Executive Summary

Per bylaw 60, the Council on Faculty Issues and Awards (CFIA) is tasked with studying and making recommendations on any matter of interest and welfare of the campus community, and rewarding excellence in research and teaching.

Meetings

CFIA held nine regularly scheduled meetings during the academic year, and consulted with relevant campus administrators regarding issues within its purview. General issues and concerns are summarized below.

System-Wide Issues and Reviews

All system-wide issues CFIA responded to are listed below. Issues that CFIA reviewed but chose not to opine on are not included. Summaries are included for issues that CFIA was especially concerned about or played a central role in shaping the Senate’s response.

- Draft Presidential Unmanned Aircraft System (UAS) Policy
- Proposed Revised Presidential Policy Business and Finance Bulletin (BFB) -- G-28, Travel Regulations
- Proposed Revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment and APM - 015
- Proposed revisions to Bylaw 182. University Committee on International Education
- Proposed Revised Academic Personnel Manual Section 190, Appendix G, Program Description: Retirement Contributions on Academic Appointee Summer Salary (APM -190, Appendix G)
- Revised Presidential Policy on Electronic Information Security (IS-3)

After reviewing and discussing the IS-3 revisions, CFIA members agreed that the policy is difficult to follow due to the highly technical language and the heavy use of acronyms. This combined with an insufficient glossary rendered the document inaccessible for most nontechnical readers. The council also found the policy to be overly broad, and it was unclear how it would impact campus members on a daily basis. While CFIA agreed that it is important that the UC have a strong electronic security policy in place, the Council did not support this draft of the Revisions to the Presidential Policy on Electronic Information Security (IS-3).

The Cybersecurity Working Group (CSWG), which is housed under CFIA, was also asked to review the IS-3 revisions. CSWG expressed concerns similar to CFIA, and was also wary of how the policy would impact specific types of data and data protection such as research data related
to the Department of Defense and the Department of Energy. While the group expressed the concerns noted above, overall CSWG supported the Revised Presidential Policy of Electronic Information Security (IS-3).

- **Proposed Revisions to APM 015, The Faculty Code of Conduct; and APM 016, University Policy on Faculty Conduct and the Administration of Discipline; and Conforming Amendments to Senate Bylaw 336, Privilege and Tenure—Disciplinary Cases**

  The Council reviewed the proposed revisions, which specifically add sexual violence and sexual harassment to the Faculty Code of Conduct as an unacceptable form of conduct. Overall, the council supported the revisions and amendments. However, there were some concerns about the three-year timeline for the Chancellor to deliver notice of disciplinary action, as it seems prolonged. Some CFIA members were also concerned that the proposed revision stated: “There is no limit on the time within which a complainant may report an alleged violation,” as it may leave an opening for an accusation that occurred many years ago and evidence would potentially become more difficult to gather over time. Other members noted there are cases in which victims needed a longer amount of time to recover from trauma and act on reporting a violation, and were not concerned with the lack of a time limit. Finally, the council noted that existing policies on sexual violence and harassment may not have been followed in the past. Some council members suggested that it may be helpful to provide additional education on these issues to faculty beyond the mandatory Sexual Harassment Prevention course, and that the existing training course may need to be modified to reflect the proposed revisions.

- **Draft Presidential Policy on International Activities**

  The Council reviewed the draft of the Presidential Policy on International Activities, and suggested that certain terms and areas needed clarification. CFIA noted that it was unclear how “risk” and “political unrest” (p. 15/53, Section V.C) would be defined or determined. Overall the Council was unsure what social, cultural, or political backgrounds led to this policy draft, but they were not opposed to the existence of such a document. However, the Council felt that if there are certain activities that are a concern to the UC then they should be explicitly stated in the policy. In addition, CFIA noted that some faculty conduct research on social and political unrest and were concerned that this policy would interfere with their academic freedom.

- **Proposed Revisions to APM Sections 285, 210-3, 133-0-8, and 740**

  CFIA reviewed the proposed revisions and found a few revisions to the APM to be positive. However, overall, the Council did not support the proposed revisions for several reasons.

