

## ACADEMIC COUNCIL

**Minutes of Teleconference Meeting  
December 16, 2015****I. Consent Calendar**

1. Today's agenda items and their priority
2. Draft Council minutes of November 23, 2015

**ACTION: Council approved the consent calendar.**

**II. Senate Officer's Announcements**

- **Dan Hare, Academic Senate Chair**
- **Jim Chalfant, Academic Senate Vice Chair**
- **Hilary Baxter, Academic Senate Executive Director**

Regents Work Group on Principles of Intolerance: The Work Group is making progress on a final set of proposed principles. It held a drafting meeting at UCLA on Monday and is planning to assemble a final version of the principles on January 11. Chair Hare is considering options for a possible Senate review of the principles in February.

Joint Committee on Sexual Violence, Assault, and Harassment: Several campuses have provided names of faculty delegates to meetings in Irvine and Oakland on January 13 and 14, where the Joint Committee will hear from constituencies with experience implementing campus and systemwide policies for the investigation, adjudication, and discipline in cases of sexual violence, assault, and harassment involving faculty members.

Letter to BOARS Computer Science: A group of policymakers and business leaders sent a letter to BOARS asking the committee to change admissions standards to allow high school computer science courses to count toward the core math (area "c") requirement for freshman admission. BOARS is preparing a response indicating that it is already possible for computer science courses to qualify for area "c" provided they include sufficient math content.

Cybersecurity Update: UC's Chief Information Officer has been invited to attend the January Council meeting to discuss revisions to systemwide policy and other actions underway to shore up UC cybersecurity following an attack at UCLA earlier this year. In addition, some faculty have expressed concerns about privacy and academic freedom in relation to a new program that is monitoring UC internet traffic for suspicious activity. It has been noted that the firm employed to monitor for unusual patterns of activity will not have access to specific files, emails, or web browsing information.

**III. Executive Session****IV. Consultation with Senior UC Managers**

- ***Janet Napolitano, President***

Innovation and Entrepreneurship: UC announced winners and awards totaling \$300,000 in the first Prime UC competition. Prime UC is part of the President's innovation and entrepreneurship initiative. It aims to encourage and reward promising startup companies in life science fields founded or managed by UC faculty, researchers, postdocs, or alumni. A group of UCLA alumni won the \$150,000 grand prize for inventing a catheter device for paralyzed people.

UC is creating a new venture capital fund, led by Silicon Valley entrepreneur Vivek Ranadivé, to support early-stage development of innovation emerging from University research. UC's Chief Investment Officer will seed the fund with \$250 million, and Ranadivé will contribute 5% with his own money.

Enrollment Targets: UCOP is working closely with campuses to establish specific and realistic 2016-17 enrollment targets that address the agreement with the state to add 5,000 new resident undergraduates to the UC system. Every undergraduate campus will be expected to take more freshmen and transfer students.

Regents Meeting: The January Regents meeting will feature updates on fall 2016 freshman and transfer application data, the Governor's budget, and UC Path, and a presentation on the University's efforts to increase student and faculty diversity. The President recently met with the UCAAD chair and vice chair to discuss UCAAD's priorities around diversity and the University's diversity challenges.

Discussion: Council members noted that campuses are increasingly concerned about the additional Teaching Assistants they will need to accommodate the new enrollments, and that it is difficult to increase the number of TAs quickly, especially in STEM fields. The President noted that UC will be proposing to add 600 graduate students to help meet this need; and UCOP will work with the campuses to address their specific concerns.

- ***Aimée Dorr, Provost and Executive Vice President, Academic Affairs***

UCOP has sent the Department of Finance a status report on its implementation of the operational changes included in the Budget Framework Initiative. Several state Assembly staff members met at UCOP recently to discuss progress on initiatives related to the implementation of a new pension tier aligned with the PEPR cap, increasing and improving the transfer path, summer session, alternative credits, C-ID, and others. Provost Dorr noted that the projects have different deadlines for progress and completion. The state attached specific dates to some and UCOP established dates for others. Some initiatives, like the establishment of UC Transfer Paths for 21 majors, are expected to be completed soon, while others, like the initiative to reduce upper division major requirements, are longer term projects that will be completed in stages.

