Council on Faculty Welfare, Academic Freedom, and Awards
Annual Report: 2017-2018

Council Charge

Per bylaw 60, the Council on Faculty Welfare, Academic Freedom, and Awards (CFW) is tasked with studying and making recommendations on any matter of interest and welfare of the campus community, and rewarding excellence in research and teaching.

Meetings

CFW held nine regularly scheduled meetings during the academic year, and consulted with relevant campus administrators regarding issues within its purview. General issues and concerns are summarized below.

System-Wide Issues and Reviews

All system-wide issues CFW responded to are listed below. Issues that CFW reviewed but chose not to opine on are not included. Summaries are included for issues that CFW was especially concerned about or played a central role in shaping the Senate’s response.

- Proposed Revised Presidential Policy on Supplement to Military Pay
- Proposed Amendment of Senate Bylaw 128 - Conflict of Interest
- Proposed Presidential Policy on Open Access for Theses and Dissertations

After reviewing and discussing the proposed revisions, CFW voted in a majority decision to reject the revisions proposed by UCOP regarding current LSOEs in APM Sections 285, 210-3, 133, 740, 135, and 235. The vote was not unanimous, but the majority felt that despite the “tweaking” made to the proposal submitted last year, the revised document was still confusing and potentially detrimental, both to the current LSOEs and to ladder-rank professors. Listed below are the main concerns CFW members expressed.

On the positive side, many CFW members (and certainly the LSOEs, as reported by CFW’s Unit-18 Lecturer representative and other faculty on the Council) appreciated some aspects of the proposed reforms, especially the systemwide sabbatical opportunities and the synchronization of the salary scales. According to the faculty who consulted with LSOEs in their departments many LSOEs appreciated the raise in their status to Teaching Professor, though they were equally confused by what “working title” meant. Repeated was the concern that the change of the “official” naming from LSOE to SOE series would result in a perceived demotion from those outside the university of the LSOEs who had attained the title of “Senior Lecturer with Security of Employment.” The new proposed title would be simply “Lecturer with Security of Employment.” This is a problem because at many universities globally “lecturer” is a lower
position than "Senior Lecturer." The senior lecturers would thus like to retain the word "Senior" in their official titles.

On the negative side regarding the proposed revisions, CFW members noted many concerns. These fall generally into those who felt the changes worked to raise lecturers to positions that would be perceived by the public and students as on a par with those of tenure-track professors, given the use of the term "professor" in the working title and the other alignments being suggested with the professorial review and step process. This raising of the position of lecturer in this way, many felt, would weaken the position of professor, especially when it came to ranking evaluations of campuses which had many faculty in the SOE series, since as “working” teaching professors, they could be folded into our total faculty, and yet their productivity, due to their heavy teaching load, is lower than that of professors. Rankings would thus decline. Others worried that the changes raised the bar for LSOEs in ways that could create obstacles to advancement. Thus, on the whole, the majority of the Council felt the changes created a lose/lose situation.

More specific points are:

1) A worry that the revisions raised the bar for LSOE faculty on advancement. It was remarked that despite the subtle change in evaluation of the research from the first draft of proposed changes, now to make equivalent professional and scholarly achievement and activity, the fact remains that this category of work associated with the professorial ranks is still elevated vis-a-vis instruction and service in the proposed reforms. In the past the prime focus for evaluating those in the LSOE series has primarily been teaching.

2) Several CFW members also noted that with the proposed alignment of the SOE series with the professorial steps, means that those who attain Lecturer with Security of Employment are denied coming up for merit increases every two years – they must wait 3 years now instead. Also, like many professors, they are in danger of becoming stuck at the Professor IV or V step and thus having their salary stagnate.

3) Of major concern expressed by many was confusion over what “working title” means and in what context it might be allowed. No examples or specifics are offered in the document. If the working title would be in everyday use, then it would simply accomplish the renaming proposed by the first version of this document, wherein lecturers are at all times called “Assistant Teaching Professor,” “Associate Teaching Professor,” and “Teaching Professor.” If the working title is allowed to be so universally used that the SOE titles only appear in merit and rank documents seen by the inner circle of the university, then public and student perception of the lecturers will be in a major way changed and conflation of lecturer and professor ensue.

