Purpose of the Council: To study and make recommendations on any matter of interest and welfare of the campus community, and to reward excellence in research and teaching.

• The primary concerns of the Council on Faculty Issues and Awards during the 2008-2009 academic year were the on-going issues of Academic Freedom, Faculty Awards, and Faculty Welfare, as well as the eight specific issues listed below.

1) UC Accountability Framework
2) Revisions to APM 028
3) Revisions to APM 240
4) Various Revisions to APM
5) Salary Reduction Plan Proposals (Furloughs/ Pay Cuts)
6) Principles of Student Freedom of Scholarly Inquiry
7) Proposed Policy on Sustaining Community and Preventing Violence
8) WASC Reaccreditation Proposal

• Four committees reviewed and deliberated over nominations for various Academic Senate awards for research, teaching, and mentoring.
COUNCIL ON FACULTY ISSUES & AWARDS
Annual Report 2008-2009

Submitted to: the Faculty Legislature, Santa Barbara Division

MEETINGS

The Council on Faculty Issues & Awards convened for seven regularly scheduled meetings during the 2008-09 academic year (three in fall, two in winter, and two in spring).

COUNCIL MEMBERSHIP

Vickie Scott (Chair) Theater & Dance
Paul Amar (UCAF Rep) Law & Society
Kostas Goulias (Vice Chair and UCFW Rep) Geography
Helen Callus Music
David Cannell Physics
Steve Gaulin Anthropology
Ellie Hernandez Feminist Studies
Doug Morgan, (Emeritus) Economics
Andrew Norris Political Science
Sven Spieker Germanic, Slavic & Semitic Studies
Susanne Stemmer Materials
Bruce Straits (Emeritus) Sociology
Adil Yaqub Mathematics
Jennifer Caselle (Unit-18 Rep) Ecology, Evolution & Marine Biology
Stephanie Golden Associated Students representative

OVERVIEW

Primary concerns of the Council on Faculty Issues & Awards during the 2008-09 term can be categorized into the following main areas:

1) UC Accountability Framework

Council on Faculty Issues & Awards participated in two rounds of review for the proposed UC Accountability Framework, as put forth by President Yudof. While Council appreciated the desire to present data in a graphical manner to make it easily accessible to a wide-reaching audience, it nonetheless had a number of concerns regarding the sources and consistency of the information. First, it was not clear how the information is gathered and from what sources. Furthermore, much of the data were presented as mere tabulations and numbers, without any real statistics or exploratory analysis of the information. As such, it was difficult to infer any interpretations of the information, since significant differences in the data were not highlighted.
Council was concerned that by simply offering raw data without analysis or identifying significant differences, variations between the campuses would be distorted. The quality of a relatively small campus, which may be making significant strides in its programs (e.g., academics, fund-raising efforts, faculty recruitment, etc), may be overlooked in comparison to a larger campus merely due to its size or resource capacity.

The Chair of CFIA reviewed the revised version of the UC Accountability Framework document in January and ascertained that it addressed the concerns of Council as stated in the earlier review in November.

2) Revisions to APM 028

The Council on Faculty Issues & Awards reviewed the proposed technical revisions to Academic Personnel Policy 028 (Disclosure of Financial Interest in Private Sponsors of Research) and felt that the changes were reasonable, appearing to ensure the University conforms to changes in state law. CFIA had no objections to the revisions.

3) Revisions to APM 240

The Council on Faculty Issues & Awards raised several questions from its review of the proposed changes to the Academic Personnel Manual (240). The first question that council had was regarding the deletions of “provosts” from the existing policy; Council wanted clarification on which policy would now cover provosts. Council noted its hesitation in approving the changes in this policy without a new policy in place that would cover provosts. Council also questioned the rationale for deleting the reference to “affirmative action” under the section on definitions, and requested clarification on the reference to “Regental policy and applicable law”.

An overriding concern expressed by Council was the potential professionalization of department chairs, which may dilute the academic nature of these positions. Council felt strongly that Deans ought to have an academic home to which they belong. Regarding the section on eligibility, Council questioned why Deans of University Extension are excluded, which brought up the question of how the University views the Extension program.

4) Various Revisions to APM

The Council on Faculty Issues & Awards discussed the proposed revisions to the Academic Personnel Policies at its meeting in November. Proposed changes pertained to APP 110-4(10); 230-17; 230-18; 279-20; 360-80(a); 520-4; 710-14(b); 710-14(1); 710-38; and 710-46 in addition to the proposed new policy 765. These various revisions were mostly technical in nature, and many were proposed in order to promote consistency and adherence to existing laws (e.g.,
including the definition of “domestic partner”). Council found no objections to the changes as proposed.

