

UNIVERSITY OF CALIFORNIA
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VIDEOCONFERENCE OF THE ASSEMBLY OF THE ACADEMIC SENATE

Wednesday, December 12, 2018

10:00 am - 1:00 pm

To participate in the videoconference, contact your divisional Senate office for the location of a central meeting place. If you are off-campus, you may join the video and internet audio at

<https://UCOP.zoom.us/j/6568908103>

Or by phone: 1 646 876 9923 Meeting ID: 656 890 8103

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A. Academic Council

▪ Robert May, Chair Academic Council

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X. SPECIAL ORDERS

A. Consent Calendar [NONE]

XI. REPORTS ON SPECIAL COMMITTEES [NONE]

XII. PETITIONS OF STUDENTS [NONE]

XIII. UNFINISHED BUSINESS [NONE]

XIV. NEW BUSINESS

I. Roll Call

2018-19 Assembly Roll Call December 12, 2018

President of the University:

Janet Napolitano

Amy Powell

Academic Council Members:

Robert May, Chair
Kum-Kum Bhavnani, Vice Chair
Barbara Spackman, Chair, UCB
Kristin Lagattuta, Chair, UCD
Linda Cohen, Chair, UCI
Joseph Bristow, Chair, UCLA
Kurt Schnier, Chair, UCM
Dylan Rodriguez, Chair, UCR
Robert Horwitz, Chair UCSD
David Teitel, Chair, UCSF
Henning Bohn, Chair, UCSB
Kimberly Lau, Chair, UCSC
Eddie Comeaux, Chair, BOARS
Onyebuchi Arah, Chair, CCGA
Lok Siu, Chair, UCAADE
Daniel Farber, Chair, UCAP
Anne Zanzucchi, Chair, UCEP
Sean Malloy, Chair, UCFW
Andrew Baird, Chair, UCORP
James Steintrager, Chair, UCPB

Los Angeles (7)

Noel Boyle
Jessica Cattelino
Mansoureh Eghbali
Kym F. Faull
Sandra Loo
William Marotti
Peter Tontonoz

Merced (1)

Shawn Newsam

Riverside (2)

Thomas Cogswell
Manuela Martins-Green

San Diego (5)

Amy Bridges
Seth Cohen
Robert Kluender
Elizabeth Komives
Joseph Pogliano

Berkeley (5)

Victoria Frede-Montemayor
Fai Ma
Suzanne Fleiszig
Richard Scheffler
R. Jay Wallace

San Francisco (5)

Elena Flowers
Marek Brzezinski
Steven Cheung
Jacqueline Leung
Vineeta Singh

Davis (6)

Anne Britt
Richard Grotjahn
George Mattay
Jeffrey Williams
S.J. Ben Yoo
TBD

Santa Barbara (3)

Charles Akemann
Eric Matthys
F. Winddance Twine

Irvine (4)

Jacob Avery
Elliott Currie
Masashi Kitazawa

Santa Cruz (2)

David Brundage
Janette Dinishak

Secretary/Parliamentarian

Andrew Dickson

MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

June 13, 2018

MINUTES OF VIDEOCONFERENCE MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, June 13, 2018. Academic Senate Chair Shane White presided and called the meeting to order at 10:00 am. Senate Director Hilary Baxter called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of April 11, 2018.

III. ANNOUNCEMENTS BY THE CHAIR**▪ Shane N. White**

Apportionment of 2018-19 Assembly: Chair White noted that the apportionment of the Assembly for the 2018-19 academic year is enclosed in the agenda. UCSF representation increased by one and UCLA representation decreased by one.

State Budget Update: The State budget agreement between the Legislature and Governor Brown provides UC with a \$98.1 million increase in permanent ongoing funding, just \$6 million more than the 3% (\$92 million) increase the Governor had proposed in his January budget. An additional \$5 million will support 500 new California undergraduates in 2018-19. UC also received \$248.8 million in additional one-time funding, including \$70 million for a tuition buy-out, \$25 million to support currently enrolled students, \$35 million for deferred maintenance, and \$25 million specifically to help address Berkeley's operating deficit.

In his May Budget Revision, the Governor suggested that the State should respond to any future UC tuition increase with an equivalent cut to the UC budget. The University counters that the State has failed to restore UC's pre-recession funding, despite a strong economy and an increased tax base, and that tuition increases help the neediest UC students by directing more funding to the financial aid pool. Both Legislative houses supported full funding for UC this year, fueling hopes that UC can forge an agreement with the new governor next year.

LANL: The Department of Energy announced that it has awarded the new contract for management and operation of Los Alamos National Laboratory to Triad National Security, an LLC that includes UC, Texas A&M University, and Battelle Memorial Institute.

UCOP Restructuring: The Academic Council sent Provost Brown a [recommendation](#) for the future governance structure of the UC Education Abroad Program, and the President has appointed Advisory Committees to consider options from Huron Consulting for the potential

relocation of the Division of UC Health and the Division of Agriculture and Natural Resources. The Academic Senate maintains that the restructuring options in the Huron report should be implemented only if they enhance and not harm, UCOP's systemwide functionality.

- Assembly members asked Academic Council to request a systemwide Senate review of the final UC ANR and UC Health Advisory Committee work products.

SVSH Policy: The Department of Education Office of Civil Rights' (OCR) Resolution Agreement with UC Berkeley concerning faculty disciplinary processes for Sexual Violence and Sexual Harassment (SVSH) cases applies to all UC campuses. Following the Agreement, the OCR raised three specific concerns about the University's SVSH Policy that relate to the Academic Senate. The President has asked the Senate to send her recommendations about the three concerns.

- 1) how to define a reasonably prompt timeframe to complete a P&T hearing or an early resolution in an SVSH matter
- 2) how to provide rights to complainants in the P&T hearing process so that they align with the rights provided to faculty respondents
- 3) whether a different standard of proof for disciplining faculty who have been found to have violated the SVSH policy is warranted

Transfer Task Force: The CA Master Plan for Higher Education asks UC to enroll one California Community College (CCC) transfer student for every freshman. The University meets this ratio on a systemwide basis, but two campuses fall short. Last year, the state mandated that every UC campus achieve the ratio, as part of a set of conditions tied to the release of \$50 million in state funding. In fall 2017, a joint Senate-Administration Task Force was convened to consider ways to improve the transfer path, and its final [report](#) recommended that UC offer a transfer admission guarantee to the UC system to any CCC student completing the coursework in a UC Transfer Pathway with a major preparation GPA and an overall GPA above some minimum still to be determined. President Napolitano and CCC Chancellor Ortiz Oakley signed an MOU related to this guarantee, which was key to the Department of Finance's decision to release the \$50 million earlier this month. The Senate and administration will be working together to implement the recommendations.

IV. UNIVERSITY AND FACULTY WELFARE REPORT

- **Roberta Rehm, Chair, University Committee on Faculty Welfare**

Faculty Salaries: In May, the President announced a three-year plan to reduce the 8.4% faculty salary gap between UC and the Comparison 8, beginning with a 4% increase to the published UC base salary scales in the 2018-19 academic year. Closing the gap over three years would have required 5.6% annual increases. And UCFW has requested budget models to help the Senate define options for fully addressing the remaining gap over two years. UCFW is preparing a simple model for closing the gap that can be sent to the administration before the 2019-20 budget development cycle is initiated.

Pension Security: Council recently [endorsed a UCFW letter](#) urging the University to implement cybersecurity improvements for payroll and pension access following the theft of a pension payment from an emeriti faculty member. UCFW recommended implementing multi-factor authentication to confirm a user's identity for all computing processes that allow changes to

salary/pension information, as well as other minimum security standards to protect employees and retirees.

Gold Book Review: Last year, UCFW initiated a Public Safety Task Force to review the UC Police Policies and Administrative Procedures manual (the “Gold Book”) and other systemwide public safety directives to identify best practices for all UC campus police departments. The final task force report recommends changes to the Gold Book that increase transparency and consistency and align policing policies and practices with current public safety best practices appropriate to a university environment. The report also recommends the creation of independent campus Public Advisory Boards to receive and review complaints against the UCPD.

V. ANNOUNCEMENTS BY THE PRESIDENT

▪ Janet Napolitano

May Regents Meeting: President Napolitano expressed appreciation for Chair White’s [remarks to the Regents](#) in May about prioritizing faculty diversity. She noted that the Regents received a status report on UCOP’s one-year implementation of recommendations in the 2017 California State Auditor (CSA) report on UCOP budget practices and expenditures. The Regents’ independent consultant concluded that UCOP had satisfied progress requirements for all ten CSA recommendations due April 30, 2018. The Regents also hosted presentations on the role of University Extension, UC’s progress to expand online education, the University’s financial aid strategy, and the final report of the Transfer Task Force. Finally, the Regents approved a fiscal year 2018-19 budget for UCOP, which includes a revamped budget presentation format to enable a clearer evaluation of UCOP revenues and expenditures.

State Budget: The budget agreement between the Governor and Legislature includes \$98.1 million in new ongoing funding, as well as \$248 million in one-time funding, a portion of which UC will use to buy-out a planned in-state tuition increase and support new CA resident enrollments. The University appreciates the additional one-time funding, but also emphasizes the need for permanent revenue streams to support new enrollments and other costs. UC will be working with the campuses to assemble a multi-year proposal for full ongoing funding that encompasses the first term of the new Governor.

In addition, while the University welcomes the \$25 million the state budget provides to address Berkeley’s operating deficit, there are process and organizational concerns about directing state funds to a specific campus. (It was noted that Berkeley did not lobby the Legislature for the funding).

UCOP Restructuring: In addition to UC Health and UC ANR, the President is considering restructuring options for several additional UCOP-based programs, including (1) combining the UC Mexico Initiative, UC Mexus, and Casa de California into a single entity and location; (2) transitioning the Innovative Learning Technology Initiative to a campus; (3) and creating two new departments within the Division of Academic Affairs – one focused on supporting and promoting scholarship and publication across the UC system, and one focused on supporting and facilitating instructional and curricular programs.

Federal Legislation: Earlier this month, UC attorneys presented oral arguments before the 9th Circuit Court of Appeals as part of a hearing on the government’s attempt to rescind the DACA program. In addition, President Napolitano, CSU Chancellor White, and CCC Chancellor Ortiz

Oakley issued a [joint statement](#) opposing the PROSPER Act, House Republicans’ proposal to overhaul the Higher Education Act, which emphasizes that PROSPER would undermine the higher education segments’ ability to provide affordable, accessible, and equitable pathways to success.

LANL Contract: The University is pleased that the Department of Energy has awarded the five-year, \$2.5 billion contract for management of Los Alamos National Laboratory to Triad National Security, an LLC that includes UC, Texas A&M University, and Battelle Memorial Institute.

VI. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Election of 2018-19 UCOC Vice Chair

ACTION: The Assembly elected Pamela Ling (UCSF) 2018-19 UCOC Vice Chair.

2. Ratification of 2018-21 Secretary/Parliamentarian

ACTION: The Assembly unanimously ratified Professor Andrew Dickson (UCSD) as Assembly Secretary/Parliamentarian for a three-year term beginning September 1, 2018.

VII. SPECIAL ORDERS

A. Consent Calendar [None]

1. Variance to Senate Regulation 780 Requested by San Francisco Division

At its May 30 meeting, the Academic Council approved a proposed amendment to San Francisco Division Regulation 780 to accommodate a new pass/no pass grading system in the UCSF School of Pharmacy (SOP) for the PharmD.

ACTION: The Assembly approved the variance by unanimous consent.

