

**COMMITTEE ON FACULTY WELFARE
ANNUAL REPORT TO THE RIVERSIDE DIVISION
December 4, 2018**

To be received and placed on file:

The Committee on Faculty Welfare (CFW) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, Faculty Welfare is appointed by the Senate's Committee on Committees and consists of twelve members, two of whom are emeriti/ae professors. It is the duty of this Committee to report to the Division on any and all matters of faculty welfare. The Committee is also responsible for the award process of the Dickson Emeritus/a Professorship.

In addition to reaffirming its Conflict of Interest Statement and conducting a review of its bylaws, the Committee considered inquiries from the campus at large concerning various topics:

- Unit 18 concerns
- Proposal to establish an emeriti/retiree center on campus
- Active shooter training opportunities
- Concerns with UC Path
- Campus Safety
- Skateboard Policy
- Placement of STEM High School on UCR Campus

The Committee on Faculty Welfare met eleven times during the 2017-2018 academic year and undertook the following actions:

a. Edward A. Dickson Emeritus/a Professorship

The Edward A. Dickson Emeritus/a Professorship Award is presented annually to an emeritus/a professor on the basis of a compelling project in teaching, research, or public service activities. Awardee(s) shall be known as the Edward A. Dickson Emeritus/a Professor for the duration of the award (one year) and receive up to \$6,000 monetary award and up to \$3000 research support, subject to all policies and requirements of the University of California and the Riverside Campus.

Edward A. Dickson served as a regent of the University of California from 1913-1946, the longest tenure of any Regent. His vision is credited with helping to make the Los Angeles campus a reality. In 1955 Mr. Dickson presented the University with an endowment to provide for annual special professorships for retired faculty.

In 2003 the funds for the Dickson award were separated into ten endowments, one dedicated to each campus. The responsibility for making the awards was delegated to the Executive Vice Chancellor or chief academic officer at each of the ten campuses. On the UCR campus, award oversight and evaluation is performed by the UCR Academic Senate Committee on Faculty Welfare.

The Committee on Faculty Welfare discussed the candidates for the Edward A. Dickson Emeritus/a Professorship and selected three recipients. Professor Emeritus Susan Hackwood in the Department of Electrical & Computer Engineering, Professor Emeritus Wendy Rogers in the Department of Dance, and Professor Emeritus David Farris in the Department of Economics have been named a 2018-19 Edward A. Dickson Emeritus Professor on the Riverside campus. They will hold the title “Edward A. Dickson Emeritus Professor” from July 1, 2018 through June 30, 2019.

b. Discussions with Campus Leadership and Recommendations to the Administration to Senate. Letter to Executive Council about unit 18 concerns

FWC requested that Executive Council: 1) solicit clear articulation from the administration for what is driving the push for more LPSOE/LSOE positions on the campus, and 2) convey strong support for giving departments discretion to retain (upon mutual agreement) existing unit 18 lecturers that fit into their department cultures. [No specific action was taken by Executive Council.]

to Senate. CFW request for EC to consider supporting Emeriti-Retiree Center

FWC met with representatives from the UCR Emeriti Association (EA), the UCR Retirees Association (RA) and the UCR University Club (UCRUC). Our discussion concerned their joint proposal to establish an emeriti/retiree center on campus. The evidence is strong from other UC campuses that an emeriti/retiree center effectively facilitates valuable service and academic contributions from retired workers.

The dialogue between EA/RA and our Chancellor concerning this proposal was derailed by the hesitation of the administration to commit to investing in the startup and maintenance of the center. EA/RA offered a modified plan to the Chancellor. The Faculty Welfare Committee was unanimous in its strong support of the modified plan proposed to the Chancellor by the EA/RA, and requested Executive Council to consider the issues, as we have, and weigh-in with the administration on this important matter.

to Senate Chair & VPAP. Request that advice be provided to the campus and department chairs regarding active shooter training opportunities

FWC invited Albert Vasquez to meet with us to discuss how prepared the campus is for an active shooter event. During the meeting we learned that hands-on training for what to do in active shooter events is available to any individual or group of individuals who want to take it.

FWC asserts the availability of this hands-on training is not as widely known about, or utilized, as it could be, and that campus safety would be well-served to have it promoted as a wise use of time. FWC requests that the Senate Chair endorse the training sessions in a letter to the campus faculty and the VPAP share the training opportunity with department chairs as useful for individual departments and encourage them to schedule training sessions in their buildings. The training sessions envisioned could neatly be integrated into a normal department meeting. Al and Lisa are the contacts for this training, and they assure us that training sessions will be granted to any

department that requests one. [The Senate Chair endorsed the training sessions and the VPAP sent a letter out to all chairs recommending the training.]

to Senate Chair. Concerns with UC Path & Request that advice be provided to the campus

FWC had a conversation about problems with UC Path. Two of them in particular seem to conflict with expectations that faculty and staff built up during the pre-transition training process. First, a committee member expressed the fact that while the January paycheck from UC Path was correct, subsequent months were not correct. This shakes confidence in the adequacy of the advice given to faculty and staff to check their January paycheck. Second, when the committee member sought help to correct the problem, the expectation of it being easy to find someone to help was not met. FWC requested our comments be absorbed and used to guide an appropriate response from Executive Council and the administration to all faculty and staff with updated guidelines on how to verify data in UC Path who to reach out to for help troubleshooting difficulties. [The Senate Chair expressed Faculty Welfare's concerns to the VPAP and a UC Path update along with helpful tips were sent to the campus.]

