Minutes of Meeting
October 11, 2016


Absent: V. Cortinez,

Staff: Annie Speights

Academic Senate Chair’s Overview
Academic Senate Chair Susan Cochran opened the committee meeting by thanking members for serving on the committee. She provided a brief update on issues that FWC will review this year. Chair Cochran informed members about the increase in undergraduate students, and asked them to be mindful of the problems this increase may pose for faculty. She also asked FWC to review the Early Care and Education Review Committee report and provide recommendations once the report is complete.

Early Care and Education Review Taskforce
Michael Goldstein, the chair of the ECE Review task force joined the committee to discuss the role of the taskforce. In recent weeks some parents have raised important concerns about ECE. In response, the Academic Senate Chair Susan Cochran and Executive Vice Chancellor Scott Waugh, convened a task force to review the organizational climate and culture in ECE and provide recommendations for improving relations among ECE administration, teachers, staff, and parents. More specifically, the ECE taskforce will address a set of organizational issues including but not limited to adequate communication between administrators, parents, teachers and staff, building administrator, staff and teacher morale, improving responsiveness to parent input, and reviewing the organizational and management structure.

The taskforce will provide recommendations about these issues as well as other factors affecting the quality and effectiveness of ECE at any or all of its three sites: Fernald, Krieger, and University Village. However, Professor Goldstein reassured the group that this review is not intended to address any confidential personnel or labor relations matters.

Although, ECE is a complex issue, Professor Goldstein reassured FWC that children in the center are not in danger. He asked that if parents have any concerns please contact him directly. Interviews are being conducted with staff, lead teachers, site coordinators and administrators to gather background information on the nature of the ECE program. Professor Goldstein asked Faculty Welfare to follow up on recommendations given by the ECE taskforce once all investigations are final.

After Professor Goldstein’s presentation and the discussion that followed, FWC decided to draft a memo to the Senate leadership with their recommendations on the issue. Given the complex and sensitive nature of this problem, FWC asked for identification of HR and legal representatives that would serve as liaisons with the parent group representatives.
Although it is clear to FWC that both the University leadership and ECE taskforce are taking all appropriate steps, the committee feels that this should be communicated to the parent body in a forum such as a town hall or conference in the near future. The committee is very concerned about the families who may endure the “toxic” environment as described by many involved. These concerns clearly affect the well-being of faculty members and inevitably interfere with their academic productivity.

Some committee members suggested that given current tensions and escalation of events, an establishment of an interim leadership might improve the climate at ECE. If the University administration does not feel such transition is necessary or possible, some of the interpersonal conflict issues might be resolved with professional help from the UCLA Staff & Faculty Counseling (Jorge Chebosque) and the Office of Ombuds Services.

Committee members also expressed concerns about the ability of faculty driven groups such as the ECE taskforce and the FWC to handle such complex problem of this magnitude without the appropriate background and resources. Some committee members feel that an independent consultant body with expertise spanning the wide range of disputes involved could be more appropriate in handling this directly, although there were concerns that this might be associated with a high cost. Members understand that shared governance is of paramount importance in university affairs; however, in the opinion of some committee members this problem may have already escalated well beyond the capacity of internal resources.

**Geffen Academy Admissions and Application Update**

Dr. Sibyll Carnochan - Catalan, Head of School, Keishia, Gu, Director of Admissions and Enrollment joined the committee to provide details about the application process and tuition fees. Beginning on October 8th, Geffen Academy started accepting applications for sixth, seventh and ninth grade students for the 2017-18 academic year. The sixth, seventh and ninth grades are scheduled to open to 160 students total in fall 2017.

Tuition will be $29,500 per year and financial aid will be available to qualifying students. Tuition fees will also cover the cost of on-campus meals and extended care programs for students whose parents work before or after school hours. About 45 percent of students will receive financial aid. The academy hopes to cover 90 percent of some students’ tuition, but have not determined how many students will receive this amount of aid. About half of Geffen Academy students will be the children of UCLA staff and faculty. The other half will be from the greater Los Angeles community. FWC members are concerned that many faculty members cannot afford the almost $30,000.00 tuition and may not qualify for tuition assistance.

Applicants will be evaluated on their academic work, letters of recommendation and unique social backgrounds. Additionally, parents will be interviewed to evaluate what a family can contribute to the school’s culture.

Geffen Academy is a test-variable school, which means it will not use any specific test to determine a student’s proficiency in a subject; applicants can submit any approved standardized test report that adequately assesses their academic performance. The school is compiling data from education research to determine the most beneficial learning schedule and curriculum for their students. Parents will receive a full slate of classes by March 2017.
Proposed Revisions to APM Section 190
The committee reviewed the proposed revised Academic Personnel Manual (APM) Section 190, Appendix G, and Program Description: Retirement Contributions on Academic Appointee Summer Salary. Under the proposed revision, the summary salary retirement benefits for teaching, research, and administrative services, as of November 1, 2016, will go into the UC’s Tax Deferred 403 (b) Plan and no longer into the Defined Contribution (DC Plan). This revision will allow full access to retirement contribution options within IRC limits, and will allow faculty to contribute additional funds into their 403(b) plan. The Committee supports the proposal and have no objection to the language of APM Section 190.

Draft Policy on International Activity
The committee reviewed the policy and agrees that the policy will aid in the efficient establishment of international activities and their operations. The policy framework will provide great structure and accountability while covering the issues of ethics, risk, compliance, and campus autonomy. However, the committee recommends including a proposed timeline for proposal submissions that require Regents or UC Provost approval.

With no further business to conduct the meeting was adjourned at approximately 2:40 pm.