

ACADEMIC COUNCIL

**Minutes of Meeting
April 1, 2015****I. Consent Calendar**

1. Approve today's agenda items and their priority
2. Approve draft Council minutes of February 25, 2015
3. Approve Items for 4-15-15 Assembly Teleconference Meeting: Announcements from the Provost; Elect Vice Chair, Approve revision to SR 682, Faculty Welfare report

ACTION: Council approved the consent calendar.

II. Announcements

- o *Mary Gilly, Academic Senate Chair*
- o *Dan Hare, Academic Senate Vice Chair*

March Regents Meeting: Chair Gilly's remarks to the Regents focused on the ways in which faculty research and creative activities are intertwined with teaching, how research informs classroom teaching, and how students benefit from instruction by faculty who are active researchers. The Regents also discussed a preliminary funding [plan](#) for the development of UC Merced and the progress of the Select Advisory Committee on the Cost Structure of the University (the "Committee of Two"). The UCB Chancellor and UCB Senate Chair made a joint [presentation](#), requested by Regent Kieffer, on the origins and structure of American undergraduate education, which inspired a discussion about admissions policy, access, and diversity.

Transfer Streamlining Meetings: The Senate and UCOP are scheduling meetings of campus representatives from several majors to identify a single set of lower division coursework for community college transfer students to follow as preparation for admission in that major at all nine campuses. Representatives from four life sciences majors will meet in Oakland on April 7 and groups representing natural sciences and social sciences majors will meet later in April. The project seeks to provide better information to community college transfers who want to prepare for multiple UC campuses in the same major; it is not intended to change campus admissions requirements. The meetings will focus on three levels of agreement and guidance for students: a set of minimum pre-major courses required for transfer admission; a set of recommended courses that will help increase an applicant's competitiveness for admission; and any additional preparation that will ensure a transfer is prepared to graduate in two years.

Visits by Governor's Staff: Senior policy staff members from the Governor's Office and the Department of Finance are touring UC campuses, and plan to visit several southern campuses and Davis this month. The Senate asks campuses to ensure a role for faculty in the visits and suggests that faculty may want to discuss their role as researchers and the relationship between research and teaching. The staff members are also expected to attend a portion of upcoming meetings of the Academic Council, BOARS, UCEP, UCPB, and other committees to discuss specific issues.

Health Care Plans: (*Joel Dimsdale, UCFW Chair*) UCOP continues to study the feasibility of a self-funded UC Care HMO plan to replace the Health Net Blue and Gold HMO. UCFW and its Health Care Task Force think it is impractical to implement the HMO in 2016, but are cautiously open to a 2017 roll-out, as long as employees at all campuses have adequate access to care under the plan.

III. Executive Session

Notes were not taken for this portion of the meeting.

IV. Consultation with Senior Managers

- *Rachael Nava, Executive Vice President – Chief Operating Officer*

Following the departure of UC's Chief Financial Officer last year, President Napolitano initiated an organizational review of UCOP that reconfigured the CFO and COO divisions. As UC's Chief Operating Officer, Nava oversees the departments of Human Resources, Information Technology Services, Energy & Sustainability, the UC Path Center, and all UCOP administrative services. Before joining UC, she was COO for a public nonprofit managed-care health plan.

She said she is looking for ways to increase systemwide efficiencies and UCOP's responsiveness. The University of California is complex, but some aspects of the University are more complex than necessary, and there are things UC can learn from the private sector. She has met with UCFW and its Health Care Task Force and wants to leverage UC's system of shared governance to ensure that various constituencies are working together effectively to meet common goals and manage change. Shared governance is critical to maintaining an institution as large and diverse as UC, but it can also create operational challenges in terms of moving ideas forward quickly.

A Council member asked COO Nava about her vision for UC Care. She noted that UC, like any organization, needs a plan to manage rising health care costs. UC's medical centers are incredible resources that make "self-funded" health insurance a natural way to potentially reduce costs, but it will be important to build the right model, and UC is still evaluating the financial implications of the UC Care PPO and a potential UC Care HMO. UC Care is expected to break even this year; however, its mission is not to generate profits, but rather to deliver excellent services while keeping medical and administrative costs and employee premiums as low as possible.

V. Revised Commitment to Students Section of draft Replacement Guidelines for Rescinded University-Industry Relations Policy

- *Liane Brouillette, UCORP Chair*

Issue: The University Committee on Research Policy has endorsed minor revisions to the student protections section of the Guidelines for the UC policy, "Principles Regarding Rights to Future Research Results in University Agreements with External Parties." After UCORP and Academic Council reviewed and approved the Guidelines last summer, it was noted that the language in the Commitment to Students section could be interpreted as contrary to UC's position on graduate

student unionization. Minor additional revisions to this section were made to align with the university's position.

