

APPROVED
2021-22 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 2021-22 academic year.

Like our colleagues on other Academic Senate Committees, we have addressed new policy formulations, both from the Office of the President and from Berkeley campus leadership. These proposals were prompted by the public health emergency of Covid, as well as by new expectations about higher education itself. FWEL's co-chairs each count more than 300 emails, authored by them, or addressed to them, that organized and helped to articulate the prime concerns of Academic Senate faculty.

Professors Thomas Leonard (Journalism) and Laura Nelson (Gender & Women's Studies) were the co-chairs.

Note: Items are listed chronologically when appropriate. Dates indicate the date of correspondence or a meeting. All completed committee business for 2021-22 is documented either in the "FWEL Contributors" section that follows, or the two "Completed" sections below.

I. Finished Business

FWEL Contributors

- A.** Professor Tracy Becker (Civil and Environmental Engineering) attended CAPRA meeting on seismic safety (4/20/2022) by invitation of that committee.
- B.** Professor Malcolm Feeley (Law) served as the FWEL representative to the UC Retirement Center Advisory Board (UCBRC) and also advised the Faculty Emeriti Academy.
- C.** Professor Kevis Goodman (English) served on the Chancellor's Advisory Committee on Work and Family (CACFW).
- D.** Professor Thomas Leonard (Journalism) was the FWEL representative to the Divisional Council (DIVCO).
- E.** Professor Laura Nelson (Gender & Women's Studies) served as the FWEL representative to the systemwide UC Faculty Welfare Committee (UCFW).

- F. Professor Nancy Wallace (Business) served as the FWEL representative to the Chancellor's Advisory Committee on the Status of Womxn (CACSW).
- G. Professor Sheldon Zedeck (Psychology) served as the FWEL representative to the Recreational Sports Facility Governing Board. He also represented the Committee on the Parking & Transportation Oversight Committee. At the co-chairs request, he represented us on the board of the University of California Berkeley Emeriti Association (UCBEA).

Completed without Written Comments

- A. FWEL made known, in several ways, the importance of having a Berkeley faculty member on the University Committee on Faculty Welfare's (UCFW) Health Care Task Force (HCTF). This was accomplished on 10/9/2021, with the appointment of Professor Ben Handel (Economics) as an at-large member.
- B. FWEL on 10/18/21 voted support for the UCBEA Retiree Health Memo/Letter of 8/8/21.

Completed with Written Comments

- A. Comments on Proposed Revisions to the UC Presidential Policy on Sexual Violence and Sexual Harassment (SVSH).
Comments submitted to Divisional Council on 10/13/21
- B. Comments on Proposed Revisions to Academic Personnel Manual (APM) Section 759, Leaves of Absence/Other Leaves Without Pay.
Comments submitted to Divisional Council on 11/17/21
- C. Comments on Draft Presidential Policy - Abusive Conduct Bullying in the Workplace.
Comments submitted to Divisional Council on 12/13/21
- D. Comments on Draft Revised APM 025 and APM 671 (Conflict of Commitment and Outside Activities of Faculty Members).
Comments submitted to Divisional Council on 12/13/21
- E. Comments on matters pertaining to Teaching Professors (LSOEs).
Comments submitted to Divisional Council on 1/18/22
- F. Informal comments on Berkeley Mask Mandate.
Informal comments submitted to Divisional Chair on 2/16/22

- G.** Informal comments on Navitus as the PPO insurance provider for prescription medication.
Informal comments submitted to the Divisional Chair on 3/16/22
- H.** Comments on Presidential Policy on Affiliations with Certain Healthcare Organizations. FWEL stood by its letter on this subject of 5/7/2019.
Comments submitted to the Divisional Council on 5/10/22
- I.** Letter for the Chancellor in support of the recommendations by her Advisory Committee on the Status of Womxn (CACSW) in May for a task force to assess faculty service.
Letter submitted to Chancellor on 5/18/22

II. Unfinished Business

- A.** Achievement Related to Opportunity (ARO) has been a major theme in UCFW discussions this year. FWEL has joined other Berkeley Academic Senate committees in noting this principle for the Covid emergency. FWEL is unsure of the scope and possible next steps for ARO, but FWEL recognizes that ARO remains a high priority at UCFW beyond Covid.
- B.** FWEL has taken an interest in the expansion of fertility benefits and notes that Vice President for Human Resources Cheryl Lloyd at UCOP has welcomed dialog on the topic with the UCFW Health Care Task Force (HCTF). We look forward to the opportunity to comment on policy change in this area.
- C.** FWEL has found some indication that members of the Academic Senate face a challenge to the integrity of their research data when there is discord in their lab. Is a professor required to use their grant for continued support of a graduate student who is responsible for mistakes, and even misuse of data, particularly (but not only) if the professor has dismissed the student from their lab? In this context, does the professor have controlling rights over lab-generated data? FWEL cannot conduct its own investigations, but recommends the conflict resolution resources available to faculty i.e., the Panel of Counselors (POC), Faculty Ombudsperson, and Committee on Privilege and Tenure.
- D.** At our last meeting, FWEL benefitted from a briefing on the state of ventilation by Sally McGarrahan, Associate Vice Chancellor, Facilities Services and Pat Goff, Executive Director, Office of Environment, Health & Safety. They answered our questions both in writing and in a Zoom session. There was a consensus that workplace air quality is a faculty welfare concern and that FWEL should explore ways to mitigate health risks of poor air quality, particularly in classrooms and particularly in times of smoke particulate hazards and with respect to viral transmission

(as well as, in extreme cases, in classrooms with inadequate CO2 levels when fully occupied) by helping to make the dangers better known and to engage students in further planning for a safe campus. FWEL was dismayed to learn how few resources were dedicated to ensuring healthy air quality in campus classrooms and would like to understand why more resources are not allocated for this.

- E.** On the invitation of the CAPRA chair on 5/23/22, FWEL has agreed to work with that committee on safety issues (principally seismic), focusing on the decanting of central campus buildings. FWEL discussed seismic hazards at our last meeting, and FWEL members were intensely concerned that the issue of faculty (as well as staff and students) working in buildings rated hazardous has not been treated as an urgent and time-sensitive problem on our campus.