VIII. REPORTS ON SPECIAL COMMITTEES [None]

IX. PETITIONS OF STUDENTS [None]

X. UNFINISHED BUSINESS [None]

XI. NEW BUSINESS [None]

The meeting adjourned at 12:00 pm

Minutes Prepared by: Michael LaBriola, Academic Senate Analyst

Attest: Shane White, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 13, 2018

Appendix A – 2017-2018 Assembly Attendance Record, Meeting of June 13, 2018

President of the University:

Janet Napolitano

Academic Council Members:

Shane White, Chair

Robert May, Vice Chair

Lisa Alvarez-Cohen, Chair, UCB

Rachael Goodhue, Chair, UCD

Maria Pantelia, Chair, UCI

Sandra Graham, Chair, UCLA

Shawn Newsam (alt for Susan Amussen,
Chair, UCM)

Dylan Rodriguez, Chair, UCR

Robert Horwitz, Vice Chair UCSD (alt for
Farrell Ackerman, Chair, UCSD)

David Teitel, Chair, UCSF

Henning Bohn, Chair, UCSB

Olof Einarsdottir, Chair, UCSC

Henry Sanchez, Chair, BOARS

Karen Duderstadt, Chair, CCGA

Tanya Golash-Boza, Chair, UCAADE
(absent)

Michelle Yeh, Chair, UCAP (absent)

Edward Caswell-Chen, Chair, UCEP
(absent)

Roberta Rehm, Chair, UCFW

Jeffrey Richman, Chair, UCORP (absent)

Joshua Schimel, Chair, UCPB (absent)

Berkeley (5)

Daniel Melia (alt for Daniel Boyarin)

Fai Ma

Ted Slaman (alt for Victora Frede-
Montemayor)

Barbara Spackman (alt for Christopher
Kutz)

Kristofer Pister

Davis (6)

Stephanie Dungan (absent)

Robert L. Powell (absent)

Brenda Schildgen (absent)

Scott Stanley (absent)

S.J. Ben Yoo

Irvine (4)

John Dobrian

Henry Weinstein (absent)

Masashi Kitazawa

Amy Powell

Los Angeles (8)

Noel Boyle

Mansoureh Eghbali (absent)

Kym F. Faull

Roman Koropecyk

Sandra Loo

William Marotti

Peter Tontono (absent)

Dorothy Wiley (absent)

Merced (1)

Patti LiWang

Riverside (2)

Thomas Cogswell

Manuela Martins-Green

San Diego (5)

Anna Joy Springer (absent)

Deborah Hertz (absent)

Robert Kluender

Elizabeth Komives

Joseph Pogliano

San Francisco (4)

Marek Brzezinski

Vineeta Singh

Marcus Ferrone (alt for Elena Flowers)

Janine Cataldo (alt for Leah Karliner)

Santa Barbara (3)

Bjorn Birnir (absent)

Susan Cassels

Eric Matthys (absent)

Santa Cruz (2)

Kimberly Lau (absent)

Dorian Bell (absent)

Secretary/Parliamentarian

George J. Matthey

ACADEMIC COUNCIL ANNUAL REPORT 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Academic Council is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the President on behalf of the Assembly, and has the continuing responsibility through its committee structure to investigate and report to the Assembly on matters of Universitywide concern. The Academic Council held eleven regular meetings and additional conference calls during the 2017-18 year to consider multiple initiatives, proposals, and reports. Its final recommendations and reports can be found on the [Academic Senate website](#). Matters of particular import for the year include:

BUDGETARY ISSUES

Monthly Budget Briefings: The President, Provost, Chief Operating Officer, and other senior UC leaders updated Council each month about the progress of budget negotiations in Sacramento and the development of the 2008-19 State and University budgets; proposed legislation affecting the UC budget; the University's progress implementing CA State Auditor recommendations regarding UCOP budget and accounting policies and practices; advocacy efforts in Sacramento to secure support for full funding of the University, including efforts to meet conditions to secure the release of \$50 million sequestered from the UC budget and efforts to secure full marginal cost funding for undergraduate enrollments and funding for new graduate enrollments. Several Council members participated in monthly budget briefing videoconferences for faculty and senior administrators hosted by the Provost. Council Chair White and Immediate Past Chair Chalfant were members of the President's Executive Budget Committee.

The Council was extremely concerned about the effect of enrollment and budgetary pressures on academic quality. Council members urged UC officials to resist unrealistic enrollment mandates, to emphasize the impact of unfunded enrollment and budget cuts on educational quality, and to inform State officials about the importance of reinvesting in quality through measures such as reducing the student-faculty ratio; providing competitive total remuneration; and increasing graduate student support. Members conveyed their campuses' concerns about overcrowded classrooms, increasing wait lists, and deteriorating facilities. They encouraged UC to work toward greater equity of per-student support across campuses; urged administrators not to accept inadequate state funding as a "new normal"; and encouraged the University to seek an agreement with the incoming Governor for sufficient budgetary support of the University's full undergraduate, graduate education and research missions.

Enrollment Funding Principles: Early in the year, Council discussed UCOP's efforts to implement the 2017 Budget Act requirement that UC enroll 1,500 more resident undergraduates in 2018-19, with costs supported by funding redirected from systemwide programs and UCOP operations. Council sent President Napolitano a letter identifying [principles](#) to guide options for reallocating up to \$15 million from the UCOP Academic Affairs budget to support the new enrollments. The principles asked the University to prioritize the preservation of systemwide academic programs and services that benefit the core UC academic mission and that support multiple campuses, in a process that includes Academic Senate input. Council would refer to these principles periodically during the year, in the context of other discussions and decisions.

FACULTY WELFARE ISSUES

Faculty Salaries: In December, Council endorsed a UCFW plan for closing the 8.4% salary gap between UC faculty and faculty at UC's Comparison 8 group of institutions. Council's [letter](#) to the President emphasized the need to provide all faculty with a raise, improve salary equity, and bring the published UC salary scales closer to market reality. In March, Council [followed-up](#) with a specific proposal from a UCFW-UCPB-UCAP-UCAADE subcommittee for closing the gap over three years. The President responded by enacting a multi-year plan to close the gap beginning with a 4% increase to the published salary scales in the 2018-19 academic year. In the spring, UCFW, UCPB, UCAP, and UCAADE again worked together to prepare options for fully addressing the remaining gap over two years. In June, the Council [unanimously endorsed](#) the subcommittee's plan for continuing the three-year trajectory to close the gap.

Retiree Health: In September, Council reviewed a UCFW letter expressing concern about a proposal to remove the 70 percent floor for the University's annual aggregate contribution to the retiree health benefit program. Council discussed the issue with President Napolitano, who announced that she was charging a Retiree Health Working Group with making recommendations about the program affecting the 2019 budget. Council [endorsed](#) the UCFW letter and included recommendations about the charge and composition of the Working Group. Council Vice Chair May served as the Senate's primary representative on the Working Group, which released an interim report in July. The President accepted the interim findings that no significant changes were needed to retiree health care plan offerings or benefit design for 2019, and she asked the Working Group to continue evaluating design strategies through 2019. In August, Council [wrote the President](#) thanking her for accepting the findings and requesting that the Working Group remain active to fulfill its original charge to "design strategies to effectively manage costs to be able to sustain the benefits and evaluate the implications of the different options to both UC and retirees." Council believes the Working Group will provide great value by continuing to address the sustainability of the retiree health program and the issues listed in its interim report under "Further Considerations," through a final report.

Public Safety Task Force: In June, Council [endorsed](#) the report of the Systemwide Public Safety Task Force initiated by UCFW last year to review the UC Police Policies and Administrative Procedures manual (the "Gold Book") to identify best practices for all UC campus police departments. The report recommended specific changes to the Gold Book that increase transparency and consistency and align policing policies and practices with current public safety best practices appropriate to a university environment. It also recommended the creation of independent Public Advisory Boards (PABs) on each UC campus to provide independent oversight and accountability.

UCOP RESTRUCTURING

The Huron Report: Council discussed the Huron Consulting Group's review of the UCOP organizational structure, its recommendations concerning UCOP's size, scope, portfolio of services, and governance practices, and its potential options for refocusing, realigning, and reducing UCOP operations, including moving several programs and functions housed at UCOP. Council was unable to assess the options and recommendations due to the absence of background data and analytics, but it was concerned that moving systemwide programs out of UCOP could reduce their functionality and systemwide accountability and carry costs that would offset any savings. In February, Council approved a set of [principles](#) to guide the interpretation of the Huron Report, based on protecting the functionality of UCOP and strengthening the Division of Academic Affairs and its alignment with the UC mission. Council also endorsed a [proposal](#) to reorient, realign, and rename UCOP, to clarify its broad system operations and governance

mission beyond the President's immediate office, and to emphasize the primacy of its academic mission. During the remaining of the year, Council monitored UCOP's consideration of several specific options in the Huron report, including those related to the relocation or reorganization of the UC Education Abroad Program (UCEAP), UC Press, UC Health, and the Division of Agriculture and Natural Resources (DANR).

UCEAP: In the spring, after UCOP announced it was implementing a Huron recommendation to transition the administration, budget, and employees of UCEAP to UCSB, Provost Brown invited Council to comment on a draft charter and MOU for UCEAP's operation by UCSB. A subcommittee of the UCPB, UCEP, and UCIE chairs met to discuss the draft Charter and MOU and focused on the composition of a proposed Advisory Committee that would advise the Provost and UCSB Chancellor on UCEAP. In May, Council [endorsed](#) the UCIE-UCPB-UCEP subcommittee recommendation concerning the proposed Advisory Committee.

UC Press: In June, Council [endorsed a letter](#) from the Senate's Editorial Committee (EDIT) expressing concerns about a proposal to move UC Press from UCOP. Council decided to oppose the move until the University had examined all the organizational and fiscal consequences of doing so, identified advantages beyond those associated with making UCOP appear smaller, and given the Press Director adequate time to develop a strategy for the Press's future operation and continued success outside of UCOP.

Shared Governance Concerns: As UCOP's consideration of the Huron options progressed, Council became increasingly concerned that UCOP was evaluating potential changes to systemwide programs without sufficient shared governance consultation. In June, Council [endorsed](#) a UCPB letter that requested more faculty engagement in the review of organizational changes affecting the teaching and research missions and that asked the President to engage the Senate more fully in the review of proposals to reorganize systemwide academic programs housed in UCOP such as UCEAP, DANR, UC Health, and UC Press. Council also requested a systemwide Senate review of the work products of the Advisory Committees charged by the President with considering the Huron Consulting Group's recommendations concerning UC Health and DANR.

UCOP GOVERNANCE CRISIS

Council held a special meeting on November 17 to discuss [actions](#) taken by the Regents at their November 16 special meeting pertaining to President Napolitano's conduct during the 2017 State audit of the UCOP budget. An independent report from former CA Supreme Court Justice Moreno detailed UCOP's interference in surveys administered to campuses as part of the audit. The [minutes](#) of the special Council meeting recorded Council's concern. At its November 29 meeting, Council encouraged the President to make three governance improvements to increase faculty engagement in her inner circle 1) the appointment of a senior faculty advisor not currently involved in the day-to-day operation of the University to advise the President on ideas and proposals; 2) the enhancement of the Provost's role and inclusion of the Provost in all major decisions; and 3) the incorporation of Senate leadership into the President's Advisory Group. In December, President Napolitano told the Assembly that she was accepting the three requests for governance improvements. Council will continue to monitor the effectiveness of the administration's renewed commitments to transparency and shared governance.

UNDERGRADUATE ADMISSIONS ISSUES

Transfer Admissions: In May, a joint Senate-Administration Task Force co-chaired by past Senate Chair Chalfant and Provost Brown released a report recommending five core

improvements to the transfer path, including the creation of a systemwide transfer admission guarantee for students who complete coursework in a UC Transfer Pathway with major preparation GPA and overall GPA above some minimum to be determined; and a pilot program for Associate of Science degrees in Chemistry and Physics. Council [endorsed](#) the Transfer Task Force report and a [letter](#) from BOARS affirming its commitment to develop policy in response to the recommendations. Council also discussed an MOU between President Napolitano and the CCC Chancellor related to the guarantee. Council emphasized the importance of maintaining the Senate's authority over admissions; it urged that political considerations not drive admissions policy; and it stressed that additional resources would be needed to support any new influx of transfers as well as their preparation and success under a guarantee.

Revisions to Area “d” Freshman Admission Requirement (Senate Regulation 424.A.3): Following a systemwide Senate review, Council approved BOARS' proposed revisions to Senate Regulation 424.A.3 related to the area “d” (laboratory science) requirement for freshman admission. The revisions increase the existing minimum area “d” requirement from 2 units to 3 units (3 units currently are recommended), while continuing to require 2 units of coursework that “provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics”. The amendments also change the name of the area “d” requirement from “Laboratory Science” to “Science” to reflect the broader range of science disciplines to be accepted for the third unit under area “d” henceforth. The Assembly [approved](#) the revisions in February.

SEXUAL HARASSMENT POLICY

Council discussed campus implementation of the University's new systemwide policy framework for the investigation and adjudication of sexual violence and sexual harassment (SVSH) cases involving faculty, including a new requirement for a Peer Review Committee charged with advising chancellors on disciplinary action in SVSH cases involving faculty.

Council also discussed a Resolution Agreement between UC Berkeley and the Department of Education Office of Civil Rights (OCR) concerning SVSH cases at Berkeley, and President Napolitano's request that the Senate consider three specific concerns raised by the OCR about the systemwide UC policy, including (1) what constitutes a “reasonably prompt” timeline for completing a P&T hearing or an early resolution; (2) how to provide parallel rights to complaints and respondents in the P&T hearing process; and (3) whether a different standard of proof for faculty discipline (clear and convincing vs preponderance) is justified.

Overlapping with this request was Board of Regents Chair Kieffer's request to the Senate to implement recommendations from the CA State Auditor for improving UC's responses to sexual harassment complaints. These included a recommendation to further define Senate bylaws to specify timeframes for scheduling a disciplinary hearing before the Senate Privilege and Tenure (P&T) Committee and for issuing a P&T recommendation to the Chancellor. Council Chair White [wrote to Chair Kieffer](#) to convey the Senate's commitment to implementing the recommendations, and a Senate working group was formed to create a policy and respond to the President's request.

UNDERGRADUATE EDUCATION ISSUES

Online Education: Council supported the Innovative Learning Technology Initiative (ILTI) and its goals to help UC students access high-demand courses, satisfy degree requirements, and

achieve more timely graduation. In June, ILTI Director Ellen Osmundson joined Council to discuss ILTI's investigation into barriers to cross-campus enrollment in online courses. Council [endorsed](#) a UCEP recommendation that campuses implement a student-friendly petition process to address cases in which a UC student has been disallowed from enrolling in an online course offered on another UC campus.