5) Salary Reduction Plan Proposals

Council participated in two rounds of review with regard to President Yudof’s proposed salary reduction options. CFIA first reviewed the proposal to amend Regents Standing Order 100.4 in May. The proposal would not only expand the President’s authority to declare an emergency, but would allow for the implementation of furloughs and/or pay cuts during such a period of declared financial emergency. Council strongly opposed this proposal.

First, Council was exceedingly troubled with supporting the granting of such broad and far-reaching authority to the President. CFIA saw the proposal as violating principles of shared governance by authorizing an inappropriate degree of power to the President. It was unclear to the Council whether (or how) a furlough or pay cut at one campus would affect the budget of another campus, and CFIA felt that fiscally responsible behavior of one campus should not be penalized by using furloughs or pay cuts to offset budget shortfalls of other campuses. Council urged the investigation of all possible alternatives to the salary reduction options and the exploration of additional voluntary interventions. Council noted that the document did not indicate when or how a “declaration of financial emergency” would be lifted once implemented.

CFIA then reviewed a proposal by President Yudof containing three implementation options in June. It was also another “expedited” review, with a very quick turn-around time. Council expressed strong concerns about the lack of specifics given in the document. In particular the document failed to directly address the issue of what a furlough is for faculty, with regards to the expectations placed on faculty research and instruction. Council reiterated that salary reductions should be considered only as a last resort, and if implemented, salary reductions should last no more than one year.

With regard to the graduated salary scale cuts, Council suggested additional gradations to increase the equity of the plan. CFIA also offered two possible alternative approaches. Furthermore, CFIA expressed concern regarding the effect that the plan would have on the caliber of faculty that the University would be able to attract and retain. Council suggested a plan to compensate for the cut in salary incurred by the salary cuts/furloughs in subsequent years. Council strongly urged that no plan should impact retirement benefits.

6) Principles of Student Freedom of Scholarly Inquiry

The Council on Faculty Issues & Awards endorsed the proposed statement of principles for Student Freedom of Scholarly Inquiry, noting that it clarifies that students have rights, but that they are distinct from, related to, but not equivalent to the academic freedom of faculty members. Nonetheless, Council also highlighted several statements within the proposed policy that were vague or subject to differing interpretations.
7) Proposed Policy on *Sustaining Community and Preventing Violence*

Council reviewed the proposed policy and procedure *Sustaining Community and Preventing Violence* which was a revised version of the *Zero Tolerance for Violence* policy that Council reviewed spring 2008.

Council noted that some of its previous suggestions had been included in the new draft. Nonetheless, CFIA continued to have specific concerns regarding wording (i.e. Footnote 2), and was concerned that this would provide law enforcement authorities with too much latitude in its “use of force”.

While sympathetic to the efforts of the campus to prevent and address acts of violence, CFIA questioned whether this policy would be the most effective way of doing so. Council reiterated the primary question from its previous review of this policy: *What does this policy do that other policies and police services do not already do?*

8) WASC Reaccreditation Proposal

CFIA participated in two rounds of review related to UCSB’s proposal for reaccreditation by the Western Association of Schools and Colleges (WASC).

The Council first discussed the proposed campus themes at its meeting in November. Council supported the idea of having themes for the WASC reaccreditation and felt that it will provide an appropriate way of drawing attention to specific foci of the campus and allowing for in-depth interrogation and investigation into the campus’s programs. In particular, CFIA agreed that the thematic approach to reaccreditation could provide a means of highlighting what the campus is doing well, while at the same time identifying areas of improvement.

With specific regard to the theme of undergraduate research, Council agreed that this is an appropriate area to highlight, given the research charge of the University. Council felt that while the undergraduate research theme hints at this value-added benefit, the proposal could specify this point more explicitly.

CFIA then reviewed the draft WASC institutional proposal in April, expressing its support of the draft overall but nonetheless voicing some concerns. Council felt that diversity was given too much prominence as the university’s primary goal. Council felt that while “diversity” is and should be an important University ideal, it nonetheless needs to be tied to academic excellence (which is the University’s preeminent mission or goal). Council recommended that this be spelled out more clearly in the proposal.
ACADEMIC SENATE AWARDS

Committee on Distinguished Teaching Awards

The Distinguished Teaching Awards acknowledge the efforts of five Senate faculty members and one non-Senate faculty who have successfully united excellence in teaching with their creative and scholarly work. The award is intended to recognize the distinguished teaching accomplishments of the faculty, which may be exhibited at any time during a faculty member’s career.

