Executive Summary

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 concerns of the Council on Faculty Issues and Awards during the 2014-2015 academic year included the ongoing issues of Academic Freedom, Faculty Awards, and Faculty Welfare, as well as the specific issues listed below.

Local Reviews:

1. Childcare at UCSB
3. Coffee and Tea Vendors on Campus
4. Employee Health Insurance Plans

Systemwide Issues & Reviews:

1. Proposed revisions Academic Personnel Manual (APM)
   A. APM 080 and 330
   B. APM 133, 210, 220, and 760
   C. APM 190: Whistleblower Policy (Final Review)
   D. APM 210-1-d: Crediting contributions to diversity in merit and promotion cases.
   E. APM 760-28-a: Childbearing Leave
2. Copyright & Fair Use Policy (Final Review)
3. Equity for Access to University Facilities or Services
4. Open Access Policy for Non-Senate Authors
5. Senate Bylaw 128.D.2: Vice Chairs for Systemwide Committees
6. Sexual Harassment & Sexual Violence

Academic Senate Awards:

Four committees reviewed and deliberated over nominations for various Academic Senate awards for research, teaching, and mentoring:

1. Committee on Faculty Research Lectureship
2. Committee on Distinguished Teaching Awards
3. Committee on Outstanding Graduate Mentorship
4. Committee on Outstanding Teaching Assistant Awards
MEETINGS

During the 2014-15 academic year, the Council on Faculty Issues & Awards convened for nine regularly scheduled meetings (three each quarter). Between formal meetings, when appropriate, CFIA conducted regular deliberations and consultations via email.

COUNCIL MEMBERSHIP

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Stanley M. Awramik, Chair and UCFW Rep</td>
<td>Earth Science</td>
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<td>Christian G. Van de Walle, Vice Chair, UCAF Rep</td>
<td>Materials</td>
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<td>S. James Allen (Emeritus)</td>
<td>Physics</td>
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<td>Frank Brown</td>
<td>Chemistry &amp; Biochemistry; Physics</td>
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<td>Sharon Conley</td>
<td>Education</td>
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<td>Teofilo Gonzalez</td>
<td>Computer Science</td>
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<td>Sreenivasa Rao Jammalamadaka</td>
<td>Statistics &amp; Applied Probability</td>
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<td>Gene H. Lerner</td>
<td>Sociology</td>
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<tr>
<td>Samir S. Mitragotri</td>
<td>Chemical Engineering; and Biomolecular Science &amp; Engineering Program</td>
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<tr>
<td>Mark Meadow</td>
<td>History of Art &amp; Architecture</td>
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<td>Erika D. Rappaport</td>
<td>History</td>
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<td>Heather M. Stoll</td>
<td>Political Science</td>
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<td>Volker M. Welter</td>
<td>History of Art &amp; Architecture</td>
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<td>John Wiemann (Emeritus)</td>
<td>Communication</td>
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<td>Adil Yaqub</td>
<td>Mathematics</td>
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<tr>
<td>Kay Young</td>
<td>English</td>
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<tr>
<td>Ilan Ben-Yaacov, Non-Senate Academic Rep</td>
<td>Electrical &amp; Computer Engineering</td>
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<td>Jacob Johnson, AS Rep</td>
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LOCAL ISSUES

1) Childcare at UCSB

Over the course of several meetings throughout the year, CFIA investigated the issue of childcare at UCSB. The Council studied the current state of childcare at UCSB, including availability; funding and costs; recruitment and retention; differences by age group (infants, toddlers, and preschoolers); differences between parents' campus constituency (faculty, staff, and students); and comparisons across UC campuses. In its review, CFIA met with Leslie Voss, Director of Early Childhood Care & Education Services as well as Stu Feinstein and Kim Equinoa, Co-Chairs of the Childcare Advisory Committee. The study culminated in a report in June, which was presented to the Academic Senate Executive Council. The Executive Council expressed enthusiasm about the report, although refrained from endorsing all of the recommendations. The report was forwarded to the Executive Vice Chancellor with a July 2nd cover memo urging the EVC to create a joint Senate/Administration Task Force on Child Care to further discuss the issue and develop policies that improve childcare services on campus.

