Approved

2016-17 Annual Report of the Committee on Faculty Welfare

In fulfilling the charge set by the Berkeley Division by-laws, the Committee on Faculty Welfare (FWEL) accomplished the following activities during the 2016-17 academic year. Professors Caroline Kane (Molecular and Cell Biology) and Terrence Hendershott (Business Administration) served as co-chairs.

I. Actions and Activities
   A. FWEL Representation
      Professor Kane served as the representative to the systemwide University Committee on Faculty Welfare (UCFW) with Professor Hendershott serving as an alternate representative.

   B. Review of Academic Personnel Manual (APM) 190: Retirement Contributions on Academic Appointee Summer Salary
      Member discussed the proposed technical revisions to APM-190, Appendix G and had no comment to submit.

   C. Review of Senate Bylaw 336: Privilege and Tenure: Divisional Committees
      Members discussed the proposed revisions and had no comment to submit.

   D. Equity for Faculty Salaries
      Members reviewed the 2015 Berkeley Salary Study and determined they needed more information to understand the comparison of departments and across the UC system in terms of salary differential. Initial thoughts included concerns that due to difference in time of career start and age has resulted in less discernable differences between junior and senior faculty pay.

   E. Invited Guests
      Across the year various campus representatives were invited to speak on pertinent welfare issues, including:

      Housing and Childcare: Angelica Stacey, Associate Vice Provost for the Faculty, was invited to a meeting. Faculty shared concerns about the lack of affordable housing and administration’s delay in acting on previous external report that had identified this issue as being a major barrier for untenured instructors. On the matter of childcare, concerns were shared
regarding the prohibitive costs and lack of campus capacity to handle the demand.

Parking and Transportation: Seamus Wilmot, Director of Transportation and Parking, was invited to discuss the expanded bicycle lanes, a lack of charging stations on campus for electric vehicles, and the loss of parking spaces. Members raised concerns about the lack of stacked and satellite parking lots and the amount of faculty time wasted searching for parking.

Recreation Sports Facility (RSF): In Spring 2017 faculty discussed the fee model used to determine membership rates at the RSF. Members were concerned as how decisions were made for fee rates and what services to offer. RSF Executive Director Solomon Fulp and Associate Director Brigitte Lossing attended a meeting and shared that they were remaining true to the mission statement of “be well”. Faculty presented a series of recommendations to RSF leadership that focused on costs of deferred maintenance, fee rates, and use of the RSF space.

Healthcare Insurance Programs: Newly appointed Health Care Facilitator Gabe Schmidt and outgoing Health Care Facilitator Sharon Johnson presented at a spring meeting on the matter of the transition of Anthem-Optum as an insurance provider and the numerous problems that the campus community had experienced with the transition.

Police Review Board (PRB): Professor Nikki Jones, who serves as an at-large faculty member of the Police Review Board, attended a spring FWEL meeting. She shared a recent report of the board that showed a number of issues related to a lack in communication between the PRB and the UC Police Department and students and confusion as to how to report incidents. Members shared comments on the inappropriate use of force and protecting free speech for both faculty and students.

II. Correspondence for Review of Academic Senate Policies and Issues
   A. Proposed Changes in APM 015 and 016
      Comments submitted to Divisional Council 10/26/16
   B. Comments on Housing Master Plan, Childcare, and Parking
      Comments submitted to Divisional Council on 02/25/17
   C. Response to Report of Findings and Recommendations from the Chancellor’s Senate/Administration Committee on Sexual Violence and Sexual Harassment
Comments submitted to Divisional Council 02/25/17

D. Response to Proposed Teaching Professor Series
   Comments submitted to Divisional Council 04/22/17

E. Presidential Proposed Policy on Export Controls
   Comments submitted to Divisional Council 05/06/17

F. Comments on Reports from the Incentives Working Groups
   Comments submitted to Divisional Council 05/20/17