Committee on Faculty Welfare  
Annual Report to the Riverside Division  
May 19, 2009  

To be received and place on file:  

During the 2008-2009 academic year, the Committee on Faculty Welfare (CFW) met 5 times, and dealt with the following issues:

1. The Conflict of Interest Statement for 2008-2009 was adopted.

2. The Committee reviewed the Senate Reorganization Proposal. A formal vote was not taken as the CFW felt that the proposal still required significant modifications before a meaningful decision could be made. CFW made several specific comments. The consensus of the committee was that the new structure did not increase transparency in any meaningful way; that the proposal did not clarify the decision making authority of the various Senate units; they disagreed with the concept that the proposed structure facilitates better communication with existing administrative units; CFW disagreed that coordination would be improved; they noted that workload estimates were based on number of meetings per year, which did not seriously capture the workload required for each committee; CFW wanted to see an analysis of the strengths and weakness of both the existing and proposed structure with regard to time and expertise and feedback from the staff on the proposed restructuring.

3. The CFW Committee was charged with the award process for The Dickson Emeritus/a Professorship beginning with the 2008-2009 academic year and annually thereafter to one or more emeritus professors for teaching, research, or public service activities. The award amount is $6,000 for 2009-2010. The call for applications went out on March 4, 2009.

4. At its October 8, 2008 meeting, CFW discussed the Proposed Revisions to Academic Personnel Policies 110-4(10); 230-17; 230-18; 279-20; 360-80-a; 520-4; and 710-14-b, 710-38, and 710-46; and Proposed New Academic Personnel Policy 765. The committee did not find significant issues pertaining to Faculty Welfare and had no substantive comments on the proposal.

5. The committee discussed the Retiree Rehire Policy adopted by the Regents September 18, 2008 and did not find significant issues pertaining to Faculty Welfare and had no substantive comment on the proposal.

6. CFW discussed the University Club proposal that was forwarded to VC Bolar by former Chair Tom Cogswell. The committee is strongly behind the idea of a University Club and unanimously supports the proposal and would like to see it go forward.
7. The Committee on Faculty Welfare met with David Fairris, Vice Provost for Undergraduate Education on November 5, 2008 to discuss various aspects of the online faculty evaluation process (iEVAL). The CFW recognized several strengths and weakness of the current iEVAL system.

8. It was the unanimous view of the CFW that moving toward electronic evaluations as the mechanism for administering standard faculty evaluations will likely proceed, but should be done with caution with an emphasis placed on increasing the response rate and developing methods to ensure only those students who actually attend class have the option of evaluating faculty. Furthermore, the CFW was quite concerned that the paper evaluation process be replaced with iEVAL without proper faculty consent. Consequently, the following motion was passed (7 in favor, 1 abstention), “Before the UCR Administration dispenses with paper evaluations in favor of iEVAL, and a proposal for such action should be brought before the UCR Division of the Academic Senate for a faculty vote”.

9. The Committee discussed the Proposed Technical Revisions to Academic Personnel Policy 028 and did not find significant issues pertaining to Faculty Welfare and had no substantive comment on the proposal.

10. The Committee met and discussed the proposed revisions to APM Policy 240-Deans on February 11, 2009. The CFW was in unanimous agreement with all of the proposed changes with the exception of the proposed policies on sabbatical leave. The CFW was unanimous in the opinion that Deans (and others in this series), should they decide to take sabbatical leave immediately following their administrative appointment, receive salary and benefits during the sabbatical leave that reflect their faculty appointment (and not their past administrative appointment).

11. CFW has been charged along with the Committee on Diversity & Equal Opportunity to manage the Faculty Exit Survey and the Faculty Climate Survey. The goal of the exit survey is to find out why faculty left. It will go back 5 years and there are approximately 150 names on the list. Administration will pay for both of the surveys to be completed. The Faculty Climate Survey is a basic assessment of morale and job satisfaction. The Faculty Exit Survey is in its final format and should go out into the field Spring 2009. The UCR Survey Center is working in conjunction with CFW and CODEO on implementing the survey.

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