Committee on Faculty Welfare
ANNUAL REPORT to the UC Riverside Division
May 30, 2006

To be received and place on file:

During the 2005-06 academic year, the Committee on Faculty Welfare (CFW) met five times, and dealt with the following issues:

1. CFW reviewed first the draft and then the final report *UCR Child Care: Achieving a Family Friendly Edge*. We set priorities of specific objectives in addition to the construction and staffing of additional child care facilities. These objectives include planning for drop-off facilities in the new Commons complex, extending the hours of available child care, installation of lactation and diaper changing stations in existing and new buildings, and a centralized source of information regarding child care options. We will communicate these objectives to the administration and establish procedures by which CFW can continue to monitor progress on them and add to them.

2. CFW discussed and reported back to UCFW on four Family Friendly policies that were under consideration for adoption systemwide.

3. CFW continued its efforts to ensure that faculty have access to adequate international services for themselves and for the international scholars that come to their Departments or research groups. We surveyed all the members of the Academic Senate as to their experiences with the International Services Center; twenty of the thirty-seven faculty who included comments in their responses indicated that they had experienced problems with timeliness and/or responsiveness in the ISC’s handling of their cases. The Committee met with Vice Chancellor-Student Affairs to convey the results of the survey and the necessity of improving these services for the faculty. We emphasized the importance of the involvement of CFW as changes in the structure and function of ISC moves forward.

4. CFW was asked to consider and offer advice on two issues that emerged from the September Academic Senate Leadership Retreat. The first of these is to “Develop ways to evaluate service, especially internal service”. We met with Professor John Ganim, Chair of CAP to delineate the role of CFW in this area and will continue work on this issue during the next academic year. The second issue is “Determine why we are losing high level faculty”. We formulated a number of clarifying questions and requests for information which we sent to Division Chair Martins-Green. She responded that her office will collect from the College Deans the necessary information that we requested. When CFW receives this information we will resume our consideration of this issue.
5. CFW received regular updates from member Walter Clark about the progress of the University Club Planning Committee (see Academic Senate website for composition). Over the past year, the project of resurrecting the University Club has made tremendous strides under the determined leadership of Tom Miller and the increasing cooperation of the administration. It was decided that the three most viable locations for the Club would be in 1) the area of the Barn, 2) College Building North and South (old Director's Residence in the southwest corner of campus), or 3) a new location near Picnic Hill and the entomology building. In order to make a decision about the location, function, and overall nature of the Club, the University Club Committee interviewed two consulting firms and chose the firm of Brailsford & Dunleaveway, which has considerable experience in designing such facilities. The committee is currently meeting with representatives of this firm to prepare a plan of action, which will include surveying the faculty about their needs and expectations of such a facility and determining the best location for it based on that survey as well as other data. Funds for the Club will come from private sources rather than the university and have yet to be raised. A fundraising campaign will no doubt be a central feature of this process within the next year, or two at the most.

6. The Committee responded to requests for review of campus initiatives including the Health Sciences Research Institute, the Department of Bioengineering, and the modified Faculty Teaching Evaluation form.

7. CFW received a communication from a member of the faculty who experienced considerable difficulty in having a needed medical procedure covered by his health plan. We concluded that the campus Health Care Facilitator had done everything within her power to intercede on the individual’s behalf and that the campus and university have insufficient ability to influence the decisions of the company providing our health plan. The chair will take this issue to UCFW for discussion.

8. In the committee’s previous Annual Report, there was discussion of implementation of UCFW's Parking Principles. During the current Academic Year, these principles were undergoing revision when a change in leadership in the Office of the President caused an interruption in this process. The chair CFW met with the new Transportation and Parking Services (TAPS) Director, Mike Delo, and will attend the spring meeting of the Parking Advisory Committee as a visitor. CFW intends to maintain an active interest in parking policies both systemwide and locally and their implementation on this campus.

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