  First, CFIA felt that the proposed revisions to change the title Lecturer with Security of Employment (LSOE) to “Teaching Professor” creates a blurring of the distinction between Teaching Professor and the Professor Series (ladder faculty), and the professional responsibilities of each group. While the Council agreed that the title of “Teaching Professor” lends a degree of dignity and recognition to LSOEs, it does so at a cost.

  The Council was concerned that, if approved, the new revisions will automatically transfer current LSOEs to the new Teaching Professor series. That moves the goalposts. LSOEs are
currently hired primarily to teach undergraduate courses, and they carry a significantly heavier teaching load than ladder faculty because they are expected to focus on teaching. Currently, APM 285-10, cites teaching, professional achievement and activity, and University and public service as criteria for appointment and advancement. The proposed revision adds a requirement for scholarly achievement (research). This places an unnecessary burden on the current group that would have potentially negative ramifications on their ability to be promoted. Some LSOEs may not be interested in conducting research or publishing in their fields, but wish to focus on teaching. The Council found it unreasonable to suddenly impose scholarly achievement (research) on LSOEs in the interest of streamlining practices across UC campuses.

If the revisions to the APM were adopted, the Council strongly recommended that current LSOEs have the option to opt-out of the title change, and that the changes would be required only for newly hired “Teaching Professors.” Alternatively, with the transfer, the Council recommended that current LSOEs have an MOU with all reviewing agencies that the criteria for their advancement and promotion will follow the current criteria, not the new criteria. This MOU would be included with all merits and promotions.

In addition to the concerns on how these changes may negatively impact LSOEs, CFIA was also apprehensive about the long-term impact these changes would have on the ability of the university to acquire funds to hire ladder faculty and the danger that poses to the research mission of the university. By changing the title of LSOEs to “Teaching Professor” it would appear that the UC has suddenly gained many new professors, and would be able to hire more “professors” to carry heavier teaching loads at lower salaries than ladder faculty. With continued pressures to cut state funds to higher education, and increasing numbers of undergraduate students that the UC is required to enroll each year, it would be very tempting to hire more “Teaching Professors” to address these demands. The Council was not convinced that the Chancellor’s ability to place a quota on the number of “Teaching Professors” would be enough to counter the economic and political demands to hire more “professors” at lower salaries.

CFIA felt that the push, if real, to hire more “Teaching Professors” due to economic and political pressures would be further exacerbated by a lack of understanding of the distinction between ladder faculty and “Teaching Professors.” The general public, and most of our own students, would likely not understand the difference between the two titles, but would simply recognize the professorial title. UC is a system of research universities, and ladder faculty are expected to conduct innovative research and make significant contributions to their fields in addition to their teaching and service commitments. The likelihood of decreasing numbers of ladder faculty, and increasing numbers of “Teaching Professors” would erode the research mission of our university.

While CFIA did not support the revisions overall, the Council did find positive aspects in a few of the revisions. One positive would be the dignity that the new title would carry, and the ability of people outside of the UC system to recognize the role of LSOEs (Teaching Professors). The Council also supported the idea of allowing LSOEs (Teaching Professors) to take sabbaticals for the purpose of teaching development and catching up on publications to help them remain current in their field. However, some council members felt it was unclear why these periods needed to be classified as “sabbaticals” rather than the current language of “leave with pay.”
Local Business

- **Faculty Housing**

CFIA continued to discuss faculty housing issues during 2016-2017, a topic that was also addressed during the 2015-2016 year. CFIA’s concerns focused on waitlist procedures, waitlist transparency, and affordability (buying and renting) of university-owned housing. During the December 2016 meeting John Gaffney (Faculty Housing Coordinator, Faculty Housing) and Liana Decierdo (Financial Analyst, Residential Services) met with CFIA to discuss the availability of rental housing on campus. They noted that there are two locations where faculty can choose to rent: West Campus Family Housing and Sierra Madre. The Sierra Madre complex has 36 total units, and at the time of the meeting, 12 were currently available for faculty rental. While there are a few units in the West Campus Family Housing complex that are set aside for faculty rental, using those units for faculty means there are fewer units for students with families. Many faculty choose to rent in West Campus Family Housing because the rental prices are significantly lower than Sierra Madre.

