

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

ACADEMIC COUNCIL  
MINUTES OF MEETING  
WEDNESDAY, DECEMBER 14, 2005  
CSU EAST BAY, OPDCC2  
9:30A.M. – 4:30P.M.

**I. Chair's Announcements**

- Cliff Brunk, Chair

Task Force for Planning on Doctoral and Professional Education (PDPE): This joint Senate-administration task force has finished their campus visits. The PDPE includes three subcommittees that are studying UC law programs, medical schools/centers, and potential health-related doctoral degrees. The PDPE's recommendations are expected by spring 2006 on all of these issues.

Academic Council Science-Mathematics Initiative Group (SMIG): SMIG's full slate of campus representatives has been confirmed. Interim SMIG Chair Agogino and Chair Brunk expect to confirm communication protocol with the administration during a conference call with Acting Provost Hume next week, followed by a meeting with SMIG for updates and a charge to move forward. Chair Agogino addressed Council members' concerns about the budgetary impact, and commitment to SMI and the students involved, issues which SMIG is heavily focused on. She also mentioned the state's need to not only certify math and science teachers in California, but to actually ensure that they go into K-12 teaching. A recent study has suggested that state is overproducing science and math teachers, but they are not going into K-12. Other Council members addressed classroom resource concerns, such as the absence of laboratories, equipment, and other start-up costs, which should be considered by the SMI program as an opportunity for UC to increase faculty and university partnerships with K-12 schools.

Academic Senate Vice Chair Nomination Process: Chair Brunk reviewed the nomination and selection processes which were approved by Council at the November Council meeting. Vice Chair Oakley wished to make clear that Council had not voted in November to require the Vice Chair nominee to submit a "statement of willingness to serve."

**ACTION:** The Vice Chair nominee shall not be required to submit a "simple statement indicating a willingness to serve as Vice Chair and then Chair of the Academic Council and Academic Assembly." This requirement will be removed from the December 7, 2005 letter from Chair Brunk to the Division Chairs, and the Vice Chair nomination/selection process and procedures will be re-posted on the Senate website as originally approved by Council at its November 30, 2005 meeting.

**II. Approval of the Agenda**

Chair Brunk reminded Council of its action last month to require approval of the Council agenda as Council's first order of business each meeting. Therefore the agenda is to be considered as a draft, and may be revised now and/or continually revised throughout the meeting.

**ACTION:** The revised agenda, distributed at the start of the meeting, was approved.

**III. Consent Calendar**

1. **Cal ISI Review Process**
2. **UCFW Informational Report on Health Care Reimbursement Accounts and Health Savings Accounts (for distribution and posting)**
  - **Cliff Brunk, Academic Council Chair**

**ACTION:** The consent calendar was approved as noticed.

**IV. UC's Compensation Practices and the Establishment of a Task Force – "How Can the University of California Address the Public's Legitimate Concerns Regarding Total Compensation for UC Employees?"**

- **Cliff Brunk, Academic Council Chair**

**REPORT:** Chair Brunk provided a brief overview of the multitude of newspaper articles and editorials dealing with UC senior management compensation and high level total remuneration issues. President Dynes has appointed a task force co-chaired by sitting Regent Kozberg and previous Regent Hertzberg, which a group of UC faculty members has questioned the independence and objectivity of, culminating in a petition across the UC campuses signed by faculty members, and communicated directly to the Regents against Regental protocol. The Senate leadership has recently been asked to submit names of faculty members to join the Dynes task force. Chair Brunk has submitted suggestions of people both within and outside UC, as well as communicated to the senior management the Senate's displeasure with the lack of full consultation in this process and with the establishment of the task force. The full slate of members is expected to be announced tomorrow morning.

**DISCUSSION:** Council members were generally encouraged by the recent additions of faculty members, including Chair Brunk, to the President's task force on compensation, and discussed whether the group will go far enough to address all of the concerns listed in the faculty petition to the Regents. One Council member noted that Senate representatives should be a part of the task force, not just general faculty representatives. Council members also discussed communication concerns between the faculty and the Senate, and the need to facilitate better communication between all segments of the faculty. Members also raised the following points: the need to look at long-term policies which induce loyalty among the faculty; focus on UC acting as a public institution with responsibilities to the public; and focus on rapid, full disclosure of UC's salary policies and practices for faculty, clinical faculty, and senior administrators.