Training for TAs and GSIs: Council [endorsed a UCEP letter](#) summarizing its investigation of GSI and TA training practices across campuses and recommending that each campus administration work with their Academic Senates and Centers for Teaching and Learning (CTLs) or Offices of Instructional Development (OIDs) to implement several best practices, including (1) develop minimum standards for required campus-level training; (2) ensure that adequate resources for training are provided; and (3) offer additional training in pedagogy for graduate students interested in pursuing teaching careers.

Posthumous Degrees: Council [endorsed](#) a UCEP recommendation that all UC campuses consider adopting a policy to regulate the awarding of posthumous baccalaureate degrees within a model systemwide framework provided by UCEP.

GRADUATE EDUCATION ISSUES

Degree and School Approvals: Following recommendations from CCGA and the other Compendium committees, Council approved the following degree programs, and School/College name changes. CCGA was responsive and efficient in its reviews, and worked closely with the campuses to hone and strengthen the proposals to ensure they met the University's standards for educational excellence prior to approval.

- [Master of Innovation and Entrepreneurship \(MIE\) at UC Irvine](#) (8/18)
- [Pre-proposal for a School of Public Health at UC San Diego](#) (7/18)
- [Pre-proposal to establish a seventh undergraduate college at UC San Diego](#) (6/18)
- [Name Change for UC Riverside School of Business](#) (5/18)
- [Master of Software Engineering at UC Irvine](#) (4/18)
- [Name Change for UC Irvine Susan and Henry Samueli College of Health Sciences](#) (2/18)
- [Doctorate of Nursing Practice \(DNP\) degree at UC Irvine](#) (2/18)
- [Doctorate of Nursing Practice \(DNP\) degree at UCLA](#) (2/18)
- [Master of Molecular Science and Software Engineering at UC Berkeley](#) (10/17)
- [Master of Professional Accountancy \(MPAc\) degree at UC San Diego](#) (10/17)
- [Master of Information and Cyber Security \(MICS\) degree at UC Berkeley](#) (9/17)

SSGPDPs: Council discussed campuses' increasing use of self-supporting graduate and professional degree programs (SSGPDPs) to help offset the decline in state support. The proliferation of SSGPDPs is creating tension between some administrators who want programs evaluated and approved quickly, and faculty who want to ensure their academic quality and integrity and who are concerned that SSGPDPs could divert resources away from the core mission of the University. Council suggested that the Senate do more to assess the financial performance of SSGPDPs after they have been established.

Graduate Student Funding: Council was concerned about UC's ongoing ability to compete for academic graduate students. Council members noted that competitive packages, affordable housing, and an appropriate balance between teaching and research are all critical to advancing UC's mission to train the next generation of faculty and knowledge-creators. They urged UCOP to showcase UC's research, graduate education, and PhD training missions as distinct from

CSU's, to help make an effective case to the Legislature about funding UC's full mission as a Research I University.

STUDENT WELFARE ISSUES

Support for Undocumented Students: The Council supported the University's efforts to help undocumented students affected by the Trump Administration's attempts to rescind the Deferred Action on Childhood Arrivals (DACA) program, and President Napolitano's decision to sue the Government over the decision. The President updated Council regularly about the progress of the lawsuit and other efforts to support undocumented students. In January, Council sent the President a [letter](#) in support of a Berkeley student who was detained by Border Patrol agents at an immigration checkpoint in Southern California, and a [statement](#) in February in support of the educational success of DACA students, other undocumented students enrolled at the University, and students who are U.S. citizens with undocumented families, who may be forced to leave the United States before completing their degree.

Student Mental Health: The Council [endorsed a UCEP letter](#) asking President Napolitano to (1) prioritize funding for mental health services; and (2) advocate for permanent state funding augmentations sufficient to meet increasing student demand for mental health services. The letter also noted that faculty have a key role to play in supporting student mental health and recommended a coordinated initiative focused on faculty training to identify students in distress, best react to their needs, and provide optimal direction to appropriate resources. Council suggested an effort involving UCEP, UCFW, and the UCOP Offices of Academic Personnel and Student Affairs that is informed by campus Disability Resource Centers.

DIVERSITY AND EQUITY ISSUES

Support for Faculty Diversity Programs: In January, Council met with Vice Provost Carlson to discuss UC's use of one-time State funding to support equal opportunity in faculty employment, and with the Director of the President's Postdoctoral Fellowship Program (PPFP) to discuss the PPFP's success in promoting the diversity of the UC faculty. Throughout the year, Council expressed strong support for increasing funding for the PPFP, in recognition that it has been one of the University's most effective tools in diversifying the faculty.

UCAADE Recommendations: In July, Council agreed to circulate for campus review three documents authored or co-authored by the University Committee on Affirmative Action, Diversity, and Equity (UCAADE): (1) Joint Recommendations from UCAADE and the UC Systemwide Equal Employment/Affirmative Action Officers Group for the use of Statements on Contributions to Diversity, Equity, and Inclusion for UC academic positions; (2) their Joint Recommendations for new or expanded Equity Advisor programs; and (3) UCAADE's recommendations for enhancing faculty diversity at UC using Senate-led initiatives, administrative accountability, and additional funding for proven methods. Council believes the recommendations can help support UC's advocacy around State funding for faculty diversity initiatives.

RESEARCH ISSUES

Review of the Institutes for Transportation Studies: In April, Council [approved the Five-Year Review](#) of the Institutes for Transportation Studies (ITS) Multicampus Research Unit (MRU). The review was conducted by a Joint Senate Review Committee led by the University Committee on Research Policy (UCORP) with input from UCPB and CCGA. The report affirms

the unique service provided by the ITS to UC's research, graduate education, and public service missions, and recommends continuing the MRU for another five years. The report also offers suggestions for enhancing ITS operations and for strengthening collaboration and coordination across the campus branches of the ITS and at non-ITS UC campuses.

National Laboratories: Vice President for Laboratory Management Kim Budil briefed Council on UC's oversight of the three Department of Energy national laboratories; the research and national security work undertaken at the labs; UC's use of the DOE management fee to fund research collaborations between lab scientists and faculty and graduate students on UC campuses; and UC's efforts to prepare for the re-competition for management of the LANL.

Drone Policy: Council [approved a UCORP letter](#) summarizing the committee's understanding of how UC's new Policy on Unmanned Aircraft Systems (UAS) was reviewed and its recommendations about moving forward, including the composition and scope of a UAS Advisory Committee being formed to study how well the policy is working, the need for Senate representation on that committee, and a request that the results of the study be reported to UCORP in spring 2019.

Policy on Disclosure of Financial Interests and Management of Conflict of Interest: Council [endorsed](#) a proposed Presidential Policy describing requirements for making and reviewing disclosures of financial interest reported on the State of California form "Statement of Economic Interests for Principal Investigators" (Form 700-U), relative to grants, gifts, and income from private, non-government sponsors of research.

ACADEMIC FREEDOM ISSUES

UCAF Response to UCSA Letter on Free Speech and Hate Speech: In May, Council sent the UC Student Association president a [statement](#) from the University Committee on Academic Freedom (UCAF) in response to UCSA's letter to President Napolitano and the Regents. The statement reaffirmed support for constitutionally protected freedom of speech and academic freedom, but also decried the harmful effects of hateful speech and called on administrators to explicitly condemn any such speech on campuses.

Concerns over Politicization of Science Research Funding: In May, Council endorsed and sent President Napolitano a UCAF [letter](#) expressing concerns about recent changes in federal agency grant award procedures in which federal appointees are participating in specific decisions about science research funding proposals and denying grant applications for political reasons. UCAF's letter observed that the politicization could affect academic freedom by preventing UC faculty who depend on grant funding from furthering their research and advancing through the tenure and promotion system.

REVIEW OF LSOE/TEACHING PROFESSOR SERIES

In February, a Council working group convened to reconcile the different campus and committee perspectives on proposed revisions to the Lecturer with Security of Employment (LSOE) APM series (APMs 285 and 210-3). In April, Council [voted to support](#) the working group's main proposal – to replace the LSOE series with a new series that includes a rank-and-step system parallel to the Professor Series, sabbatical privileges equivalent to Professor, and increased expectations for teaching excellence and professional and/or scholarly achievement. Council also recommended additional revisions clarifying that the primary responsibility of LSOEs is teaching and their secondary responsibility is professional and/or scholarly activities, and

clarifying that LSOEs are evaluated for appointment and advancement primarily based on their teaching excellence. Council also voted to maintain the existing LSOE series titles but allow individual campuses to use “Teaching Professor” as a campus-wide working title alternative.

MEETINGS WITH UC REGENTS

Council set aside a portion of three meetings to consult with individual UC Regents – Board Chair George Kieffer in October, Regent Lark Park in November, and Regent Ellen Tauscher in February – on a wide-range of issues facing the University, including challenges facing the University related to state funding and relations with Sacramento; common aspirations and goals for access, affordability, diversity, and the long-term success of UC graduates; faculty diversity; and the importance of the University’s research and graduate education mission.

GOVERNANCE

Senate Representative to Regents Committee on Health Services: Council selected Professor Steven Hetts from the UCSF School of Medicine as its nominee for Senate Representative to the Regents Committee on Health Services for a two-year term beginning July 1, 2018.

Senate Representative to UCRS Advisory Board: Council extended UCI Professor David Brownstone’s term on the UC Retirement System Advisory Board to June 30, 2020.

OTHER BRIEFINGS

SMG Briefings: President Napolitano and Provost Brown joined Council each month to exchange views with faculty about a range of topics, including the University budget, enrollment funding, diversity, health care and benefits, alternative revenue sources for the University, Presidential initiatives, proposed legislation affecting the University, upcoming Regents meeting agenda items and presentations, and the University’s efforts to protect the privacy and civil rights of undocumented students.

Math Faculty and UC Recruit: Council discussed concerns from mathematics faculty that a UCOP decision to run all faculty recruitments through UC Recruit forces Math departments to abandon their standard recruitment platform that helps them remain competitive. Council encouraged UCOP to identify solutions that would be satisfactory to math departments.

Open Access Principles: UCOLASC Chair Richard Schneider introduced UCOLASC’s *Declaration of Rights and Principles to Transform Scholarly Communication*, a set of principles to guide UC’s journal license negotiations with commercial publishers. Council expressed general support for the Principles as negotiating objectives but also observed that UC should not move to open access without broad buy-in from faculty, administrators, and other universities. The Principles will be circulated for systemwide review with a fall 2018 deadline.

GSR Unionization: Council received two briefings on the impact of new legislation that provides UC’s Graduate Student Researchers with the opportunity to be represented by a union.

UC Path: Council received two briefings about the implementation roll out of UC Path on the campuses and UCOP’s efforts to address paycheck discrepancies and other errors.

OTHER ISSUES

Report on the Negotiated Salary Trial Program: In December, Council sent Vice Provost Carlson a [summary of comments](#) from Senate Divisions and systemwide committees concerning the report on the Negotiated Salary Trial Program.

Exchange Traded Funds in UCRP: In February, Council sent CIO Bachher a [letter endorsing](#) a UCFW-TFIR proposal to allow exchange-traded funds (ETFs) to be placed on the Fidelity Brokerage window for UCRP participants with defined contribution plans.

Recommendations on IT Governance: In March, Council met with University Committee on Academic Computing and Communications Chair Christine Borgman and approved for distribution to Senate divisions a set of UCACC [best practices](#) for faculty engagement in the joint governance of information technology strategy, planning, policy, and implementation.

Proposed Policy on Open Access for Theses and Dissertations: In March, Council sent Vice Provost Carlson a [summary of comments](#) from Senate divisions and committees to a proposed Presidential Policy requiring UC graduate students to deposit electronic copies of new dissertations and theses to eScholarship.

Proposed Revised Presidential Policy on Export Controls: In April, Council [approved](#) a UCORP recommendation to endorse a revised proposed Presidential Policy on Export Control.

Cybersecurity Improvements for Payroll & Pension Access: In May, Council [endorsed](#) a UCFW letter urging the University to implement cybersecurity improvements for payroll and pension access following the theft of a pension payment from emeriti faculty members.

Proposed Revised Presidential Policy on Supplement to Military Pay - Four-Year Renewal: In May, Council sent Vice Provost Carlson a [summary of comments](#) from the systemwide review of a draft revised Presidential Policy on Supplement to Military Pay.

APM 675: Council [declined to endorse](#) the proposed new APM 675 requested by the UCD School of Veterinary Medicine, and referred the issue to UCFW and the Office of Academic Personnel for further study.

Conflict of Interest Policy: Following a systemwide Senate review, Council approved a systemwide policy proposed by UCOC governing conflicts of interest on Senate committees and task forces. The Assembly [ratified the policy](#) in April.

Variances: Council approved variances to Senate Regulation 750.B and to Senate Regulation 780 requested by the UCSF Division.

Oliver Johnson Award: Council nominated Professors Duncan Mellichamp (UCSB) and Daniel Simmons (UCD) to the Assembly as the recipients of the 2018 Oliver Johnson Award for distinguished service to the Academic Senate.