ACTION: A motion to endorse the revisions was made and seconded. The motion passed unanimously. A notice will be sent to Provost Dorr.

VI. Proposed Academic Council Statement on Academic Freedom and Civility

- *Kathleen Montgomery, UCAF Chair (phone)*

Issue: The University Committee on Academic Freedom has revised its Position Statement on Academic Freedom and Civility based on Council's discussion in February. UCAF is asking Council to endorse the statement and disseminate it to divisional Senates for posting on individual academic freedom websites. The statement emphasizes the preeminent value of academic freedom in campus speech, and in the context of calls for "civility."

Discussion: A Council member challenged the view that academic freedom has "preeminent" value in speech on campus, noting that academic freedom has crucial importance, but there are competing values of equal importance to the university. Other members noted that removing "preeminence" would weaken the statement unacceptably. UCAF Chair Montgomery noted that UCAF intends the statement to supplement the statements issued by campus chancellors each year, and to distill those statements to the crucial point that concerns about civility are important, but should not trump academic freedom. The UCAF statement begins by noting that discourse should always start with an aspiration to civility; however, academic freedom should not depend on the extent to which speech is defined as "respectful," and speech does not necessarily have to be respectful to be protected, particularly because individuals will disagree about the definition of "respectful." The Faculty Code of Conduct is implicit in the statement, but even the Code of Conduct does not constrain one's ability to express views in a passionate or even vehement way. A member suggested replacing the word "vehement" with "passionate."

A motion was made and seconded to endorse the statement after replacing the word "vehement" with "passionate." A friendly amendment was made to modify the wording of the first sentence for grammatical clarity.

ACTION: The motion passed by a vote of 13-5.

VII. Update: Joint Working Group on Faculty Compensation

- *Joel Dimsdale, UCFW Chair*
- *Jeffrey Knapp, UCAP Chair*
- *Gary Leal, UCPB Chair*
- *David Lopez-Carr, UCAAD Chair*

A joint work group (chairs of UCPB, UCFW, UCAAD, and UCAP, the Berkeley vice provost for academic personnel, Santa Cruz vice provost for academic affairs, and San Diego associate vice chancellor for academic personnel) has sent President Napolitano two options for how to distribute a 3% increase to general campus faculty salaries set aside in the 2015-16 UC budget. The options are to apply the increase to 1) both the on-scale and off-scale components of ladder-rank faculty salaries or to 2) the on-scale portion of salary only. The work group did not reach consensus about a preferred option, but voted narrowly in favor of "Option 2." The President and

other administrators are now considering the options. The work group will continue to discuss long-term solutions to the faculty salary lags noted in the recent Total Remuneration study.

It was noted that Faculty on the Health Sciences Compensation Plan will see the scale adjustments in their X and X' base salary components, and salaries will be negotiated on the basis of the new scales.

VIII. Executive Session: Nomination of 2015-16 Vice Chair

Notes were not taken for this portion of the meeting.

ACTION: Council selected James Chalfant of UC Davis as its candidate for 2015-16 Vice Chair. The nomination will be forwarded to the Assembly of the Academic Senate for consideration at its April 15 meeting.

IX. Visit with Regent Eloy Ortiz Oakley

Mr. Ortiz Oakley has been Superintendent and President of Long Beach City College since 2007, and was appointed to the Board of Regents in 2014 by Governor Brown to a term ending in 2024. Regent Ortiz Oakley noted that as Regent, he wants to do everything possible to support the university and help it navigate its challenges without sacrificing the integrity and excellence of the institution. He said he deeply appreciates the work of the faculty and wants to find ways to support their work, but he will also challenge faculty and administrators to pioneer changes that will move the University forward. UC's challenges are similar to those facing other public universities, and the divestment of public funding has forced UC to make some difficult choices, but UC has to do a better job of communicating its position on tuition increases, administrative pay, nonresident enrollment, and other issues to the public. He said he also wants UC to do more to increase student and faculty diversity by fine-tuning admissions policies and practices, reaching into underrepresented communities, and working with the community colleges to create clearer transfer pathways.

Q: What should UC understand about the role of the California Community Colleges?

A: UC should understand that its choices can have a tremendous influence on the CCC and its 2.1 million students. CSU has a closer and clearer connection to the CCCs in part because of the Associate Degrees for Transfer. The exchange of views and concerns that led to the creation of the degrees helped build more understanding about each system's mission and challenges. The degrees are now helping to streamline the curriculum and reduce excess credits by encouraging students to focus earlier on their educational goal. But CSU remains the default option for many CCC transfers because the UC option is unclear. UC can do more to create clearer transfer pathways, and the three systems of higher education can work together to create expectations in K-12 about the possibility of college.

