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 responded to many issues concerning faculty welfare, many of which resulted from or were amplified by the Covid-19 pandemic. Members participated in extensive faculty outreach including town hall meetings and remote social hours and consultations.
- The Committee on Academic Freedom created a document, to be shared online, for UCSB faculty with links to resources for navigating issues of academic freedom.
- CFW subcommittees presented 14 awards in recognition of outstanding achievements in teaching, research, and mentorship; awards were presented remotely for the second consecutive year due to the pandemic.

Council and Committee Meetings

CFW held ten regularly scheduled meetings during the academic year, all 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.

Systemwide Review of Proposed Curtailment Program
CFW members did not feel they received sufficient information to adequately assess the proposed curtailment program and consequently could not determine whether to support it. They commended the tiered approach that required larger sacrifices from those at higher pay levels, but had questions about how the proposed actions would impact health and retirement benefits. They also wanted additional details related to the systemwide budget shortfall, plans for revenue sharing across the campuses and UCOP, and whether other approaches to address the shortfall had been considered.

The Council appreciated efforts to revise language and policies related to reproductive health and family formation in ways that are more equitable and inclusive, though they recommended more generous periods of leave for Childbearing and Childrearing, consistent with norms in other countries. They identified various questions about definitions related to “leave.”

Faculty Salary Scales Task Force Report
CFW members appreciated the Report’s call for greater transparency in salary scales, but they wanted more detail about how new salary scales would be implemented. They felt the report did not adequately address issues related to retention offers that would inevitably distort the new scales. They had questions about perceived penalties or rewards related to “loyalty,” and also sought further clarification of “market rates,” in particular whether their emphasis in determining salary scales might work to undermine efforts to remedy structural inequalities. The council also felt that further discussions of housing, and cost of living inequity across the UC system were warranted, and that these issues constitute a higher priority than dismantling the off-scale system.
UC Research Data and Tangible Research Materials
CFW members emphasized the significant infrastructure required to support the requirements outlined in the Tangible Research Materials proposal, and the lack of designated university responsibility, potentially resulting in unreasonable burdens for research faculty. They noted the potential conflicts that this proposal poses for privacy controls inherent in human subject populations and in general rejected this policy as being inappropriate for application in the humanities and social sciences. They wanted greater clarification of “ownership” and protections against restrictions to data access and use, as well as use of personal devices.

Universitywide Police Policies and Administrative Procedures
CFW found the proposed police policy amendments deeply flawed and out of step with current trends of considering non-armed, non-police services to address issues of safety and security. They found many aspects of the proposed policies to be disturbing, including but not limited to the lengthy exceptions to body worn video cameras, concealed carry ability for retired UCPD officers, the existence of a UC police Systemwide Response Team, and various aspects of the Use of Force prescriptions. They had significant concerns about the trajectory of the policy, including the transparency in its development and whether adequate stakeholder consultation occurred.

Revisions to SVSH Frameworks for Faculty
CFW filed a response that not enough time was given for adequate review.

Systemwide Review of Proposed Revision of Senate Bylaw 336.F.3
Although CFW members found the proposed revision understandable in its goal of reducing redundancy, they ultimately opined that Title IX and Privilege and Tenure hearings serve different purposes and thus should continue to be conducted separately. They affirmed the right of accused faculty to receive a hearing before their peers.

SARS-CoV-2 (COVID-19) Vaccination Program Policy
Most CFW members supported the proposed mandatory vaccination policy and expressed that they would not be comfortable teaching or working on campus without it. However, a few members had significant concerns or objected to the mandate outright, due to the possibility of possible stigmatization or discriminatory effects and the unknown long term effects of vaccines that currently only have emergency approval status from the FDA. Members had questions about enforcement, boosters, and tracking/reporting of adverse events.

UC Health Participation in Activities under the End of Life Option Act
Members unanimously agreed that people in all areas should have access to the appropriate resources to exercise their rights under the End of Life Option Act. They emphasized the policy should ensure that patients do not face undue burdens or costs associated with this decision, which should be guaranteed by the University of California.

Draft Presidential Campus Safety Plan
CFW had difficulty assessing the draft plan in the absence of a Presidential response to its earlier comments on Universitywide Police Policies and Administrative Procedures. Many of the proposed revisions in the Draft Presidential Campus Safety Plan seemingly contradict the earlier policy, which was firmly rejected by the council. Although members generally found this plan preferable in its emphasis on social services and mental health, they were still concerned by vague language obscuring whether the intent is to expand or reduce police presence, as well as plans to seemingly deputize existing non-police staff, with no mention of additional resources other than a new position at UCOP to coordinate among the campuses. Moreover, the review request was received on the day of the last council meeting, robbing the council of an opportunity for robust discussion; the Council reiterated its request for an appropriate review period.

Local Business

Phase One Report of the Chancellor’s Task Force on Enrollment Strategy
Members commented on the report via email due to the cancelation of the monthly meeting on January 6,
2021 at some members' request, due to troubling events in Washington DC. There were questions about what constitutes optimum enrollment on campus and whether UCSB has the financial resources to meet the recommended advisor to student ratios. The council expressed concerns about consistency across departments and disciplines with regard to capping certain majors, as well as how the report’s results/recommendations would hold up in light of the impacts of the Covid-19 pandemic.

**Compliance with the Commencement of Academic Activity Regulation for Title IV Financial Aid**
CFW agreed with the recommendation of the workgroup to emulate the model adopted by UC Davis. This will require students to indicate acceptance of the Code of Conduct for each of their courses electronically, which will be recorded and reported to the Office of Financial Aid and Scholarships for the purpose of verifying aid eligibility.