Housing waitlist procedures were addressed during the February 2017 meeting when Cindy Doherty (Director of Academic Personal) provided CFIA with faculty housing waitlist procedures. Director Doherty gave some historical background on how waitlist priorities and procedures have been handled in the past. By the time of Phase II development, the Housing Authority shifted to a new waitlist model in which interests, priorities, and desired price range were surveyed among the people on the waitlist. Subsequently, a pre-approval process was conducted, and offers were made only to those whose needs and priorities were congruent with the available units. Faculty on the waitlist may receive a maximum of two offers, which are based on survey results. The intention of this approach was to be more effective in making offers. Unfortunately, many faculty were confused as to why offers were not based on waitlist number order.

The Council expressed concerns about the transparency and clarity of the waitlist, and made two suggestions. First, a public document should be created that outlines waitlist protocols and makes the waitlist available to everyone, with the understanding that it is a living document that will change based on numerous variables. CFIA requested that if the Housing Authority creates such a document that CFIA be given the opportunity to review the draft before it is released to the campus community. Second, at the time of recruitment offers the Housing Authority should provide pricing estimates so recipients know what to expect.

Finally, CFIA continued looking into the availability of 40-year Mortgage Origination Program (MOP) loans. MOP loans are offered by the UC Office of the President (UCOP), and the availability of the loans on individual campuses is at the discretion of the Chancellor. Currently, UCSB does not offer 40-year MOP loans. However, after looking into the potential risk and liability involved with the 40-year loans, it was determined that the risks are not as substantial as previously thought. The Council agreed that 40-year MOP loans would benefit junior faculty and their financial well-being. Chair Awramik conveyed CFIA’s recommendation to Senate Chair Bohn, Executive Vice Chancellor Marshall, and Chancellor Yang during a Senate Faculty Legislature meeting.

- **Ad Hoc Committee on Academic Freedom**
The Ad Hoc Committee on Academic Freedom met three times during the 2016-2017 academic year, with one meeting per quarter. The campus experienced a number of academic freedom issues including student groups inviting controversial speakers to campus, and threatening calls and emails directed at faculty members in the Feminist Studies, Political Science, and History departments.

In addition to local events, the Ad Hoc Committee also discussed system-wide issues including a course on Palestine at UC Berkeley that was cancelled and subsequently re-opened. Milo Yiannopoulos’ visit to UC Berkeley led to wide-spread protests, and some rioting (broken windows, etc.). The Committee discussed best practices for how our campus should handle these types of speakers and how we can support our students. The Committee suggested that it would be helpful to hold alternative events during these times and to provide additional education for our students regarding academic freedom and what constitutes free speech vs. hate speech. They also reviewed UC Academic Freedom’s Statement on the Free Exchange of Information, which addresses the recent incidents, the importance of free speech for all community members, and how to best handle these visits.

The committee also reviewed the UC Academic Freedom Committee’s response to the Anti-Semitism Awareness Act, which refers to an act passed by the United States Senate in December 2016 that encourages the Department of Education to use the definition of “anti-Semitism” found in the Special Envoy to Monitor and Combat Anti-Semitism of the Department of State. This definition is extremely vague and would be used in any Title VI investigations at educational institutions that receive federal money. This act would pose a serious threat to academic freedom and free speech as any discussion or debate related to topics including, but not limited to, Palestine, Israel, and Zionism could easily be labeled as anti-Semitic. The committee also reviewed and endorsed the UC Academic Council’s Statement supporting California Legislature’s ACR-21. ACR-21 encourages all public and private universities in California to adopt a statement on free speech that is congruent with the principles in the statement released by UC Irvine’s Chancellor, if they do not already have such a statement in place.

Finally, given the number of academic freedom concerns during the 2016-2017 year, and the anticipation that these will increase in the future, CFIA and the Ad Hoc Committee agreed that the standing Committee on Faculty Welfare and Academic Freedom (CFWAF), a subcommittee of CFIA, should be re-established for the 2017-2018 year. CFWAF will replace the Ad Hoc Committee on Academic Freedom. CFIA’s incoming Chair for 2017-2018 has put a strong group together to populate this committee.