Why did you vote against the long-term tuition stability plan? Many of us feel strongly that the tuition increase is necessary to keep UC on the right track. What would it take to convince you that this need is genuine?

First, my appointment was not contingent on a “no” vote. But I felt that there was still room to discuss and negotiate alternatives for moving the university forward. The tuition proposal was politically shrewd but it also created a backlash, and we have to be careful not to undermine public support. I will always support funding UC, but I agree with the Governor that the university has to show more evolutionary thinking and leadership about how it will make use of limited resources to better serve Californians in the future.

How we can help UC graduate programs better compete for the best students in a way that also helps turn graduate programs into a pipeline to a diverse faculty?

Graduate education is a critically important mission. We need to find new ways to recruit diverse talent into UC graduate schools and prepare them for leadership positions, and UC has to be a more welcoming place, by showing a willingness to invest in talent. I hope the President and Governor can reach an agreement on the budget so that UC gets the resources it needs and can move forward and retain its public character.

If we fail to make diversity a priority, there is a risk that some Californians will no longer see UC as their university. UC has also struggled to articulate its broader mission to the general public, who may think about UC only in terms of undergraduate admission for their child. We need to do a better job of articulating the university’s full mission and of explaining the costs that contribute to the undergraduate experience. We also need to do more to reach into the Central Valley, the Inland Empire, and other diverse areas of the state with growing populations of young people and others who may not understand UC or how UC research benefits their daily lives. We need to make better use of the community college system to improve access and affordability.

How can UC maintain its public character in the face of dwindling state support?

We have to keep struggling with this question and not take the easy way out, toward privatization, as other systems have. We cannot allow ourselves to lose the public side of the university, and we need to keep educating legislators and the public. The sense of ownership California’s citizens have for their public university systems is unique, but we can’t assume that Californians will continue to treasure UC as they have in the past.

How can the Senate help increase diversity?

Today we live in a world where we can move on from some of the Proposition 209 rhetoric and look at our admissions practices to find better ways to identify talent in underrepresented communities using different predictors of college readiness and success. The development of a common transfer curriculum also has the potential to help transfer students and improve diversity. Making the transfer process more efficient may also create more opportunities to increase funding for the university

X. Campus Support for Systemwide Senate Service

Faculty have raised concerns that faculty who agree to chair certain systemwide Senate committees are also obligated to serve ex-officio on a number of other Senate and/or administrative committees. The workload can be significant, and while in the past some campuses have provided faculty who do those jobs a stipend in addition to the systemwide

stipend, none does so now. These individuals should receive compensation comparable to that of the chair of local committees. It was suggested that UCOP provide the support. It was noted that the Senate needs to find way to encourage faculty to serve as committee members and to cultivate leadership in those committees. Financial or course relief incentives could help encourage a broader and younger pool of faculty to participate in Senate service.

XI. Consultation with Senior Managers

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

Deans Meetings: Provost Dorr has been organizing meetings between President Napolitano and groups of campus deans from different disciplines to discuss a range of academic, research, and policy topics. Groups of deans from engineering, arts and humanities, education, social sciences, and the graduate division have met so far, and meetings are planned for groups from the life sciences, physical sciences, law, and other disciplines.

Sexual Violence/ Harassment Policy: Systemwide and campus groups are reviewing revisions to UC's Presidential Policy on Sexual Harassment and Sexual Violence needed to comply with the requirements of the Federal Violence Against Women Act when it takes effect on July 1. The policy requires training for all faculty, staff, and students, and Vice Provost Carlson has circulated a draft education and training model outlining proposed training content for each of those groups. Senate agencies are encouraged to review the policy revisions carefully; it is important for UC to have a good policy that works for faculty.

Transfer Streamlining: Aligning transfer admission prerequisites across UC campuses will help CCC students and UC by ensuring that transfers arrive better prepared. It is expected that UC may require different or more courses than CSU, for some majors. The President wants UC to align its expectations as closely as possible to CSU's well-established templates, but is open to differences as long as UC can clearly explain and relate them to CSU's expectations.

Innovative Learning Technology Initiative: UCOP is preparing the formal design specifications for a communications "hub" that will facilitate and streamline cross-campus registration and enrollment processes for systemwide online courses offered through ILTI, and that can function automatically without manual input. Current cross-campus enrollment is approximately 150, but the hub will also be applicable to other systemwide programs like UCDC and UCEAP.

Faculty Salaries: The President, Chancellors, and Executive Vice Chancellors are reviewing the Faculty Salaries Work Group report and its recommendation for how to distribute a 3% increase to faculty salaries. The President has not made a decision, but thinks there is a compelling argument for giving the greatest flexibility possible to campuses to use money strategically.

Meeting adjourned at 4:30 pm

Attest: Mary Gilly, Academic Council Chair

Minutes prepared by Michael LaBriola, Principal Committee Analyst