

**BERKELEY DIVISION OF THE ACADEMIC SENATE
Committee on Faculty Welfare
2023-24 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 2023-24 academic year. Professors Nancy Wallace (Haas) and Mary Firestone (Environmental Science Policy and Management) were the co-chairs for the fall term. Due to personal reason Professor Emerita Mary Firestone stepped down as co-chair and resigned from the FWEL committee. Professor Emeritus J. Keith Gillless (Agricultural and Resource Economics and Environmental Science Policy and Management) assumed the vacant co-chair position for the spring term.

Note: Items are listed chronologically when appropriate. Dates indicate the date of correspondence or a meeting. All completed committee business for 2023-24 is documented either in the "FWEL Contributors" section that follows, or the two "Completed" sections below.

I. Finished Business

FWEL Contributors

- A.** 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.
- B.** Prof. Mary Firestone (Journalism) was the FWEL representative to the Divisional Council (DIVCO) for the fall term. She substituted for the other co-chair at UCFW as needed.
- C.** J. Keith Gillless (Agricultural and Resource Economics and Environmental Science Policy and Management) was the FWEL representative to the Divisional Council (DIVCO) for the spring term. He substituted for the other co-chair at UCFW as needed.
- D.** J. Keith Gillless (Agricultural and Resource Economics and Environmental Science Policy and Management) served as the FWEL representative to the UC Retirement Center Advisory Board (UCBRC).
- E.** Prof. Tracy Becker (Civil and Environmental Engineering) served on the Chancellor's Advisory Committee on Work and Family (CACFW).
- 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. Terri Bimes (Political Science) served as the FWEL representative to the Recreational Sports Facility Governing Board.
- H. Prof. Arpad Horvath (Civil and Environmental Engineering) represented the Committee on the Parking & Transportation Oversight Committee.
- I. J. Keith Gillless (Agricultural and Resource Economics and Environmental Science Policy and Management) served on the board of the University of California Berkeley Emeriti Association (UCBEA).

Completed with Written Comments

- A. Voted to change Bylaw 21, Membership to list *two co-chairs* versus a *chair and a co-chair*. The rationale for this proposed change was the Committee has been operating with two co-chairs, one of whom has been an emerita/emeritus, since the 2015-16 academic year. This revision codified alignment of policy and practice.
- B. Review of Presidential Policy on Affiliations with Certain Health Care Organizations. *Comments submitted to Divisional Council on 10/15/23.*
- C. FWEL supported a letter written by the UC Berkeley Emeriti Association (UCBEA) urging that University of California issue a request for proposal (RFP) toward potentially replacing the current Pharmacy Benefit Manager (PBM), Navitus. *Comments submitted to Divisional Council on 10/25/23.*
- D. Proposed new Academic Personnel Manual (APM) section 672, policy on the Negotiated Salary Trial Program (NSTP). *Comments submitted to Divisional Council on 11/21/23.*
- E. Presidential Policy – University of California Policy on Vaccination Programs. *Comments submitted to Divisional Council on 11/21/23.*
- F. Presidential Policy BFB-BUS-46 (Use of University Vehicles). *Comments submitted to Divisional Council on 2/9/24.*
- G. Proposed Regents Policy on Use of University Administrative Websites. *Comments submitted to Divisional Council on 2/29/24.*
- H. Key Disabled Students' Program Information, Procedures & Protocols for Implementation of UCOP PACAOS 140, 143 et seq (Provision of Academic Adjustments). *Comments submitted to Divisional Council on 5/7/24.*

- I. Consensual Relationships in the Workplace policy. *Comments submitted to Divisional Council on 5/7/24.*

II. Unfinished Business - none

Submitted by:

Nancy E. Wallace
Co-Chair, Committee on Faculty Welfare
Professor of Finance and Real Estate

J. Keith Gilless
Co-Chair, Committee on Faculty Welfare
Professor Emeritus of Agricultural and Resource Economics
and Environmental Science Policy and Management