To the Faculty Legislature, Santa Barbara Division:

Executive Summary

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

Highlights:

- The Cyber Security Work Group, with the endorsement of CFW, released the updated Electronic Communications Policy. It underwent a public comment period and is intended for rollout to campus in September 2019.
- The Committee on Academic Freedom discussed multiple issues of concern, from revised federal policy on fetal tissue research to requests for information regarding ongoing unpublished research and correspondence with other scholars from organizations whose objectives are intended to impede select academic pursuits.
- CFW subcommittees presented 14 awards in recognition of outstanding achievements in teaching, research, and mentorship, 13 of which were to women.

Council and Committee Meetings

CFW held nine regularly scheduled meetings during the academic year, although one meeting had no binding actions due to lack of quorum. General issues and concerns are summarized below.

Systemwide 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.

Task Force on Universitywide Policing Report

CFW reviewed the recommendations of the Task Force on University-wide Policing, but felt unprepared to provide a thorough assessment due to having inadequate background knowledge at hand and insufficient opportunity to consult with relevant parties for the purpose of gathering more information. CFW members supported the overall intentions of the Task Force, with the hope of being invited to offer additional input as further developments emerge. The Council was mindful of the fact that relationships between police personnel and students and faculty are different from campus to campus. Members tended to think that the UCSB campus is one where a largely positive relationship exists between campus police and the rest of the UCSB community.

Systemwide Review of Proposed New APM -011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees

The Council reviewed the proposed new APM -011. Members were strongly in favor of extending appropriate protections for academic freedom to librarians and other non-faculty academic appointees. Concern was expressed that this policy would force acceptance of the faculty code of conduct on all covered; whether this was effectively “chipping away” at union protections for librarians; and whether this represented a fair tradeoff for the rights granted to faculty by APM-010, providing academic freedom protections while also imposing restrictions and holding appointees accountable to the faculty code of conduct.

Concerns Regarding Research Information Management Systems (RIMS)

The Council discussed the memo and report from Academic Council regarding Research Information Management Systems (RIMS). Members expressed concern that the information contained in RIMS could be very ambiguous, especially in humanities, and that these systems prioritize form over substance. Some
members expressed concern this technology would undermine our internal process. The issues are compounded by the lack of transparency and whether information can be removed or retrieved once originally input. Members were not aware of RIMS use in any department on campus. There is concern that companies could use RIMS to identify trends, and be used to help in resource allocation. The council felt that the recommendations made by the academic council were reasonable and agreed the campus should demand more transparency from RIMS vendors. Some members felt that faculty in every department should be made aware of the institutions of RIMS. Some members felt that no departments should use RIMS without declaring how they are using them and obtaining information on how the algorithms are built.

Recommendations for the Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for Academic Positions at UC
The Council is in favor of maintaining the current UCSB campus policy that does not require a DEI statement for an academic position application. Members expressed concern about the implications for academic freedom; there should not be ideology involved and this could quickly move to a political litmus test. The consensus was that the contributions are more valuable when they are included optionally. While members were reluctant to be in the minority among UC campuses, they preferred that DEI statements remain something that is recognized as service. They were also wary of the possibility of whitewashing of applications as an unanticipated response to the threat of implicit bias.

Local Business

Faculty Recruitment Allowance Program
Cindy Doherty, Director, Academic Personnel, attended a CFW meeting to clarify the use of Faculty Recruitment Allowance (permitted uses are outlined in APM 190 and Red Binder I-17). Currently, APM 190 allows fairly broad use of faculty recruitment allowance; in the past it was restricted to housing purchase costs, similar to what is described in the UCSB Red Binder. UCSB has maintained more restricted use of these funds, limiting their use to housing purchases, due to the high cost of housing in Santa Barbara. The policy states that the funds should be used within two years of being hired, but UCSB has a blanket exception to the two year limitation. Faculty may use the funds to pay first and last month’s rent if needed, and by exception, may be allowed to use it for monthly rental payments. Recruitment Allowances are not offered to all faculty, but may be part of a recruitment package, given at the Dean’s discretion.

OA2020
All but one member of CFW voted in support of UCSB signing the OA2020 Expression of Interest. It was agreed by the members that this is a complex issue that will require careful monitoring to protect faculty from adverse impacts as negotiations continue.

