

**APPROVED**

**2019-20 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 Committee on Faculty Welfare (FWEL) carried out the following activities during the 2019-20 academic year. Professors David Hollinger (History) and David Steigmann (Mechanical Engineering) 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 Valerie Shapiro (Social Welfare) served as the FWEL representative to the Chancellor's Advisory Committee on Work and Family.
- 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 David Steigmann (Mechanical Engineering) served as the FWEL representative to the systemwide UC Faculty Welfare Committee.
- E.** Interim Controller Elizabeth Chavez and Travel Operations Director Dan Parnas met with FWEL on 09/16/19 to discuss a proposed local campus travel policy that derived from recent systemwide changes to travel policy, which FWEL had reviewed in the previous year. Members provided extensive verbal comment on the proposal.
- F.** UC Berkeley Police Chief Margo Bennett met with FWEL on 10/14/19 to discuss the operations and dimensions of the campus police department and the role of police at an academic institution.
- G.** Professor Leslie Salzinger (Gender and Women's Studies) met with FWEL on 11/25/19 to present a proposal for a systemwide paid family leave program that was being championed by the UC Working Group on Equitable and Inclusive Paid Family Leave. Members supported the proposal in comments sent to Divisional Council.
- H.** Parking and Transportation Director Seamus Wilmot met with FWEL on 03/30/20 to discuss the imposition by the City of Berkeley a 10% tax on

campus parking and structural deficiencies in the way Parking and Transportation's budget is currently allocated.

**Completed without Written Comments**

- A. Campus Housing: In Fall 2019 the campus, via Capital Strategies, facilitated a series of physical and environmental planning workshops in support of the Long Range Development Plan and Campus Master Plan. FWEL members participated in the workshops - - particularly in relation to housing - - provided comment, and reported back to FWEL on the progress of the plan. A draft final report was provided to FWEL in March 2020.
  
- B. Diversity, Equity, and Inclusion Statements: Across the year, nationwide and on campus, there was extensive discussions about the use and contribution of "Diversity, Equity, and Inclusion (DEI) Statements" for academic positions at UC. While this item was initially discussed by FWEL in Spring 2019, the issue was reopened in Fall 2020 following the release of a report from the "Initiative to Advance Faculty Diversity, Equity and Inclusion in the Life Science at UC Berkeley" and the report's stated use of evaluating DEI statements which presented as inconsistent from the guidance provided from the Academic Senate (Berkeley and systemwide) and the Academic Personnel Manual. Through discussions with Senate (systemwide and the Division) and campus administration leadership the FWEL co-chairs, with the full knowledge of the broader membership, raised serious concerns of some of the members with the implementation of DEI statements as a recruitment tool. Clarifying guidance was issued by the Vice Provost for Faculty early in Spring 2020.
  
- C. Retiree Health Benefits: Several times across the year the issue of retiree healthcare benefits reemerged for the committee as surveys and reports were generated by the UC Berkeley Emeriti Association and the UC President's Healthcare Task Force. FWEL provided comment on this matter via representation at the systemwide University Committee on Faculty Welfare (UCFW).
  
- D. Evaluation of Teaching Effectiveness: The UCFW requested comment directly from the divisions on the draft report from the UC Teaching and Learning Centers on "Recommendations for Evaluating Teaching Effectiveness". FWEL members provided extensive comments to be conveyed verbally back to UCFW admonishing the report and citing a relatively recent UC Berkeley report on the same topic that had opposite results and recommendations.

**Completed with Written Comments**

- A. Comment on the Paid Family Leave Proposal  
*Comments submitted to Divisional Council on 11/26/19*
- B. Comment on revised APM – 120, Emerita/Emeritus Titles  
*Comments submitted to Divisional Council on 12/11/19*
- C. Informal comment on the Report of the Working Group on Comprehensive Access  
*Informal comments submitted to Divisional Council on 02/04/20*
- D. Comment on the New Systemwide Policy for Gender Recognition & Lived Name  
*Comments submitted to Divisional Council on 02/25/20*
- E. Comment on “Recognizing International Activities as part of the Merit, Tenure, and promotion Process at the University of California” White Paper  
*Comments submitted to Divisional Council on 04/01/20*
- F. Comment on the Working Group Report on the Upper Hearst Project  
*Comments submitted to Divisional Council on 04/07/20*
- G. Comment on the revised Systemwide Travel Regulations (Policy G-28)  
*Comments submitted to Divisional Council on 04/27/20*
- H. Comment on Planning for Instruction, Research, and Other Faculty Activities in Fall 2020 and Beyond  
*Comments submitted to Divisional Council on 05/06/20*

**II. Unfinished Business**

- A. On-Boarding Delays and UCPath: Early in Fall 2019 members raised concerns about delays in the on-boarding process for new faculty and academic instructional staff being detrimental to instruction and departmental operations. The delays were identified as being related to transition and implementation of the UCPath system. While FWEL was tasked by Division Chair Oliver O’Reilly to explore the performance metric for regional shared services and related ongoing issues, members were unable to complete this work in lieu of other pressing matters that came up across the year.