TASK FORCES AND SPECIAL COMMITTEES

Council members participated on the following task forces and special committees:

- Academic Planning Council
- Innovative Learning Technology Initiative Steering Committee
- Faculty Diversity Initiative Project Advisory Group
- Executive Budget Committee

RELATIONS WITH OTHER GOVERNING BODIES

The Board of Regents: The Council Chair and Vice Chair executed their roles as faculty representatives to the Regents throughout the year, acting in an advisory capacity on Regents' Standing Committees, and to the Committee of the Whole. Chair White delivered remarks to the Regents at each meeting, which can be found on the [Senate website](#).

ICAS: The Council Chair and Vice Chair and the chairs of BOARS, UCOPE, and UCEP attended meetings of the Intersegmental Committee of the Academic Senates, which represents the faculty Senates of the three segments of CA public higher education.

ACKNOWLEDGEMENTS

We express our gratitude to all members of the UC Office of the President for their hard work and productive collaboration with the Senate over the past year. In particular, we thank the senior UC managers who as consultants to the Academic Council were vital to our meetings: President Janet Napolitano; Provost and Executive Vice President Michael Brown; Executive Vice President and Chief Financial Officer Nathan Brostrom; Vice Provost for Academic Personnel Susan Carlson; Vice President Kimberley Budil; Associate Vice President Stephen Handel; Associate Vice President and Director Kieran Flaherty; Operating Budget Director David Alcocer; and Title IX Coordinator Kathleen Salvaty.

Shane White, Chair
Robert May, Vice Chair

Divisional Chairs:

Lisa Alvarez-Cohen, Berkeley
Rachael Goodhue, Davis
Maria Pantelia, Irvine
Sandra Graham, Los Angeles
Susan Amussen, Merced
Dylan Rodriguez, Riverside
Farrell Ackerman, San Diego
David Teitel, San Francisco
Henning Bohn, Santa Barbara
Olof Einarsdottir, Santa Cruz

Senate Committee Chairs:

Henry Sanchez, BOARS
Karen Duderstadt, CCGA
Tanya Golash-Boza, UCAADE
Michelle Yeh, UCAP
Edward Caswell-Chen, UCEP
Roberta Rehm, UCFW
Jeffery Richman, UCORP
Joshua Schimel, UCPB

Council Staff:

Hilary Baxter, Executive Director
Jocelyn Banaria, Assistant Director
Michael LaBriola, Principal Policy Analyst

**UNIVERSITY COMMITTEE
ON
ACADEMIC COMPUTING AND COMMUNICATIONS
ANNUAL REPORT 2017-2018**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Computing and Communications (UCACC) is charged in Senate Bylaw 155 to represent the Senate in all matters involving the uses and impact of computing and communications technology and advise the President concerning the acquisition, usage and support of computing and communications technology and related policy issues. UCACC held three in-person meetings during the 2017-2018 academic year. Highlights of the committee's actions are outlined below.

IT GOVERNANCE

This year, UCACC focused on IT governance at the campus level. In regular reports from UCACC members, it became apparent that faculty engagement with campus IT governance varied widely. In an effort to promote broader Senate engagement at all UC campuses, the committee gathered information about IT models at each campus and discussed best practices for facilitating communication. The committee then drafted a memo for distribution to Academic Senate leaders with recommendations for Senate engagement in joint governance of information technology strategy, planning, policy, and implementation at the campus level. In March, the Academic Council agreed to disseminate UCACC's IT Governance "best practices" memo to Academic Senate Divisions.¹

DATA GOVERNANCE AND STEWARDSHIP

- ***University Policy on Data Ownership***

Research Policy Analysis and Coordination (RPAC) Executive Director Wendy Streitz introduced the University's sole "policy" on research data, which dates back to the 1930s. UCACC is pursuing questions of data ownership and governance, hence this timely discussion. Attention has shifted in recent years from a concern for data ownership to governance and stewardship, in line with open data policies of funding agencies and journals. UCSD and UCLA have published guidelines on data governance; these may form the basis for a new systemwide policy. In most cases, UC owns research data and the university is expected to manage and maintain the original record. Decisions about sharing and use of data, however, are often made at the local level.

- ***Health Data Governance***

The committee was updated on the Task Force on Health Data Governance that was convened by President Napolitano in spring, 2017, and is charged with developing recommendations for how UC should manage and use the large amount of health data generated throughout the system. The Task Force was the result of inquiries that UC receives frequently from vendors and organizations about collaboration and use of UC's patient data. Agreements are already underway at various levels of the university, from the system to individual researchers, and UC

¹ UCACC Recommendations on IT Governance at the Campus Level, March 27, 2018:
(https://senate.universityofcalifornia.edu/_files/reports/SW-SenateDivisions-UCACC-IT-Governance-Recs.pdf)

is interested in treating these agreements in a uniform way. The agreements are not only to generate revenue for the University, but also for scientific advancement and potential improvements in health outcomes.

- ***UC Data Management***

Günter Waibel, the Executive Director of UC's California Digital Library (CDL), and Stephen Abrams, the Associate Director of the UC Curation Center at the CDL joined UCAAC in the spring to present a proposed "UC Data Network" (UCDN). The UCDN is a joint initiative of University Librarians, Chief Information Officers, and Vice Chancellors for Research that would provide a platform for open data publication, preservation, sharing, and reuse of UC research data.

- ***Personally Identifiable Information (PII)***

Committee members discussed "personally identifiable information" in the context of systems that are designed with consideration for responsible data management and security. Campuses have myriad and diverse systems that make universal training difficult, and additional end-user training has limited outcomes. UC CIO Tom Andriola wants faculty to fully understand the risks, and to discuss responsible computer and digital device use with colleagues and local administrators. Andriola suggested that these conversations need to be campus efforts, possibly led by divisional Senate IT committees, and should not be driven from OP.

CONSULTATION WITH SYSTEMWIDE INFORMATION TECHNOLOGY SERVICES (ITS)

UCACC has worked closely with Systemwide IT Services since the inception of UCACC in 2015. The chair and vice chair meet regularly with UC CIO Tom Andriola to set agendas and to coordinate communications between the Senate and UCOP on IT policy matters. Chair Christine Borgman and Vice Chair Maryann Martone spent two days in February at the quarterly meeting of Systemwide CIOs to discuss Senate-staff partnerships.

- ***Cybersecurity***

UCACC received regular updates on cybersecurity issues from UC CIO Tom Andriola and Chief Information Security Officer David Rusting. UCACC Chair Christine Borgman and/or Vice Chair Maryann Martone attended the quarterly meetings of the Cyber-Risk Governance Committee throughout the year. Chair Borgman and Vice Chair Martone gave presentations at each meeting.

Faculty continued to be concerned about tradeoffs between privacy, surveillance, and security. UCACC discussed FireEye and other cybersecurity technology and shared information among members about various campus approaches and processes. Campuses are implementing FireEye in different ways and faculty have been encouraged to work directly with their campus administrations and to pursue more joint governance.

- ***Electronic Information Security Policy (IS-3)***

UCACC discussed the proposed revised Electronic Information Security Policy ("IS-3"), during meetings in 2016-17 and 2017-18. This year, the Chair and Vice Chair of UCACC, along with members, worked closely with the drafters of the IS-3 policy (Robert Smith, David Rusting, and Tom Andriola) and current Senate leadership to reach consensus on a final version of the policy. UCACC's careful review, including suggestions for clarifying the policy and accompanying FAQ, led to a successful "joint governance" outcome. The final policy is anticipated to be effective as of July, 2018.

- ***Web Accessibility and Accessible Technology***

In April, ITS Chief of Staff Yvonne Tevis joined UCACC to inform the committee about UC's efforts around accessible technology. The CIO's Information Technology Leadership Committee (ITLC) now has a subcommittee on accessible technology. UC established a policy on accessibility in 2013; each UC location is required to have a program for accessibility and to adopt international standards. There are over 9,000 students who are registered as disabled at the ten campuses. UCACC will continue to engage with UCOP administration around this topic via regular updates at committee meetings and through the ITLC, where the UCACC Chair has an *ex-officio* appointment. UCACC members can also work with campus representatives of the ITLC's Educational Technology committee through their local committees.

- ***Multifactor Authentication (MFA) updates***

In the second half of the academic year, UCACC received updates on the rollout of multifactor authentication software throughout the UC system. Each location was responsible for its own implementation for faculty and staff. Some student employees were included in the rollout. The use of multi-factor authentication provides additional necessary security for UC. UCACC requested, and received, additional reports on implementation experiences of the ten campuses, given the diversity of approaches taken to deploying MFA.

ADDITIONAL BUSINESS

Open Infrastructure: UCACC members were introduced to the FAIR Principles last year by the current Vice Chair, Maryann Martone from UCSD. Martone is a founding member of Force11, which is a group of scholars, librarians, publishers, and research funders who work to facilitate knowledge creation and sharing in a changing scholarly communications landscape. The concept of open access for articles has become familiar, but there is now a desire to extend openness to other research outputs. Open data infrastructure will be on the UCACC agenda for next year.

General Data Protection Regulation: The implications of the GDPR, which harmonizes and strengthens privacy protections in Europe, are still being assessed, but its passage will likely require changes to UC procedures. Among the impacts will be new requirements for managing the records of European students applying to UC, and of UC students studying in Europe. Although GDPR is a legal matter, it may have substantial implications for IT operations, and will be kept on UCACC's agenda.

Innovative Learning Technology Initiative (ILTI) – Online Education Update: In the fall, UCACC learned about the current issues faced by ILTI, including barriers to systemwide enrollment due to UC policies and registrar standards. The Senate's University Committee on Educational Policy (UCEP) had recommended ILTI staff consult with UCACC on an issue involving interoperability between registration systems. UCACC received periodic updates from Director Mary-Ellen Kreher, who is a consultant to UCACC. Most of the interoperability issues identified were found to be policy, rather than technical, in nature.

Systemwide and campus updates: UCACC devoted part of each regular meeting to discussing systemwide issues as reported by Academic Senate leadership and reports from campus representatives on individual campus activities and concerns.

CORRESPONDENCE REPORT

- Systemwide review of the Proposed Presidential Policy on Open Access for Theses and Dissertations (UCACC to Academic Council Chair Shane White, March 14, 2018)
- Finalizing Electronic Information Security Policy (IS-3) (UCACC to CIO Tom Andriola, March 14, 2018)
- UCACC Recommendations to Academic Senate on IT Governance at the Campus Level (UCACC to Academic Council Chair Shane White, March 15, 2018)

PRESENTATIONS

- “IS3 and the Academic Senate: Review of process and lessons learned” (Maryann Martone, UC Cyber Risk Governance Committee, March 27, 2018)
- “Academic Senate and IT Leadership: Shared Governance in Practice” (Christine Borgman and Maryann Martone, UC Information Technology Leadership Council, Feb. 7, 2018)
- “Senate Update to CRGC: Academic Computing and Communications” (Christine Borgman and Maryann Martone, UC Cyber Risk Governance Committee, Nov. 28, 2017)

REPRESENTATION

UCACC Chair Christine Borgman, served as a faculty representative to the Information Technology Leadership Council and as an *ex officio* member of the University Committee on Library and Scholarly Communications. Chair Borgman and Vice Chair Maryann Martone served as Senate representatives on the Cyber-Risk Governance Committee (CRGC).

ACKNOWLEDGEMENTS

UCACC is grateful for the contributions made by the consultants and guests who attended meetings in 2017-18:

- Stephen Abrams, Associate Director, UC Curation Center (CDL)
- Tom Andriola, CIO (Consultant to UCACC)
- Adam Hochman, Assistant Director of Technology Development, ILTI
- Mary-Ellen Kreher, Director of Course Design and Development, ILTI
- Ellen Osmundson, Project Director, ILTI
- David Rusting, Chief Information Security Officer, UCOP
- Robert Smith, IT Policy Director, UCOP
- Wendy Streitz, Executive Director, Research Policy Analysis and Coordination
- Yvonne Tevis, Chief of Staff – Information Technology Services
- Günter Waibel, Executive Director, California Digital Library

RESPECTFULLY SUBMITTED,

UCACC 2017-18:

Christine Borgman, Chair (LA)
Maryann Martone, Vice Chair (SD)
Anthony Joseph (B)
Michael Kleeman (D)
Russell Detwiler (I)
Sarah T. Roberts (LA)
Lisa Raphals (R)
Terry Gaasterland (SD)
David Robinowitz (SF)
Jianwen Su (SB)

Brant Robertson (SC)
Shane White, Chair, Academic Senate (*Ex Officio*)
Robert May, Vice Chair, Academic Senate (*Ex Officio*)
Onyebuchi Arah, CCGA Vice Chair (*Ex Officio*)
Edward Caswell-Chen, UCEP Chair (*Ex Officio*)
Richard Schneider, UCOLASC Chair (*Ex Officio*)
Joanne Miller, Committee Analyst

ACADEMIC COUNCIL SPECIAL COMMITTEE ON LAB ISSUES ANNUAL REPORT 2017-18

TO THE MEMBERS OF THE ACADEMIC COUNCIL:

The Academic Council Special Committee on Lab Issues (ACSCOLI) was established by the Academic Council to provide broad-based Senate oversight of UC's relationship with the National Laboratories – Los Alamos National Laboratory (LANL), Lawrence Livermore National Laboratory (LLNL), and Lawrence Berkeley National Laboratory (LBNL, also called the Berkeley Lab). ACSCOLI advises the President and Regents on general policies relating to the National Laboratories, which includes the dispersal of UC's share of net fee monies, policies that affect the lab science management, and the quality of science being performed at the labs. ACSCOLI is also concerned with evaluating the benefits of UC's continued participation in the management of the labs, and has been charged by the Academic Council with stimulating closer connections between the labs, faculty, and students.

