be an issue for CFW. It was stated that a hybrid model of some in-person and some remote instruction

may be helpful. Childcare was available for faculty and graduate students on campus. Academic Personnel will forward more information to the Council.

Academic Personnel and the Universitywide Council on Academic Personnel (UCAP) will track any current merit and promotion review issues and will take them into account for future issues. Student evaluations for Spring would not be taken into account for reviews unless a faculty member would like them included. There was no clear statement being made regarding faculty workload issues. This was a particular concern because a movement to remote instruction required additional and sometimes unforeseeable time and resources. It was requested that a statement in recognition of faculty efforts during this time would be helpful. It was also suggested that this be taken into consideration with merit and promotion reviews due to the increased efforts on teaching and perhaps less effort to increase service and research. The UCI Academic Senate will continue conversations with Systemwide and President Napolitano regarding these issues and more.

T. University Hills, Faculty Housing, and Las Lomas Demolition

Meeting date: 5/12/2020

Guests: Diane O'Dowd, Vice Provost, Academic Personnel, Richard Demerjian, Assistant Vice Chancellor, DFA Campus Operations, Victor Van Zandt, CEO and President, and Karlie George, Director of Sales, ICHA

The Council was presented with information on the Las Lomas demolition, issues with assignments to housing units and waitlists, any resources allocated for incoming faculty who may not be assigned housing immediately or within a reasonable interval, and housing access (both for sale and rental) for faculty and staff with disabilities.

As new homes come online, new faculty recruits are eligible to go into the lottery that begins with their date of hire. This year's dates of hire are July 2, 2019-October 1, 2020. New hires can only enter the lottery once. If a new hire is not offered a home from the lottery or withdraws from the lottery, they will remain in the same placement on a waitlist prior to the drawing participation.

The priority categories for homes was presented. The Provost can approve a designee from any category for a new or resale home. A School Dean can submit a request for a new recruit or a retention faculty member to be considered as an exception. This exception status expires when the designee buys a home or turns down three offers of homes on their list of model preferences. The designee will then be returned to the same placement on the waitlist prior to the exceptional status. Resale homes are offered in order of the priority categories, by application date and model preferences.

Campus Operations (under DFA) facilitates the relationship between ICHA and UCI administration. It works collaboratively on long-range planning and future phases of homes. The UC Regents leased the first areas to ICHA beginning in 1984. ICHA is a separate, non-profit public benefit corporation that receives no public funds, public loans, or grants.

The current Las Lomas apartment complex is scheduled to be demolished in November 2020 for construction of "Area 12." This site will help address the continued growth and

desire for university housing. Area 12 will consist of the development of a residential neighborhood build in one phase with a total of 89 detached, for-sale, cluster homes with supporting streets, utilities, trails, recreational amenities, and other community infrastructure. Area 12 is scheduled to be completed in 2022 with initial move-ins beginning in mid-2022. Members expressed concern regarding noise and dust for adjacent residences. This information should be available on the icha.uci.edu website. A possible future site for additional housing may be in the area south of the ARC.

There are 124 new apartments in Area 11, which could be available for rentals by post-docs and visitors. ADA compliance in the units was discussed. ICHA follows ADA guidelines by providing 5% of available units with ground level entrances and accessible doors. This is a discrepancy in the guidelines for ICHA ADA compliance and the UCI ADA compliance goal of at least 10%. There were additional concerns regarding funding through or for ICHA and the Fair Housing Act. It was explained that ICHA is a private entity, but the UCI ADA Coordinator will discuss funding streams further with ICHA leadership.

ICHA will be invited to a future meeting to address additional concerns and provide updates.

U. UCI Campus ADA and Accessibility Update

Meeting date: 5/12/2020

Guest: Andrew Berk, ADA Coordinator, OEOD

OEOD provided updates on ADA progress at UCI, specifically the interactive process, accommodation requests, and protection from retaliation.

The UCI Accessibility site is at <http://accessibility.uci.edu>. The site includes how to report campus issues as well as issues with the medical center. There continue to be assistive technology concerns, and OEOD is seeking funding resources for these accommodations. OIT provides information on accessible Zoom meetings at <https://techprep.oit.uci.edu/zoom/accessible-zoom-meetings/>. OEOD provides additional information on accessible COVID-19 resources at <http://accessibility.uci.edu/covid-info.php>. It was stated that the current faculty diversity and equity statements should mention any mentorship of URMs. However, it was unclear how these statements were being evaluated at this time and UCFW is also currently reviewing the issue.

Andrew Berk will present updates at a CFW meeting in the 2020-21 academic year.

V. Faculty Welfare Updates and Information and Safeguarding Faculty Safety During the Return to In-Person Activity, 2020-21

Meeting date: 6/9/2020

Memo date: 6/10/2020

Guest: Academic Senate Chair Steintrager

Chair Steintrager gave updates and general information regarding UCI faculty welfare concerns. Many advisory groups have been discussing a return to campus for students,

staff, and faculty. It may be an automatic opt-out for faculty. There may not be an automatic opt-out for staff.

CFW should be instrumental in shaping the return to campus conversation with administration. Members expressed concern that there may be more tracking, recording, and explanations for faculty presence or absences than expected. The additional workload experienced by faculty at this time will be taken into consideration for academic personnel processes. Flexibility will be encouraged, particularly regarding gaps in research.

There was a recent privacy concern regarding students identifying faculty with COVID-19. The Academic Senate will continue to monitor these issues, will monitor implementation of tracking and recording of cases, and will consult with campus counsel. There has been a 10% reduction in the UC budget. Administration is attempting to avoid furloughs. The Academic Senate will be consulted prior to any furloughs, salary cuts, or other issues. The model used during the 2009 economic issues will most likely be used going forward.

