Committee on Faculty Welfare

ANNUAL REPORT to the UC Riverside Division

May 24, 2005

To be received and place on file:

During the 2004-05 academic year, the Committee on Faculty Welfare (CFW) met three times, and dealt with the following issues:

1. In the 2002-03 academic year, CFW examined the use of “by agreement” appointments for emeriti being recalled for part-time teaching, being concerned about the use of such appointments to provide lower compensation than that recommended in the APM. In 2003-04, CFW remained concerned about the risk that by agreement appointments might be used to drive the compensation of part-time emeriti significantly below the levels specified in the APM, and wrote to EVC Jury asking him to remind all deans that the EVC’s office expects them to compensate recalled emeriti at levels no lower than those provided in Table 10 of the APM. Jury responded with the information that new system-wide guidelines on post-retirement teaching compensation were soon to be finalized and a review of UCR policy would occur shortly thereafter.

   In the 2004-05 academic year, CFW wrote to EVC Wartella, repeating its concern about the continuing potential of the now-revised system-wide recall policy to produce wide disparities in compensation provided to emeriti for part-time teaching. CFW recognized that in some exceptional cases below-scale appointments might be in the best interests of the faculty member involved, and, so, should not be categorically prohibited, but that such cases were highly unusual. EVC Wartella responded that she agreed with CFW and had instructed the deans to offer at-scale salary in all cases except when faculty themselves request a lower level of compensation. CFW responded with a commitment to continue monitoring the situation to ensure that the policy is implemented.

2. CFW continued to monitor the progress of UCOP proposals addressing problems of faculty who retire due to disability being granted Emeritus status. In 2003-04 CFW initiated a revision process to APM 120 that was supported by UCFW. The revised policy allows Emeritus status to be automatic for faculty who suffered disability immediately before retiring, as long as they file their retirement papers within 120 days of retiring. The policy was made effective January 14, 2005.

3. CFW continued to follow-up on two requests made in 2003-04 that reported visa problems with UCR faculty. CFW wrote to Vice Provost Jury, summarizing these and subsequently reported faculty complaints about inadequate and inconsistent financial support for legal and administrative costs related to visa processing, processing errors and delays, misinformation from staff about visa processing, and inconsistent staff support. CFW recommended funds be allocated to pay for visa
application/renewal processing and legal assistance fees, and to increase and consolidate administrative staff handling visa processes.

Vice-Provost Jury requested CFW participation on a committee chaired by himself charged with formulating new policy on visa-related matters for faculty and students. CFW was represented at two meetings of this committee in 2004-05. At the latter, Vice-Provost Jury announced that CFW’s recommendation that visa application/renewal processing fees would be paid for by the administration as a part of recruitment package costs. The committee continues to work on developing policies to address staffing, processing, and informational issues.

4. CFW responded to a request from Division Chair Martins-Green to form a sub-committee charged with developing a plan to rebuild the University Club. The sub-committee, Co-Chaired by Profs. Walter Clark (CFW) and Tom Miller, was formed, and proceeded to poll the faculty on the need for such an initiative, with strongly positive results. The sub-committee identified possible long-range sites for the building, and is in the process of developing a business plan to raise funds for its eventual construction. In the meantime, the committee, in discussions with the Chancellor, initially recommended the Director’s residence as a short term location for the University Club, but ultimately confirmed that the short-term location for the University Club will be in the new Alumni Center.

5. CFW responded to an inquiry from a faculty member about why the UC does not make Health Savings Accounts (HSA) available as an option to UC faculty. The request was relayed to UCFW, who responded with a policy statement from its Health Care Task Force. The statement opposed the offering of HSAs primarily because of a concern about the potential for their leading to “adverse selection” practices by faculty that would put health care plans not using HSAs in jeopardy —these other plans being considered by the Task Force to be of generally higher quality and of much greater benefit to the faculty overall. The policy statement was relayed to the faculty member inquiring, and no further action was requested.

6. CFW was asked by Riverside Division Chair Martins-Green to respond to the Academic Council’s 2004 resolution on research funding sources. CFW supported the position taken by UCFW on the Academic Council’s resolution, which upholds the principle of academic freedom by assigning to individual faculty the decision-making authority to determine funding sources and which prohibits academic units from dictating to faculty from what sources they may or may not accept funding. CFW expressed in addition a somewhat stronger concern for the long-term need for developing oversight of research funding and its influence on research outcomes.

7. CFW responded to a request from UCFW to investigate the implementation of UCFW parking policy principles. Parking Services Director, Jan Martin was contacted along with members of the Parking Committee, and the Advisory Council, with a request for information on the implementation of UCFW principles. No response has been forthcoming from the Parking Services Director and Parking Committee. CFW will continue to press for information on this
8. CFW responded to a request from Division Chair Martins-Green to participate on the Search Committee for a new Parking Services Director. Chair Ness has been appointed to the committee.

9. CFW responded to a request from Division Chair Martins-Green to participate on the 2006 Summer Session and Beyond Committee. After the majority of the committee supported CFW representation on the committee, Prof. Al Page was appointed to the committee.

10. CFW responded to a request from Division Chair Martins-Green to review and, if necessary, revise its charges. CFW reviewed its charges and proposed changes to a) allow for the enlargement of the committee if and when necessary, and b) define the scope of the committee’s charge to matters of direct relevance to faculty welfare, broadly defined.

11. CFW is in the process of responding to requests from Division Chair Martins-Green to comment on proposed revisions to APM 700, 710, 760, 080, and the proposed UC Policy on Health, Safety, and the Environment.

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