**Action:** See Item VII, General Discussion, below.

**V. Consultation with the Office of the President – Senior Managers**

- Robert Dynes, President
- Rory Hume, Acting Provost and Senior Vice President
- Joseph Mullinix, Senior Vice President, Business and Finance
- Bruce Darling, Senior Vice President, University Affairs
- Lawrence Hershman, Vice President, Budget

**REPORTS:** UC's senior managers presented the following reports to the Academic Council:

President Dynes

*President David Saxon.* President Dynes noted the passing of President Saxon on December 8, 2005, and expressed gratitude for his strong character, great impact, and wise leadership of UC during a very difficult time in UC's history.

*Recent Speaking Engagements.* Last Monday, President Dynes provided the keynote address to the California Farm Bureau, the first UC President to do so in sixty years. Next week, he will be the first UC President to deliver the keynote address to the "100 Black Men in the Bay Area." Important messages of educational and economic opportunity are conveyed at both venues.

*UC Compensation and Hiring Practices.* President Dynes announced that statements regarding the investigation of former Provost M.R.C. Greenwood, and Vice President Doby are expected soon. He will also issue a letter on Friday announcing the many steps that UC is taking to address broader issues of transparency and accountability, including the formation of a task force on compensation, a new procedure for audits for use of funds, and a new systemwide policy guiding chancellors on higher management compensation. President Dynes expects legislative hearings to be held in January and February 2006, and looks forward to communicating the message that UC must remain competitive with full compensation for faculty and administrators, and to remind legislators of the challenges UC is facing.

Acting Provost Hume

*Upcoming Reviews.* (1) The Education Abroad Program (EAP) review panel has been formed, and the panel is also expected to perform a separate review of international education both at UC and within the broader context of higher education; (2) the Cal ISI review process has been finalized, and Cal IT2 will be the first Institute to be reviewed this year; and (3) Acting Provost Hume expects to institute a plan for a process for systemwide academic planning. By March 2006, he expects to articulate what the process will be and the state of academic planning across campuses as it now exists. This issue was prompted by the Regents' inquiry into UC's academic directions and systemwide decision-making processes, and discussions have since been held with the Executive Vice Chancellors and the Chancellors. Acting Provost Hume requested that the Senate divisional chairs join in the discussions and participate in this new planning venture.

Senior Vice President Mullinix

*Retirement Planning.* Studies on retirement planning and the resumption of contributions are ongoing. A presidential workgroup with representation from the Regents is discussing the timing of the resumption of contributions, and how to implement such a plan. Official approval of a plan is expected at the March 2006 Regents' meeting.

Vice President Hershman

*UC Budget.* UC is currently working with the governor and the Department of Finance on UC's budget and clarifying issues with them. The governor's budget is expected to be released in the upcoming weeks, and Council can expect a more detailed budget report at its January meeting.

**DISCUSSION:** Council members discussed with the senior management the following topics:

*President's Task Force on Compensation.* Council members asked questions regarding the charge and focus of this task force, and whether it will address larger issues of cash

compensation and benefits at UC. President Dynes noted in the affirmative, and added that the group will look at other universities' compensation practices to better evaluate UC. Another Council member questioned President Dynes regarding the absence of Senate faculty members on the task force, besides Council Chair Brunk, noting that the faculty-at-large are very concerned that recent newspaper accounts are misrepresenting the true nature of faculty salaries and unnecessarily dragging the faculty down. President Dynes replied that he would further consider this request, but he intended the task force to be small and not give the appearance that faculty were reviewing themselves. Lastly, Council members urged President Dynes to communicate loudly concerning UC's responsibilities as a public university, and that the public and the governor must choose to increase funding for UC, including faculty salaries, in order for UC to remain a competitive, and public, institution.

*Science Mathematics Initiative:* Council members expressed concern for the rollout and funding plans for SMI. Acting Provost Hume said that SMI has been activated and is moving forward as a decentralized program. The Executive Vice Chancellors are meeting in January and will discuss final rollout decisions, and Acting Provost Hume will then meet with SMIG concerning the revised SMI format. President Dynes stressed that the governor could offer more funding support for SMI in his budget plan, and enthusiasm must be built and maintained for SMI within corporate California.

*Faculty Salaries.* One Council member asked President Dynes about assistant professorial salaries, some that are not at the living wage level, and how this issue is being addressed. President Dynes expressed concern for this issue, and said that his Task Force on Compensation will be looking at all UC salary structures.