Chancellor’s Advisory Task Force on Childcare
The Chancellor’s Advisory Task Force on Childcare, with representation from CFW, met four times during the last year to address the high cost and limited availability of childcare on campus. This challenge is particularly acute for parents of infants. The Task Force began evaluation of several infrastructure improvements including renovating existing facilities at Devereux (West Campus) and contracting with Bright Horizons to expand childcare services. As it may take several years before these actions alleviate current shortages, the Chancellor has approved a stop-gap measure to include a $5,000 childcare subsidy as part of start-up packages for assistant and associate professors when campus childcare is not available. The Task Force will continue to evaluate long term solutions to add childcare facilities on campus to meet future faculty, staff, and student demand.

Campus Parking
The Council discussed the lack of adequate parking for faculty and staff on the east side of campus and identified several strategies to try to ease crowding: 1) restore parking to lot 7 (between Psychology and Life Sciences building, which was converted to an access road during the construction of the Bioengineering building and is now reserved for bikes only); 2) adjust designations on current allocations, for example, spaces restricted for Service Vehicles; 3) forbid or limit guest purchases in designated faculty/staff parking; 4) use other, less crowded lots for special event parking; and 5) revisit designation process for Coastal
Access parking. Nestor Covarrubias, Director of Parking Services, attended a CFW meeting to discuss concerns and provide explanations about the parking landscape. The Council will follow-up on this issue in 2019-2020.

Draft UCSB Green Labs Action Plan V6
CFW members reviewed the latest version of the Green Labs Action Plan. Members endorsed the overarching purpose of the plan and progress that has been made thus far.

Library Reorganization
The Council had concerns about the library reorganization plan. Council members expressed concern that primary functions of staff will shift towards crunching numbers and examining circulation, rather than providing liaison support. Members noted that the time for reorganization is due, but there were questions about the motivation. Members were concerned that specific and esoteric questions may not be able to be answered by new expanded-subject librarians. Some members noted that it seemed antiquated that every subject would need a librarian, but that some fields obviously benefit from personalized support. While members were accepting of the changes overall, they wanted more opportunity for input. Members noted some departments have supported a one year moratorium on the changes, and were likewise in favor of such a delay. Members would like to see a larger conversation on the best organization of knowledge through the library to meet the needs of the campus for the future.

Review of Surveys Targeting the UC Community
The council reviewed the memo about third party survey distribution and lamented that the proliferation of surveys makes it difficult to know which surveys are a priority, especially if they overlap in topic. Members discussed the notion of a survey “hub,” possibly run through the UCSB Office of Research to identify surveys of similar scope and encourage collaboration. Council members supported the creation of a hub to facilitate survey collaboration/streamlining.

Committee on Academic Freedom
The Committee on Academic Freedom (CAF) met three times during the 2018-19 year. The following issues were of particular interest.

Freedom of Information Act (FOIA) & California Public Records Act (CPRA) Requests to UC Faculty
The committee discussed several recent instances of UC professors being impacted negatively by FOIA and CRPA requests in ways that impeded their research. A new bill, AB700, currently in the California Assembly, would provide certain exemptions to CRPA for researchers at public postsecondary educational institutions whose research material is requested. The committee ultimately agreed that AB700 was in the interest of UC faculty. The bill is currently in committee process with the CA State Assembly.

Canary Mission
CAF reviewed the UCAF statement on the Canary Mission organization, a group whose mission is to “document people and groups that promote hatred of the USA, Israel and Jews on North American college campuses.” One former member and one current member of the UCSB History Department are listed in the Canary Mission online database. UCAF has identified the activities of the group as a threat to academic freedom; they expressed concern this source could be consulted in university personnel cases and are taking a stand to discredit the organization.

Subsequently, CFW reviewed a UCSC Academic Senate letter to the UCSC Chancellor requesting that Canary Mission be disavowed as a source in consideration of admissions and faculty personnel decisions. The council discussed whether UCSB should take a position of solidarity with UCSC but did not reach agreement. Some members questioned whether faculty should police reference sources as “honest” or “dishonest,” and whether this action was at odds with academic freedom. The members agreed unanimously that the issue is of concern and they recommend further consideration next year.

Draft UCAF Fetal Tissue Research Statement
The committee reviewed the draft UCAF Fetal Tissue Research Statement and response from Michael
Brown on behalf of Janet Napolitano. All are concerned about the politicization of research funding and will remain vigilant about developments in this arena.

**Cyber Security Working Group**

The Cyber Security Work Group (CSWG) met five times during the 2018-19 academic year.

CSWG’s main focus was updating the Electronics Communication Policy (ECP) to bring it into compliance with the systemwide Electronic Communications Policy.

