# Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)

# LAUC-I Academic Senate Representative

# 2024-2025 Report

**Submitted to General Membership:** July 25, 2025

**Submitted by:** Christina Tsou (term ending 2025)

**Council/Committee Name (acronym):**

Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)

**Council/Committee Charge:**

1. Consider and report in timely fashion to the Divisional Senate Assembly of the Irvine Division and confer with and advise the Chancellor and other officers of the campus administration on matters concerned with the welfare, diversity, and academic freedom of the faculty, both active and retired. Procedures for treating issues with a major welfare component relevant to this Council that are also the concern of other committees will be developed by the chairs of the committees involved, in consultation with the Chair of the Academic Senate, Irvine Division.
2. Maintain liaison with the University Committee on Faculty Welfare, the University Committee on Academic Freedom, and the University Committee on Affirmative Action and Diversity.

**Link to Council/Committee Website:**

<https://senate.uci.edu/committees/councils/council-on-faculty-welfare-diversity-and-academic-freedom-cfw/>

**Frequency of Meetings:**

Monthly

**Major Activities:**

1. Review of Draft Systemwide Policies and Proposed Revisions
   1. Proposed Revisions to APM-675, Veterinary Medicine Salary Administration
   2. Proposed Revisions to APM-036, General University Policy Regarding Academic Appointment/Employment
   3. Systemwide Proposed Revisions to Academic Personnel Manual Section 500 (APM-500), Recruitment-General
   4. APC Systemwide Academic Calendar Workgroup
2. Ad Hoc Committee on University Hills and Faculty Housing
3. CFW Workgroup on Policies and Procedures Related to Academic Freedom and Faculty Rights
4. Warning Letters to Graduate Student Employees
5. UCI Discretionary Statements Policy Draft
6. Increasing Health Insurance Premiums and Benefits Changes
7. Faculty Salary Equity Data
8. UCIPD Chief Griffin
9. Cybersecurity Initiative – Trellix Issue
10. UCI Campus Climate
11. UCI Child Care Issues
12. Digital Accessibility

**Issues of Concern to the Libraries:**

None specifically, but certain changes will affect librarians and/or be of relevance to their work: letters of recommendation, common calendar, increasing health insurance premiums and benefits changes; campus climate; child care issues; cybersecurity; digital accessibility.

**Recommendations for New Reps/New Year:**

N/A