Minutes
Wednesday, December 3, 2008

PRESENT: Miriam Kuppermann (Chair), Roberta Rehm (Vice-Chair). T C. Anthony Hunt, Descartes Li, Teri Melese, Art Miller, Elizabeth Smith

EXCUSED: Maurice Zwass, Kathy Yang

ABSENT: Pat Fox (UCAF Rep.)

The Committee on Faculty Welfare was called to order by Chair Kuppermann on December 3, 2008 at 9:10am in room S-118. A quorum was present.

The Minutes of October 8, 2008 were approved.

Chair’s Report

The issue of faculty reimbursement of grant cost overruns was submitted to the Chancellor Bishop and is moving forward. A joint task force, chaired by Warren Gold, has been convened.

During the December 2, 2008 Academic Senate Coordinating Committee meeting, C. Des Jarlais, Assistant Dean for Postdoctoral Affairs gave the Committee an informational presentation regarding the recent unionization of the post-doctoral fellows by the United Auto Workers union. Post-docs fall under three title codes and are governed by recently redrafted APM 390. It is hoped that the union agreement will largely be consistent with the new APM 390. (UCSF Employee and Labor Relations website) The bargaining team would greatly appreciate faculty input. Jeff Lansman as Chair of the Graduate Council has been participating in these discussions. Faculty are encouraged to send scenarios of concern to Christine Des Jarlais, Pat Calarco (Dean of the Graduate Division), or Jeff Lansman.

University/Industry Collaboration – Teri Melese

The logistics of a symposium on the pros and cons of University/Industry Collaboration was discussed.

ACTION: A letter of recommendation, authored by Teri Melese, will be prepared and this communication submitted to Chair David Gardner.

UCAF – Roberta Rehm, Vice Chair CAF

- Implementation of Review of RE89 – A policy is written by Wanda Crocket
Wanda Ellison-Crockett and Joan Kaiser (Office of Sponsored Research - OSR) are overseeing the implementation of the policy and procedure for review of tobacco industry funded research. New policy dictates that when an application for a tobacco funded project comes to the Office of Sponsored Research, a request will be sent to the Academic Senate to form an ad hoc committee. The Senate will then have the opportunity to appoint a member of Academic Freedom to that ad hoc committee or ask them to monitor the process.

- **Sexual Harassment Training**

  The Committee discussed UC Academic Senate Chair, Mary Croughan’s letter outlining potential penalties to faculty for non-compliance with the state law that requires the UC to provide sexual harassment training to all supervisors and managers every two years.

  Members of the CAF were quite negative about the majority of the penalties suggested by Provost Grey. Members suggested that further investigation is required to establish the precedent and legality of the suggestions. They identified that potential threats to academic freedom could occur if faculty ability to teach and conduct their research were impeded by these punishments, as would likely happen if supervisory responsibilities or internet privileges were withdrawn, or if budgets were frozen. It is unclear what the consequences of reporting names of non-compliant faculty to administrators would be. The members of CAF recommended that non-compliance should be handled at the departmental level and that Chairs should work with faculty to assure compliance to state law. They also suggested that faculty should report their compliance or lack of compliance in annual disclosure reports.

**New Business**

None

**Old Business**

None
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