

**APPROVED**

**2018-19 Annual Report of the  
Committee on Faculty Welfare**

In fulfilling its charge as established in the Bylaws of the Berkeley Division of the Academic Senate, the FWEL carried out the following activities during the 2018-19 academic year. Professors Kenneth Polse (Optometry), Terrence Hendershott (Business Administration), and Sheldon Zedeck (Psychology) served as co-chairs.

*Note: Items are listed chronologically in each section. Dates indicate the date of correspondence.*

**I. Finished Business**

**FWEL Contributors**

- A.** Professor Judith Warren Little (Education) served as the FWEL representative to the Chancellor's Advisory Committee on Work and Family with Professor Tom Leonard (Journalism) serving as an alternate.
- B.** Professor Rodrigo Almeida (ESPM) served as the FWEL representative to the Recreational Sports Facility Governing Board.
- C.** Professor Terrance Odean (Business Administration) served as the FWEL representative to the Parking and Transportation Oversight Committee.
- D.** Professor Leslie Salzinger (Gender & Women's Studies) served as the FWEL representative to the newly formed Chancellor's Advisory Committee on the Status of Women.
- E.** Professor David Steigmann (Mechanical Engineering) served as the FWEL representative to the systemwide UC Faculty Welfare Committee in Fall 2018 and Professor David Hollinger (History) served as the representative in Spring 2019.
- F.** Vice Provost for Faculty Ben Hermalin met with FWEL on 10/15/18 to discuss the parameters of the current academic salary program and plans to increase faculty housing capacity.
- G.** Assistant Vice Provost for Academic Personnel Heather Archer, Assistant Vice Chancellor for Information Technology Lyle Nevels, and UC Path Change Management Manager Jan Crosbie-Taylor met with FWEL on 11/19/18 and again on 04/15/19 to discuss the planned and later implemented roll-out of the UC Path benefits and payroll management system.

- H. Professor Shanon Inkelas (Linguistics), Special Faculty Advisor to the Chancellor on Sexual Violence/Sexual Harassment and Special Projects Analyst Ava Blustein met with FWEL on 01/28/19 to provide a faculty-issue focused update on SV/SH issues and policies both on campus and systemwide.
- I. Athletics Director Jim Knowlton and Senior Associate Director Jay Larson met with FWEL on 03/18/19 to discuss the status of faculty involvement and support of intercollegiate athletics.
- J. UC Davis Vice Chancellor (retired) John Meyer joined FWEL by teleconference on 05/06/19 to discuss the systemwide plans for changing healthcare benefits and the scope of the newly convened Advisory Committee of the UCOP Executive Steering Committee on Health Benefits Program being chair by VC Meyer.

**Written Comments**

- A. Comment on Revised Presidential Policy on Sexual Violence and Sexual Harassment  
*Comments submitted to Divisional Council on 11/02/18*
- B. Joint Comments on Proposed Revisions to the Sexual Violence/Sexual Harassment Investigation and Adjudication Frameworks for Faculty and Senate Bylaw 336  
*Comments submitted to Divisional Council on 02/20/19*
- C. Comments on the UC Chancellors Joint Statement Regarding Boycotts of Israel  
*Comments submitted to Divisional Council on 02/05/19*
- D. Proposal in Support of Circulation Pre- and Post-Retirement Financial Planning Workshops and Videos  
*Proposal submitted to Divisional Chair Barbara Spackman on 03/01/19*
- E. Comments on Proposed Workload Modifications and Leaves for Ladder-Rank Faculty  
*Comments submitted to Divisional Council on 03/07/19*
- F. Comments on the Proposed Creation of an Academy of Emeriti  
*Comments submitted to Divisional Council on 03/20/19*
- G. Comments on the Report of the Faculty Housing Strategy Working Group  
*Comments submitted to Divisional Council on 03/20/19*
- H. Comments on the Use of Diversity, Equity, and Inclusion Statements in Recruitment and Merit Considerations

*Comments submitted to Divisional Council on 04/18/19*

- I.** Comments on Retiree Healthcare Benefits  
*Comments submitted to Divisional Council on 04/18/19*  
*Follow-up comments submitted to Divisional Council on 05/06/19*
- J.** Comments on Draft UCOP Policy on Immigration Enforcement at UC Health Facilities  
*Comments submitted to Divisional Council on 05/07/19*
- K.** Comments on Proposed UCSF Affiliation with Dignity Health  
*Comments submitted to Divisional Council on 05/07/19*
- L.** Comments on UC Path Implementation  
*Comments submitted to Assistant Vice Provost Heather Archer on 05/14/19*

**II. Unfinished Business - None**