

*Approved*

**2020-21 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 Terrance Odean (Business Administration) 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 Sheldon Zedeck (Psychology) served as the FWEL representative to the Recreational Sports Facility Governing Board.
- C.** Professor Mohammad Mofrad (BioEngineering) served as the FWEL representative to the Parking and Transportation Oversight Committee.
- D.** Professor Terrance Odean (Business Administration) served as the FWEL representative to the systemwide UC Faculty Welfare Committee and the UCB Retirement Center Advisory Board.
- E.** Professor David Hollinger (History) served at the FWEL representative to Divisional Council.
- F.** Professor Malcolm Feeley (Law) served as the FWEL representative to the Faculty Emeriti Academy.
- G.** Professors Russell Jones, Laura Nelson, and Thomas Leonard all shared the assignment of representing FWEL to the Chancellor's Advisory Committee on the Status of Women.
- H.** Associate Vice Provost for Faculty Equity & Welfare Sharon Inkelas met with FWEL on 09/21/20 to discuss utilization of Diversity Equity, & Inclusion (DEI) statements in faculty hiring and review cases.
- I.** Division Chair Jennifer Johnson-Hanks met with FWEL on 10/19/20 to discuss the Divisional agenda for the year and how she anticipated that the Senate would navigate the effects of the COVID-19 pandemic on the

campus community and business. She returned to FWEL on 02/22/21 to discuss matters related to faculty-staff civility.

- J.** Associate Vice Chancellor of Student Affairs Jo Mackness met with FWEL on 11/16/20 to discuss the shortcomings of the Early Childhood Education Program that is sponsored by her office and brainstorm ways to transform the program to be self-sustaining.

### **Completed without Written Comments**

All completed committee business for 2020-21 is documented either via “FWEL Contributors” above or “Completed with Written Comments” below.

### **Completed with Written Comments**

- A.** Comments on Proposed Revisions to Campus Ad Hoc Review Committees  
*Comments submitted to Divisional Council on 09/29/20*
- B.** Informal comments on the UC Curtailment Proposal  
*Informal comments submitted to Divisional Council on 10/16/20*
- C.** Comments on the Berkeley Dependent Care Modified Duties (DCMD) Program Proposal  
*Comments submitted to Divisional Council on 11/20/20*
- D.** Comments on the Proposed Revisions to APM – 700 Series  
*Comments submitted to Divisional Council on 11/18/20*
- E.** Comments on the UCLA Template for COVID-19 Related Modifications to Academic Personnel Evaluation Procedures  
*Comments submitted to the Committee on Budget and Interdepartmental Relations (BIR) on 12/17/21*
- F.** Comments on the Draft Berkeley Accommodation Process for Academic Appointees with Disabilities  
*Comments submitted to Associate Vice Provost for Faculty Equity and Welfare Sharon Inkelas on 12/17/20*
- G.** Comments on Academic Planning Council Task Force on Faculty Salary Scales Report and Recommendations  
*Comments submitted to Divisional Council on 12/17/20*
- H.** Comments on Flexible Spending Accounts  
*Comments submitted to Divisional Council on 02/23/21*

- I.** Comments on Revisions to SVSH Frameworks  
*Comments submitted to Divisional Council on 03/31/21*
- J.** Comments on Emeriti Parking  
*Comments submitted to Divisional Chair Jennifer Johnson-Hanks and the UC Berkeley Emeriti Association on 03/31/21*
- K.** Comments on Proposed Revisions to Senate Bylaw 336.F.3  
*Comments submitted to Divisional Council on 05/04/21*
- L.** Comments on the Proposed Presidential Policy on Vaccine Mandate  
*Comments submitted to Systemwide University Committee on Faculty Welfare Chair Shelley Halpain on 05/11/21*

**II. Unfinished Business**

- A.** Paid Family Leave: Across Spring 2021 members discussed the passage of UC's systemwide Pay for Family Care and Bonding Program that is going into effect on July 1, 2021 and the related policy updates in the Academic Personnel Manual. Members raised concern about outstanding gaps in the approved policy but determined to hold the item over until AY 2021-22 to allow time for the new policy to go into effect and raise questions after a period of implementation.