2) Academic Policies & Procedures (“Red Binder”) Revisions

In November, CFIA reviewed the proposed revisions to the UCSB Academic Policies & Procedures (“Red Binder”). For the most part, CFIA had no comment or objection to the changes. However, there were two revisions that CFIA questioned. First, in Section I-29 (Conflict of Commitment and Outside Professional Activities) CFIA questioned the additions made to Category I requiring prior approval as “a founding or co-founding role of a company.” The Council found a great deal of ambiguity with this language and objected to the proposed revision.

CFIA also questioned the changes made to Section V-28 (Deans and Full Time Faculty Administrators). The proposed revision would change the frequency with which a Dean or 100% faculty administrator may be eligible for consideration of a merit increase from an annual basis to every five years. The Council did not understand the rationale for making this change.

3) Coffee and Tea Vendor on Campus

In May, CFIA discussed a request by Prof. William Warner (English) to study the possibility of replacing the campus coffee vendor. The request originated and was endorsed at the March meeting of the Faculty Legislature. CFIA was referred to the University Center (UCen) Governance Board, which has oversight for the review and approval of campus food vendors. CFIA made contact with Susan Hawkins, Director of UCen Food Services and Paula Bruice (Chemistry & Biochemistry), the Academic Senate representative on the Governance Board.

CFIA was informed that the campus has an existing contract with the current provider and is not currently shopping for a new vendor. However, the UCen Governance Board is exploring the idea of bringing a branded coffee concept to campus that would be located in the UCen. Prof. Warner volunteered to help with this process, and it is expected that in the fall quarter a branded coffee concept will be presented to the UCen Governance Board for review, approval, and funding.
4) Employee Health Insurance Plans

Throughout the year, CFIA gathered information and discussed concerns regarding the employee health insurance plans. In November, the Council met with Prof. Richard Watts, who has been a long-serving member on the UCFW’s Healthcare Task Force. First, he expressed concern for the increasing rates of the UC Care self-insured healthcare program as well as disappointment with what he described as the reluctance of senior-level UC Office of the President officials to consult with the Senate. He expressed concern that even after four years of planning for the UC Care program the analysis indicated that the introductory rates offered in 2014 would be too low to cover its costs. Rates offered that year were at or below comparable plans offered by Anthem Blue Cross, which he stated were comparable to the Covered California platinum plans.

Prof. Watts also expressed concerns regarding the availability of UC Care Tier 1 providers in the Santa Barbara area. The UC Care plan continues to offer Sansum Clinic as a Tier 1 provider in 2015, but there is no guarantee that it will continue to do so thereafter. Following late negotiations in 2013, Sansum agreed to contract with the program for two years (2014 and 2015). However, Cottage Hospital did not negotiate and it has not been included as a Tier 1 provider for 2014 or 2015. There is additional concern that a merger between Cottage and Sansum would make future negotiations even more unlikely.

The committee also discussed the idea of partnering with UCLA to offer some type of mobile healthcare clinic in Santa Barbara. Prof. Watts thought this might be possible, especially if Sansum were willing to partner with UCLA to provide the services. However, in the absence of a local healthcare provider partnership, such a scheme would be difficult, and a merger with Cottage Hospital would virtually eliminate any interest in doing so.

In March, the Council met with Laura Morgan, UCSB Health Care Facilitator, to discuss healthcare plans at UCSB. The committee was primarily interested in knowing what common problems have been reported vis-à-vis healthcare, and what Human Resources has done to address these concerns. Ms. Morgan answered questions regarding how the UC Care plans works, in addition to reporting on other concerns with the Sansum Clinic and Cottage Hospital. Ms. Morgan invited the committee to provide a list of what faculty would like to see as well as what changes in coverage (e.g., including outpatient surgeries in Tier 1 of UC Care).
SYSTEMWIDE REVIEWS

1) Proposed revisions Academic Personnel Manual (APM)

A.) APM 080 and 330

In November, CFIA reviewed proposed revisions to the Academic Personnel Manual (APM) in Sections 080 (Medical Separation) and 330 (Specialist Title Series) and supported the proposed changes. CFIA understood that the intent of the changes in APM 080 were to ensure compliance with the Americans with Disabilities Act (ADA) as well as conformance with existing University policy. The Council agreed that the changes provide more clarity about the process and necessary notifications regarding medical separations as well as spell out the rights and privileges of faculty members in such cases. CFIA viewed the edits to APM 330 as an improvement and had no objection to the proposed changes.

In April, CFIA was asked to opine on further revisions to Section 080 (Final review) but had no additional comments.

