

## MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

December 9, 2015

## MINUTES OF TELECONFERENCE MEETING

**I. ROLL CALL OF MEMBERS**

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, December 9, 2015. Academic Senate Chair J. Daniel Hare presided and called the meeting to order at 10:00 am. Senate Director Hilary Baxter called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

**II. MINUTES**

**ACTION: Assembly approved the minutes of the June 10, 2015 meeting as noticed.**

**III. ANNOUNCEMENTS BY THE CHAIR****▪ J. Daniel Hare**

Chair Hare noted that the main purpose of today's meeting is to acquaint Assembly members with some of the major issues affecting the University and the Academic Senate. The Assembly will also be asked to act on three pieces of legislation. He said faculty should understand that the University is funded through a political process, is currently under intense political scrutiny, and may need to adapt to external demands to a greater extent than in the past.

Budget Framework Initiative: The budget agreement between the University and Governor Brown asks UC to make progress on 14 programmatic initiatives intended to improve efficiency and access. One initiative requiring Senate engagement is a review of local curricular requirements for the top 75% of majors by enrollment, in an effort to reduce, when possible, the number of upper division courses required for a major to the equivalent of one year of full-time coursework (as defined on the campus). The agreement also asks UC to develop systemwide transfer pathways analogous to the associate degrees for transfer established by CCC and CSU for the 20 most popular majors. Ten pathways were completed in June, and campuses are currently reviewing agreements for 11 additional majors reached by faculty delegates in October.

Regents Work Group on Principles of Intolerance: A Regents Work Group is drafting a revised statement of principles against intolerance, following the Board's rejection of an earlier statement over concerns that it did not adequately address anti-Semitism. The revised statement is intended to specifically address those concerns as well as the need to protect free speech and academic freedom. The Work Group gathered input about the new statement at a public UCLA forum in October, and has also met with experts on the First Amendment, intolerance, and anti-Semitism. The Academic Council will have an opportunity to review the statement before the Regents are asked to approve it in March.

Joint Committee on Sexual Violence, Assault, and Harassment: A new Joint Committee co-led by Chair Hare and Senior Vice President for Compliance and Audit Sheryl Vacca is examining

systemwide and campus policies and practices for reporting, investigating, and adjudicating claims of sexual misconduct involving faculty and other academic personnel. The President formed the Committee following a well-publicized case involving a tenured Berkeley faculty member, and statements from administrators expressing confusion about possible avenues for imposing discipline. The Committee will gather input from various constituencies at two meetings at UC Irvine and UCOP in January. Each Senate division has been invited to send up to three faculty delegates to one of the meetings. Initial recommendations are expected by the end of February.

Retirement Options Task Force: As part of the budget agreement with the state, UC agreed to implement a new pension tier for UC employees hired after July 1, 2016 that includes a cap on pensionable salary aligned with the state's Public Employee Pension Reform Act (PEPRA). Four Senate representatives are serving on a Task Force charged with advising the President about the design and implementation of a new tier that will meet these requirements and also preserve the competitiveness of UC retirement benefits and the financial sustainability of UCRP. After work began, state officials introduced an additional goal of immediate cost savings. The Task Force is aware that these goals are incompatible; there is no clear way to reduce benefits and also remain competitive, and much of the savings under the new tier will accrue over time. The Task Force is considering options that would 1) supplement a capped Defined Benefit plan with a Defined Contribution plan for some employees, and 2) provide at least some employees with a stand-alone Defined Contribution plan option. The final report is being developed, and the Senate will have an opportunity for a 30-day review beginning on January 15.

A member of the Task Force noted that the Senate members on the Task Force have been barred from consulting with Senate committees and other faculty colleagues about the details of the proposed options as they develop. Task Force members differ about the meaning of "competitive" and "sustainable," but it is unlikely that the final recommendation will achieve the "competitiveness" goal in the context of faculty total remuneration. The Senate members on the Task Force will seek to ensure that the report is clear about the consequences for competitiveness of any design choice.

#### **IV. ANNOUNCEMENTS BY THE PRESIDENT**

- **Janet Napolitano**

President Napolitano recently joined Bill Gates at the United Nations Climate Change Conference in Paris to announce the Breakthrough Energy Coalition, a new fund that will invest in clean energy technology and research to help reduce carbon and other greenhouse gases. It is a unique opportunity for UC, which will be the Coalition's sole institutional investor.

The President recently announced the winners of the 2016 President's Research Catalyst Awards, which support multi-campus, multi-disciplinary research projects that provide educational opportunities for UC undergraduate and graduate students. The four winning projects involve faculty and students from all nine UC campuses, and encompass research focused on biodiversity, drought and carbon management, archaeology that preserves at-risk global heritage sites, and dark matter.

