

ACADEMIC COUNCIL

Minutes of Meeting
April 29, 2015**I. Consent Calendar**

1. Approve today's agenda items and their priority
2. Approve draft Council minutes of April 1, 2015
3. Approve Apportionment of the 2015-16 Assembly

ACTION: Council approved the consent calendar.

II. Executive Session**III. Visit with Staff from Governor's Office and Department of Finance**

- *Lark Park, Senior Advisor to the Governor*
- *Jason MacCannell, Special Assistant for Research to the Governor*
- *Amy Costa, Advisor to the Higher Education Director of the Department of Finance*
- *Christian Osmena, Education Analyst at the Department of Finance*

Guests from the Governor's Office and Department of Finance joined Council to discuss higher education issues.

There was a question about Senate policies and practices for granting UC credit for service learning, independent self-study, and other alternative non-classroom experiences, as well as credit by examination opportunities, including the College Level Examination Program (CLEP), and the extent to which the Senate encourages those opportunities.

It was noted that every campus supports opportunities for students to test knowledge of a subject by examination, without formally enrolling in a course, and to earn credit from service activities, experiential learning, independent study, and courses taken as a part of military service. Local policies for credit by examination are also supported by systemwide [Senate Regulation 620](#). At the same time, faculty understand that a student who simply passes an exam is not necessarily prepared to succeed in subsequent UC coursework. In addition, the availability of the credit by exam option differs by discipline, due to nature of the instruction and the work required.

Chair Gilly noted that the Senate has been leading an effort to implement the Transfer Action Team's recommendation to streamline the transfer pathways from the California Community Colleges to UC. Campus representatives from ten of the most popular transfer majors recently met in Oakland to identify a single set of lower division coursework for transfers to follow as preparation for admission in each major at all nine UC campuses. It is expected that completion of a given major preparation agreement will ensure that a transfer applicant is competitive for UC admission and prepared to graduate two years after matriculation. The initiative will benefit UC transfers and ensure that they arrive better prepared for upper division work. UC plans to convene groups from 11 more majors in fall 2015.

Guests asked how UC faculty might encourage more robust use of online education and technology in the classroom.

It was noted that UC faculty are leading the use of online technology to facilitate student learning. Most UC courses include at least some online component, and UC's new Innovative Learning Technology Initiative (ILTI) supports UC faculty who want to develop innovative online courses that employ effective teaching methods. At the same time, faculty want to safeguard the educational experience, and the effectiveness of online education at UC is due to its being part of an overall residential environment. MOOCs and Khan Academy courses can be useful supplements to a college course, but a course offered through Coursera, for example, may have an 80% dropout rate, while a similar course offered as part of the larger UC ecosystem may have a 90% retention rate.

Guests asked about the Senate's views on persistency, time-to-degree, and career opportunities for graduate students.

It was noted that an all-UC Doctoral Student Support Conference held at UC Irvine in 2014 generated a number of [best practices and recommendations](#) for better supporting doctoral students, making UC financial support offers more competitive to attract the best students, facilitating their advancement to candidacy and a degree, and providing more professional development opportunities. Campus Graduate Councils work closely with individual programs to monitor a variety of issues, including persistence and time-to-degree. In addition, it was noted that undergraduate research is one of UC's hallmarks; research experiences draw undergraduates into academia and make it easier for undergraduates to obtain jobs or admission to graduate schools.

Guests asked whether it would be useful for faculty to know more about individual course-level costs related to the use of buildings and classrooms to help them opine on managing costs and possible efficiencies.

It was noted that these are administrative, not faculty issues, and department chairs are primarily concerned with finding rooms to accommodate all students who want to take a class. UC classrooms rarely have empty seats, and the enrollment of a lecture class is usually determined by the number of teaching labs available to accommodate the enrollment, not the number of faculty available to teach the lecture. It is also difficult to establish the cost of an individual course when so many resources, including buildings and facilities, contribute to the cost. It was also noted that faculty are concerned about the rising student-faculty ratio, particularly in upper division classrooms and laboratories.