Chaired by CFIA’s Vice Chair, this committee is otherwise comprised of former recipients of the Distinguished Teaching Award:

- Kostas Goulias, Geography (Chair)
- Kevin Almeroth, Computer Science (2007)
- Christopher McAuley, Black Studies (2005)
- Dorothy Mullin, Communication (non-Senate recipient, 2008)

The committee was given four weeks to review the files of each of the award nominees. The committee met the first week of March to make its final decisions on this year’s recipients:

- Tamara D. Afifi (Communication)
- Kip Fulbeck (Art)
- Chandra Krintz (Computer Science)
- Bhaskar Sarkar (Film & Media Studies)
- Barbara Tomlinson (Feminist Studies)
- Anna Laura Jansma (Communication) – Non-Senate recipient

The recipients were honored at the April 23rd meeting of the Faculty Legislature.

Committee on Graduate Mentor Awards

This award program was initiated in 2005 to encourage and reward excellence in mentoring graduate students on the Santa Barbara campus. The award recognizes between one and three faculty members annually who meet the highest standards in graduate mentoring.

The Committee on Graduate Mentor Awards was chaired by Geoffrey Rutkowski from the Graduate Council. Other committee members included faculty as well as graduate students.
The committee was given four weeks to review the files of each of the award nominees. The committee met during final exam week in March to make its final decisions on this year’s honorees:

- Patricia Cline Cohen (History)
- Katharina J. Schreiber (Anthropology)
- Douglas Burbank (Earth Science)

The awardees were honored at the April 23rd meeting of the Faculty Legislature.

Committee on Outstanding Teaching Assistants

The Committee on Outstanding Teaching Assistants was chaired by Tamara Afifi. Other committee members included faculty as well as former graduate student recipients of the award:

- Tamara Afifi, Communication (Chair)
- Omer Egecioglu, Computer Science
- Adil Yaqub, Mathematics (CFIA representative)
- Stanly Rauh, Graduate Student Rep (2008 recipient)
- C. Beth Wynstra, Graduate Student Rep (2008 recipient)

The Outstanding Teaching Assistant Awards recognize the contributions of graduate students to the teaching and learning process of UC Santa Barbara. The committee was given four weeks to review the files of each of the award nominees. Each year, four recipients are honored. The committee met the second week in March to make its final decisions on this year’s recipients:

- William Laurence Christian (History)
- Mario Guerrero (Political Science)
- Indy Marie Hurt (Geography)
- Nicole Ann Molinari (Ecology, Evolution, & Marine Biology)

The awardees were honored at the April 23rd meeting of the Faculty Legislature.
Committee on Faculty Research Lectureship

The Faculty Research Lecturer is the highest honor bestowed upon a faculty member by his/her peers at UCSB. The Committee on Faculty Research Lectureship is traditionally chaired by the previous year’s recipient, with the remainder of the committee comprised of other former recipients. The make-up of this year’s committee was as follows:

- David Awschalom, Electrical & Computer Engineering and Physics (2008) Chair
- Steven Fisher, Molecular, Cellular & Developmental Biology (2007)
- Shirley Geok-Lin Lim, English (2002)

Additional review was provided by former recipients Howard Giles (2006) and Michael Goodchild (2003), who both submitted written feedback to the committee. (Goodchild recused himself from the decision since he submitted one of the nominations.) The committee was given four weeks to review the files of each of the award nominees. The committee met in February to make its final decisions on this year’s recipient: Reginald Golledge (Geography).

Professor Golledge was honored at the March 12th meeting of the Faculty Legislature. Sadly, Prof. Golledge passed away on May 29th. A memorial lecture is to be given in his honor fall 2009.

Important Issues for 2009-10

Issues that the Council identified as likely to be important for the following academic year included:

- **Budget Challenges.** As the University of California faces its worst budget crisis in decades (if not ever), the UCSB campus will be asked to find ways of making up for the budget shortfall. Various proposals are expected that may include scaling back services or even the elimination of programs.

- **Furloughs/ Salary Reduction Plan.** Even before the implementation of the furlough plan, UC faculty salaries have continued to lag behind counterparts at other Universities.

- **Faculty Workload.** This issue is critical, and with the implementation of the furlough plan will become more so. As faculty members are asked to take furlough days, what work functions will not be performed? How will this be measured? Will furloughs affect research, instruction, or University service?
• **WASC Reaccreditation.** Last year was the first of a 3-5 year reaccreditation process. This process will be revisited in the coming months and years as UCSB finalizes its theme(s) and moves forward with its proposal.

**Council Committees**

Committee on Distinguished Teaching (K. Goulias, Chair)
Committee on Emeriti(ae) and Retirement (D. Morgan, Chair)
Committee on Faculty Welfare and Academic Freedom (V. Scott, Chair)

_Acknowledgements:_ CFIA is grateful for the wonderful work and support of Kyle A. Richards, Council Advisor. Without Mr. Richards, the work of the Council would not have been possible.

_Respectfully submitted,_

Vickie Scott, Chair