

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

2015/16 Annual Report

Ying Zhang

## **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 2015 -16 academic year, CFW was scheduled to meet nine times, from October 2015 through June 2016. But the May meeting was 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 throughout the academic year are -

- Reviews of the APM sections related to the health science clinical professor series, and APM 360 and 210-4 for the librarian series. The selections reviewed related to the librarian series include new definition, criteria for appointment, terms of service, merit increases, promotion, advancement, personnel review procedures, and the new point-based salary scale. No concerns were identified from the APM 360 review.
- Faculty welfare issues discussed throughout the year include University Hills-UCI police community relations, academic freedom, college textbooks (faculty autonomy over curriculum as related to assignments of textbooks, especially their own), cyber-security efforts, faculty housing, campus childcare, the UCI healthcare facilitator, disciplinary process for faculty related sexual harassment, faculty salaries, and UCI Libraries strategic plan.
- Other UC Senate issues reviewed include search waivers for academic appointees, and the UC Health Government Policies.

In April, per Ying Zhang's arrangement, Emilee Mathews, as a special guest, was invited to present at the CFW meeting, seeking input from the floor on the Libraries' strategic plan. Below is the summary of the discussion by Mathews.

- Wanted to know how flexible it is to create new position profiles in the library. I said that we've done it in recent years and it takes a few more hurdles than if there's a pre-existing line. Wanted to know who we had to go through to approve it.
- Wanted to know how we support research impact.
- Wanted to know how we would be involved in increasing research expenditures.
- Wanted to know what convergence science was and how we'd support it.
- Wanted to know whether we still bought textbooks for classes and put them on reserve for classes if the faculty member asked.
- Wanted to know if we would consider longer hours. Should be able to work 24/7.
- Wanted to know if there was GIS expertise in the library that the faculty member could refer grad students to.