B.) APM 133, 210, 220, and 760

In November, CFIA reviewed proposed revisions to the Academic Personnel Manual (APM) in Sections 133, 210, 220, and 760 regarding evaluating contributions to diversity as well as extending the eight-year limitation on service (suspending the tenure “clock”). Regarding the evaluation of contributions to diversity (APM 210), the Council was satisfied that concerns previously expressed about the wording had been sufficiently addressed. With regard to the eight-year limitation on service, CFIA agreed that out of fairness, the practice of stopping the tenure clock in cases of medical leave or bereavement should be codified. Therefore, CFIA had no objection to the proposed changes.

C.) APM 190: Whistleblower Policy (Final Review)

In October, CFIA was offered the opportunity to opine on additional revisions to APM 190 (Final Review) regarding the Whistleblower Policy, following the initial review in April 2014. The Council had no further comments.

D.) APM 210-1-d: Crediting contributions to diversity in merit and promotion cases

At its April meeting, CFIA reviewed the most recent revisions to section 210-1-d of the Academic Personnel Manual (APM), which deals with crediting contributions to diversity in merit and promotion cases. The committee agreed that the proposed language was an improvement over previous wording. While CFIA did not object to the revisions, the committee questioned how it would be implemented by reviewing agencies at UCSB. Furthermore, CFIA expressed its concern that the policy may be applied unevenly across campus, and there may be inequities in how such efforts are recognized by departments, discipline field, and with respect to an individual faculty member’s area of research.

E.) APM 760-28-a: Childbearing Leave

In April, CFIA discussed Section 760-28-a of the Academic Personnel Manual (APM), which deals with Active Service-Modified Duties (ASMD) under Family Accommodations for Childbearing & Childrearing. The policy currently allows two quarters, or two semesters (italics added) of ASMD, for preparation for
and/or care of a newborn child and adoption/foster care (child under age 5). The inequity of two quarters for quarter-system campuses versus two semesters for semester-system campuses was brought to the attention of Vice Provost Susan Carlson and Janet Lockwood (Director of Academic Policy & Compensation) at the March meeting of the University Committee on Faculty Welfare. It was reported by Janet Lockwood that this is a known discrepancy that has existed since at least the 1988 and 1999 revisions of the APM. However, budget constraints over the past several years apparently prevented this disparity from being corrected.

CFIA requested that this section of the APM be reviewed and amended so that the discrepancies and inequities between campuses are eliminated. Subsequent to CFIA’s request, the University Committee on Faculty Welfare (UCFW) sent a memo to Vice Provost Susan Carlson requesting a review of this issue as well.

2) Copyright & Fair Use Policy (Final Review)

In April, CFIA reviewed the proposed revisions to the systemwide Policy on Copyright & Fair Use (Final Review). Overall, CFIA found the revision an improvement. The Council was particularly pleased with the statement that the “University will defend its employees who use copyrighted materials in an informed, good faith manner and within the scope of their University employment.”

3) Equity for Access to University Facilities or Services

At its April meeting, CFIA discussed the proposed draft guidelines for a pilot program allowing for financial equity as payment for access to University facilities or services. Some members of the committee thought such a program could be a good way for the University to actively participate in – and hopefully benefit from – innovative and entrepreneurial endeavors. However, others on the committee expressed concerns and reservations about the proposal and whether it was an appropriate use of University resources.

The Council expressed concern regarding the potential costs and risks of the pilot program. CFIA understood the University’s desire to encourage innovation and commercialization based on University research activity, and to offer programs that help realize these goals. Some members of the Council believed that this proposal strikes a good balance between managing risk and providing an effective mechanism by which these commercialization activities are enabled. However, other members of the council were opposed to the University partaking in activities that have traditionally been carried out by institutional investors.

CFIA was unclear what impact of this program would have on UCSB. Without a full analysis, the Council was unable to assess whether the program is appropriate or if other activities would be more reasonable. Should the pilot program proceed, CFIA recommended a thorough review to assess its success on campus and on other UC campuses for comparative purposes. An evaluation may be possible after three years, although a more definitive assessment may require more time.

4) Open Access Policy for Non-Senate Authors

In January, CFIA reviewed the proposed systemwide policy on open access for University of California authors who are not members of the Academic Senate. CFIA agreed that the policy for non-Senate authors should be consistent with that for Senate faculty. Given that the policy allows for an option to
opt out, the Council supports extending this to include non-Senate authors. While CFIA found the proposed language of the policy unnecessarily technical and difficult to follow, the Council otherwise had no objections to the proposal.

