

LAUC-I Academic Senate Representative Annual Report
on Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)
2014/15 Annual Report

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Background

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) is operated under the Council on Education Policy (CEP). Its primary charge is to provide advice and make recommendations to campus administrations on matters (e.g., salary, parking, and housing) concerned with faculty's welfare, diversity, academic freedom and emeriti affairs. More information about the subcommittee can be found at <http://senate.uci.edu/committees/councils/council-on-faculty-welfare-diversity-and-academic-freedom-cfw/>.

CFW is essentially composed of these four groups of people:

- About 16 faculty members from various academic schools and departments, divided in the following four subcommittees –
 - Subcommittee on Academic Freedom
 - Subcommittee on Affirmative Action and Diversity
 - Subcommittee on Emeriti Affairs
 - Subcommittee on Faculty Welfare
- Three ex-officio members, respectively from campus Human Resources, Academic Affairs and Equal Opportunity & Diversity
- Representatives from LAUC-I, AGS (Associated Graduate Students), and ASUCI (Associated Students)
- Council Analyst: this is the person who usually organize meetings

Please note that only people from the first group have voting rights. The current CFW's roster is at <https://dms.senate.uci.edu/~councils.and.committees/?CFW>.

Major Activities and Accomplishments

During the 2014 -15 academic year, CFW was scheduled to meet nine times, from October 2012 through June 2013. But the May and June meetings were cancelled due

to lack of discussion items. All the meetings were held on Tuesdays from 3:30 p.m. to 5:30 p.m. in Aldrich Hall, Room 338.

Major topics discussed at the seven meetings throughout the academic year are –

- A system-wide Review of Proposed Revisions to APM 360, Librarian Series and APM 210-4, Instructions to Review Committees, regarding the consistency of the terms and conditions affecting non-represented librarians with those affecting represented librarians.
- A System-wide Final Review of APM 080 on Medical Separation
- A system-wide Review of Proposed Revised Presidential Policy – Sexual Harassment and Sexual Violence
- Updates on (1) My Data and (2) Long Range Development Plan for University Hills by Vice Provost Diane O'Dowd
- Faculty welfare issues under review, including Mortgage Orientation Program (MOP), faculty housing at the University Hill, Faculty Mental Health Initiative, and faculty salaries in 2015/16 and beyond
- UC Senate issues under review, including the Total Remuneration Study, and the proposed new UC Policy on Open Access (OA), especially on the UC policy for UC authors who are not members of the Academic Senate; Appendix 1 is Ying Zhang's email to Prof. William Parker, the chair of CFW 2014/15, which responded to the OA related questions from the Council at its October 2014 meeting, after consulting with Mitchell Brown and Dana Peterman

Appendix 1

Ying Zhang's responses to the Open Access related questions from CFW's meeting in October 2014

Dear Prof. Parker,

As promised, here are my findings to the questions raised at yesterday's meeting of 2014-2015 Council on Faculty Welfare, Diversity, and Academic Freedom, regarding the UC Open Access Policy

<http://osc.universityofcalifornia.edu/open-access-policy/policy-text/>.

- *What should be submitted to e-Scholarship under the policy?*

The policy applies directly to scholarly journal articles. It does not speak about monographs or other non-text specific works of scholars. However, eScholarship can host such submissions but the policy does not address those works. For submission, "use the latest version you have that hasn't been formatted by the publisher. If you used Microsoft Word to write the article, it will probably be a Word doc." More can be found at <http://osc.universityofcalifornia.edu/open-access-policy/policy-faq/#images>

- *How to treat (include or exclude) images in papers while doing the submission?*

Also here is what being said at <http://osc.universityofcalifornia.edu/open-access-policy/policy-faq/#images>, "it depends on whether you had to sign an agreement to get access to the image you used. If you didn't, because the image is in the public domain or your use of it was [fair use](#), then the work can be made publicly accessible with the image included. If you did sign an agreement, review the agreement to see if it allows broad use of the image as long as it is in the context of the article. If the terms of the agreement would not permit public access to the image in the context of the article, you have a few options:

- Contact the other party to the agreement to get permission;
- Get a different copy of the image from a different source with better terms, or depending on your discipline, see if there is a different image that will meet your needs;
- Deposit a version of the article that does not include the images so that readers can still read your argument/analysis; readers unfamiliar with the images who want to fully understand your arguments will need to get the version of record through other channels;
- Opt out of the policy for that article by visiting the [waiver and addendum page](#).

- *Whether this policy apply to dissertations? If not, what is our current policy for ETD?*

No, the UC Open Access Policy does not apply to dissertations. The current policy for ETDs is to have students submit their final dissertations in either paper or electronic format. Special Collections is responsible for processing the paper copy submissions and students are responsible for submitting electronic versions through the ProQuest Dissertations Full-Text system. More at http://special.lib.uci.edu/dissertations/uci_td.html

Please let me know if you and/or other committee members have any further questions.