The Council understood that there might be special circumstances wherein a working title of “Teaching Professor” might need to be used—as in applying for grants wherein only professors might apply—but the APM provisions could make an exception specifically for such instances, not across the board.

In sum, the majority of the Council found the proposed changes to the long-time UCSB use of the LSOE series to be unjustified and questionable in its goals. It would seem designed to raise the status of lecturers (even in the face of, in other ways, harming them in the course of their
merit reviews by adding to their workload) and also lowering the status of professors, who would now likely be confused with lecturers by students, the general public, and ranking agencies. The worst case and darkest scenario is that tenure-track professors, with high research demands, among their service and teaching demands, would be seen as replaceable by those who teach more at the same cost. This scenario, if fulfilled, would undermine the UC-system as a top-tier research system and lower it to the level of community colleges (who perform an important and necessary service, but are by no means innovative, cutting edge, research institutions).

CFW encouraged minor changes to the APM to allow our hard-working lecturers systemwide to earn sabbaticals, salaries on a par with the professorial series (without having to jump through the same hoops since they are evaluated primarily on their extensive teaching), and, when necessary for performance of their research work (to the extent they engage in such research), campuses to employ the working title of “teaching professor.” But CFW saw no need to otherwise change the LSOE name and procedures, which has served us and the lecturers well for decades.

- **Procedures for Reported Senate and Non-Senate Faculty Violations of SVSH Policy**

CFW reviewed the document and while one member thought the document “fairly reasonable, given a once over,” that person and the Council as a whole found many problems with the document. These issues fall into three main concerns. First, there is too much power of decision given throughout the document to individual persons, particularly the Title IX officer and the Chancellor/Chancellor’s Designee. Second, there are too many unclarified and contradictory statements throughout the document. Third, CFW recommended that the document undergo review by a lawyer given its legalistic style and potential to carry quasi-legal force.

- **Systemwide Review of Taskforce Report on the Negotiated Salary Trial Program**

Upon review of the report, CFW recognized that the Negotiated Salary Program might well be one way to retain high-performing faculty in the sciences who might be lured away from UCSB by better-funded universities (though the data does not yet support the claim made by chairs of participating departments that the NSP is effective on this score).

Like the reviewers, CFW recognized that any full and fair assessment of the program needs more and better data, which justifies renewal of it on a trial basis. On the other hand, the Council also noted that, with such a renewal, the program will become further entrenched, which will make it harder to terminate, if later on the data shows that it is unsatisfactory or even detrimental.

Especially of concern to the Council was the negative impact the program might have on funding for the university as a whole, particularly for the arts and humanities, since the NSP exacerbates already existing salary inequities and could thus lower morale. The Council suggested that some of the increased funds (via more overhead the university will reap from increased research grants brought in) be dispersed across the campus’s disciplines and departments so everyone benefits from the program.
Local Business

- Council Name Change

During the 2017-18 year the Council proposed that the name of the Council of Faculty Issues and Awards (CFIA) should be changed to the Council of Faculty Welfare, Academic Freedom, and Awards (CFW). The Council was aware that the full initials should be CFWAFA, but they preferred the shortened abbreviation of CFW. It was also proposed to change the name of one of its sub-committees from the Committee on Faculty Welfare and Academic Freedom (CFWAF) to the Committee on Academic Freedom (CAF). In the spirit of the new name changes, the Council also proposed that Bylaw 60 be changed to include Academic Freedom, so the “purpose” of the Council would state: “To study and make recommendations on any matter of faculty or broader campus community welfare and academic freedom, and to reward excellence in research and teaching.”

The proposal received Senate review and the name and Bylaw change were approved by the Faculty Legislature during their meeting on March 1, 2018.

- Accounting Issues

In response to widespread complaints from faculty and staff, CFW began addressing concerns with UCSB Accounting during fall 2017. The main issues that were widely reported included inconsistent and capricious application of policies, extremely long delays in reimbursements, very poor customer service, and intimidation and retaliatory behavior toward department staff. After gathering feedback and examples from staff in numerous departments across campus, CFW wrote a memo laying out these concerns and sent it to Chuck Haines (then Acting Assistant Chancellor of Finance and Resource Management, now no longer Acting), who was then invited and agreed to attend a CFW meeting to discuss these concerns. CFW met with Chuck Haines twice (once during winter and once during spring of 2018) and has also been working with UC AMP and Associate Dean Mary Lum (who is representing the Deans of the College of Letters and Science) to help resolve the problems with accounting. During these meetings, then Acting AC Haines agreed to work with accounting staff to improve customer service and ensure that staff are applying policies evenly and correctly. He also suggested ways to improve the reimbursement process and place more authority in the hands of departmental staff.