5) Senate Bylaw 128.D.2: Vice Chairs for Systemwide Committees

The Council was invited to opine on proposed changes to Senate Bylaw 128.D.2 which would provide that Vice Chairs for all standing systemwide committees whose membership is governed by the Bylaw be at-large members. CFIA had no comment on the proposal.

6) Sexual Harassment & Sexual Violence Policy (Final Review)

In April, CFIA discussed the proposed revisions to the Policy on Sexual Harassment & Sexual Violence (Final Review). Overall, the Council agreed that the recent changes were an improvement over the former version of the policy. However, there were two lingering issues for which CFIA continued to express concern. First, CFIA remained unclear about the geographic reach of the policy. Last year, the Council recommended clarification of “auxiliary University locations” and wondered whether this included off-campus, University sponsored events. CFIA noted that all mention of this phrase had since been removed from the document, but CFIA continued to be unclear about the scope of the policy and whether it reaches beyond the campus limits.

The Council also noted that in its previous review, a cover letter indicated that the new policy was meant to address “Reporting [of] campus crime statistics beyond the crime categories the Clery Act already mandates, to include incidents of domestic violence, dating violence, and stalking, as well as crimes motivated by national origin and gender identity....” However, CFIA noted that “national origin” continued to be absent from the policy, despite the mention of this category in the memo.
ACADEMIC SENATE AWARDS

This year, two of the awards (Distinguished Teaching Award and Outstanding Teaching Assistant Award) continued to see increases in the number of nominations submitted. This created additional work for these committees, as there were more candidate packets to review.

Number of Award Nominations by Year

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<th>YEAR</th>
<th>DTA SENATE</th>
<th>DTA NON-SENATE</th>
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<th>GMA</th>
<th>OTA</th>
<th>FRL*</th>
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DTA = Distinguished Teaching Awards
GMA = Graduate Mentor Awards
OTA = Outstanding Teaching Assistant Awards
FRL = Faculty Research Lecturer

*Beginning in 2010, nominations for the Faculty Research Lecturer were held on file for two additional years.

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:
1. Joseph Polchinski, Chair; (Physics and the Kavli Institute for Theoretical Physics) 2014 recipient
2. John Bowers (Electrical & Computer Engineering) 2013 recipient
3. Leda Cosmides (Psychological & Brain Sciences) 2012 co-recipient
4. John Tooby (Anthropology) 2012 co-recipient
5. Linda Petzold (Computer Science & Mechanical Engineering) 2011 recipient

The committee was given more than three weeks to review the files of the award nominees. The award guidelines were revised in 2010 to allow for candidate nominations to be reviewed for a period of three years (during which time they could be appended or withdrawn). The committee received two new submissions in addition to five previous nominations. The committee met in February to make its final decisions on this year’s recipient: **Linda Putnam** (Communication). Professor Putnam was honored at the March 2nd meeting of the Faculty Legislature; she was given an honorarium of $5,000. She will present her campus lecture in fall quarter at which point she will be presented with a framed certificate; the date of the lecture is tentatively scheduled for Thursday, December 3, 2015.

**Committee on Distinguished Teaching Awards**

The Distinguished Teaching Awards acknowledge the efforts of up to 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.

This committee was chaired by CFIA’s Vice Chair and was otherwise composed of former recipients of the Distinguished Teaching Award:

1. Chris Van de Walle, Chair (Materials); Vice Chair of CFIA
2. Maribel Bueno (Mathematics / Creative Studies) 2013 recipient
3. Andrew Flanagin (Communication) 2014 recipient
4. Mike Gordon (Chemical Engineering) 2013 recipient
5. Gaye Theresa Johnson (Black Studies) 2014 recipient
6. Evelyn Reder (Germanic & Slavic Studies) 2014 recipient
7. M. Scott Shell (Chemical Engineering) 2014 recipient

The committee spent four weeks reviewing the files of the award nominees. The committee met the third week of March to make its final decisions on this year’s recipients:

1. Linda Adler-Kassner (Writing Program)
2. Peter Alagona (History)
3. Enda Duffy (English)
4. Steven Gaulin (Anthropology)
5. Paul Spickard (History)

Non-Senate recipient:

6. Chikako Shinagawa (East Asian Languages & Cultural Studies)
Like last year, there were an extraordinarily high number of stellar candidates – far more than just a few years ago. While this award is often very competitive, this year it was particularly so.

