

March 22, 2023

Jessica Cattelino, Chair
Academic Senate

Re: (Systemwide Senate Review) Proposed Presidential Policy-Anti-Discrimination

Dear Chair Cattelino,

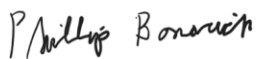
At its meeting on March 14, 2023, the Faculty Welfare Committee (FWC), reviewed and discussed the Systemwide Senate Review on the Proposed Presidential Policy-Anti-Discrimination. Members offered the following comments.

The primary objections to this new policy are that it is redundant and unnecessary and that it infringes the rights of faculty in joint governance. The document states that it covers no new conduct of the faculty not covered by the Faculty Code of Conduct, making the policy unnecessary.

On the other hand, and also noted, faculty, appear to play no precise role in the investigation of punishment of violations, even in cases in which Academic Freedom is an issue. The Committee would be happier if the decisions of a faculty body were determinative when Academic Freedom was an issue. Finally, the procedures themselves are too poorly described making it difficult for the committee to make an informed evaluation.

Thank you for the opportunity to comment. If you have questions, please do not hesitate to contact me at bonacich@soc.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

Sincerely,



Phillip Bonacich, Chair
Faculty Welfare Committee

cc: Andrea Kasko, Vice Chair/ Chair-Elect, Academic Senate
Shane White, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee
Members of the Faculty Welfare Committee