ACSCOLI met four times in Oakland during 2017-18 academic year (AY).

National Labs Overview

UC is the prime contractor for the management and operation of Lawrence Berkeley National Laboratory (LBNL). The University is also a partner in the Lawrence Livermore National Security, LLC (LLNS) that manages Lawrence Livermore National Laboratory (LLNL), and a partner in Los Alamos National Security, LLC (LANS), which manages Los Alamos National Laboratory (LANL). LLNS and LANS are overseen by the National Nuclear Security Administration (NNSA), an agency within the U.S. Department of Energy.

Los Alamos National Laboratory Contract

ACSCOLI received regular updates from Kim Budil, UC's Vice President for National Laboratories, about UC's preparation for bidding for the Los Alamos National Laboratory management contract. The contract was scheduled to expire in 2018 and the UC Office of National Laboratories spent much of the year pulling together a high quality management team and bid proposal. The new contract is for five years, with an additional five years possible. The main criteria for the bid are: past performance, key personnel, and small business participation. VP Budil noted that the RFP includes a section on "intellectual and scientific freedom," which aligns well with the university's mission.

ACSCOLI Chair Michael Todd and member Jeff Richman worked with VP Kim Budil on an announcement of UC's intent to bid for the contract that was read at the November 29th Academic Council meeting. The written statement was sent to Division chairs to disseminate to faculty via campus communication channels. Just days before ACSCOLI's last meeting, the NNSA announced that UC's team, Triad National Security, had been awarded the contract.

White Paper from Office of the National Laboratories

In the 2016-2017 AY, UCORP (chaired by Jeff Richman) and ACSCOLI requested a white paper from VP Kim Budil's office intended to cover NNSA lab history, service to the nation,

evolution of UC's role in managing the labs, and the benefits of the relationship. The primary intended audience for the paper is UC faculty, many of whom are unfamiliar with the work of the labs and concerned about the labs' involvement in nuclear weapon stockpile stewardship. Throughout the current 2017-2018 year, a sub-committee of ACSCOLI (consisting of Jeff Richman, Eric Mjolness, and William Newman, working with Chair Michael Todd) reviewed and provided feedback on the first draft of white paper. ACSCOLI members stressed the importance of providing accurate and factual information.

ACSCOLI members provided written feedback to VP Budil, including suggestions for adding greater emphasis on the science and research aspects of the labs, and the involvement of graduate students and post-docs as important elements of the relationship. The current form of the document resides with VP Budil for further iteration and action in AY 2018-2019.

Additionally, Chair Michael Todd and member William Newman worked on an "Executive Summary" one-page document that captures the non-technical ethos of the UC-labs relationship. This document is also intended for faculty and is hoped to accompany the LANL contract transition on November 1, 2018. It is still in draft stage at the conclusion of the current academic year and will be completed in draft and submitted to ACSCOLI for comment in AY 2018-2019 in the first meeting.

Joint Appointments

The topic of joint appointments between UC and the labs has been discussed over the years by ACSCOLI and other Academic Senate committees. This year, ACSCOLI learned about LANL's new "REACT" initiative to create new, innovative partnerships for the lab. The program was created to help attract talent, foster innovation, and explore creative funding mechanisms by enhancing engagement with universities in the western region. A staff member from UCOP's Office of Research and Graduate Studies attended a January 8th "mechanisms workshop" that focused on streamlining agreements and contracts for jointly-run certification programs. There will be follow-up topical workshops on campuses in the general areas of information science, engineered materials, soft matter, and nuclear science. Vice Chancellors of Research will be distributing information, but ACSCOLI members were encouraged to help spread the word as well.

At the end of the year, Vice President Arthur Ellis presented a draft "guiding principles/value proposition" for joint appointments between UC's campuses and affiliated national labs for ACSCOLI review. The idea is to have a template that would be maintained at UCOP and could be individualized for each department or faculty member as needed. ACSCOLI had some suggestions for the document, including mention of service to the nation. Refinements and customization could include start-up packages, residence times, benefits, and tenure issues. ACSCOLI also proposed the inclusion of some success metrics to track, such as increases in appointments, ability to get grants, and student participation at the labs.

Los Alamos National Lab Engineering Institute

In April, Dr. Charles Farrar from LANL joined the meeting to talk about the UCSD-LANL Engineering Institute, a research and educational collaboration between the Los Alamos National Laboratory and the University of California San Diego's Jacobs School of Engineering. Co-

directed by Farrar and ACSCOLI Chair Michael Todd, the institute engages undergraduates, graduate students and post-docs in unclassified research projects. It also offers community service programs like the Judicial Science School, which helps judges evaluate scientific arguments. The Institute is viewed as a positive way to recruit and retain engineers; despite the perception that the lab is science-focused, 42% of LANL staff have degrees in engineering.

Dr. Farrar also mentioned a recent program (part of the UCSD-LANL Engineering Institute) for new LANL employees who do not have advanced degrees. While they wait for security clearance, which can now take over a year, new hires may be paid to earn a master's degree. This solution turned a recruiting challenge into an advantage for all. This is a model by which UC campuses can partner with the labs in targeted areas of expertise to help with new hires obtaining advanced degrees in an efficient way that is funded by labs.

UC Lab Fees Research Program

Funding for the UC Lab Fees Research Program ([LFRP](#)) comes from the net fee income that UC receives for managing the Lawrence Livermore and Los Alamos National Labs. The program was restructured a few years ago to better support a pipeline from campuses to labs. The award competition is intended to be every-other year, but it is being offered two years in a row to catch up with lost funding from a few years ago. This year, the three targeted areas of research that were selected to leverage UC-national lab synergy were: national security through social sciences, climate science, and cybersecurity. The program also funds an in-residence graduate student fellowship at the labs for 2-3 years. Thematic workshops in each targeted area were held in last year, with the support of the Vice Chancellors of Research, and a symposium held in September showcased current and planned research and provided a networking opportunity for interested researchers. The approximately \$14 million available for the collaborative awards will most likely be divided into four awards, depending on the proposals. At the June meeting, ACSCOLI members learned that 31 letters of intent were submitted for the graduate fellowship competition, with 14 students interested in Los Alamos and 17 in Livermore.

Conversation with UC Regent Ellen Tauscher

UC Board of Regents member Ellen Tauscher joined the June 18th ACSCOLI meeting for an open discussion. Governor Brown appointed Tauscher to the Board of Regents last year specifically so that she would take a leadership role in lab oversight. In February, Tauscher took over the Chair of the Board of Regents' National Laboratories Subcommittee and Chair of the Board of Governors that provides oversight to the Los Alamos and Livermore National Labs. She worked behind the scenes with VP Budil on the bidding process for the Los Alamos contract. In the House of Representatives, Tauscher was Chair of the Strategic Forces Subcommittee, which has oversight for the national labs.

ACSCOLI's conversation with Tauscher included discussion of UC's unique qualifications for managing the labs and the alignment with UC's mission of public service. Tauscher noted that the announcement of the Triad contract is an opportunity for UC to shape a positive message about its management of the labs that emphasizes science, education, and public service. It is intended that the "Executive Summary" mentioned above will accompany this announcement.

General Updates from the Office of National Laboratories

- *Department of Energy and Lawrence Berkeley National Lab Contract*

The process is complete for Berkeley Lab's new streamlined contract. It eliminates many unnecessary DOE requirements and uses university policies and plans rather than DOE's when appropriate (for example, in cybersecurity). The leaner contract will mean more accountability, but also more flexibility.

- *LANS/LLNS Science & Technology (S&T) Committee*

ACSCOLI members learned about the work of the Science and Technology (S&T) Committee of the LANL and LLNL Boards. The committee serves in an advisory role to the Board, performs regular reviews of lab programs, and includes UC faculty members. UC Davis Professor Robert Powell serves as chair of the S&T Committee. The reports from the committee's reviews are not publicly available.

- *Staff Hiring*

In the past year, there has been a large amount of hiring at the labs for positions in science and engineering. Both Los Alamos and Livermore will hire an estimated 1,000 people in the next three years as an expected 30-40% of staff will turnover due to retirement. The labs are expanding recruitment efforts and developing ways to introduce more scientists to the labs.

- *Hertz Hall at LLNL*

UC and Lawrence Livermore National Lab are embarking on a joint effort to revitalize the Hertz Hall complex on the eastern edge of the lab. UC owns the properties, which were constructed between 1971 and 2003 for graduate programs, and include lab spaces, classrooms, offices, and a library. The buildings are now underutilized and facing deferred maintenance challenges. UCOP will work with LLNL to gauge campus interest in the properties, identify focal points for collaboration, and devise a model for ongoing financial and operational support.

Representation

UCSB Professor Ram Seshadri served on behalf of ACSCOLI on the LBNL Advisory Board.

Acknowledgements

ACSCOLI wishes to acknowledge the contributions of its consultants: Kimberly Budil, Vice President of the Office of the National Laboratories; Arthur Ellis, Vice President for Research and Graduate Studies, and Kathleen Erwin, Director of UC Research Initiatives. ACSCOLI also thanks the guests that joined the meetings to provide valuable information over the course of the year, including June Yu from the Office of the National Laboratories, LANL Engineering Institute's Charles Farrar, UC Regent Ellen Tauscher, and UC Davis Professor Robert Powell.

Respectfully submitted,

2017-18 ACSCOLI members:

Michael Todd, Chair (UCSD)

Shane White, Academic Council Chair

Robert May, Academic Council Vice Chair

James Chalfant, Academic Senate Past Chair, 2016-17

Jeffrey Richman, UCORP Chair

James Steintrager, UCPB Vice Chair
Steven Glaser, UCB
Eric Mjolsness, UCI
William Newman, UCLA
Ivan Schuller, UCSD
Susannah Scott, UCSB
Ram Seshadri, UCSB
Joanne Miller, Academic Senate Committee Analyst

UNIVERSITY COMMITTEE ON ACADEMIC FREEDOM (UCAF)

2017-2018 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Freedom (UCAF) met two times in Academic Year 2017-2018 to conduct business with respect to its duties as outlined in Senate Bylaw 130. Highlights of the Committee's activities and accomplishments are noted in this report.

Campus Climate and Free Speech Issues and UC Student Association Letter

In December, UCAF had a lengthy discussion about free speech and hate speech on UC campuses. This conversation was prompted by a letter to President Napolitano and the Board of Regents, dated Oct. 23, 2017, from representatives of the UC Student Association (USCA). Senior Counsel Elisabeth Yap in the Office of General Counsel (OGC) at the Office of the President was invited to the meeting to clarify the legal issues and UC policies related to free speech and hate speech. UCAF learned that OGC is providing guidance and support to the campuses on issues related to speech, protest, and climate. While climate is a high priority for the chancellors, there will be variations across the campuses about how these matters are handled.

Counselor Yap explained that the University generally has the right to condemn certain speakers or types of speech, exercising its own right to speak but that UC is a public institution and there are many spaces on UC campuses where members of the public have the legal right to express themselves regardless of their viewpoints. UCAF members agreed that hateful speech causes real harms and that the University should provide resources to aid those students who are targeted and negatively impacted by that speech. In May, [UCAF's response to the UCSA letter](#) was forwarded by the Academic Council to the Student Association's president.

Federal Government Funding Priorities and Policies

In March, UCAF discussed new screening policies for discretionary grants instituted by federal funding agencies such as the [Interior Department](#) and the [Environmental Protection Agency](#). The American Association of University Professors [reported](#) on this subject in October 2017. Members investigated whether any researchers on their campuses had recently encountered problems with politicized grant administration. The committee did not learn of any UC research or projects have been affected to date although the policies may have had a chilling effect on UC faculty. UCAF related its concerns in [a memo to Academic Council](#) in May and the memo was subsequently transmitted to CAP chairs and to President Napolitano.

Other Issues and Additional Business

In response to requests for formal comment from the Academic Council, UCAF also issued views on the following:

- Task Force Report on the Fourth Year of the Negotiated Salary Trial Program
- The Committee on Library and Scholarly Communication's Proposed Declaration of Rights and Principles to Transform Scholarly Communication

Additionally, UCAF devoted part of each regular meeting to reports on issues facing local committees, including the need to raise awareness of academic freedom.

