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:

- CFW identified affordable, convenient, and quality childcare for faculty, as a priority for ongoing attention.
- The Committee on Academic Freedom discussed the definition of Academic Freedom and an executive order by President Trump.
- CFW subcommittees presented 14 awards in recognition of outstanding achievements in teaching, research, and mentorship. In their deliberations, subcommittees took into account issues of diversity and gender.

Council and Committee Meetings

CFW held nine regularly scheduled meetings during the academic year, with the last two meetings conducted via Zoom due to the COVID-19 pandemic. 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.

Draft Recommendations of the Task Force on Faculty Disciplinary Standards
CFW was largely supportive of efforts to increase uniformity and consistency across campuses in faculty disciplinary SVSH cases. Some members were pleased to see a general framework provided that still left campuses with the authority and flexibility to determine individual outcomes.

Proposed Revised APM 120 Emerita-Emeritus Titles
CFW members were overall supportive of proposed revisions to APM 120.

Proposed Revised Presidential Policy on Copyright Ownership
CFW members overall approved of the revisions to the Presidential Policy on Copyright Ownership.

Local Business

Revision of Powered Scooter Policy
CFW members generally endorsed the revisions. One member, however, pointed out that given the shortage of parking on campus and the difficulty for some faculty to get across campus, the revised policy should be more inclusive and open to alternative transportation options. Some members expressed interest in expanded flexibility for personally-owned scooters as compared to the shared, company-owned scooters. On page 3 of the revised document, at the end of Section II.3, a clearer definition of what constitutes ‘near University Property’ is needed.

Video Camera and Video Surveillance Policy
CFW members unanimously recommended faculty participation in the Video Camera Committee. The faculty representative should be a member of the Senate Committee on Information Technology. Members expressed a desire to see a map of existing cameras on campus. They had questions about who maintains the cameras, what the archival policy is for them, and how the program is funded.

**Report of ESCI Ad Hoc Committee**

CFW members agreed with the findings of the ESCI Ad Hoc Committee that ESCIs are not reliable assessments of teaching and changes are desirable. Members expressed confusion about what exactly ESCI is measuring and whether students understand the purpose of ESCIs. Members strongly disapproved of incentives suggested to increase participation. They wanted to see a clear definition of excellence in teaching. They agreed ESCIs should not be used in personnel cases and expressed interest in peer evaluations in teaching assessments.

**Proposed Automated License Plate Reader (ALPR) Policy**

CFW reviewed the proposal for automated license plate reader implementation. Members wanted more information about the functionality of the surveillance system and the overall cost.

**Report of the Ad Hoc Committee on Online Course Evaluations**

CFW Members agreed with the Committee that the move to online evaluations presents tremendous savings in paper use and staff time. However, they noted the irony in changing the delivery format of a course evaluations system that is already acknowledged to be flawed. Members discussed the value of deploying evaluations in class and agreed the deployment method has to be consistent. Response rates go way down and/or are taken less seriously online. Members suggested encouraging faculty to inform students, possibly by listing on the syllabus, when the evaluation is scheduled so they can plan to be in class.

**Childcare Access**

CFW identified childcare for faculty as a priority issue. The chair and analyst met with representatives from the Chancellor’s Advisory Task Force on Childcare; subsequently the chair joined the task force as a faculty liaison. Divisional Chair Bohn attended a CFW meeting to brief the council on the current childcare landscape. Since childcare is overseen by Student Affairs, Margaret Klawunn (Vice Chancellor for Student Affairs), Annette Muse (Early Childhood Care & Education Services Program Coordinator), and Jesse Rosenzweig (Early Childhood Care & Education Services Business Officer) attended a CFW meeting to discuss the campus childcare setup. Members unanimously endorsed the following measures:

- a) Revisiting some of UCSB childcare centers’ current policies, especially the “first come first served” policy, and the priority given to siblings. The Council also noted the need to identify more precisely the community members (beyond faculty, staff, and students) who are being served by UCSB facilities.
- b) Having Senate members on the board of the childcare facilities. Currently the program is administered by Student Affairs.

CFW members strongly support the allocation of temporary relief resources to Assistant Professors. This is a strategic factor when it comes to hiring faculty and is also important in retention cases. To be true to its commitment to families, it is critical for UCSB to provide affordable, quality childcare, not only for its untenured faculty, but also for its tenured faculty, staff, students, lecturers, and post-doctoral scholars.

CFW discussed additional potential mitigation strategies such as:

- the creation of an online bulletin board to help parents make cooperative arrangements with one another or connect with students who might be willing to provide emergency childcare services.
- the creation of break rooms for general use (not specifically for daycare) strategically placed around campus to allow nursing mothers to have their baby nearby, and where the baby and sitter can go when the parents are busy teaching, meeting with students, or working in their office.
- allocating the annual cost of preschool/infant care to Assistant Professors who have infants or toddlers to help them choose directly the services that suit best their priorities as parents and accommodate their work schedules, which might not necessarily include campus childcare options.
- planning new faculty housing projects with space set aside for childcare.
The majority of CFW members endorsed the proposal from the Chancellor's Advisory Task Force on Childcare for a new childcare facility as soon as possible.