- **Childcare Availability and Affordability on Campus**

During the 2014-2015 academic year CFIA began to address concerns about childcare on campus. Specifically, the Council focused on the need for more childcare for young children, the exorbitant cost of childcare relative to faculty salaries, and the affects these factors have on faculty recruitment and retention. CFIA completed a comprehensive report with recommendations in June 2015, which was given to Executive Vice Chancellor David Marshall for review. EVC Marshall gave a positive response to the report, however, progress on the issue has been slow. As of June 2017, the latest updates were that the Chancellor had tasked Development to work on raising funds for a new center. EVC David Marshall is also expected to
put together a joint Senate/Administration Task Force on Childcare as CFIA requested in their June 2015 report, but the group has yet to be established. Finally, the Director of the Children’s Center has agreed to give some thought to how the waitlist functions for the centers. Concerns regarding childcare availability and accessibility on campus is an ongoing issue for CFIA that will continue in 2017-2018.

- **Policy on Recording of Courses**

CFIA became aware of concerns that there is not a policy on campus related to the recording of courses and lectures on campus. Faculty have been encouraged to include statements on course syllabi regarding the recording of their courses; however, without a policy in place those statements are difficult to enforce. In consultation with Senate Chair Bohn, CFIA drafted a policy, which is modeled on an existing policy at UC Berkeley. Representatives from CFIA met with Margaret Klawunn (Vice Chancellor for Student Affairs) and Katya Armistead (Dean of Student Life and Activities) to discuss the draft and how to move forward in making the draft a campus policy. Vice Chancellor Klawunn was supportive of the draft and wanted to consult with the Office of Judicial Affairs as they would be responsible for enforcing any policies related to student conduct. The Council will continue to work on this issue in 2017-2018 as there are many steps left in the process including review by Undergraduate Council, Graduate Council, Office of Judicial Affairs, Nancy Hamill (campus attorney), Faculty Legislature, and Executive Council. Additional reviews by other entities may also be necessary.

- **Campus Video Camera Surveillance**

In fall 2016 Administrative Services established an ad hoc group to create policy addressing privacy, management, signage, and storage issues related to video surveillance cameras on campus. Vice Chair Fumerton represented CFIA on the ad hoc group. There are currently 314 surveillance cameras on campus installed by numerous parties including Administrative Services, the Library, convenience stores, housing, the Art Museum, and individual departments. However, there is no way to monitor who is putting cameras up, why they are putting them up, how the cameras are maintained, and who has access to the data collected. The ad hoc group is working to formulate a policy to address those concerns and to create an application that would need to be filled out prior to installing a camera.

CFIA is concerned about over-surveillance on campus and the current lack of oversight in this area. In addition to the issues outlined about, the Council also noted that signage needs to readily visible with all cameras so people are aware they are under video surveillance. CFIA will continue to follow this issue during the next academic year.

- **Cybersecurity Working Group**

The newly formulated Cybersecurity Working Group met four times during the 2016-2017 academic year. They have discussed issues including the campus email migration, campus video surveillance, ransomware, and how to effectively maintain the security of UCSB’s network when infected and vulnerable devices are identified. In addition, they looked into ways the Cybersecurity Group could better educate the campus community about cybersecurity and maintaining security on their devices. The group decided that two-factor authentication (2FA) and using a password manager were the most critical areas where education was needed on
Chair Clarke and committee member Giovanni Vigna planned to collaborate over the summer to create a two-minute Google video focused on 2FA. Chair Clarke plans to draft an email to send out to faculty and students during the first week of fall quarter that will stress the importance of security check-ups and 2FA. The email will also include the Google video on 2FA.

- Senate Awards

Four committees reviewed nomination packets for Academic Senate awards for research, teaching, and mentoring. Award guidelines were updated in 2015-2016, and the changes included that the teaching and mentoring awards would require a 200-500 word statement be submitted with the initial nomination. This change led to a considerable reduction in nominations during the 2015-2016 and 2016-2017 award cycles. The table below outlines the number of nominations for each award per academic year. The awards process is an ongoing issue for CFIA and the Council will continue discussing ways to make the awards process more effective during the 2017-2018 year.