In November, the Regents approved a plan to double the size of the Merced campus by 2020 and a recommendation to streamline the governing structure of the medical centers through a new

Health Services Committee. The new Committee will be a more nimble and effective oversight vehicle for the health services enterprise in a rapidly changing budget and policy environment. The Committee will include a member of the clinical faculty.

The Regents also approved a 2016-17 UC budget plan built on the terms of the budget framework agreement with the Governor, which increases UC's base budget by four percent and provides one-time funding for UCRP, deferred maintenance, and energy projects. The Regents also approved a plan to enroll 10,000 new California resident undergraduates over the next three years, including 5,000 new students in 2016-17 in exchange for \$25 million in state funding that UC will match with other funds to ensure campuses receive funding equivalent to the full marginal cost of those students. The budget also funds the annual faculty merit program and salary increases for faculty and staff, and provides campuses with \$50 million to support academic quality improvements, including faculty growth, graduate students, and instructional and research needs.

Preliminary data indicate that UC received a record number of applications for fall 2016 admission. Applications from California residents, nonresidents, and California Community College transfers all increased compared to last year. UC also extended the deadline for transfer applications to January 4, 2016, to help meet the new undergraduate enrollment target and the Master Plan's 2:1 freshman-to-transfer ratio.

The President noted that she will review the report and recommendations of the Retirement Options Task Force over the holiday break and return in the new year with any questions and requests for follow-up research. Consultation with faculty will continue in the months leading up to discussion of a final plan at the March Regents meeting. She also noted that the Senate has been a great partner and shown exceptional leadership in efforts to implement the Budget Framework Agreement initiatives.

Finally, the President noted that college students nationally have heightened expectations about campus climate and diversity. UC will need the help of the faculty to meet its goals for faculty and student diversity.

### **Questions and Answers:**

*Q: How concerned are you about the evolution of intolerant political rhetoric, and its potential to affect the University?*

**A:** I am very concerned about intolerant statements from some presidential candidates that seem designed to elevate fear and anxiety. We have been encouraging Student Affairs and campus chancellors to reach out to Muslim students and student organizations, and others who have been targets of animosity.

*Q: Proposition 209 turns 20 next year. Does it still hinder UC's diversity efforts?*

**A:** Yes. Although Chicano/Latino applications and enrollments continue to grow substantially, they are still not represented at UC in proportion to their population in the state. Where we really see the impact of Proposition 209 is in the African-American and Native American populations. African-American enrollment in particular dropped sharply after the passage of 209 and has never recovered. We have been trying a variety of strategies to move the needle within the

confines of its prohibition against considering race/ethnicity in admissions. UC recently submitted an [amicus brief](#) to the U.S. Supreme Court in the *Fisher vs University of Texas* case detailing UC's efforts to increase diversity post-2009.

*Q: Do you have thoughts about expanding the President's Postdoctoral Fellowship Program, or introducing other programs or initiatives that might help increase faculty and student diversity?*

**A:** Yes, going forward we will need to make evidence-based decisions about what programs are effective, but the President's Postdoc Fellowship Program has a good track record of success. We are looking at expanding it and also doing something with Hispanic Serving Institutions to specifically target the Latino graduate student/faculty pipeline. UC's HBCU initiative recruits Ph.D. students from Historically Black Colleges and Universities, and has been successful in small numbers.

## V. ANNOUNCEMENTS BY THE PROVOST

### ▪ Aimée Dorr

Budget Framework Initiative: The budget agreement with the state asks UC to make progress on several initiatives intended to increase efficiencies and improve student success. Most of the initiatives align with existing principles and goals, and some require the close involvement of faculty. UCOP has been working with campus representatives to develop a mechanism for tracking progress toward the goal of reducing upper division major requirements. Campuses will need to provide a clear academic explanation in cases where they decide to maintain existing requirements. Recently UCOP hosted a systemwide meeting of engineering majors to discuss their participation in the initiative, in the context of the unique engineering accreditation standards that drive up unit requirements.

Diversity: The Regents are committed to increasing diversity. UCOP is developing new reporting mechanisms that will better measure UC's progress toward diversity goals, including those for faculty diversity. At the January Regents meeting, UCOP will make a presentation on diversity issues, touching on the eligibility pool, the K-12 and faculty diversity pipeline, and campus climate.

Research and Graduate Studies: The Provost is recruiting two leadership positions for the reconstituted department of Research and Graduate Studies – 1) an “outward facing” Senior Vice President for Innovation and Entrepreneurship, and 2) a Vice President for Research Strategies and Graduate Studies.