**Classroom Recording Policy**

The members discussed the Classroom Recording Policy that their council drafted several years ago and has been under consideration by the Campus Regulations Committee for inclusion in the Student Code of Conduct. The Campus Regulations Committee raised questions regarding clarification for specific circumstances. Chair Skenazi solicited changes to the existing language at the end of Spring quarter, but the members did not think changes were necessary. This issue will be revisited in the 2020-21 year.

**Committee on Academic Freedom**

**Statement on Academic Freedom**

The University Committee on Academic Freedom proposed the adoption of a statement defining Academic Freedom with the goal of posting it to its website and disseminating it to individual campuses for inclusion in training, discussion, and syllabi. CFW reviewed this and made suggestions on a draft statement.

**Executive Order on Combating Anti-Semitism**

The Committee on Academic Freedom was approached by several faculty members about the Executive Order on Combating Anti-Semitism issued by President Donald Trump in December 2019. They expressed concern that the Order would have the effect of threatening free speech and academic freedom on UC campuses. The Order adopts a controversial redefinition of anti-Semitism from the International Holocaust Remembrance Alliance (IHRA) that has been criticized for conflating opposition to Israeli policies with anti-Semitism. The stated purpose of the Order is to “combat the rise of anti-Semitism and anti-Semitic incidents in the United States and around the world.” The Order, however, does not just target acts of anti-Semitism or discrimination based on religion or national origin but speech that some may construe as anti-Semitic. CFW issued a statement disavowing the Executive Order, noting that a similarly problematic definition of antisemitism had been previously rejected in 2016 by UC Regents Working Group on Principles Against Intolerance. The CFW statement was unanimously approved and sent to Divisional Chair Bohn, Chancellor Yang, and EVC Marshall.

**Senate Awards**

CFW made no significant changes to the awards guidelines this year. They recommended the establishment of best practices to provide guidance for, but not strictly govern, selection committee operations.

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

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The winners were announced at the Faculty Legislature meeting of April 30, 2020 (conducted via Zoom). They are as follows:

**Distinguished Teaching Award (DTA)** – Diba Mirza (Computer Science); Claudia Moser (History of Art and Architecture); Matt Rioux (Earth Science); Tyler Susko (Mechanical Engineering); Mike Wilton (Molecular, Cellular and Developmental Biology); Kay Young (English)

**Outstanding Teaching Assistant Award (OTA)** – An Bui (Ecology, Evolution, and Marine Biology); Jordan Tudisco (Comparative Literature); Daniel Martini (Comparative Literature); Stephenson Brooks Whitestone (Communication)

**Graduate Mentor Award (GMA)** – Jin Sook Lee (Education); Thuc-Quyen Nguyen (Chemistry and Biochemistry); Stuart Sweeney (Geography)

**Faculty Research Lecturer (FRL)** – Alison Butler (Chemistry and Biochemistry)

**Carry-Over Issues**
Classroom Recording Policy
Council Members
Craig A. Carlson
Leila Carvalho
Sarah Cline
Leda Cosmides, UCAF Representative
Michael Furlong
Krzysztof W. Janowicz
Hunter Lenihan, UCAF Representative
William Patrick McCray
Yukari Okamoto
Cheng-Zhong Qin
William Robinson
Denise A. Segura, Vice Chair
Ziad Matni, Non-Senate Academic Representative
Raphael Chinchilla, GSA Rep
Casey Hankey, Advisor
Cynthia Skenazi, Chair, UCFW Representative

Committee on Academic Freedom
Krzysztof Janowicz
Hunter Lenihan, UCAF Representative
Leda Cosmides, Chair, UCAF Representative

Award Committee Membership

Outstanding Teaching Assistant
Tamara Afifi - Grad Council Rep (Communication)
Craig Carlson - CFW Rep (Ecology, Evolution and Marine Biology)
Andres Consoli – Grad Council Rep (Counseling, Clinical & School Psychology)
Olga Faccani, 18-19 recipient (Classics)
Ashlee Kalauli, 18-19 recipient (Mathematics)
Yukari Okamoto, Chair & CFW Rep (Education)

Outstanding Graduate Mentor Award
Silvia Bermudez, 18-19 recipient (Spanish & Portuguese)
Heather Blurton, Grad Council Rep (English)
Karen Nylund-Gibson, 18-19 recipient (Education)
Mark Rodwell, Grad Council Rep (Electrical & Computer Engineering)
Susanne Stemmer, 18-19 recipient (Materials)
Cheng Zong Qin, Chair & CFW Rep (Economics)

Distinguished Teaching Award
Felice Blake, 16-17 recipient (English)
Randi Browning, 18-19 recipient – non-Senate (Writing Program)
Allison Horst, 18-19 recipient – non-Senate (Environmental Science & Management)
Joe McFadden, 17-18 recipient (Geography)
Scott Price, 17-18 recipient – non-Senate (Chemistry)
Heather Royer, 18-19 recipient (Economics)
Denise Segura, Chair & CFW Rep (Sociology)

Faculty Research Lecturer
Nelson Lichtenstein (History) (18-19 recipient)
Patrick McCray, CFW rep (History)
Linda Putnam, 14-15 recipient (Communication)
Chuck Samuel, 16-17 recipient (Molecular, Cellular, and Developmental Biology)
Denise Segura, CFW rep (Sociology)
Cynthia Skenazi, CFW rep (French and Italian)
John Tooby, 11-12 recipient (Anthropology)

Umesh Mishra, Chair & 17-18 recipient (Electrical and Computer Engineering)