



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)

Meeting Minutes

July 10, 2026

Attendance: Karen Bales, Chair; Janet Foley, UCD; Ben Lourie, UCI; Reza Ahmadi, UCLA; Salman Asif, UCR; Alon Witztum, UCSF; Vickie Mays, HCTF Chair; Amy Block Joy, CUCEA Chair

I. Call to Order and Consent Calendar

The Committee reviewed the consent calendar, including:

- Agenda and priority items for July 10, 2026
- Draft minutes of June 12, 2026

Action: The consent calendar was approved as noticed.

II. Chair's Announcements

Karen Bales, Chair

Chair Bales updated the committee on:

- Recent discussions at Academic Council and the University Committee on Planning and Budget (UCPB) regarding the proposed increase in the University of California Retirement Plan (UCRP) rate of return assumption. The matter will return to Council following member review, and faculty support may be beneficial as discussions continue.
- Discussions of whether and how to include Achievement Relative to Opportunity (ARO) principles in the Academic Personnel Manual (APM) continue. The forthcoming UCAD+ report will recommend against amending the APM in favor of updated guidance. UCFW and the University Committee on Diversity and Equity (UCODE) support inclusion in the APM, while some administrators have expressed reservations. Members noted the challenges of the APM amendment process but emphasized the importance of consistent systemwide guidance. Concerns were raised regarding variability across campuses in handling faculty complaints and the potential value of standardized procedures. The University Committee on Academic Personnel (UCAP) is expected to be the lead Senate committee in these deliberations in the fall.

III. Systemwide Review of Proposed Presidential Policy BFB-BUS-43

The Committee considered participation in the systemwide review of proposed revisions to Presidential Policy BFB-BUS-43, *Purchases of Goods and Services; Supply Chain Management*.

Action: UCFW elected not to opine.

IV. Campus Reports

UCLA

- The local committee discussed concerns regarding graduate student tuition payment responsibilities and postdoctoral affordability. Questions were raised about whether tuition should be funded centrally by campuses rather than through individual faculty grants.

UCFW members noted challenges associated with Graduate Student Researcher (GSR) funding, implementation of the 25% appointment policy, inconsistent application across units, and communication issues. The Committee agreed that graduate student funding and GSR implementation remain important topics for future discussion.

UCI

- The local committee has raised concerns about AI-assisted academic dishonesty and the need for institutional guidance to support faculty. UCFW members suggested consulting ongoing systemwide and campus efforts addressing artificial intelligence in teaching and learning.

UCFW

- Members also referenced recent news articles regarding campus militarization and noted that the forthcoming “Gold Book” review results may provide additional insight.

V. Consultation with Systemwide Academic Personnel (SWAP)

Amy K. Lee, Deputy Provost for Systemwide Academic Personnel

Kelly Anders, Executive Director of Systemwide Academic Personnel

Key updates included:

- The Academic Salary Plan has been announced, providing a 4% salary increase effective October 1, 2026.
- Issuance of APM 500 is forthcoming and will codify recruitment procedures related to misconduct disclosures in compliance with California law. UCFW feedback on definitions within the policy, including clarification of the term “finalist,” has been incorporated.
- The Total Remuneration Study is progressing, with a draft report from Deloitte under review by UCOP before circulation to UCFW and its Task Force on Investment and Retirement (TFIR).
- Upcoming policy reviews include expressive activities guidance and revisions to APM 560 to extend relocation expense eligibility to Professors of Teaching.
- Progress continues on APM 360 revisions concerning librarians, though the timeline remains uncertain.
- Staff noted that many policy initiatives have proceeded more slowly due to competing priorities, including federal actions, labor negotiations, and task force activities.
- Discussion regarding implementation of UAW and GSR-related provisions was conducted in Executive Session, and no notes were taken.

VI. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Academic Council Chair

Susannah Scott, Academic Council Vice Chair

Key updates addressed:

- Discussions of the BOARS “Roadmap”, its consideration of standardized testing in admissions, and the importance of data-driven decision-making and evaluation of impacts on disadvantaged students were noted. Members recommended potential consultation with experts from the UCLA Graduate School of Education.
- The announced departure of the Provost and plans for a national search, with Senate participation anticipated.
- The Total Remuneration Study is being reviewed by key administrators before being shared with the Academic Senate.
- The Council will continue its review of the UCRP rate of return assumption change proposal at their July meeting.

- The search for a Vice President for Shared Services, which oversees UCPATH and RASC, is expected to conclude soon.

Members raised questions concerning:

- The University's approach to artificial intelligence, including academic integrity, workforce implications, health and welfare concerns, and pedagogical issues.
- Graduate student funding challenges, academic labor trends, and faculty welfare impacts associated with rising costs and resource constraints.
- The need to monitor recruitment and retention impacts resulting from ongoing changes in graduate student funding and employment structures.

Senate leadership emphasized the importance of preparing for future workforce and enrollment changes while maintaining educational priorities and adapting institutional expectations.

VII. New Business

No new business was presented.

Adjournment:

The meeting adjourned at approximately 12:00 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Karen Bales, UCFW Chair