Unfortunately, there has not been much further progress on this front. UC AMP was scheduled to meet with Acting AC Haines in spring 2018, when he was going to present his proposed reforms to UC AMP, but he was apparently unable to attend the meeting and sent, Jim Corkill (Controller, Business and Financial Services) in his place. The AMP staff described the meeting as unproductive and pointed out that none of the planned changes that Chuck Haines was planning to propose were addressed by Mr. Corkill. However, now appointed AC Haines and accounting are aware of the problems reported on campus and CFW plans to continue to pursue this issue in 2018-19. The launch of UC Path has delayed action from AC Haines and accounting. CFW plans to set up a meeting during fall quarter that includes CFW, UC AMP, Mary Lum, Senate Divisional Chair Bohn, Chuck Haines, and key accounting staff.
• **Policy on the Recording of Courses**

The Council continued their work to establish a policy on the recording of courses. During the 2016-17 academic year a draft of the policy was developed in consultation with Divisional Chair Bohn and representatives from CFW met with Margaret Klawunn (Vice Chancellor for Student Affairs) and Katya Armistead (Dean of Student Life and Activities) to discuss the draft, which VC Klawunn supported. During 2017-18 CFW submitted the proposed draft for full Senate review. Once Senate review was completed, Jennifer Lofthus (Campus Policy Coordinator) also reviewed the draft policy and suggested that CFW have one policy focused exclusively on students that would go into the Student Code of Conduct and another broader policy that would include visitors, both staff and faculty, and would become a campus policy. CFW discussed whether or not they wanted to take this route and the Council agreed that the critical issue is having a clear student policy in the Student Code of Conduct. The Council decided to pursue the dual-policy approach with priority on establishing the student policy. This work will continue in the 2018-19 year as CFW works with Student Affairs and Jennifer Lofthus to finalize the policies.

• **Campus Childcare Accessibility and Affordability**

CFW has been addressing concerns about childcare on campus since the 2014-15 academic year. Specifically, the Council focused on the need for more childcare for infants and toddlers, the exorbitant cost of childcare relative to faculty salaries, and the effects these factors have on faculty recruitment and retention. CFW completed a comprehensive report with recommendations in June 2015, which was given to Executive Vice Chancellor David Marshall for review. Progress on the issue was very slow until the summer and fall of 2017. Developments during the 2017-18 year included the Chancellor tasking Development to work on raising funds for a new center and the creation of the Chancellor’s Advisory Task Force on Childcare in December 2018, after CFW wrote an additional memo in fall 2017 calling for the creation of such a task force.

As of June 2018 the task force has made significant progress on this issue. There is a short-term and long-term plan envisioned for increasing capacity, especially for infants. In the short-term there is a plan to convert some of the existing preschool classrooms into infant classrooms because there are many children in the preschool classes who are from community families (i.e., not a child of a student, staff, or faculty member of UCSB). Preschool class space is also widely available in Santa Barbara while the availability of infant care is minimal. Long-term they hope to at least double the current infant capacity by adding between 200-250 new spaces in a facility either on or at the edge of main campus, but this will likely take 5-10 years to complete. There is also the potential to convert some of the Devereux buildings into childcare classrooms and to work with community child care providers to increase capacity in the medium term. The main contentious issue continues to be how to establish priority for available spaces. CFW sent a letter to Senate Chair Bohn recommending that faculty and staff be prioritized for the new spaces to balance the current longstanding policy of privileging students in existing facilities.

Finally, part of CFW’s recommendation was for the campus to maintain a central website for family-related policies and resources. A “one-stop shopping” website for these policies and resources was developed over the course of 2017-18 (led by CFW vice chair Stoll, in consultation with Academic Personnel, Graduate Division, Human Resources, and the Chancellor’s Advisory Committee on the Status of Women). CFW reviewed proposed content, and the mock-up site
was sent out for Senate review in winter 2018. Content and style revisions were made in response to feedback in spring and summer 2018. The site is now live as of September 2018. HR will maintain the site with CFW occasionally reviewing it and making recommendations for updates as needed.