Respectfully submitted,

Christopher Elmendorf, Chair (D)
James Gober (LA)
Jyi-Lin Chen (SF)
Ty Alper (B)
Gail Hershatter (SC)
Dana Nelkin (SD)

Alan Terricciano, Vice Chair (I)
Eric Rauchway (D)
Fabio Macciardi (I)
Jan Goggans (M)
John Levin (R)
Mary Furner (SB)

Shane White ((LA); Chair, Academic Senate, *Ex Officio*)
Robert May ((D); Vice Chair, Academic Senate, *Ex Officio*)
Brenda Abrams, Principal Analyst

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

2017-2018 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had four meetings during the Academic Year 2017-2018, one at UCOP and two by videoconference, to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

Report on the Fourth Year of the Negotiated Salary Trial Program (NSTP) from the NSTP Taskforce

UCAP discussed the NSTP Task Force's report on the fourth year of the Trial Program in October. Committee members agreed that: 1) continuing the NSTP for another four years and expanding it to additional campuses is reasonable and will allow UC to gather more data on its impact; 2) however, continuing the NSTP for another four years will make it more difficult to eliminate the Program in the future if further study recommends such a course of action.

UCAP members did have different opinions about the Program. Some supported the program and did not see any negative impact, while others expressed serious concerns. There were two concerns. First, the NSTP may exacerbate existing inequities within and across UC campuses. For the most part, the NSTP does not benefit faculty who do not have access to grants, especially those in the Arts, Humanities, and some disciplines in Social Sciences. It is in this sense that the NSTP does not seem to accord with UC's overarching goal of diversity and equity. The second concern for some members was that the administration of the Program is likely to increase staff workload; this should be considered in the implementation and the calculations of the overall cost of this Program. In November, UCAP provided this feedback in a memo to Academic Council and [the Senate's comments](#) were submitted to Vice Provost Susan Carlson in December.

Plan to Close the Faculty Salary Gap

Chair Yeh participated in a workgroup led by the Committee on Faculty Welfare (UCFW) on a proposal to address the faculty salary gap. The workgroup also included the chairs of the Committees on Planning and Budget and Affirmative Action, Diversity and Equity. The salary gap between UC and its comparators has grown for approximately two decades and the gap has consequences for faculty recruitment, retention, and educational quality. Additionally, there are differences in salary based on gender and discipline which are the result of structural issues. The workgroup prepared [a memorandum Addressing the Faculty Salary Gap for 2018-19 and Thereafter](#), which was endorsed by Academic Council in December and forwarded to President Napolitano. In May, the president announced a [three-year academic salary program](#) to close the approximately 8.4% gap.

Second Systemwide Review of Proposed Policy Revisions to APM Sections 285, 210-3, 133, 740, 135 and 235 (Lecturers with Security of Employment)

UCAP discussed proposed revisions to the policies for the Lecturers with Security of Employment (LSOE) series. In general, UCAP found that the new proposal was an improvement over the proposal reviewed in 2016-17, and the majority of the committee members supported the title change and appreciated that campuses would have the flexibility to use either "LSOE" or the working title "Teaching Professor," given that the latter would be more easily understood by people outside the University and

could bring with it a higher level of respect. UCAP also noted that the proposal addressed the issue of sabbatical leaves for individuals in the new LSOE series. However, UCAP members also expressed serious concerns about the current proposal in two areas: the transfer and evaluative process, and financial and other resource ramifications.

In February, Academic Council established a workgroup to consider the comments from the systemwide review and determine next steps. The workgroup included Chair Yeh along with the chairs of the Irvine, Los Angeles and San Diego Senate divisions, an LSOE faculty member, and Academic Senate Vice Chair Robert May. In April, Council endorsed the workgroup's central proposals related to APM sections 285 and 210-3, which included replacing the LSOE title series with a new series that includes a rank-and-step system parallel to the Professor Series, sabbatical privileges equivalent to the Professor Series, and increased expectations for teaching excellence and professional and/or scholarly achievement. In May, Council transmitted [a memo](#) outlining the workgroup's recommendations to Vice Provost Carlson.

Academic Analytics

In May, UCAP discussed campuses' use of [Academic Analytics](#), a company that collects data on individual faculty which may or may not be used in personnel evaluations. After investigating the status of campus subscriptions to Academic Analytics, Chair Yeh sent a memo to Council to draw attention to this issue. The memo expressed the committee's concerns, which included questions about the quality and the cost of the service and how the service is used in academic personnel processes on campuses. The members vigorously discouraged the use of this service in any personnel-related assessments and decisions. UCAP will continue to monitor utilization of Academic Analytics.

Other Issues and Additional Business

In response to requests for formal comments from the Academic Council, UCAP submitted views on the following:

- Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028
- The Committee on Library and Scholarly Communications' Declaration of Rights and Principles to Transform Scholarly Communication
- Proposed New APM 675 - Veterinary Medicine Salary Administration.
- Draft Guiding Principles and Value Proposition for Joint Appointments between the UC Campuses and Its Three Affiliated National Laboratories

Campus Reports

UCAP devoted part of each regular meeting to a discussion of issues facing local committees and comparison of individual campus practices, including evaluation of collaborative research projects, practices related to diversity, and expectations for book disciplines.

UCAP Representation

UCAP Chair Yeh represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate, and served on the Provost's Academic Planning Council.

Committee Consultations and Acknowledgments

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel; Pamela Peterson, Executive Director and Deputy to the Vice Provost, Academic Personnel and Programs; and Kimberly Grant, Director, Academic Policy & Compensation, Academic Personnel and Programs. UCAP occasionally consulted the Academic Senate Chair Shane White and Vice Chair Robert May about issues facing the Senate and UC.

Respectfully submitted,
Michelle Yeh, Chair (D)
John Kuriyan (B)
Margaret Stuber (LA)
Carla Freccero (SC)
Georg Streidter (I)
Rajiv Gupta (R)

Daniel Farber, Vice Chair (B)
Ulrike Strasser (SD)
Pablo Ortiz (D)
John Gilbert (SB)
Ignacio Lopez-Calvo (M)
David Saloner (SF)

Shane White (Chair, Academic Senate, *Ex Officio*, (LA))
Robert May (Vice Chair, Academic Senate, *Ex Officio*, (D))
Brenda Abrams, Principal Policy Analyst

University Committee on Affirmative Action, Diversity, and Equity (UCAADE) Annual Report 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) met three times in person and once via videoconference during the 2017-18 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. In 2017-18 UCAADE focused on faculty diversity. Highlights of the committee's discussions and actions are described below.

Recommendations for Enhancing Faculty Diversity

UCAADE's "Recommendations for Enhancing Faculty Diversity" document was prepared initially for the committee's meeting with President Napolitano last spring. It was revised and used as background for UCAADE's discussion with Provost Michael Brown in January, and for a joint meeting with the Chief Diversity Officers in April. The document describes the lack of diversity in UC's ladder-rank faculty, and then offers a list of proven best practices for increasing faculty diversity, including strengthening Academic Senate-led initiatives, ensuring accountability, and providing resources for diversity-enhancing strategies. During UCAADE's May meeting, it was suggested that UCAADE formulate a proposal for State legislatures for more funding for faculty diversity efforts based on the document. The revised "Recommendations for Enhancing Faculty Diversity" was discussed at the July Academic Council meeting and will be further refined by UCAADE next year.

Statements on Contributions to Diversity

UCAADE discussed statements on contributions to diversity throughout the year. The committee collected and reviewed information on campus practices on using contributions to diversity statements in job searches and in the promotion process and learned that there is no general consensus.

- Tenure and Promotion

UCAP Vice Chair Dan Farber joined the April UCAADE meeting to provide UCAP's perspective on assessing statements on contributions to diversity for merit review, and whether there is a need for criteria or guidance. The Academic Personnel Manual (APM) recognizes contributions to diversity in Section 210-1-d, which was revised in 2015 after extensive consultation and review to "strengthen the principle that diversity functions as a component of excellence at the University of California."¹ UCAADE, UCFW, and UCAP have discussed the challenges in implementing the revised language of APM 210-1-d in the past, and will continue to monitor how statements are used.

¹ From the June 29, 2015, Issuance Letter, accessed from: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/revised-apm210-1-d.html>.

- ***Applicants for Academic Positions***

Work underway in assessing the effectiveness of statements on diversity, equity, and inclusion from applicants for faculty positions shows that the statements are more likely to advance faculty diversity when candidates and search committee members are given adequate guidance for using them. UCAADE worked with the AA/EEO/Diversity Administrators group on recommendations for using statements on contributions to diversity, equity, and inclusion for academic positions at UC. The joint statement was sent to Academic Council at the end of the year, and was discussed at the July 25 Council meeting. Academic Council members made some suggestions for changes.

Faculty Equity Advisors

Most, but not all, campuses have some sort of faculty equity advisor program, although they are implemented differently. UCAADE worked with the AA/EEO/Diversity Administrators group on joint recommendations for faculty equity advisor programs. The document discussed by the Academic Council at its meeting on July 25. UCAADE will continue to work with the EEO/AA/Diversity Officers group to discuss possibilities for information sharing and potential for standardizing FEA program practices.

Joint Meeting with Chief Diversity Officers

In April, 2018, UCAADE met with the Chief Diversity Officers (CDO) group to discuss priorities and issues of common concern. The CDOs are the Vice Chancellors or Vice Provosts who is responsible for overseeing efforts related to equity, diversity and inclusion on the campuses.

The CDOs expressed interest in reviewing UC's policies on discrimination to make sure there is parity with UC policies on harassment. UCAADE started looking into discrimination policies two years ago, but focus on the revised sexual harassment policy and APM interrupted the effort. The Diversity Officers agreed to consult with UCAADE on any work around discrimination policies, and mentioned that UCOP's new Chief Compliance Officer Alex Bustamante is conducting a review of UC policies related to discrimination.

The CDOs were also interested in UCAADE's input on how to help junior faculty with promotion beyond tenure. Both UCAADE members and Diversity Officers agreed that it would be productive to bring the two groups together periodically, and efforts will be made to do so. Local Senate committees should also be meeting regularly with campus CDOs.

President's Postdoctoral Fellowship Program Initiative (PPFP)

PPFP Executive Director Mark Lawson joined UCAADE's October meeting to update the committee on the President's Postdoctoral Fellowship Program. Last year, there were 852 applications and 35 fellows selected. UCAADE was pleased to learn that earlier in the year President Napolitano lifted the cap on the number of PPFP hiring incentive awards, and shortly thereafter the Provost eliminated the eligibility restrictions for health science and professional schools. UCAADE Chair Tanya Golash-Boza suggested that local diversity committees connect with the PPFP program on their campuses to help share information.

Consultation with Academic Personnel and Programs

Throughout the year, UCAADE received regular reports from Academic Personnel Vice Provost Susan Carlson on various topics, including the \$2 million provided by the state to support equal opportunity in faculty employment. For the second year, UC provided to funds to support faculty diversity efforts that were already planned or underway at campuses. Four new pilots were selected on campuses that did participate in the first year. UCAADE Chair Tanya Golash-Boza served on the project's advisory group.

UCAADE consulted with Vice Provost Carlson about potential changes to the UC travel reimbursement policy that would allow for reimbursement of childcare in some circumstances. While some family-friendly changes were proposed a few years ago when the policy was revised, the changes were not made. UCAADE will follow up on this issue next year, as a policy allowance for travel childcare expenses may be required even for the use of grant funding.

Vice Provost Carlson also provided updates on the Negotiated Salary Trial Program, UC exit surveys, and the NSF study to evaluate equity in STEM faculty hiring that is using data from UC Recruit (UC's academic recruitment system).

Systemwide issues and campus reports

UCAADE devoted part of each meeting to reports from individual campuses and discussion of systemwide issues as reported by Academic Senate leadership.

Reports and Recommendations

- Equity for faculty salaries at the University of California: Suggestions for future faculty salary equity analyses (September 28, 2017)
- The Use of Statements on Contributions to Diversity, Equity, and Inclusion for Academic Positions at the University of California, Joint Recommendations from: UC Systemwide Affirmative Action, Diversity, and Equity Academic Senate Committee (UCAADE) and UC Systemwide Equal Employment/Affirmative Action Officers Group (EO/AA) (June 15, 2018)
- Equity Advisor Programs at the University of California Joint Recommendations from: UC Systemwide Affirmative Action, Diversity, and Equity Academic Senate Committee (UCAADE) and UC Systemwide Equal Employment/Affirmative Action Officers group (EO/AA) (June 15, 2018)
- UCAADE: Enhancing Faculty Diversity in the UC System (July 17, 2018)

Representation

UCAADE Chair Tanya Golash-Boza served on the Advancing Faculty Diversity Initiative advisory group and participated in the UCFW-led group that recommended a plan to increase faculty salaries over the next three years. Chair Golash-Boza also represented UCAADE at monthly BOARS meetings.

UC Irvine member Mona Lynch served on the Academic Senate's UC Policing Manual ("Gold Book") Task Force. The systemwide group was formed to address specific issues around policing and the differences in campus policing practices. The task force discussed reforms and revisions to the police handbook, and provided recommendations to UCOP.