CSWG presented CFW with revisions to the Electronic Communications Policy. Council members had varying concerns about cybersecurity and potential violations of academic freedom, but ultimately endorsed the policy as written. It was presented to the campus for a 90-day comment period which ended July 22, 2019. Its rollout is planned for September 2019.

CSWG also worked on a Revision of the Campus Network Citizenship document and discussed improved security training for the campus community from Chief Information Security Officer Sam Horowitz. The CSWG is disbanding this year; however, a new Committee on Information Technology has been created under the Council of Research and Instructional Resources.

**Senate Awards**

Four committees reviewed nomination packets for Academic Senate awards for research, teaching, and mentoring. The table below outlines the number of nominations for each award per academic year.

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**DTA – Distinguished Teaching Award** – Dana Mastro (Communication); Mireille Miller-Young (Feminist Studies); Simone Pulver (Environmental Studies); Heather Royer (Economics); Randalyn Browning (Writing Program, Non-Senate Recipient); Allison Horst (Bren School of Environmental Science & Management, Non-Senate Recipient)

**OTA – Outstanding Teaching Assistant Award** – Olga Faccani (Classics); Ashlee Kalauli (Mathematics); Heather Macias (Education); Anita Stahl (Feminist Studies)

**GMA – Graduate Mentor Award** – Silvia Bermúdez (Spanish and Portuguese); Karen Nylund-Gibson
(Education); Susanne Stemmer (Materials)

**FRL – Faculty Research Lecturer** – Nelson Lichtenstein (History)

All winners received an honorarium and a framed certificate, and were honored at the Faculty Legislature meeting of April 18, 2019.

**Carry-Over Issues**
- Parking Availability on Campus
- Retirement & RASC Communications
Council Members

Eileen Boris
James F. Buckwalter, Vice Chair
Craig A. Carlson
Leda Cosmides
Michael J. Curtin
Mary O. Furner, UCAF Representative
Krzysztof W. Janowicz
Horia I. Metiu
Yukari Okamoto
Cheng-Zhong Qin
Denise A. Segura
Jill D. Sharkey
Cynthia Skenazi
Gregory A. Hillis, Non-Senate Academic Representative
Raphael Chinchilla, GSA Rep
Casey Hankey, Advisor
Ahmad Ahmad, Chair, UCFW Representative

Committee on Academic Freedom
Craig A. Carlson
Steven Giddings
Gregory A. Hillis, Non-Senate Academic Representative
Denise A. Segura
Yukari Okamoto, UCAF Rep
Mary O. Furner, Chair, UCAF Representative

Cyber Security Work Group
James F. Buckwalter
Jennifer Holt
Giovanni Vigna
Andy Satomi, Ex Officio
Matthew J. Hall, Consultant
Samuel D. Horowitz, Consultant
Keith C. Clarke, Chair

Award Committee Membership

Outstanding Teaching Assistant
Horia Metiu - CFW Rep (Chemistry & Biochemistry)
Katie Adkison (English) (17-18 recipient)
Jeremy Edwards (Education) (17-18 recipient)
Zoe Welch (EEMB) (17-18 recipient)
Karen Lunsford, Chair/Grad Council Rep (Writing Program)

Outstanding Graduate Mentor Award
Jean-Pierre Fouque Grad Council Rep (Stats)
Peter Kuhn - Grad Council Rep (Economics)
Richard Duran (Education) (17-18 recipient)
Nancy Collins (Psychological & Brain Sciences) (16-17 recipient)
Krzysztof Janowicz, Chair & CFW Rep (Geography)

Distinguished Teaching Award
Donald Aue (Chemistry & Biochemistry) (17-18 recipient)
Sathya Guruswamy (Physics, CCS) (17-18 recipient)
Scott Price (Chemistry) (17-18 recipient)
Felice Blake (English) (16-17 recipient)
Linda Adler-Kassner (Writing) (14-15 recipient)
Jim Buckwalter, CFW Rep/Chair

Faculty Research Lecturer
Umesh Mishra (Engineering) (17-18 recipient)
Leda Cosmides (Psychological & Brain Sciences) (11-12 recipient)
Michael Bowers (Chemistry and Biochemistry) (93-94 recipient)
Denise Segura (Sociology) (CFW Rep)
Cynthia Skenazi (French) (CFW Rep)
Eileen Boris (Feminist Studies) (CFW Rep)
Charles Samuel, Chair (Biology) (16-17 recipient)