to Co-chairs of the Police Advisory Committee, Coley & Lane. re Campus Safety

FWC perceived an increase in campus incidents being conveyed through UCR Emergency Communication and requested comment on if this perception is accurate, and if so, what is being considered for mitigation efforts. The committee inquired if the staffing for routine police patrol is considered adequate. [A response from Chief Lane was received and is mentioned in the next item.]

to Co-chairs of the Police Advisory Committee, Coley & Lane. Follow-up Questions re Campus Safety

FWC followed-up with Chief Lane on the response to our inquiry regarding campus safety. Our follow-up asked for more details about the work expectations for the Community Service Officers and we asked if more resources would be needed to expand the program. [Chief Lane provided the committee with a short PowerPoint that addressed some of the concerns raised.]

to AVC Al Vasquez & VC Ron Coley. re Skateboard Policy

FWC responded to Al Vasquez's follow-up to us on our conversation about unsafe skateboarding activity on the campus. FWC was not certain that a couple of our concerns were covered by Al's response. In particular, the issue of skateboarding inside building and skateboarding on the campus during the weekends. FWC recommended that the appropriate campus office send an email to the entire campus that reviews guidelines for safety and etiquette regarding skateboards and bicycles. The committee is uncomfortable waiting to take any action until the initiatives being studied are fully developed.

to Senate. Placement of STEM High School on UCR Campus

FWC was deeply concerned that the Campus and RUSD are moving forward with a problematic concept and with no substantive faculty consultation and requested the Chair of the UCR Academic Senate to adamantly push the Administration to immediate engagement in Senate

consultation over this project. In addition, FWC recommended that the Senate ask for no further movement on this project by both UCR and RUSD until the consultation process is complete. [Executive Council conveyed the faculty's concerns to the Provost.]

to Chancellor Wilcox & PEVC Larive. re Proposal for a STEM High School at UCR

FWC sent a follow-up summary of a meeting with the Provost and the Chancellor thanking them for a discussion on the proposed STEM high school. FWC requested a white paper that provides details on the project, suggesting it would go a long way toward alleviating campus anxiety about perceived lack of transparency in the planning process. [The Provost fulfilled a commitment made to FWC in sending a white paper revealing more detail on the project.]

to Senate. Request for Full Senate Review and Delay in Submission to UCOP re. RUSD STEM High School on the UCR campus

FWC discussed the the "Summary White Paper on RUSD STEM High School on the campus of the University of California, Riverside" provided by the Provost. While the white paper begins to answer questions and address concerns about motivation, benefits, and concessions associated with the high school, FWC felt there was some degree of disconnect between the expository part of the white paper and the agreed upon deliverables that are formally stated in Exhibit "A" of the MOU. Our recommendation to the Executive Council was to immediately take the lead in reviewing the white paper in order to bring the weight of a full senate review to an appropriate response to the white paper. In addition, FWC strongly suggested the senate chair request a delay in the proposed early September 2018 UCR submission and recommendation for a Discussion Item to UCOP on this topic until the Senate has had adequate time to provide thoughtful feedback to the administration on the white paper. [The Provost wrote back clarifying the perceived disconnect and assured FWC that there would be no UCOP action on the proposed project until the senate had ample time to substantively comment on the project.]

c. Advice to the Academic Senate

In keeping with its charge to opine on matters pertaining to faculty welfare, the Committee considered the following items received for Campus and Systemwide review:

Campus Review

- Breadth Requirement Proposal. Gender Studies Breadth Requirement
- Campus Procedure(s). Proposed Changes to Implementation Procedures for the Health Sciences Compensation Plan
- Consultation. Cluster Hiring Initiative. Status and Future Plans
- Draft WASC Institutional Report
- Internal Consultation. LPSOE-LSOE Appointments and Review
- Proposal Open Access 2020 (OA2020)
- Proposal. Campus Implementation Procedures for the Negotiated Salary Trial Program
- Proposed Bylaw Change. Changes to Charge of the Committee on Distinguished Campus Service
- Proposed Changes to Guidelines for Remote Learning Courses

- Proposed Policy. Consensual Intimate (Sexual or Romantic) Relationships in the Workplace
- Report Review. Course Scheduling Policy Workgroup Report
- Revised proposal to change GSOE Bylaws 1.1 to 5.1.1
- School of Public Policy Regulations
- Sustainability Ad Hoc Report
- UCR 5-Year Planning Perspectives 2018-2023

System-wide Review

- Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028
- Draft Revised Presidential Policy on Supplement to Military Pay-Four-Year Renewal
- Proposed New APM - 675, Veterinary Medicine Salary Administration
- Proposed Amendment to Senate Bylaw 128, Conflicts of Interest
- Second Round. Proposed Revision to APM Sections. 285, 210-3, 133, 740, 135 and 235
- Taskforce Report on the Negotiated Salary Trial Program
- Request for Feedback re: UC Policy on Sexual Violence and Sexual Harassment

The Committee’s formal response to each issue is located on the Academic Senate website and can be found at: <http://senate.ucr.edu/about/issues/2017-2018/>

d. Representation at Systemwide Senate and the Executive Council

The Committee on Faculty Welfare continued its active participation on the systemwide University Committee on Faculty Welfare (UCFW). The 2017-18 UCFW representative was Daniel Jeske, who updated committee members of the issues under discussion at the statewide level. Chair Jeske also represented the committee on the UCR Academic Senate’s Executive Council.

Respectfully submitted,

Daniel Jeske, Chair
 Abhijit Ghosh
 Piotr Gorecki
 Sherine Hafez
 Marta Hernandez Salvan
 Stefano Lonardi
 Thomas Payne
 Richard Redak
 Caroline Roper
 Raymond Russell
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 Traise Yamamoto
 Stephanie King – GSA Representative
 Brandon Lieu – ASUCR Representative