

***APPROVED***

**BERKELEY DIVISION OF THE ACADEMIC SENATE  
Committee on Faculty Welfare  
2022-23 Annual Report**

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 2022-23 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. We join with others, we are sure, in noting that public health emergencies were not the center of our concerns, as they had to be in the past two academic years.

This year FWEL was reminded that the resources of the committee are not aligned with what some faculty expect: an investigation into their complaints that seem bounded by their own teaching or research unit. We have alerted our colleagues that the Privileges and Tenure Committee, Counselors, or campus ombuds provide the right channel for their concerns.

Professors Thomas Leonard (Journalism) and Nancy Wallace (Haas) 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 2022-23 is documented either in the “FWEL Contributors” section that follows, or the two “Completed” sections below.*

**I. Finished Business**

**FWEL Contributors**

- A.** Prof. Wallace spoke with the CAPRA chair, mainly on seismic safety, 8/22/22.
- B.** Prof. Tom Goldstein (Journalism) served as the FWEL representative to the UC Retirement Center Advisory Board (UCBRC).
- C.** Prof. Kevis Goodman (English) served on the Chancellor’s Advisory Committee on Work and Family (CACFW).
- D.** Prof. Thomas Leonard (Journalism) was the FWEL representative to the Divisional Council (DIVCO). He substituted for the other co-chair at UCFW as needed.

- E. Prof. Nancy Wallace (Haas) served as the FWEL representative to the systemwide UC Faculty Welfare Committee (UCFW). She substituted for the other co-chair at DIVCO as needed.
- F. Prof. Irina Conboy (Bio Engineering) served as the FWEL representative to the Chancellor's Advisory Committee on the Status of Womxn (CACSW).
- G. Prof. Sheldon Zedeck (Psychology) served as the FWEL representative to the Recreational Sports Facility Governing Board.
- H. Prof. Arpad Horvath (CEE) represented the Committee on the Parking & Transportation Oversight Committee.
- I. Professors Leonard and Zedeck as well as Prof. Mary Firestone (Soil Microbial Ecology and Biogeochemistry) served on the board of the University of California Berkeley Emeriti Association (UCBEA).
- J. Prof. Leonard heard candidate presentations in the search for a new director of the Disabled Students' Program (DSP).
- K. FWEL members spoke with Sharon Inkelas, a special advisor to the Chancellor and with Karie Frasch, Director of the Office for Faculty Equity & Inclusion about ways to improve campus climate. Director Frasch spoke before FWEL on 4/10/23.

**Completed with Written Comments**

- A. Comments on Draft Revised APM 025 and APM 671 (Conflict of Commitment and Outside Activities of Faculty Members).  
*Comments submitted to Divisional Council on 10/3/22.*
- B. Policy on Presidential Policy on Abusive Conduct in the Workplace (Second review). *Comments submitted to Divisional Council on 10/3/22.*
- C. Comments participation in the Negotiated Salary Trial Program.  
*Comments submitted to Divisional Council on 12/12/22.*
- D. Policy on Vaccination Programs (Revised) *Comments submitted to Divisional Council on 1/5/23.*
- E. Comments on Disabled Students' Program (DSP) mandatory training on "Disability, Accommodation & Access in the UC Classroom" for faculty.  
*Comments submitted to Divisional Council on 1/18/23.*

- F. Comments on three UCFW related topics (UCPB/UCFW Joint Letter on Faculty Salaries, Request for Faculty Total Remuneration Study, and Request for a Comprehensive Benefits Survey) discussed during the January 25, 2023, systemwide Academic Council meeting. *Comments submitted to Divisional Chair Smart on 1/23/23.*
- G. Comments on Proposed Presidential Policy on Anti-Discrimination. *Comments submitted to Divisional Council on 3/24/23.*
- H. Comments on Proposed Revisions to APM - 210, Review and Appraisal Committees. *Comments submitted to Divisional Council on 6/6/23.*
- I. Comments on Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave. *Comments submitted to Divisional Council on 6/6/23.*

## **II. Unfinished Business**

- A. Achievement Related to Opportunity (ARO) has been a theme in UCFW discussions again 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.

Submitted by:

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