*Systemwide Academic Planning.* One Council member noted that the Senate and the divisions must be intimately involved in the Acting Provost's "plan for a process for systemwide academic planning," and not just notified that this is taking place. Acting Provost Hume replied that he has assumed that the divisions are working under individual academic planning processes, which he intends to learn about. The Council member stressed that the Senate must be involved from the outset here, which does not equate to talking to a department chair. Another Council member noted that UCEP should be involved and provide input on this initiative, as well as UCPB. Acting Provost Hume said that he will speak to UCPB and UCEP, and repeated that this process will for the most part occur at the campus level, but that he expects to gain a greater systemwide understanding of academic planning issues; that he is gathering information only at this point, and afterwards a comprehensive plan will be established.

## **VI. Regent Gerald Parsky, Chairman of The Regents of the University of California**

**INTRODUCTION:** Following a welcome and introductions from Council Chair Brunk, Regent Parsky expanded upon his biography and professional background. He then detailed his role as Chair of the Regents, a position he has held for the past eighteen months, including engaging the Regents in their areas of specialization and changing the tone of Regents' meetings and their interactions with each other; helping to foster budget stability for the financial health of UC; setting admissions and diversity as a priority for UC; continuing UC's involvement with the national labs as a great scientific and intellectual contribution to society; and as Chair, to engage more with the legislature and the governor on behalf of UC. Regent Parsky also noted that UC must move ahead with a transparent, competitive compensation policy in order to maintain UC's integrity with the public and the legislature.

**DISCUSSION:** Council members discussed with Regent Parsky strategies for the Senate and the Regents to work together on a number of issues, including increasing access and diversity to UC, the nature of UC as a public institution, a broader discussion of the Compact and its impact on UC and student fees, effective ways for the Senate to raise issues before the Regents via the faculty representatives, the crisis in graduate education, and maintaining UC as a truly public institution.

## **VII. General Discussion**

- **Academic Council**

**ISSUE:** Follow-up discussion on issues raised during the consultation with the President and Senior Management.

**DISCUSSION:** Council members discussed altering positions in how the Senate can address the compensation and hiring practices issues surrounding UC. Council members generally saw a need for the Senate to stake out principled positions emphasizing the excellence of UC as stemming from its top-notch faculty and research excellence.

**ACTION:** UCD divisional chair Dan Simmons will draft a Senate resolution/position statement re: compensation, UC's role and responsibility as a public institution, UC prestige and excellence as the result of excellent UC faculty and research, and focus on faculty (and staff) salaries first.

## **VIII. Joint Senate/Chancellors Meeting**

**ISSUE:** The Academic Council and Chancellors will meet on April 5, 2006 from noon to 3 p.m., and the Council must now determine a possible list of agenda items and presenters for the joint meeting.

**DISCUSSION:** Chair Brunk opened the discussion by suggesting as an agenda topic the President's Task Force on Diversity. Other members suggested the following topics: graduate student fees, survival of the salary scale and the erosion of faculty review of salaries, systemwide UC academic planning, the Academic Assembly Resolution on UC Employee Compensation, and the Academic Council Resolution on Maintaining the Public Status of the University of California.

**ACTION:** The following agenda topics will be communicated to President Dynes in preparation for the joint Senate-Chancellors meeting on April 5, 2006:

1. President's Task Force on Diversity (Walter Yuen and Denise Segura)
2. How should UC budget policy change as student fees increase; Council's Resolution on Maintaining the Public Status of the University of California; and Council's Report on the Decline of UC as a Great International University (Stan Glantz)
3. Professional Salary Scales and Off-Scales, and Faculty Quality of Life (housing, etc.) (Dan Simmons and Manuela Martins-Green)
4. Systemwide Academic Planning (John Oakley and Deborah Greenspan)

**IX. University of California Statement of Ethical Values and Standards of Ethical Conduct**

**UPDATE:** Vice Chair Oakley updated the Academic Council on the development and current status of the UC Statement on Ethical Values and Standards of Ethical Conduct, and the Senate’s participation in these topics.

**ACTION:** Council approved the formation of a special committee charged to represent the Senate in the development and implementation of communications to faculty and other employee groups on the UC Statement of Ethical Values and Standards of Ethical Conduct. Special committee membership shall include: Vice Chair Oakley, Dan Simmons, and Tony Norman.