## **V. Proposal to Establish the Herb Alpert School of Music at UCLA**

- **Valerie Leppert, CCGA Chair**

CCGA has approved the creation of the UCLA Herb Alpert School of Music and associated departmental and program transfer actions at UCLA needed to form the School. The School will be created by transferring three existing departments—Ethnomusicology, Music, and Musicology—from their existing academic units. It will be the first School of Music at a UC division. The School’s academic structure mixes scholarship and performance, which is unusual for UC but common for a School of Music. CCGA believes the School will benefit UCLA and the UC system. The School was approved on an unusual basis as a “virtual school” in 2007 without an independent administrative structure. CCGA notes that this path should be understood as a one-off exception and generally be avoided. Council [considered](#) and approved a pre-proposal for reconstitution in October 2014.

**ACTION:** A motion was made and seconded to approve the School and departmental reconstitution. The motion passed unanimously.

## **VI. Executive Session**

## **VII. Update on the Retirement Benefits Advisory Task Force**

### **o Gary Schlimgen, Executive Director, HR Retirement Programs and Services**

The Task Force has sent President Napolitano its recommendations for a new retirement plan for UC employees hired after July 1, 2016 that caps pensionable income at the PEPRA limit. The final report of the Task Force will be released to the Senate and other constituencies for review on January 15.

The report summarizes comprehensively the range of opinions and concerns expressed by Task Force members. It presents a single recommendation for issues with a clear consensus, and both majority and minority opinions for other issues. At least two members would need to voice an opinion to be reported as an official minority; a minority of one would not be reported.

The report presents a range of design options for the 2016 tier. All options offer less competitive benefits compared to the 2013 tier, and the report details the shortfall in pension benefits for each compared to the 2013 tier and against UC’s Comparison 26 group of institutions. The majority of Task Force members favor a supplemental benefit on a capped Defined Benefit plan that includes an additional, fixed employer contribution equivalent to 10% of pay, and an employee contribution of 7%, on income over the PEPRA limit. While this supplement would not fully make up for the difference in pensionable pay under the PEPRA limit, it is the least uncompetitive option. A minority of Task Force members favor a plan with an 8% employer contribution.

The Task Force also recommends that UC allow employees to choose a stand-alone Defined Contribution plan. The majority of Task Force members favors a DC Plan with an employer/employee contribution of 10% /7%. A minority favors either a flat 8% employer contribution or a graded employer contribution that would increase over time (6% in the first five years, 8% the next five, and 10% after ten years).

Council members noted that faculty and administrators will both be concerned about options that diminish UC's competitiveness. It was noted that maintaining competitive Total Remuneration may require UC to increase salary in appropriate proportion to the decreased pension benefits.

#### **VIII. Update on Alternative Credits and C-ID**

- **Tracy Larrabee, UCEP Chair**
- **Ralph Aldredge, BOARS Chair**

The chairs of BOARS and UCEP reported on their committees' recent discussions about the Course Identification Numbering System (C-ID) and College Level Examination Program (CLEP), and recommended next steps.

UCEP was asked to recommend an appropriate subset of CLEP exams and a process for an initial faculty review. UCEP will recommend that committees of faculty reviewers composed of faculty from every undergraduate campus review seven specific CLEP exams. The committees will be asked to opine on what course or courses a specific exam might replace, and what credit could potentially be gained by taking the exam—for example, elective credit or major requirements. BOARS policy currently prohibits the acceptance of CLEP.

BOARS members are reviewing a draft proposal outlining several options for UC's participation in C-ID. One possibility is to encourage campuses to use C-IDs to articulate local courses with a collection of similar courses at multiple CCCs that use that C-ID number.

Chair Hare encouraged BOARS and UCEP to look for systemwide solutions rather than solutions that allow for individual campus variation.

#### **IX. New Business**

UCAAD Activities: UCAAD Chair Clancy briefed Council on her meeting with President Napolitano about UCAAD's activities and its ideas for improving diversity, equity, and climate. She noted that UCAAD is finalizing a document outlining best practices for the hiring of President's Postdoctoral Fellows that it plans to send to Council for review in January. The Committee will also be sending Council recommendations for how campuses should conduct future salary equity studies and for the use of Faculty Equity Advisors (FEAs) across the UC system. Finally, UCAAD asked the president to include metrics in the administrative reviews of department chairs and deans that assess progress toward diversity goals as outlined in the University Mission Statement and Campus strategic plans.

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Meeting adjourned at 3:00 pm

Minutes prepared by Michael LaBriola, Principal Committee Analyst

Attest: Dan Hare, Academic Council Chair