- **Active Service Modified Duties (ASMD)**

  In response to the Chancellor’s Advisory Committee on the Status of Women (CACSW) report on childcare on campus, CFW agreed to write a memo to Alison Butler (AVC of Academic Personnel), requesting that the Red Binder be updated to make ASMD and Childbearing leave policies clearer and make the information regarding these policies more readily accessible. The vagueness of current policy, and the lack of reliable information on the policy, has led to a great deal of inequity and resentment as individual departments and department chairs interpret the policy on their own, leading to significant differences in the type of leave provided to individual faculty members. CFW recommended some language for the Red Binder that would help to clarify the policy. During August 2018 the outgoing Chair and Vice Chair and the incoming Chair and Vice Chair of CFW met with AVC Butler and Cindy Doherty (Director, Academic Personnel) to discuss this issue along with other Academic Personnel concerns. AVC Butler and Director Doherty agreed to put together some guiding language on the policy that they would include, among other places, in the Chair’s Handbook beginning this fall. They also discussed the potential of having a staff member and a faculty member who would be designated as contacts for faculty who have questions about ASMD and childbearing policies.

  In a related update, APM 760 was revised during August 2018 to address an existing inequity between semester-based and quarter-based campuses. Previously, APM 760 allowed for two quarters or two semesters of combined childbearing and ASMD leave for birthmothers. This formulation allowed those on semester systems to have a full academic year of leave where quarter-based campuses allowed leave for only 2/3 of the year. CFW brought this issue to UCFW’s attention several years ago, and the administration agreed to update the language at UCFW’s request. However, the change had yet to be made by the beginning of 2017-2018. Chair Fumerton once again brought the issue to UCFW this year, and UCFW pushed for the APM to be updated immediately. The administration fulfilled its promise to update the language during the summer of 2018. APM 760 now states that combined childbearing and ASMD leave is for three quarters (or two semesters).

- **Two-Merit per Step Limitation**

  Five years ago the Red Binder was updated to state: “A Faculty member may receive no more than two within-step increases in the off-scale supplement. Additional off-scale increases may not be granted unless accompanied by advancement in rank or step” (Red Binder I-8 III). CFW looked into this change in policy due to concerns that this limitation has created a problem for some faculty who are stuck at barrier steps. CFW voted to write a memo to Academic Personnel recommending that the limit be removed from the Red Binder. CFW leadership discussed this issue during their August 2018 meeting with AVC Butler and Cindy Doherty. According to AVC Butler and Cindy Doherty, the policy change has been very effective in encouraging faculty to push over barrier steps, and there are very few faculty that have continued to remain stuck at a step after two merit increases. It was suggested that Deans and Department Chairs work with
faculty who might be stuck due to issues such as the lengthy research and writing process to publish a book in the humanities.

**Chair’s Bonus**

CFW received a memo from the Political Science department outlining concerns about the inequities in the distribution of bonuses and the lack of guidance in the Red Binder. There is an oral tradition in CAP that a chair receives a ½ step bonus at the completion of their service as Chair. Council members discussed whether CFW should write a memo to AP requesting that the Red Binder be updated to clarify this issue. While the Council agreed to discuss this further during the 2018-19 year, the topic was brought up with AVC Butler and Cindy Doherty when CFW leadership met with them in August. They agreed that this is an issue that the Deans and Department Chairs need to be aware of and address, and they will bring it up with them this year.

**Campus Events Calendar**

During June 2018 CFW began discussing UCSB’s lack of an effective system to publicize and organize events on campus. There is currently an “events” calendar and a “campus calendar,” both of which are not well maintained though the events calendar has more information than the campus calendar. With these calendars in place it appears that the campus has the infrastructure to have a calendar with extensive information on campus events. The Council agreed to reach out to AVC John Longbrake to inquire about the calendars and ways to improve our calendaring system. AVC Longbrake was very receptive to CFW’s inquiry and agreed to work with the Council on this issue in 2018-19.

