Minutes of Meeting
November 8, 2016

Present: A. Tillou, S. Lippman, J. Bower, D. Oliveira, V. Cortinez, S. Slyomovics, B. Kohayan, M. Beck

Absent: A. Taylor, H. Coller, A. Mal,

Staff: Annie Speights

Call to order and approval of minutes
With a quorum present, the meeting was called to order at 1:07 pm. The October 11th meeting minutes were approved.

Campus Safety Report and Recommendations
Michael Beck, the Administrative Vice Chancellor presented briefly on the recommendations set forth by the Campus Safety Task Force. The report was developed at the request of Chancellor Block and Executive Vice Chancellor and Provost Waugh in response to the tragic shooting of faculty member William Klug. The Task Force was charged with helping the campus prepare for and prevent emergencies that may occur on campus. The Task Force developed 21 specific recommendations under four general categories.

The first recommendation is to conduct better and frequent emergency preparedness training of faculty, staff and students for emergency situations. This recommendation includes providing emergency preparedness training at all new student, staff and faculty orientations. Such training will include video presentations, web based and in-person training including active shooter training. If a department wants to participate in active shooter training, they can call UCPD to schedule it. A second recommendation is the development of a UCLA online and mobile application outlining emergency response protocols and distribute to the campus. The cell phone application is being developed and will have an emergency instructions section. A third recommendation is improving the floor and building warden program to ensure each campus building has a sufficient number of wardens to be responsible for conducting emergency drills and coordinating safety responses during emergencies.

One of the more beneficial recommendations include improving student, faculty and staff awareness of signs of stress in others and promote referral services to prevent emergencies. Professor Chris Dunkel Schetter’s survey revealed that two thirds of the staff and three-quarters of the faculty respondents lacked confidence in their own ability to identify or respond to someone suffering from mental disturbance. As soon as proposed on-line and in-person training programs are finished and vetted by the administration, faculty will be able to participate in one-hour training sessions. Members suggested making the Psychological First Aid training mandatory for faculty. Chair Tillou also suggested providing department chairs and safety coordinators with Psychological First Aid training as well.
AVC Beck also informed the group that the Department of Homeland Security has provided hazard assessments across campus. So far the dorms, hospitals, Powell library and research labs have been assessed.

A few building safety and communication recommendations include requiring all faculty, staff and students, who have a cell phone to provide their number to the campus so they can receive Bruin Alert text messages in case of a campus emergency. In members of the university communication are not near their cell phones, all general assigned classrooms will have a digital reader/recorder board to digitally show the Bruin Alert messages.

Another recommendation calls for the installation of one-button locking systems on the 192 general assignment classrooms and survey the remaining “departmental” classrooms and similar spaces (e.g., large laboratories and performance spaces) to determine the feasibility of similarly equipping them. The first part of this recommendation has mostly been implemented, with the final doors to be completed before the end of the Fall Quarter 2016. Members suggested adding locks to conference rooms and restrooms.

A final recommendation is the creation of an integrated system of digitally searchable cameras that cover major parts of the campus to be used in an emergency. There are currently over 1,000 cameras on campus, however, UCPD does not have access to these cameras.

Chair Tillou asked if the Lab School, Geffen Academy and childcare facilities are protected. AVC Beck informed members that the Lab School recently finished updates on the building to secure students from visitors. In case of an emergency, officers will be deployed to each of these locations.

**Early Care and Education Review Committee Update**

S. Lippman provided an update on the ECE issue. Last week the committee began interviewing members of the ECE staff. An email address has been set up to collect emails regarding this issue, and a hotline is now available for parents to voice their concerns. An open forum, for parents, will take place on December 5th. Members of the ECE Committee have assured members of FWC that a report will be available by January. Members asked to invite Michael Goldstein to the December meeting.

**University Committee on Faculty Welfare Update (UCFW)**

Chair Tillou provided a brief update on the October 14th University Committee on Faculty Welfare Meeting. She informed the committee on Open Enrollment Changes. Anthem Blue Cross will replace Blue Shield as the administrator of medical benefits for UC’s PPO plans. The constant switching in networks may create additional problems to some employees. The committee decided to send a memo to Bridget Sheehan-Watanabe, the Health Care Facilitator, describing faculty displeasure with the constant switching of networks. Health care is critically important and switching networks every two years is disruptive to patients and health care providers.