IV. Consultation with Senior Managers

- Janet Napolitano, President
- Aimée Dorr, Provost & Executive Vice President, Academic Affairs

Legislation, State Budget, and Advocacy: UC has issued a [statement](#) supporting in concept [California Senate Bill 15](#) (Block), the Senate Democrats Higher Education Plan. The Plan would appropriate funds to eliminate UC's 5% tuition increase plan and increase California resident enrollments, and would be funded in part through increased nonresident tuition and the

elimination of the Middle Class Scholarship Program. (UC has not opined specifically on the Middle Class Scholarship Program.) The Committee of Two meetings between the President and the Governor have been an opportunity to explore ideas related to online education, time-to-degree, and the transfer path. University officials are emphasizing UC's unique role in CA higher education and the need for a long-term cost model to support that role, and that UC is open to innovation but is also cautious about doing anything that hurts educational outcomes and research productivity. The President wants to expand the number of UC advocates and is working with the UC Student Association, Student Regents, and student body presidents to encourage student engagement on state funding issues. The President thanked the faculty for communicating their passion for the University and noted that the continued engagement and support of the faculty is critical to moving UC forward. She also expressed appreciation for the Senate's work around defining streamlined transfer pathways.

Faculty Salaries: The 2015-16 budget adopted by the Regents includes a 3% increase to the faculty salary pool. The final UC budget is still in flux and a final decision about salaries will not occur until the outcome of budget negotiations becomes clearer, but assuming that funding is available, UCOP will augment campus budgets to accommodate the increase. The President has reviewed the joint work group's recommendation for how to distribute the increase and discussed options with campus Chancellors and EVCs. Her recommendation to campuses, for planning purposes only, is to apply 1.5% of the pool as an across-the-board increase to total salary – including the salary scales and any off-scale and above scale components – and 1.5% to address issues related to equity, inversion, compression, and exceptional merit. Decisions about the latter four issues would be made by campus chancellors in consultation with faculty.

Health Benefits: Health benefit costs comprise \$1.4 billion of UC's annual budget. The University reevaluates its insurance plans regularly to manage rising costs while maintaining quality and access. The President said she does not anticipate any significant change to UC's health insurance plans or provider networks in the 2015-16 academic year, and that discussions about potential changes beyond 2015-16 will include the Senate.

Discussion: Council members noted that a 3% increase will only prevent the existing faculty salary lag from expanding. Faculty on the joint work group also emphasized the need for long-term solutions to the total remuneration competitiveness gap and hoped that some of the funding set aside in the UC budget for academic quality investments could be used to close the gap. The four areas flagged by the President for discretionary campus action are important, but faculty are also concerned about giving administrators full discretion over salary actions, and about maintaining the relevance and integrity of the published salary scales. There is an important link between the scales, the merit and promotion system, and UC's excellence.

President Napolitano noted that she shares the aspirational goal of closing the total remuneration gap, and that quality reinvestments may include salary increases but may also include, for example, additional faculty hiring. She believes it is best to leave at least some of those decisions to the chancellors because campuses have different needs. She will be asking the chancellors to provide preliminary plans for distributing the 1.5% increase.

Provost Dorr:

Faculty Salaries: The chancellors and EVCs understand the Senate's concerns about maintaining the relevance of the salary scales. The 1.5% adjustment to the salary scales would take effect for all faculty on payroll as of July 1 2015. The other discretionary half of the 3% adjustment may be used to reward any highly meritorious faculty member, including new faculty, but not to hire new faculty. UCOP expects each campus to report about how they distributed the 1.5%. Faculty participating in the Health Sciences Compensation Plan (HSCP) will see the 1.5% scale adjustments in their X and X' base salary components.

Transfer Meetings: The three April meetings successfully identified common transfer student major preparation across campuses for ten majors. Faculty who attended the meetings expressed enthusiasm for ensuring that transfers arrive at UC as prepared as native freshmen. A communications effort will be needed to communicate the details to admissions officers and students and ensure that websites and other materials communicate a consistent message about the common set of expectations. UC estimates that 21 majors cover 80-85% of transfer students.

