

**UCMFA Member Meeting Agenda**  
**Sept 20 1:00-2:15**

**Objectives:**

1. To bring together members for the 2024-25 school year.
2. To provide updates about UC/campus policies and labor activities.
3. To provide input and obtain agreement on updates to our current activities: Peer Mentorship program and letter to Provost.
4. To identify and discuss other areas of concern and action.

**Agenda:**

Item	Time
Welcome <ul style="list-style-type: none"> <li>- Ice breaker (In chat: Name, pronouns, combine two animals)</li> <li>- Overview of purpose and structure of semester meetings</li> <li>- Membership recruitment</li> </ul>	5 min
Campus updates: <ul style="list-style-type: none"> <li>- CUCFA <a href="#">letter</a></li> <li>- Academic Freedom               <ul style="list-style-type: none"> <li>- Email on Aug. 20, 2024 - <a href="#">new UCM policy required by Calif. Assembly</a></li> <li>- CUCFA post about 7 UCs filing <a href="#">unfair labor practice regarding speech about Palestine</a></li> </ul> </li> <li>- Police Department request for additional <a href="#">weapons</a> (see p. 5), specifically these “multi-shot capability” <a href="#">rubber bullet launchers</a>.</li> <li>- Lecturer union contract negotiations</li> </ul>	10 min
Peer mentorship <ul style="list-style-type: none"> <li>- Objective</li> <li>- First meeting</li> <li>- Potential themes/topics</li> </ul>	10 min
Provost letter	20 min
Elections <ul style="list-style-type: none"> <li>- Executive Board nomination and elections</li> <li>- Nomination form and nominating committee</li> </ul>	10 min
Open discussion	10 min

## Meeting minutes:

**Present:** 14 UCMFA members 1 guest from CUCFA

## UCMFA Updates

- Membership is approximately 8% of faculty (higher than some other UCs).

## Campus Updates

- CUCFA is the collective ... ; most of our dues are for CUCFA and they use that
- (Eric Hays) Healthcare plans; rates went up a lot and not proportionally with some tiers going up faster than others. UC has not answered CUCFA request to explain why this happened. There is indication that this year we'll see similar sized increases also applied disproportionately. UC has acknowledged there's an issue, but has not engaged in discussion.
- [UC Merced Policy: Expressive Activities and Assembly: Protests, Demonstrations, Non-University Speakers and Posting on Campus and in University Facilities](#) has been updated (current interim version as of Sept. 19, 2024) and sets rules on when and how these activities can take place.
- [Faculty File Historic Academic Freedom Unfair Labor Practice Charges Against UC – The Council of UC Faculty Associations \(cucfa.org\)](#)
  - Contend that some of the new rules violate free speech, academic freedom, and some of the other issues
  - These are actions that are available to CUCFA that are not available for Senate. Senate has other tools they can use but so far we have not seen the various campus Senates taking those actions.
- UC Police requested additional tactical weapons.
- Lecturer Union contract negotiation is happening right now. As we learn more about potential strike action, we will communicate.

## Peer Support

- Inviting everyone to Faculty Lounge Sept. 26. Theme for this one is to welcome new faculty and identify topics/themes for future gatherings.
- Open to everyone. Just focused on welcoming new faculty to Merced and helping them make informal/social connections to peers.

## Open Letter

- Time given for all to read
- Assumptions baked into the budget formulas can/should be challenged; questioning the formulas used for allocation because these make a big difference to how our departments/schools are funded.
- What is strategy of this letter - we are open to hearing other thoughts, but mostly this was to kick off a conversation with Provost Dumont. We do want to begin discussion.

- Formulas - the way they currently disincentivize lab courses (from SNS perspective).
- Budget being used to define what you can do - budget-driven education, top-down policies that restrict curricular control/decisions.
- Dividing the Pie committee last year - the charter was actually about how do we spend less
- Retention focus of Admin but it focuses on anything but the classroom - and the classroom experience is a huge part of the retention equation.
- Add word 'timely' because the information is coming way past the deadline to make the necessary decisions. And there's no negotiation.
- Some of the key priorities should be clarified - that can lead to a clear outcome. E.g. What does a 'shift in culture' look like?
- Related to culture point, maybe omit that it's 'back to' one where maybe we weren't like that before. :-)
- We will request a meeting and can elaborate in that meeting.

## Elections

We need to have regular elections. Executive Board of 5 elected members for 2-year terms (and perhaps up to 3 appointed members that could help with retention of institutional knowledge).

- Clearly written policies/bylaws are important to guard against disruptive people. We will need to continue work on them.
- **Action** - we are open for nominations. Please sign up!
- Nomination form: [Interested in serving on the UCMFA Executive Board? \(google.com\)](#)
- Nominating committee of 3 needed: Irene Yen, Dan Hicks,

## Open Discussion

Some things brought up by those present:

- Lots in the news about raises for UC presidents/chancellors approved yesterday [gov.pdf \(universityofcalifornia.edu\)](#)
  - Helpful twitter thread [Trevor Griffey on X: "The UC Regents gave the UC President, UCOP Vice Presidents, Chancellors and Medical Center CEOs 4.2% "systemwide salary program increases." It provided additional "market based salary adjustments" to the President, some of his VPs, and the Chancellors. https://t.co/OKWSvwSzMF" / X](#)
- Comments about making sure that we frame for Provost Dumont that she has a lot of power (and money). And a request for transparency about how the Provost chooses to spend that money.
- Sentiment that yes we want to partner with Provost Dumont and she probably wants to partner with us (faculty in general, not just the FA), so how do we get there.
- UCMFA is SSHA heavy and we're trying to attract more members from the other schools to make sure we're representing the faculty as a whole appropriately (i.e. we don't want to be addressing SSHA only/heavy concerns).

- Continued communication with faculty to raise awareness of UCMFA and what our vision is (at least short term) - i.e. we're not a union (but if someday the faculty want that, then they can make it happen).