# Council on Faculty Welfare, Diversity, and Academic Freedom

**Meeting Notice**

**Tuesday, March 10, 2020**  
3:30 - 5:30 P.M.  
Aldrich Hall, Room 338

<table>
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<tr>
<th>STATUS</th>
<th>ITEM</th>
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| DISCUSSION   | 2. UCI Campus Lactation Rooms  
*Guest:* Dyan Hall, Engagement and Wellness Specialist, Campus Human Resources  
*Issue:* There are currently some major concerns regarding the lactation facilities on campus. The Council will hear updates on the campus policies and efforts to improve the facilities.  
*Action:* The Council will submit concerns and recommendations to Cabinet. |
| DISCUSSION   | 3. Institutional Reference Check Policy Proposal  
*Lead:* Faculty Welfare Subcommittee Members (Lorenzo Valdevit and Drew Bailey)  
*Issue:* Academic Personnel is interested in piloting a reference check program for recruitment to Academic Senate ladder rank faculty positions effective July 1, 2020. Vice Provost O'Dowd has proposed using the UC Davis program (launched July 1, 2018) as a model. The Committee will discuss the UC Davis program (first discussed by CPT in January 2019) and any further proposed changes.  
*Action:* The Council will submit any concerns or recommendations to Cabinet by **March 20, 2020**. |
| BREAK        | 4:20-4:25pm                                                          |
| DISCUSSION   | 4. Proposed New Presidential Policy on Gender Recognition and Lived Name  
*Lead:* Faculty Welfare Subcommittee Members (Matthew Foreman and Beatrice Tice)  
*Issue:* This policy it includes the following key issues:  
1. The University must provide three equally recognized gender options on university-issued documents and information systems — female, male and nonbinary.  
2. The University must provide an efficient process for students and employees to retroactively amend their gender designations and lived names on university-issued documents and in information systems.  
3. The legal name of university students, employees, alumni

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and affiliates, if different than the individual’s lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person’s legal name.

Action: The Council will submit any concerns or recommendations to Cabinet by March 30, 2020.

INFORMATION
5. Chair’s Update
   -- Pursuant to member resolution (February 11, 2020), update on CFW officer election: candidates for Vice-Chair-Elect and balloting procedure
   -- Cabinet Update
   -- UCFW Update

INFORMATION
6. Status Reports
   a. Emeriti Affairs – George Miller
   b. OEOD – Gwen Kuhns Black
   c. AP – Marianne Beckett
   d. Benefits/Retirement – Jeri Frederick

7. New Business

8. Adjournment

Next Meeting

April 14, 2020

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