**Committee on Academic Freedom**

The Committee on Academic Freedom (CAF) met four times during the 2017-18 year. CAF devoted a significant amount of time to researching academic freedom and outlining the scope of their committee’s purpose. This was necessary as CAF has not been an active committee for years, though an ad hoc Academic Freedom Committee did meet during 2015-16 and 2016-17. Other issues that CAF addressed during the year included: the potential impact at UCSB of new political screening processes for federal grants; a papering incident at UC Berkeley that labeled specific faculty members as “terrorist supporters”; and supporting UCAF’s work in response to the reintroduction of the Anti-Semitism Awareness Act.

**Cyber Security Working Group**

The Cyber Security Work Group (CSWG) met seven times during the 2017-18 academic year. CSWG is housed under CFW and was created in response to concerns about cyber security, electronic monitoring, and faculty privacy that arose during the 2015-16 academic year. During 2017-18, CFW appointed one council member, Jim Buckwalter, to join CSWG and report back to CFW. CSWG’s main focus during 2017-18 has been on updating the Electronics Communication Policy (ECP) to bring it into compliance with the Systemwide Electronic Communications Policy. CSWG has been working with Jennifer Lofthus, Campus Policy Coordinator, in its work to update and revise the ECP. CSWG plans to meet with Jennifer Lofthus during summer 2018 to finalize updates to the ECP. Once the document is final they will present it to the Senate for review in
2018-19. The ECP will also include a method for managing vulnerable systems on campus, and this procedure will also be presented to the Senate during 2018-19.

- **Senate Awards**

Four committees reviewed nomination packets for Academic Senate awards for research, teaching, and mentoring. Award guidelines were updated to provide clearer guidelines for required materials in an effort to make award applications more uniform. The table below outlines the number of nominations for each award per academic year. The awards process is an ongoing issue for CFW and the Council will continue discussing ways to make the awards process more effective during the 2018-19 year.

<table>
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<tr>
<th>Year</th>
<th>DTA Senate</th>
<th>DTA Non-Senate</th>
<th>DTA Total</th>
<th>OTA</th>
<th>FRL</th>
<th>GMA</th>
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<td>6</td>
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**Notes:**
- **DTA** - Distinguished Teaching Awards
- **OTA** - Outstanding Teaching Assistant Awards
- **GMA** - Graduate Mentor Awards
- **FRL** - Faculty Research Lecturer (beginning in 2010, nominations were held on file for two additional years)

**Carry-Over Issues**

- **Senate Award Nomination Processes**

CFW will review the nomination processes during fall quarter and assess whether further updates are needed.

- **Classroom Recording Policy**
CFW will continue working with Student Affairs to have the policy included in the Student Code of Conduct. The Council will also continue working with Jennifer Lofthus to establish a campus policy. CFW hopes to have these policies finalized and in place by the end of 2018-19.

- **Campus Events Calendar**

  CFW reached out to AVC Longbrake to discuss ways the campus “events” calendar and “campus calendar” could be better utilized as a source for the many events that take place at UCSB. AVC Longbrake was very receptive to the inquiry and CFW will invite him to a fall meeting to discuss this issue.

- **Campus Childcare Accessibility and Affordability**

  The Childcare Task Force has made good progress on this issue, but there is still a long way to go before a final plan is in place to improve access and affordability. CFW will continue to monitor this issue and periodically check in with the Task Force for updates.

- **Parking Concerns**

  CFW has been contacted by faculty who are concerned about the lack of parking on campus, especially the lack of spaces devoted to faculty and staff that are centrally located. CFW will consider looking into this issue in the 2018-19 year.

**Council Members**

Patricia Fumerton, Chair, UCFW Representative  
Heather Stoll, Vice Chair  
Ahmad A. Ahmad  
James F. Buckwalter  
Craig A. Carlson  
Michael J. Curtin  
Mary O. Furner, UCAF Representative  
Steven B. Giddings  
Krzysztof W. Janowicz  
Horia I. Metiu  
Andrew Plantinga  
Cheng-Zhong Qin  
Denise A. Segura  
Allen Stewart-Oaten  
Yukari Okamoto  
Gregory A. Hillis, Non-Senate Academic Representative

Emily Linthicum, Advisor