<table>
<thead>
<tr>
<th></th>
<th>DTA</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Senate</td>
<td>Non-Senate</td>
<td>DTA Total</td>
<td>OTA</td>
<td>FRL</td>
<td>GMA</td>
</tr>
<tr>
<td>2016-17</td>
<td>8</td>
<td>2</td>
<td>10</td>
<td>30</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>2015-16</td>
<td>15</td>
<td>5</td>
<td>20</td>
<td>33</td>
<td>17</td>
<td>18</td>
</tr>
<tr>
<td>2014-15</td>
<td>47</td>
<td>24</td>
<td>71</td>
<td>67</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>2013-14</td>
<td>39</td>
<td>22</td>
<td>61</td>
<td>64</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>2012-13</td>
<td>24</td>
<td>12</td>
<td>36</td>
<td>42</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>2011-12</td>
<td>24</td>
<td>7</td>
<td>31</td>
<td>47</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>2010-11</td>
<td>20</td>
<td>5</td>
<td>25</td>
<td>41</td>
<td>12</td>
<td>7</td>
</tr>
<tr>
<td>2009-10</td>
<td>7</td>
<td>2</td>
<td>9</td>
<td>24</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>2008-09</td>
<td>11</td>
<td>2</td>
<td>13</td>
<td>18</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>2007-08</td>
<td>20</td>
<td>1</td>
<td>21</td>
<td>15</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>2006-07</td>
<td>12</td>
<td>3</td>
<td>15</td>
<td>25</td>
<td>-</td>
<td>12</td>
</tr>
<tr>
<td>2005-06</td>
<td>-</td>
<td>-</td>
<td>11</td>
<td>19</td>
<td>-</td>
<td>5</td>
</tr>
</tbody>
</table>

Notes:
DTA - Distinguished Teaching Awards
OTA - Outstanding Teaching Assistant Awards
GMA - Graduate Mentor Awards
FRL - Faculty Research Lecturer (beginning in 2010, nominations were held on file for two additional years)

Carry-Over Issues

- Senate Award Nomination Processes

CFIA will review the nomination processes during fall quarter and assess whether further updates are needed.
• **Policy on the Recording of Courses**

There are a number of steps that the draft policy will need to go through before it can be put into place at UCSB. The Council will continue working on moving the draft through the approval process.

• **Campus Childcare Accessibility and Affordability**

Although CFIA produced its report on childcare in June of 2015, EVC Marshall has yet to establish a taskforce to address the issue. The Council will continue to follow this issue during the 2017-2018 term.

• **Understaffing in Academic Departments**

Academic departments experienced a significant reduction in staff during the 2008 recession, and many departments have not recovered from the reduction. As a result, some faculty are taking on administrative tasks that would typically be covered by staff. Concerns about understaffing were brought up in 2016-2017, and CFIA may look into the issue next year.

• **Committee on Faculty Welfare and Academic Freedom (CFWAF)**

Members of CFWAF have been selected and it will replace the Ad Hoc Committee on Academic Freedom. CFWAF will likely seek a formal name change to remove the “faculty welfare” portion of the name as this is already in CFIA’s title. The committee, and CFIA, want to change the title to Committee on Academic Freedom.

• **Step/Merit Increases**

Current policy allows faculty to receive only two merit (salary) increases per step. This is a relatively recent change to the Red Binder, and penalizes faculty by preventing salary increases (beyond two increases) unless they move up a step. CFIA would like to look into changing this policy.

• **Active Service - Modified Duties**

The policy is unclear and there is minimal information available in the Red Binder. The policy needs to be standardized, readily available, and consistently applied across all departments. CFIA would like to see guidelines established and is interested in working with Academic Personal to help write the guidelines.

**Council Members**

Stanley Awramik, Chair, UCFW Representative  
M.P. Fumerton, Vice Chair  
Ahmad A. Ahmad  
James F. Buckwalter