Acknowledgements

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Provost Michael Brown; Vice Provost Susan Carlson; Deputy to the Vice Provost Pamela Peterson; Diversity, Labor, & Employee Relations Director Amy K. Lee; PFP Director Mark Lawson; and Director of UC Berkeley's Office for Faculty Equity and Welfare Karie Frasch. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,
UCAADE 2017-18:

Tanya Golash-Boza, Chair (M)
Lok Siu, Vice Chair (B)
Alessandra Lanzara (B)
Bruce Haynes (D)
Mona Lynch (I)
Catia Sternini (LA)
Clarissa Nobile (M)
Suveen Mathaudhu (R)
Rommie Amaro (SD)
Jae Sevelius (SF)
Vickie Scott (SB)
Miriam Greenberg (SC)
Sophia Armen, Graduate Student Representative (SD)
Davon Thomas, Undergraduate Student Representative (SC)
Shane White, Chair, Academic Senate (*Ex Officio*)
Robert May, Vice Chair, Academic Senate (*Ex Officio*)
Joanne Miller, Committee Analyst

BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS) ANNUAL REPORT 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Board of Admissions and Relations with Schools (BOARS) met eleven times in Academic Year 2017-18 to conduct business with respect to its duties as outlined in [Senate Bylaw 145](#), to advise the President and Senate agencies on the admission of undergraduate students and the criteria for undergraduate status. The major activities of BOARS and the issues it addressed this year are outlined briefly, as follows:

ANNUAL REPORT TO THE REGENTS ON UNDERGRADUATE ADMISSIONS REQUIREMENTS AND COMPREHENSIVE REVIEW

BOARS' annual [Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review](#), submitted in late March, discusses freshman and transfer application, admission, and enrollee outcomes under comprehensive review for the years 2012–2017; first-year UC performance outcomes for students who entered UC in fall 2016; efforts by BOARS to enhance the transfer admission path and to ensure that admitted nonresidents compare favorably to California residents; diversity outcomes; a summary of each UC campus's comprehensive review process; and challenges associated with the future of the referral guarantee. The report notes BOARS' concern that annually increasing enrollment expectations from the state, absent funding for additional academic facilities, could have deleterious educational outcomes in the long run.

AUGMENTED REVIEW AND LETTERS OF RECOMMENDATION

- ***Policy on Augmented Review in Undergraduate Admissions***

Last year, a BOARS subcommittee led by Vice Chair Comeaux crafted a policy on Augmented Review in Undergraduate Admissions that allows letters on a limited basis and other supplemental information. Following Academic Council and Assembly approvals, the UC Regents voted unanimously in July 2017 to adopt the policy, now codified as [Regents Policy 2110](#). The policy outlines guidelines and criteria for an additional review of select applicants who fall in the margins for admission, but whose initial application yields an incomplete picture of their qualifications or presents extraordinary circumstances that invite further comment. It outlines three types of supplemental information a campus may request from up to 15% of applicants in a given admissions review cycle: 1) a questionnaire inviting the candidate to elaborate on special talents, accomplishments, extraordinary circumstances, and their school/home environment; 2) 7th semester grades; and 3) up to two letters of recommendation. The policy states that campuses may solicit letters only from applicants selected for augmented review, applicants considered for admission by exception, or applicants given a special review in other specific situations.

BOARS received reports from the four campuses that utilized augmented review, and encouraged those campuses to look closely at the information requested and perhaps find other ways of deriving that information, such as an additional or revised Personal Insight questions or another dimension of comprehensive review.

NONRESIDENT ADMISSION

- ***Annual Systemwide Compare Favorably Report***

BOARS issued its [annual “Compare Favorably” report](#) on 2017 nonresident admissions. The annual report summarizes systemwide and campus outcomes for the policy, focusing on comparisons of high school GPA, SAT score, and first-year UC GPA and persistence for residents, domestic nonresidents, and international nonresidents for each campus. The report notes that based on those limited measures, the University is largely meeting the standard on a systemwide basis, although outcomes vary on specific campuses. The report emphasizes that GPA and test scores are narrow, imperfect measures for the assessment, given campuses’ use of 14 comprehensive review factors.

AREA “D” WORK GROUP AND PROPOSED REVISIONS TO SENATE REGULATION 424

In January 2017, BOARS charged a UC faculty work group with proposing revisions to the area “d” (laboratory science) requirement for freshman admission ([Senate Regulation 424.A.3.d](#)), to better align UC’s expectations for high school science preparation with the expectations for high school science curricula based on California’s adoption of the Next Generation Science Standards (NGSS) for K-12, which include four science categories: Physical Sciences; Life Sciences; Earth and Space Sciences; and Engineering, Technology and Applications of Science.

The work group included faculty from all ten campuses who represented a broad range of science and science education disciplines. It met four times in spring 2017, and ultimately recommended revisions to policy that require approval by the greater Senate. The revisions to Senate Regulation 424 include: 1) increasing the minimum area “d” requirement from 2 units (3 recommended) to 3 units, while continuing to require 2 units of coursework that “provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics”; and 2) changing the name of the area “d” subject requirement from “Laboratory Science” to “Science.” BOARS also approved the working group’s recommendation to broaden options for science disciplines that can fulfill the third year area “d” requirement. Under the new policy, high school students would be able take a third course from the three fundamental disciplines listed in the regulation, or select a third course from other disciplines reflected in the NGSS, including earth and space sciences, interdisciplinary sciences, computer science, engineering, and applied sciences. The options would be reflected in the [A-G Guide](#). The Academic Council approved BOARS’ request for a systemwide review of the proposal.

The systemwide review revealed some areas of concern relating to access and under-represented minorities. Additional analysis, however, illustrated that only a handful of schools would not be able to meet the increased standards, but given UC’s multiple routes of admission, BOARS asserted that these obstacles should not impede the revision. Nonetheless, increased external and Regental scrutiny of diversity concerns, as well as personnel changes at the Office of President, combined to delay advancing the change to Regents. BOARS will continue to advocate to improved science requirements through the area ‘d’ revisions next year.

TRANSFER ADMISSION

BOARS helped lead the University’s response to a range of issues and concerns about community college transfer.

- ***Increasing Transfer Enrollment to the 2:1 Ratio***

BOARS discussed UC's progress meeting the 2:1 freshman-to-transfer enrollment ratio target included in the Budget Framework Agreement with the state, individual campus strategies for increasing the number of qualified applicants and SIRs to meet the target, and barriers to achieving that goal, including a lack of qualified transfer applicants, strong regional competition for transfers, and higher demand at the freshman level. BOARS expressed its commitment to the transfer admission path and support for the Master Plan mandate to reserve a sizable portion of enrollments for transfers, as well as its support for positive measures such as increasing transfer outreach and recruitment, strengthening student support services to ensure the success of admitted transfers, and expanding programs like UC Transfer Pathways that provide clear preparation roadmaps for transfers. BOARS also believes the University must balance the mandate for transfer enrollment growth with the higher demand for access at the freshman level.

- ***Associate Degrees for Transfer***

BOARS discussed a meeting UCOP hosted in May 2017 for UC and CCC faculty from physics and chemistry departments to consider possible Associate Degrees for Transfer based on the UC Transfer Pathways. This pilot program is being launched, and BOARS will monitor its efficacy.

This year, President Napolitano and CCC Chancellor Ortiz Oakley signed an MOU obligating UC to expand its transfer pathways and accept more CCC transfer students. Many in the Academic Senate raised significant objections to the lack of shared governance in the process that led to the MOU. Nevertheless, BOARS and the Senate agreed to work to realize the goals of the MOU. A joint administration-Senate task force was formed, and BOARS will assess their recommendations next year.

JOINT MEETINGS WITH THE UC ADMISSIONS DIRECTORS

The Admissions Directors and Associate Vice Chancellors for Admissions and Enrollment Management joined BOARS by videoconference in November 2017 to discuss the "Compare Favorably" policy implementation, augmented review implementation, and achieving the transfer ratio. BOARS and the campus Admissions Directors also held their annual half-day joint meeting in July to discuss outcomes from the 2017 admissions cycle; issues and challenges associated with nonresident admission; transfer admissions issues, including achieving the 2:1 freshman-to-transfer enrollment ratio, transfer access to impacted majors, and the role of the UC Transfer Pathways in comprehensive review; implementation of the Augmented Review policy; strategies for expanding student diversity in the context of increasing selectivity; new tools for transfer students, such as UC ASSIST; and the future of standardized testing in admission decisions.

JOINT MEETING WITH THE CSU ADMISSION ADVISORY COUNCIL

BOARS held its biannual meeting with the CSU Admission Advisory Council in May at the CSU headquarters in Long Beach. The groups discussed issues of mutual concern, including the new CSU requirement for a 4th year of math; the proposed UC area 'd' revision; Smarter Balanced assessments; the statewide eligibility study; the transfer MOU between CCC and UC; referral pools; and academic advising for transfer students.

OTHER BUSINESS AND BRIEFINGS

Campus Reports: BOARS set aside a portion of each meeting for updates from faculty representatives about issues being discussed on their admissions committees and campuses. These

briefings touched on a wide range of topics, including local holistic review processes; best practices for increasing diversity and enhancing outreach to underrepresented populations; individual campus strategies for meeting the 2:1 freshman:transfer enrollment ratio; strategies for addressing impaction in majors and boosting enrollment in under-enrolled majors; the effects of the ongoing enrollment surge on campus infrastructure and faculty workload; local analyses of student success factors; the effect of potential new federal immigration policies on undocumented students; strategies to ensure strong English language skills in international admits; the role of athletics admissions committees and admission-by-exception; application fee usage policies; admissions staff turnover; and over enrollment in STEM fields.

Senate Leadership Briefings: The Academic Council chair and vice chair attended a portion of each BOARS meeting to brief the committee on business from Council and Regents meetings, and other systemwide issues of particular interest to BOARS or of general interest to the faculty. These briefings included the status of negotiations with the state around the budget and enrollment funding; proposed legislation affecting the University; the Regents' nonresident enrollment policy; and the impacts of the State and internal audits of UCOP.

Office of Admissions: The Office of Admissions provided regular briefings throughout the admissions cycle on application, admissions, and SIR outcomes for freshman and transfer students from different demographic groups and residency categories. They also provided valuable information to BOARS about transfer policies, initiatives, and legislation; admissions messaging; feedback from counselor conferences; high school and "a-g" course certification issues; the Next Generation Science Standards; recruitment programs targeting the ELC cohort and other specific populations; the status of UC campus implementation of the UC Transfer Pathways; and other topics.

OTHER REPORTS AND RECOMMENDATIONS

In addition to the above, BOARS issued recommendations and opinions on other topics of interest, including Open Access for Dissertations and Theses; changes to AP credit approvals; SBL 128 (Conflict of Interest); CCC Advanced Notice of Major Prerequisite Changes; and the Pearson Test of English – Academics.

BOARS REPRESENTATION

BOARS Chair Sánchez represented the committee at meetings of the Academic Council, the Assembly of the Academic Senate, the Intersegmental Committee of Academic Senates (ICAS), the ICAS IGETC Standards Subcommittee, and participated on the Transfer Advising Innovations & Communications subcommittee of the Transfer Task Force. Vice Chair Comeaux represented BOARS on the Systemwide Strategic Admissions Task Force (SSATF), Transfer Task Force, and its UC/CCC Associate of Science Degrees & Transfer Guarantees Subcommittee.

ACKNOWLEDGEMENTS

BOARS collaborated closely with UCOP and benefited from regular consultations with Vice President for Student Affairs Robin Holmes-Sullivan, Associate Vice President for Undergraduate Admissions Stephen Handel, Director of Undergraduate Admissions Han Mi Yoon-Wu, and Director of Academic Preparation and Relations with Schools and Colleges Monica Lin. BOARS also received valuable support and advice from Institutional Research Coordinator Tongshan

Chang and Institutional Research and Planning Analyst Matt Reed, who provided the committee with critical analyses and data related to the Report to the Regents and the Compare Favorably analyses.

Respectfully submitted,

Henry Sánchez, Chair (SF)	Josh Kohn (SD)
Eddie Comeaux, Vice Chair (R)	Andrea Hausenstaub (SF)
Frank Worrell (B)	Madeleine Sorapure (SB)
Patrick Farrell (D)	David Smith (SC)
Laura O'Connor (I)	Jonathan Li, Undergraduate Student
Anna Lau (LA)	Kevin Heller, Graduate Student
Christopher Viney (M)	
Peter Sadler (R)	Kenneth Feer, Principal Analyst

COORDINATING COMMITTEE ON GRADUATE AFFAIRS (CCGA)
Annual Report 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Per Senate bylaw 180, the Coordinating Committee on Graduate Affairs (CCGA) advises/ the University President and all agencies of the Senate on matters regarding research and learning related to graduate education. One of CCGA's chief responsibilities, as delegated by the Regents, is the authority to review and evaluate campus proposals for new graduate programs and schools that require approval of the President. In addition, CCGA establishes basic policies and procedures for coordinating the work of the various graduate councils and divisions, recommends to the Assembly minimum standards of admission for graduate students, reviews policies applied by graduate councils, reviews policies concerning relations with educational and research agencies, and approves UC graduate courses as system-wide courses to be listed in divisional catalogs.