**Committee on Academic Freedom**
The Committee on Academic Freedom met once in both Fall and Spring quarters. They focused on defining the identity and goals of the committee, and investigated possible collaborations or overlaps with the Senate’s Privilege and Tenure Committee. In fall quarter, they identified goals of creating a Senate email address as well as a resource document to be disseminated for faculty use.

The committee discussed the university’s use of Zoom and other corporate platforms, and resultant concerns regarding the platforms’ limitations of use, including canceling events, and encroachment upon academic freedom protections. A resource document was created to provide guidance on common academic freedom questions, based on a template produced by UC Davis, and approved by CFW for publication on the Senate website.

**Committee on Emeriti and Retirement**
The Committee on Emeriti and Retirement met in Fall, Winter, and Spring quarters. Additionally, the Chair and Analyst met several times with the President and Vice President of the Emeriti Association, as well as other university leadership to discuss ongoing challenges faced by emeriti and the lack of support they receive on campus navigating the retirement process. The members reviewed the different structures of emeriti resources on the other UC campuses; while all campuses appear to provide minimal campus-based support in favor of systemwide resources, such as RASC and UCRAYS, UCSB ranks near the bottom in terms of providing information and contacts. The committee identified several possibilities for increasing support and CFW is escalating the issue with EVC Marshall.

**Senate Awards**
CFW made no significant changes to the awards guidelines for the 2020-21 year.

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

Notably, nearly every category received more nominations this year than the year prior (except the Faculty Research Lecturer, which received no new nominations). Additional advertising was done to preempt a potential drop in nominations related to pandemic burnout. The Committee on Faculty Research Lecturer recommends expanded outreach early in the coming year to department chairs to promote nominations for FRL in conjunction with the submission of merit review packets, based on the rationale that the content of these packets has the potential for significant overlap, thus minimizing the burden of submitting a FRL nomination.
No new nominations were received for FRL in 2020-21; nominations carried forward from previous years.

The winners were announced at the Faculty Legislature meeting of April 29, 2021 (via Zoom). They are as follows:

**Distinguished Teaching Award (DTA)** – Walid Afifi (Communication); Summer Gray (Environmental Studies); Yogananda Isukapalli (Electrical & Computer Engineering); Andy Merolla (Communication); Madeleine Sorapure (Writing Program); David Walker (Religious Studies)

**Outstanding Teaching Assistant Award (OTA)** – Donna Anderson (History); Aracely Garcia Gonzalez (Chicana and Chicano Studies); Shabnam Larimian (Electrical & Computer Engineering); Mika Thornburg (History)

**Outstanding Graduate Mentor Award (GMA)** – Peter Ford (Chemistry and Biochemistry); Tim Sherwood (Computer Science); Frank Zok (Materials)

**Faculty Research Lecturer (FRL)** – Richard Mayer (Psychological and Brain Sciences)

**Carry-Over Issues**

Parking/Campus Accessibility
Childcare
Campus Policing
Emeriti Support
Faculty Housing
Covid-19 Impacts
Council Members
Paul Amar, UCAF Representative
Leila Carvalho
Alenda Chang
Sharon Conley
Leda Cosmides, UCAF Representative
Michael Furlong
Hunter Lenihan, Vice Chair
W. Patrick McCray
William Robinson
Beth Schneider
Cynthia Skenazi
Roberto Strongman
Chris Van de Walle
Guofang Wei
Bryanna Sylvester, Non-Senate Academic Representative
Raphael Chinchilla, GSA Representative
Casey Hankey, Advisor
Lisa Parks, Chair, UCFW Representative (1/4/21-9/30/21)
Denise Segura, Chair, UCFW Representative (9/1/20-1/3/21)

Committee on Academic Freedom
Leda Cosmides
William Robinson
Roberto Strongman
Guofang Wei
Paul Amar, Chair, UCAF Representative

Committee on Emeriti and Retirement
Sharon Conley
Beth Schneider
Cynthia Skenazi
Mike Furlong, Chair

Award Committee Membership

Distinguished Teaching Award
Claudia Moser, 19-20 recipient (History of Art and Architecture)
Scott Price, 17-18 recipient – non-Senate (Chemistry)
Matt Rioux, 19-20 recipient (Earth Science)
Sherene Seikaly, 17-18 recipient (History)
Mike Wilton, 19-20 recipient (Molecular, Cellular and Developmental Biology)
Hunter Lenihan, Chair & CFW Representative (Environmental Science & Management)

Outstanding Teaching Assistant
An Bui, 19-20 recipient (Ecology, Evolution, and Marine Biology)
Phil Christopher - Graduate Council Representative (Chemical Engineering)
Jonathan Schooler - Graduate Council Representative (Psychological and Brain Sciences)
Bryanna Sylvester - CFW Representative (Chemistry)
Jordan Tudisco, 19-20 recipient (Comparative Literature)
Daniel Tybjerg, 19-20 recipient (Comparative Literature)
Alenda Chang, Chair & CFW Rep (Film and Media Studies)

Outstanding Graduate Mentor Award
Mike Bowers, Graduate Council Representative and 16-17 recipient (Chemistry and Biochemistry)
Jin Sook Lee, 19-20 recipient (Education)
Carlos Levi - Graduate Council Representative (Materials, Mechanical Engineering)
Stuart Sweeney, 19-20 recipient (Geography)
Beth Schneider, Chair & CFW Rep (Sociology)

Faculty Research Lecturer
Alison Butler, 19-20 recipient (Chemistry and Biochemistry)
Umesh Mishra, 17-18 recipient (Electrical and Computer Engineering)
Linda Putnam, 14-15 recipient (Communication)
W. Patrick McCray, CFW Representative (History)
Lisa Parks, CFW Representative (Film and Media Studies)
Cynthia Skenazi, CFW Representative (French and Italian)
Nelson Lichtenstein, Chair & 18-19 recipient (History)