

ACADEMIC COUNCIL

Minutes of Meeting
December 13, 2017**I. Consent Calendar**

1. Today's agenda items and their priority
2. Draft Council minutes of November 29, 2017

ACTION: Council approved the consent calendar.

II. Senate Officer Announcements

- o **Shane White, Academic Council Chair**
- o **Robert May, Academic Council Vice Chair**

ICAS Meeting: The Intersegmental Committee of Academic Senates (ICAS) is preparing for a series of meetings tomorrow in Sacramento between the three Senate chairs and individual legislators.

Transfer Task Force: A UC Transfer Task Force co-chaired by Provost Brown and former Senate Chair Chalfant is meeting to discuss a range of policy issues and strategies related to attaining more and better prepared transfer students.

"The \$48 Fix": A working group that includes former UCPB chairs has proposed a [plan](#) for restoring tuition-free public higher education in California. "*The \$48 Fix: Reclaiming California's Master Plan for Higher Education*" proposes an income tax surcharge estimated to cost median-income households \$48 annually. A letter from UCPB to Council Chair White notes that the proposal is neither fiscally nor politically feasible and has little chance of gaining traction in the public or Legislature.

Recommendations to Improve University Governance: At the Academic Assembly meeting earlier today, President Napolitano indicated that she is accepting Chair White's three requests for governance improvements recorded in the November 29 Academic Council minutes.

- Council members expressed hope that the governance improvements would help bring core academic concerns and faculty values to the forefront of UCOP decision-making, earlier in the process; help align UCOP policy-making with the teaching, research, and academic service missions; and help UCOP better understand the campuses and better represent the University.

ACTION: As requested by the Assembly, a group of Council members will draft a statement pertaining to the President's conduct during the State audit, for the Assembly's review at a future meeting.

III. Conflict of Interest Policy

The University Committee on Rules and Jurisdiction (UCR&J) has proposed an amendment to [Senate Bylaw 128](#) governing conflicts of interest (COI) on Senate committees, subcommittees, and task forces. New section (J) of Bylaw 128 outlines a process for addressing circumstances in

which a committee member must abstain from a vote, meeting discussion, or meeting. It requires a committee member to inform the chair about a potential COI, or the vice chair if the COI involves the chair. It also specifies that any committee member may raise a concern about a potential COI. And it names the chair (or vice chair) of the Academic Council as the final arbiter in cases of disagreement about self-recusal between the member and the chair of the committee.

ACTION: A motion was made and seconded to circulate the amendment for systemwide review. The motion passed unanimously.

IV. SVSH and the Board of Regents

Chair White noted that the University of California Student Association has passed two resolutions calling for the removal of UC Regent Norman Pattiz, following substantiated allegations of sexual harassment and workplace misconduct. It was noted that UC Regents are appointed by the Governor; however, neither the Governor nor the Board of Regents has the power to remove a Regent.

Council members decided that it would be appropriate for the faculty to express support for the students and dismay and disgust about the conduct of the Regent.

ACTION: A subgroup of Council members will draft a statement for Council's review at a future meeting.

V. Faculty Salaries

A UCFW-led Council subcommittee that includes the chairs of UCAP, UCAADE, and UCPB has crafted a set of principles to guide the development of a comprehensive plan for closing the salary gap between UC faculty and faculty at UC's "Comparison 8" group of institutions. A letter from UCFW emphasizes the need for the plan to provide all faculty with a raise, improve equity across the UC system, and fix the published salary scales by bringing them close to market reality.

UCAADE Chair Golash-Bola noted that the subcommittee has two top priorities: 1) closing the salary gap and 2) restoring salary competitiveness. The subcommittee also supports efforts to address equity problems, but has found it more difficult to reach consensus about how to fix the salary scales, given that relatively few faculty are paid on scale and many have off-scale supplements provided by the administration as part of a recruitment or retention action. The subcommittee recommends that the salary plan recognize these complexities, but not necessarily seek to maintain or eliminate off-scale differentials.

UCFW anticipates that a plan to close the 8.4% salary gap will have to proceed over several years. It wants to secure a specific financial commitment from the administration before proposing detailed actions concerning the distribution of the raise to the salary scales, across-the-board increases, and equity.

ACTION: A motion was made and seconded to endorse the UCFW letter and send it to the president. The motion passed unanimously.

VI. New Business

Federal Tax Legislation: Council reviewed a letter from CCGA expressing concerns about how several elements of a federal tax reform bill moving through the U.S. Congress would harm the University and its students, particularly the bill's proposed elimination of the deduction for qualified tuition and related expenses. However, the legislation is a moving target and CCGA is hopeful that some of the bill's most damaging provisions may not survive the conference process; for example, the media are reporting that the conference version of the bill drops provisions related to graduate student tax waivers.

Meeting adjourned at 3:30 pm

Minutes prepared by Michael LaBriola, Principal Committee Analyst

Attest: Shane White, Academic Council Chair