The recipients were honored at the April 23rd meeting of the Faculty Legislature. Award recipients were given a framed certificate and an honorarium of $1,000.

**Committee on Graduate Mentor Awards**

This award was initiated in 2005 by the Academic Senate Graduate Council to encourage and reward excellence in mentoring graduate students on the Santa Barbara campus. The honor recognizes up to three faculty members annually who meet the highest standards in graduate mentoring.

The Committee on Graduate Mentor Awards was chaired by a former recipient, Howie Giles from the Department of Communication. Other committee members included a former award recipient as well as representatives from the Graduate Council and CFIA.

1. Howard Giles, Chair (Communication) 2012 recipient
2. Ram Seshadri (Materials) 2014 recipient
3. Igor Mezic (Computer Science) Graduate Council representative
4. Paul Berkowitz (Music) Graduate Council representative
5. Adil Yaqub (Mathematics) Council on Faculty Issues & Awards representative

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

1. Francesco Bullo (Mechanical Engineering)
2. Keith Clarke (Geography)
3. Mary Furner (History)

The awardees were honored at the April 23rd meeting of the Faculty Legislature. Award recipients were given a framed certificate and an honorarium of $1,000.

**Committee on Outstanding Teaching Assistants**

The Committee on Outstanding Teaching Assistants was chaired by Graduate Council member Geoffrey Raymond (Sociology). Committee members included three graduate students who were former award recipients as well as faculty representatives from the Graduate Council and CFIA:

1. Geoffrey Raymond, Chair (Sociology) Graduate Council representative
2. Gary Charness (Economics) Graduate Council representative
3. Gene Lerner (Sociology) Council on Faculty Issues & Awards representative
4. Meghan Corella Morales (Education) 2014 recipient
5. Steven Osuna (Sociology) 2014 recipient
6. Elijah Quetin (Physics) 2013 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 third week of March to make its final decisions on this year’s recipients:

1. Keith Avery (Computer Science)
2. Jeremy Chow (English)
3. Selvi Ersoy (Molecular, Cellular, & Developmental Biology)
4. Mario Galicia, Jr. (Education)

The awardees were honored at the April 23rd meeting of the Faculty Legislature. Award recipients were given a framed certificate and an honorarium of $1,000.

Awards Follow-Up and Recommendations for Next Year

Each of the awards committees met following the completion of the awards cycle to evaluate the process and make recommendations for next year. CFIA discussed proposed changes to the Academic Senate awards procedures for the Distinguished Teaching Awards (DTA), Graduate Mentor Awards (GMA), and Outstanding Teaching Assistant Awards (OTA) at the May meeting. Recommendations from the various awards committees and staff were presented for discussion. Some preliminary recommendations:

- Increase the minimum teaching eligibility of the DTA from 3 quarters to 9 quarters
- For the DTA and OTA, stipulate the length of the initial nomination: 200-500 words
- Maintain the current practice of allowing anyone to submit a nomination (student, faculty, or staff)
- For the GMA, it was recommended that the nomination process be made consistent with the DTA and OTA (asking candidates to collect and submit their packets instead of having the department do it on their behalf)
- For the GMA, only two letters of support should be required from each of the three categories (current students, former students, and colleagues).

The Council discussed the changes but sought more information before making any final recommendations. The issue was tabled until the fall quarter.
IMPORTANT ISSUES FOR 2015-16

Issues that are likely to be important for the following academic year include:

- **Childcare.** As a continuation of this year’s study, the Council may wish to follow-up with the administration to ensure that the issue is adequately addressed.

- **Healthcare plans.** The UC Care plans and the potential merger of Cottage Hospital and Sansum Clinic will be of particular importance to UCSB.

- **Faculty Salaries.** Salary equity issues continue to be a concern of the council, including benchmarking to “Comparison B” institutions. In addition, incentives / pressure for faculty to secure external funding will continue to be an issue.

- **Campus-wide Strategic Planning.** The Executive Vice Chancellor has begun a process of engaging the campus in long-term strategic planning. This is likely to continue through at least next year.

- **Faculty/Staff/Student Housing**

- **Isla Vista, Halloween, Code of Conduct**

- **Online instruction and Online teaching evaluations**