UCFW and UCAADE have a joint work group examining systematic discrimination. A discussion item at the June 10th Systemwide Assembly included the UC President's response and responsibilities regarding systematic racism and discrimination. There was concern regarding a clear timeline for Fall 2020 decisions regarding remote teaching or other current COVID-19 issues. The OVPTL had been sending out information and updates, but there has been no coordinated effort by the campus as to what has been communicated to whom. There is an effort to provide a better coordinated system.

It is likely that 99% of undergraduate instruction will be remote. Exceptions will be granted on rarities and will depend on the discipline area. Some graduate courses may be in-person with appropriate distancing. The responses from administration regarding research has been clear and coordinated. A return to campus for researchers has been stressed in mostly lab environments, but non-lab research is being addressed as well. A "research ramp-up" by the Vice Chancellor for Research seemed confusing for Humanities and messages regarding the issues has been ambiguous. It was reiterated that there is difficulty making decisions regarding Fall instruction and research due to logistical issues.

International undergraduates will probably not be present on campus during Fall unless they are already in the U.S. Some currently reside in campus housing. In-person instruction will have consistent implementation. However, there are many issues regarding self-identification and in-person instruction around accommodations. Concerns were expressed regarding an instructor's age, compromised immunity, childcare, and elder care, and whether instructors would need to disclose such issues that may have, traditionally, been private matters. It was stated that faculty and staff should be given flexibility on what may need an explanation or be recorded. Members urged that requests for accommodations shouldn't be left up to Chairs or Deans due to the privacy necessary in reporting. It was also stated that the power dynamic within faculty ranks may mean that non-senior faculty may be uncomfortable requesting accommodations.

Members voted unanimously in favor of the following resolution:
“So long as credible scientific and medical evidence indicate that significant risk remains during the 2020-21 transition to in-person work, UCI leadership shall, by default, continue accommodations that allow for remote performance of any Academic Senate member duties, including instruction, research or creative activity, and service.”

There was no new insight regarding the new UC President search. Academic Senate participation was limited to the preliminary stage. Traditionally, the Academic Council Chair has attended Regents meetings, but has not been invited to do so this time.

W. Economic Challenges for UCI

Memo date: 6/17/2020

The Council submitted concerns and recommendations to Senate Chair Steintrager regarding the COVID-19 pandemic.

As various scenarios for UCI’s near and longer-term future are considered, members hoped that three lessons learned from the University’s previous responses to hard times be kept in mind. The recommendations derived from a range of Senate sources, most notably an analysis spearheaded by the current and incoming chairs of UCFW, Jean-Daniel Saphores and Shelly Halpain, and included the following: 1) Robust shared governance leads to better formulation and more effective uptake of institutional response; 2) The burdens of financial hardship should be shared equitably through policies that mitigate their impacts on the already vulnerable or disadvantaged; 3) The UC system of faculty merits and promotions must remain operational to avoid creating fault lines amongst different cohorts.

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.

Subcommittee members:

George Miller, President of UCIEA
Said Elghobashi
Jonas Schultz
Ken Chew

B. Subcommittee on Academic Freedom

CFW’s Subcommittee on Academic Freedom advised CFW on academic freedom issues mentioned previously in this report. Mei Zhan represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF).

Subcommittee members:

Stephan Hammel
Luohua Jiang
Katie Salen

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.

Subcommittee members:

Rachel O'Toole
Jun Wu
Mei Zhan

D. Subcommittee on Faculty Welfare

CFW's Subcommittee on Faculty Welfare advised members on faculty welfare issues mentioned previously in this report. Ken Chew represented the Irvine Division at the monthly meetings of the University Committee on Faculty Welfare (UCFW).

Subcommittee members:

Ken Chew
Lorenzo Valdevit
Loraine Lau-Gesk
Jorge Busciglio
Matthew Foreman
Drew Bailey
Teresa Dalton
Heidi Hardt
Beatrice Tice

VI. NEW AND/OR CONTINUING BUSINESS FOR 2020-2021

- Faculty Welfare and Remote Instruction Issues and Concerns
- Revisions to Senate Bylaw 99: Council on Faculty Welfare, Diversity, and Academic Freedom
- Anti-Racism Efforts on Campus
- Academic Freedom
- ADA Compliance on UCI Campus and Medical Facilities
- Campus Lactation Rooms
- SVSH Investigation and Adjudication Framework
- Retirement Issues for Emeriti
- Emeriti Engagement
- Division of Finance and Administration
- Mental Health and Healthcare
- UCIPD-UCI Community Relations and the Public Safety Advisory Committee
- University Hills/ICHA and Affordable Housing for Faculty
- Childcare

VIII. COUNCIL MEMBERSHIP

Faculty Members:

Kenneth Chew, Chair, Social Ecology
Teresa Dalton, Vice Chair, Social Ecology
Drew Bailey, Education

Jorge Busciglio, Biological Sciences
Said Elghobashi, Engineering
Matthew Foreman, Physical Sciences
Stephan Hammel, Arts
Heidi Hardt, Social Sciences
Luohua Jiang, Medicine
Loraine Lau-Gesk, Business
Rachel O'Toole, Humanities
Katie Salen, ICS
Jonas Schultz, Physical Sciences
Kelli Sharp, Arts
Beatrice Tice, Law
Lorenzo Valdevit, Engineering
Jun Wu, Health Sciences
Mei Zhan, Social Sciences

Emeritus Members (voting)

Kenneth Chew, Social Ecology
Said Elghobashi, Engineering
Jonas Schultz, Physical Sciences

Consultants (non-voting)

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

Representatives (non-voting)

Kellie Bendezu, ASUCI
Jared Celniker, AGS
Shu Liu, LAUC-I

Ex Officio

George Miller, UCIEA

Council Analyst

Julie Kennedy