Discussion: A Council member noted that many members of the faculty salaries work group thought that it would help address salary inequities across campuses to apply the full 3% increase to the faculty salary scales only. The current plan will exacerbate inequities. Other Council members spoke in favor of reconstituting the work group to review long-term strategies for closing the salary gap. Two suggestions were made about future working groups. One was that future groups include faculty only to ensure that the faculty's views carry more force. Another was that joint working groups should include EVCs or Chancellors to add more weight to the recommendations. There was also concern that administrators not be permitted to shift funds intended for salary equity actions to retention and start-up packages.

V. Senate Officer's Announcements

- *Mary Gilly, Academic Council Chair*
- *Dan Hare, Academic Council Vice Chair*
- *Hilary Baxter, Academic Senate Executive Director*

Transfer Streamlining Meetings: Campus representatives from four life sciences majors – Biochemistry, Biology, Cell Biology, and Molecular Biology – met in Oakland on April 7 and agreed on a set of lower division pre-major courses that will represent UC's best advice for CCC transfer students who want to prepare simultaneously and be competitive for admission across all UC campuses. Meetings on April 16 and 22 resulted in similar agreements for Chemistry, Math, Physics, Anthropology, Economics, and Sociology. The Senate office has been following up with participants to ensure the department and campus review and approval process is proceeding. It is expected that completion of a given pathway will ensure that a transfer applicant is competitive for admission, prepared to perform on an equal level with native freshmen, and prepared to graduate from a UC two years after matriculation.

ICAS Legislative Day: The Intersegmental Committee of Academic Senates held its annual Legislative Day meeting in Sacramento on April 13. The meeting featured a series of visits with legislators, legislative aides, and staff.

UC Info Center: The UC Information Center is a new systemwide [website](#) developed by the Office of Institutional Research and Academic Planning. It uses interactive tables to present data about a variety of UC issues, including admissions, transfer, alumni outcomes, and research.

VI. UCFW Request for Special Health Care Task Forces

- *Joel Dimsdale, UCFW Chair*

Chair Dimsdale noted that UCFW is recommending on behalf of its Health Care Task Force the establishment of two joint Senate-administration task forces to study designated health care issues. The first task force would investigate equity of access to affordable, quality health care regardless of location. Although there are particular concerns about access at Santa Barbara under UC Care, the task force would be expected to study access at all locations and for all insurance programs, and develop overall principles for access. The second task force would investigate the most appropriate structure and provider for mental health care delivery – specifically, whether UC should continue to carve-out mental health care from its general health insurance plans or move to an integrated model, and if the carve-out model continues, whether Optum should remain UC’s mental health insurance vendor. Chair Dimsdale noted that UCFW is recommending a separate task force for mental health care to account for the specific expertise required to tackle these distinct issues.

Action: Council voted unanimously to send a letter to President Napolitano proposing the establishment of the task forces.

VII. Election of UC Retirement System Advisory Board Member

The Senate office received four nominations of candidates to serve a four-year term on the [UCRS Advisory Board](#) beginning on July 1, 2015. No nominations were received from the floor.

Action: Council selected Professor Henning Bohn from UC Santa Barbara.

VIII. Proposed Revisions to Senate Bylaw 128.D.2 (Vice Chairs)

Senate Divisions and Committees have responded to [proposed revisions](#) to Senate Bylaw 128.D.2, which would provide that the vice chairs for all standing systemwide committees whose membership is governed by SBL 128 be at-large members. Currently the at-large requirement applies only to committees represented on the Academic Council. The amendment would eliminate the requirement that the vice chairs of committees not represented on Council be selected from among the divisional appointees of the corresponding local campus committee and regularize the requirement that systemwide committee vice chairs have experience as members of their local committee. One effect of the change would be to add an at-large member to UCAF, UCIE, UCOLASC, UCOPE, UCPT, and UCACC. Council members expressed general support for the revisions, although there was also some concern about the added expense of increasing the size of the noted committees.

Action: Council voted 14-0 to support the amendment. There were three abstentions. The proposal will be sent to the Assembly of the Academic Senate.