*Q: My campus search committee is committed to hiring diverse faculty. But the search waiver process used in the President's Postdoctoral Fellowship Program has in some cases taken hiring discretion power away from the faculty and given it to administrators.*

**A:** A department can use a waiver to hire a Postdoctoral Fellow or recruit them into a pool for consideration, and the tenure rate for Fellows is very high. Part of the dean's job is to actively encourage efforts to diversify the faculty, but there should not be any person on any campus who says you must hire a specific person.

## VI. REPORTS OF STANDING COMMITTEES

**A. Academic Council**

- **J. Daniel Hare, Chair**

**1. Proposed Amendments to Senate Bylaw 140**

Following a systemwide Senate review and advice from the University Committee on Rules and Jurisdiction, the Academic Council recommended at its November 23, 2015 meeting that Senate Bylaw 140 be amended as proposed by the University Committee on Affirmative Action and Diversity, to change the committee's name to the University Committee on Affirmative Action and Diversity and Equity.

**ACTION: The Assembly voted unanimously to approve the proposed amendments.**

**2. Proposed Amendments to Senate Regulation 417**

Following a systemwide Senate review and advice from the University Committee on Rules and Jurisdiction, the Academic Council recommended at its November 23, 2015 meeting that Senate Regulation 417 be amended as proposed by the Board of Admissions and Relations with Schools. The amendments address UC applicants who complete coursework at a college while enrolled in high school.

**3. Proposed Amendments to Senate Regulation 621**

Following a systemwide Senate review and advice from the University Committee on Rules and Jurisdiction, the Academic Council recommended at its November 23, 2015 meeting that Senate Regulation 621 be amended as proposed by the Board of Admissions and Relations with Schools. The amendments clarify the standardized examination credit students may present to the University.

**ACTION: The Assembly voted unanimously to approve the proposed amendments to Senate Regulations 417 and 621.**

**VII. UNIVERSITY COMMITTEE ON FACULTY WELFARE REPORT [None]**

**VIII. SPECIAL ORDERS**

- A. Consent Calendar [None]**

**IX. REPORTS ON SPECIAL COMMITTEES [None]**

**X. PETITIONS OF STUDENTS [None]**

**XI. UNFINISHED BUSINESS [None]**

**XII. NEW BUSINESS [None]**

The meeting adjourned at 11:30 am

Minutes Prepared by: Michael LaBriola, Academic Senate Analyst

Attest: J. Daniel Hare, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of December 9, 2015

## Appendix A – 2015-2016 Assembly Attendance Record, Meeting of December 9, 2015

### President of the University:

Janet Napolitano

Svetlana Jitomirskaya (alt for Karamet Reiter)

Timothy Tait

### Academic Council Members:

J. Daniel Hare, Chair

James Chalfant, Vice Chair

Benjamin Hermalin, Chair, UCB

Andre Knoesen, Chair, UCD

Alan Terricciano, Chair, UCI

Susan Cochran (alt for Leobardo Estrada, Chair, UCLA)

Mukesh Singhal (alt for Cristian Ricci, Chair, UCM)

Jose Wudka, Chair, UCR

Robert Continetti, Chair, UCSD

Ruth Greenblatt, Chair, UCSF

Kum-Kum Bhavnani, Chair, UCSB (absent)

Donald Brenneis, Chair, UCSC

Ralph Aldredge, Chair, BOARS

Valerie Leppert, Chair, CCGA

Colleen Clancy, Chair, UCAAD (absent)

Michael Stenstrom, Chair, UCAP

Tracy Larrabee, Chair, UCEP

Calvin Moore, Chair, UCFW

Judith Habicht Mauche, Chair, UCORP

Shane White, Chair, UCPB

### Los Angeles (8)

Roman Koropecjy

Dorothy Wiley

Purnima Mankekar

Hanna Mikkola (absent)

Ninez Ponce

E. Richard Stiehm (absent)

Frank Petrigliano (absent)

Christopher Tilly

### Merced (1)

Robin Maria DeLugan (absent)

### Riverside (2)

Mary Gauvain

Jodi Kim (absent)

### San Diego (5)

Nadine George (absent)

Grant Goodall

Joanna McKittrick

Gail Heyman

Gentry Patrick

### Berkeley (5)

Alexis T. Bell

Peter R. Glazer

Kris Gutierrez

Miryam Sas

Theodore Slaman

### San Francisco (4)

Marek Brzezinski

John Feiner

David Saloner

Laura Wagner

### Davis (6)

William Casey

Andrea J. Fascetti

Richard Tucker

Robert L. Powell

Chris van Kessel

Fran Dolan

### Santa Barbara (3)

Charles Akemann (absent)

Eric Matthys

Xiaorong Li

### Irvine (4)

Sameer Ashar

David Kay

### Santa Cruz (2)

Olof Einarsdottir

Dorian Bell (absent)

### Secretary/Parliamentarian

George J. Matthey