**X. Special Committee on Scholarly Communications (SCSC)**

- **Lawrence Pitts, SCSC Chair**

**ISSUE:** Over the past year, SCSC has developed five white papers and one faculty proposal on various scholarly communication topics, written to specific audiences both within and outside of UC. SCSC looks forward to these white papers becoming the voice of scholarly communication for UC, and sees them as innovative since no other faculties have adopted this approach. SCSC has requested that the Academic Council approve the white papers to be sent out for systemwide review and eventual adoption by the Academic Assembly. SCSC also intends to gather independent feedback from outside groups and report back in time for the decision of the Academic Assembly.

**DISCUSSION:** Larry Pitts distributed two updated white papers to the Council, and noted that SCSC intends to work with the California Digital Library and the Systemwide Libraries and Scholarly Information Committee (SLASIAC) for implementation of the white papers’ recommendations. He then explained to Council how the policy recommendations would work in practical terms for a faculty member. One Council member requested that “open access repository” be defined as “open access digital repository” for greater clarity. Another Council member requested that the word “net” be removed from the *Proposal for UC Faculty*. Lastly, Larry Pitts requested Council’s approval of the white papers, and also requested that SCSC’s charge be extended until this project is completed.

**ACTION 1:** Council approved the five SCSC white papers for regular systemwide Senate review, augmented by additional comments solicited from outside reviewers which shall be collected and distributed to the systemwide committees and divisions before the conclusion of their respective reviews.

**ACTION 2:** The last sentence of the third paragraph of the *Proposal for UC Faculty – Senate Limited Copyright Rights Assignment*, should read “No income will accrue...”

**ACTION 3:** Council approved the extension of SCSC’s charge until the completion of its white papers project.

**XI. University Committee on Affirmative Action and Diversity (UCAAD)**

- **Cliff Brunk, Academic Council Chair**
- **CCGA, UCEP and UCFW Committee Chairs**

**ISSUE:** The following UCAAD items are presently under Council's consideration:

1. UCAAD's Proposal for a Systemwide Statement on Diversity
2. Recommendations for a Strong Divisional Diversity Committee
3. UCAAD's Participation/Role on Systemwide Committees.

Item 1 is currently out for systemwide review, with final divisional responses due on January 10, 2006. Items 2 and 3, however, are carry-over issues from the 2004-05 Academic Council.

**DISCUSSION:** Council members expressed a general desire to continue discussion of UCAAD's Recommendations for a Strong Divisional Diversity Committee, and some members wished to extend the deadline for divisional Senate responses from January 10, 2006, to February, in time for inclusion in the February Council agenda. One Council member wished to have these issues moved to the beginning of the February Council agenda to allow for greater discussion time and avoid fatigue. Chair Brunk began a discussion of UCAAD's Participation/Role on Systemwide Committees by questioning which systemwide committees would be appropriate for additional UCAAD representation.

**ACTION 1:** Divisional responses on UCAAD's Recommendations for a Strong Divisional Diversity Committee are due by February 7, 2006. Responses have not been received from Santa Cruz, San Francisco, Merced, Berkeley, Irvine and Los Angeles. Council will discuss this item as its first order of business at the February 22, 2006 meeting.

**ACTION 2:** Council will consider the issue of UCAAD's participation/role on systemwide committees at its February 22, 2006 meeting, and invite UCAAD Chair Dan Weiss to this meeting to submit and discuss UCAAD's proposal on this item.

**XII. Resolution on Divestment from Sudan**

- **Cliff Brunk, Academic Council Chair**

**ISSUE:** Student Regent Adam Rosenthal has submitted for Council's endorsement a resolution on divestment from Sudan. The Regents will consider this issue at its January 2006 meeting.

**DISCUSSION:** Chair Brunk provided some background of the issue and Regent Rosenthal's involvement with this resolution. After some initial discussion of the merits of the resolution, some Council members questioned the process and details of the resolution, and the implications of Council's involvement in the issue at this time and in this manner.

**ACTION:** Council approved the following statement to be communicated to Regent Rosenthal and President Dynes (from Enclosure 10, pg. 71 of the agenda – the Regents' Committee on Investments presents the following from its meeting of November 14, 2005, part B):

The Academic Council supports the following statement submitted by the Regents' Committee on Investments from its meeting of November 14, 2005:

***Request for a Thorough Presentation on the Divestment of University Holdings in Four Foreign Companies Engaged in Substantial Business in Sudan and***

*Thereby Assisting the Government of Sudan in its Genocidal Campaign in Western Darfur.*

**XIII. New Business (none)**

Attest: Clifford Brunk, Academic Council Chair  
Prepared by: Michelle Ruskofsky, Policy Analyst