IX. Systemwide Review of Proposed Revised Presidential Policy on Sexual Harassment and Sexual Violence

- *Susan Carlson, Vice Provost, Academic Personnel*

Senate Divisions and Committees have responded to the [proposed Presidential Policy on Sexual Harassment and Sexual Violence](#). UC is modifying its existing policy to meet the requirements of the federal Violence Against Women Act (VAWA) that take effect on July 1 2015, and to incorporate related recommendations issued by President Napolitano's Task Force on Preventing and Responding to Sexual Violence and Sexual Assault.

Several substantial concerns were expressed by Senate reviews, with the general consensus being that more work is needed before the final policy is issued. It was noted that the President's Task Force was primarily focused on students, and did not devote the same level of attention to the roles and responsibilities of faculty as mandated reporters of sexual harassment and assault cases. Some reviewers expressed confusion about the definition, role, and expectations for faculty and others as "Designated Employees" in different circumstances. They noted that the policy is sometimes unclear and difficult to understand, and fails to provide guidance about certain employee-student relationships, particularly those involving GSIs who are both students and have a supervisory teaching relationship.

Reviewers also raised concerns about the way the Policy addresses confidentiality. For example, the provision requiring mandatory reporting of all conversations about incidents may be too broad and should be balanced with the need to provide individuals with whom victims can consult confidentiality. Requiring faculty to report all conversations with students about potential harassment could force faculty to breach their student's trust. Clear cases of sexual assault have strict legal reporting requirements, but that is not true for incidents of harassment and the complainant may prefer to raise the matter in confidence. There is also concern that the policy fails to include language safeguarding the due process rights of the accused during an investigation. It was noted that disclosing sanctions imposed against the respondent would violate standard confidentiality clauses in settlement agreements involving faculty.

It was noted that the Policy is unclear regarding how UC will be expected to interact with the legal system in cases of sexual violence and assault. VAWA is putting the University in a difficult position; it makes little sense to ask UC to adjudicate criminal cases through a Title IX process. As a prominent University, UC should have a role in shaping national policy, not just its own policy. UC should consider how it might exert pressure to change the law.

Finally, it was agreed that Council should encourage the Policy authors to review the detailed commentary on the policy provided by the UC Irvine Title IX officer, and incorporate most if not all of the specific suggestions.

Action: A draft letter will be circulated to Council for comment and approval before the May 20 review deadline.

X. Final Review: UC Policy on Copyright and Fair Use

Council reviewed Senate Divisions and Committee comments made in response to the final review of [proposed revisions](#) to the UC Policy on Copyright and Fair Use.

Action: A motion to endorse the final revisions was made and seconded, and Council voted unanimously to endorse the revisions. A letter transmitting the Senate’s comments will be send to Provost Dorr.

XI. Bringing UC Faculty into “The Conversation” (3:15 pm – 4:00 pm)

- *Bruce Wilson, Executive Director, University Relations & Development for “The Conversation”*
- *Mary Croughan, Executive Director, Research Grants Program Office*

[The Conversation](#) is a not-for-profit, ad-free, faculty-driven, open source online publication geared to a broad lay readership. It was launched in Australia in October 2014 and has a growing international following. Faculty from across the world, including at UC campuses, are contributing articles to the Conversation, and prominent news outlets have been republishing articles with growing frequency. Faculty have control over articles appearing in the Conversation. All content is written by faculty experts, edited by experienced journalists, and published under a Creative Commons license. The goal is to share great research stories in an objective environment that maintains academic integrity.

Conversation editors pitch stories to media relations contacts at universities, including UC, who suggest faculty experts as potential authors for specific issues. Faculty may also pitch their own stories directly to the Conversation. A website allows authors to track an article’s reach and impact, including exactly where it has been read. The Conversation’s long-term strategy is to expand into additional countries and build a global newsroom.

UC faculty have expressed interest in doing more to communicate the content and impact of their research to policymakers and the general public. The Conversation is a potentially strong avenue for doing so, as well as an opportunity to demonstrate the collective strength of the UC research enterprise to a national and international audience, and a logical extension of open access principles.

Meeting adjourned at 4:30 pm

Minutes prepared by Michael LaBriola, Principal Committee Analyst

Attest: Mary Gilly, Academic Council Chair