Chair Tillou also provided an update on the Domestic Partnership Policy- UC’s benefits eligibility rules for domestic partners health and welfare eligibility requirements for same-sex partners and opposite-sex partners are different from the eligibility requirements of the UC Retirement Plan. Opposite-sex domestic partners are only eligible for health and welfare benefits if the employee or the domestic partner is 62 or older. For same-sex domestic partners, there is no age requirement for health and welfare benefits eligibility. For UCRP benefits there is no age requirement for eligibility for UCRP survivor and death benefits for same-sex or opposite-sex
domestic partners, but domestic partnerships must be established by an approved method. Same sex couples must register their domestic partnership with the State of California and sign and file a UC Declaration of Domestic Partnership form. While establishing partnership for UCRP benefits can be done at any time, it is very important to know that if a faculty member’s partner passes away before completing all proper paperwork, that partner cannot be considered for UCRP benefits.

**Review of Proposed APM 015, The Faculty Code of Conduct and APM 016, University Policy on Faculty Conduct and the Administration of Discipline Proposed Revisions to Senate Bylaw 336**

The proposed changes represent policy revisions recommended by the Administration –Senate Joint Committee on Investigation and Adjudication Processes for Sexual Harassment and Sexual Violence cases involving faculty. APM 015 attempts to clarify the section that places limitations on the time in which a charge may be brought against a faculty member for violation of the FCC. Committee members objected to the added statement that “there is no limit on the time within which a complainant may report an alleged violation” of the FCC. Although, the Chancellor must initiate related disciplinary action by delivering notice to the respondent within three years of being deemed to know the alleged violation. The FWC is concerned that this amendment will give the complainant the option to wait as long as possible to make the allegations known. Although, the committee understands that limitation provision may be strict on victims of Sexual Violence and Sexual Harassment, members do not see the reason for extending this no limitation standard to all alleged violations. The Committee proposes that APM 015 be revised to require that the complainant notify the appropriate authority of the violation within two years, of the date of the alleged violation.

The proposed revision to APM 016 refers to the process of the Chancellor placing a faculty member on paid involuntary leave prior to taking disciplinary action. Currently APM 016 gives the Chancellor ten working days to notify the faculty member of his decision to place him or her on paid involuntary leave, the revisions would reduce the time period to five days for making a determination. The revision would also require the Chancellor to identify the anticipated date when charges will be brought, if substantiated. However, no anticipated end date for the involuntary leave would need to be specified. This revision gives the Chancellor the limitless authority to keep the faculty member in a state of involuntary leave for an extended period of time. The committee recommends including a revision that would require the Chancellor to periodically revisit the necessity of the involuntary leave and provide an explanation of his decisions every four to six months.

Members also expressed concerns with the proposed conforming amendments to Senate Bylaw 336 addressing procedures and timelines for Privilege and Tenure hearings in discipline cases. The committee strongly disagrees with the proposed deletion of the option for the Privilege and Tenure committee to refer to mediation cases of disciplinary action commenced by the administration against a member of the Academic Senate. The committee understands that mediation may not be appropriate in Sexual Harassment and Sexual violence cases, nevertheless it is an important option the committee should have in other cases.

**Revisions to Bylaw 182: University Committee on International Education**

Senate Bylaw 182 amendments expands the purview of the University Committee on International Education from student exchange programs associated with UCEAP to now having the authority to approve and supervise educational centers abroad. Additional UCIE will be able to initiate policy proposals, and become the designate committee to
serve as the liaising Senate agency between UCOP international policy workgroups and
the Academic Senate leadership. The new bylaw will also formalize consulting,
reporting, and feedback processes between UCIE, Administrative, and Senate agencies.
The committee unanimously supports these amendments. Greater oversight is needed in
campus international centers and international centers abroad. Given UC’s international
presence has expanded significantly, it is critical that the Academic Senate play an
instrumental role in forming policies.

System wide Review of Presidential Policy on Nondiscrimination and Affirmative Action
Regarding Academic and Staff Employment; Academic Personnel Policy Section 015, The
Faculty Code of Conduct (APM 015)
The Faculty Welfare Committee reviewed the proposed revisions to the Presidential
Nondiscrimination Policy at its November 8th meeting. The proposed revisions modify
language to comply with the California Assembly Bill 1443, which extends
nondiscrimination and non-harassment protections to volunteers, unpaid interns, and
trainees. Revisions also include the addition of pay transparency language required by the
Office of Federal Contract Compliance Programs Pay. Added references to the
University’s Sexual Violence and Sexual Harassment policy were also included. The
Committee supports all of the added language.

With no further business to conduct the meeting was adjourned at approximately 2:30 pm.