Review of Proposed Graduate Degree Programs

During the 2017-18 Academic year, CCGA approved 17 program proposals; seven of these were Self-Supporting Graduate Degree Programs (SSGPDPs), and one proposal was a PDST (Professional Degree Supplemental Tuition). Eight proposals are currently under review and nine proposals (four which are SSGPDPs) are currently unassigned and will carry over to the 2018-19 year due to their late submission in the academic year.

No proposals, self-supported or state-supported, were declined.

Programs Approved During the 2017-18 Year

Campus	Program	Date Received	Date Approved	SSGPDP?
UCB	Information and Cyber Security	4/3/17	9/7/17	Yes
UCB	Molecular Sci. and Software Engineering	4/3/17	9/7/17	Yes
UCI	Computational Science	1/31/17	10/4/17	No
UCI	Nursing Practice (DNP)	4/8/17	1/3/18	Yes
UCI	Software Engineering	7/21/17	3/7/18	Yes
UCI	Innovation and Entrepreneurship	2/12/18	3/7/18	Yes
UCI	History & Theory of Music (PhD)	3/8/18	8/15/18	No
UCLA	Nursing Practice (DNP)	5/9/17	1/3/18	Yes
UCLA	Genetic Counseling	2/5/18	6/6/18	No
UCLA	Indo-European Studies	2/2/18	2/7/18	No
UCM	Electrical Engineering and Computer Sci.	2/28/18	7/19/18	No
UCSD	Professional Accountancy	2/8/17	7/5/17	Yes
UCSD	School of Public Health (Pre-Proposal)	4/24/18	7/5/18	No
UCSC	Coastal Science and Policy	6/21/17	4/4/18	No
UCSC	Statistical Sciences	7/20/17	5/2/18	No
UCSC	Serious Games	9/15/17	5/2/18	No
UCSC	Science Communication	1/8/18	4/4/18	No

The committee worked diligently with campuses and faculty throughout the year to help them craft and improve proposals that would meet the University's expectations of excellence.

Proposals Under Review to be Carried Over to 2018-19

Campus	Program	Date Received	Status	SSGPDP?
UCB	Master of Bioprocess Engineering	5/17/18	Under Review	Yes
UCLA	Communication	5/9/18	Under Review	No
UCM	Bioengineering	5/31/18	Under Review	No
UCM	Materials and Biomaterials Sci. and Eng.	6/19/18	Under Review	No
UCM	Management of Complex Systems	6/28/18	Under Review	No
UCSD	Global Health	3/26/18	Under Review	No
UCSD	Biostatistics	5/24/18	Under Review	No
UCSC	Molecular, Cell, and Developmental Bio.	5/21/18	Under Review	No

Proposals to be Carried Over to 2018-19 (Showing those received by August 30, 2018)

Campus	Program	Date Received	Status	SSGPDP?
UCD	MBA (Online)	8/16/18	To be Assigned	Yes
UCI	PhD Language Science	7/24/18	To be Assigned	No
UCI	Master of Presentation Design	7/24/18	To be Assigned	Yes
UCI	Master of Engineering	7/24/18	To be Assigned	Yes
UCR	Entomology (MS/PhD)	6/12/18	To be Assigned	No
UCR	Biophysics (MS/PhD)	7/12/18	To be Assigned	No
UCR	Masters of Supply Chain Logistics & Management	6/12/18	To be Assigned	Yes
UCSC	MFA Environmental Art & Social Practice	7/16/18	To Be Assigned	No
UCSC	MS Natural Language Processing	8/14/18	To be Assigned	No

Topics of Note During the 2017-18 Year

Introduction: Provost Michael Brown

Incoming Provost Michael Brown met with the committee in the fall and thanked them for the opportunity to visit. He expressed a strong interest in graduate student life, support, and transition, and said he would like to help the rest of OP understand the importance of UC's graduate programs and graduate students. He said that the value of graduate education seems muted as of late and that he would like to help make others aware of the power and prestige of UC's graduate programs

Provost Brown talked about his background as Dean of UC Extension and as a former chair of BOARS. He noted that SSGPDPs can provide the University with a way to reach a broader audience without diverting energy from traditional programs.

SB 201

The Chair reported on SB 201 (unionization of graduate student researchers), which was discussed at both the CoGD and the Academic Council and would affect all campuses. The UAW – and not the University - oversaw anything that was communicated to students about the issue; faculty were instructed to remain neutral. Both of the student representatives on the committee voiced reluctance to consult with their APIs or faculty advisors on this issue and expressed confusion as to where to go with questions about the proposed changes. Faculty also expressed confusion as to how to respond to student questions that might arise.

Open Access Policy

CCGA members discussed the Open Access policy. The issue of revenue to publishers was important to the members and its implementation and impact on faculty and University library budgets. The committee discussed its experience, knowledge, and concerns about Open Access and how it is being implemented in parts of Europe. The Chair tabled the request for approval and letter of support for the 18 principles and deferred to the Academic Council Chair to request further input from campus library committees and faculty prior to approval of the proposed policy.

Impact of Tax Cuts and Jobs Act of 2017

CCGA members raised concerns regarding the 2017 tax legislation impacting graduate education, graduate stipends, and possible elimination of the deduction on qualified tuition. CCGA discussion resulted in a letter sent to Chair of Academic Senate regarding the tax bill. The letter resulted in Chair sending a letter to President Napolitano urging advocacy by the UC representatives in Washington DC. Two issues remained with the passage of the current federal tax bill: the concern of impacting University endowments and the loss of CA local and state tax tuition deductions.

Self-Supporting Graduate Professional Degree Programs (SSGPDPs)

The Chair and the committee discussed CCGA's role in ensuring quality of the self-supporting programs and their possible impact on state-supported programs. This has become especially important in light of the proliferation of SSGPDPs in the past several years. Despite closely vetting and approving SSGPDP proposals, CCGA has been unable to make well-informed decisions about new proposals based on the paucity of information about the success of previously-approved programs on the campuses. Furthermore, CCGA felt the lack of data regarding possible effects of SSGPDPs on students in matriculated Master's programs is concerning, and a priority for CCGA is to begin collecting feedback from approved SSGPDPs to assure the programs are performing at levels consistent with expectations. Committee members reported concern that the proliferation of SSGPDPs is dramatically changing the educational environment across the UC campuses.

Academic Planning and Research Analyst Chris Procello gave the committee an overview of all SSGPDPs systemwide and any data related to them. Mr. Procello presented the committee with a comprehensive series of reports designed to add some context and depth to CCGA's information about SSGPDPs. These programs were initially meant for non-traditional students, but have grown in number as financial support from the state has declined. He provided a number of charts and spreadsheets that showed the growth of SSGPDPs, their prevalence on some campuses, the breakdown by race/ethnicity and gender in the programs, and the percentage of students who are international. Health and business programs make up about 50 percent of the programs, with the majority of enrollments being in business.

Chair Duderstadt surveyed members about the three to five-year review process of SSPs across the campuses. Members discussed their campuses' review protocols for SSGPDPs and reported inconsistencies in the review process and in the schedule for the reviews to be conducted. Many were uncertain about the level of review on their campuses, how it differed from regular program review (if at all), and the degree to which their Planning and Budget Committees were involved. Others commented that revenue from the SSGPDPs is collected at the campus level and is used (in part) to fund FTEs, creating a program budget imbalance on many campuses. One member noted that his campus was "pulling" some programs and replacing them with SSGPDPs.

Members felt that the University should develop a method to evaluate SSGPDPs. Questions as to the financial status of the programs and what – if any – negative impact they are having on the campuses continue to arise. Some members voiced concern about SSGPDP students and if they were eligible for – or using – campus services such as the health or writing centers, and if their impact on traditional students was

being calculated as part of the program evaluations. Some campuses have expanded student fees to SSGPDP students so they can have access to counseling, parking, etc. Students can now cross-enroll from SSGPDPs to state-supported programs, with no mechanisms to support that process; student services, return to aid, and student access need to be reviewed.

Another recurring question is if the programs have been generating the revenue anticipated. Are there programs that could be considered models and others that should perhaps be discontinued? Have they been working to increase the diversity of the campuses and have they been following through on return-to-aid? It is agreed that UCPB should play a role in SSGPDP evaluations. UCI has the largest number of SSPs of the all of the campuses. UCSC, UCSB, and UCM currently do not have any SSPs. Ten SSGPDPs are now inactive systemwide.

The Chair put forward that CCGA might target some of the more recent proposals to see how they have met their goals and how they might be impacting their departments across the campuses. The purpose of these reviews would be to help the committee better evaluate the strength of incoming proposals. However, creating and tabulating a systemwide survey would be a large undertaking. The committee and consultants discussed the goals of a possible survey and wondered which office on the campuses would be called upon to respond to the survey. Possible topics for the survey included whether return-to-aid expectations are being met, where any profits from SSGPDPs are being spent, and what impact SSGPDP programs and students are having on traditional programs.

The Chair crafted a list of survey questions to address data not captured by Mr. Procello's previous reports or by other areas of Academic Affairs. It was agreed that the questions would go out in two phases, with perhaps different responders for each phase. The survey would try to determine to what degree (if any) SSGPDPs impact traditional programs, endanger research life, and restrict undergraduate enrollment. The Chair suggested that the survey start in the spring, with the goal of having the results ready by the fall 2018. The Chair solicited some feedback from the proposed survey questions from Berkeley and Irvine. Their responses were incorporated into the survey questions, and the committee prepared to undertake the distribution of the survey.

Late in spring, the Senate Chair and Vice Chair expressed discomfort with CCGA's proposed survey. They felt that it could provoke a political scuffle and there would be some pushback from some of the campuses. The committee was very frustrated by this decision. It was suggested that perhaps a systemwide task force should be developed specifically to address the SSGPDP issue.

The Chair noted that the emphasis for CCGA is – and needs to remain - academic quality. CCGA maintains its belief that UC needs some systemwide strategic planning for the increasing number of SSGPDPs.

Acknowledgements

CCGA is grateful to have had valuable input from - and exchange with- these UCOP and campus consultants and guests over the past year: Provost Michael Brown, Vice President of Research and Graduate Studies Art Ellis, Graduate Studies Executive Director Pamela Jennings, Director of Academic Planning Todd Greenspan; Academic Planning and Research Analyst Chris Procello, and Council of Graduate Deans representative Marjorie Zatz (UCM). Special thanks to Academic Council Chair Shane White, Vice Chair Robert May, Senate Executive Director Hilary Baxter and Associate Director Jocelyn Banaria.

Respectfully submitted,

Karen Duderstadt, Chair (UCSD)
Onyebuchi Arah, Vice Chair (UCSF)
Jon Wilkening/Holger Muller (UCB)
Greta Hsu (UCD)
Glen Mimura (UCI)
Caroline Streeter (UCLA)

Teamrat Ghezzehi (UCM)
Hyle Park (UCR)
Shahrokh Yadegari (UCSD)
Dyche Mullins (UCSF)
Bernard Kirtman (UCSB)
Gina Dent (UCSC)

UNIVERSITY COMMITTEE ON COMMITTEES ANNUAL REPORT 2017-18 – DRAFT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Responsibilities and Duties

Pursuant to [Senate Bylaw 150](#), the University Committee on Committees (UCOC) oversaw the appointment of chairs and vice chairs for each of the standing committees of the Assembly; oversaw the nomination of Senate members to serve on ad hoc or ongoing joint Senate-Administration committees and task forces. UCOC met three times in person and two times by videoconference. Major issues and accomplishments are reported below.

Appointment of Chairs and Vice Chairs of the Senate's Standing Committees

At the October 2017 meeting, members chose their positions to serve as standing committee liaisons. The liaisons gathered information from the committee chairs, vice chairs, members, and analysts on the committee's effectiveness and possible vice chair candidates. In addition, the liaisons recommended individuals for 2018-19 chairs and vice chairs of their designated committees. UCOC reviewed and approved these recommendations from April to August 2018.

Appointment of members of Senate committees, subcommittees, or task forces that report to the Assembly

The ten divisional Committees on Committees nominated divisional representatives to the standing committees and to the Assembly. Subsequently, UCOC issued the appointment letters, which specified the term of appointment and the committee's charge. UCOC also conducted the following:

- Editorial Committee – appointed seven new members;
- University Committee on Faculty Welfare (UCFW) Health Care Task Force (HCTF) – appointed three new members and two at-large members who were ex officio members;
- UCFW Task Force on Investment and Retirement (TFIR) – reappointed one member;
- Academic Council Special Committee on Lab Issues (ACSCOLI) – selected two members and confirmed a new chair of the committee;
- University Committee of Rules and Jurisdiction (UCRJ) – appointed chair and members;
- Academic Council Secretary/Parliamentarian – appointed a new Secretary/Parliamentarian.

Appointment of Senate Representatives to Special Committees & Task Forces, Search Committees, & Joint Senate/Administrative Task Forces and Committees

UCOC is responsible for appointing Senate representatives to various groups that are proposed by the President, Provost, and/or other senior administrators, including search committees of senior executives and chancellors. UCOC nominated and appointed representatives to serve on a number of joint Administration-Senate task forces and other groups. These included the UC Riverside Chancellor Ad Hoc Review Committee, Academic Senate Systemwide Public Safety Task Force (SPSTF), Pharmacy RFP Panel, UC Firearm Violence Research Center Advisory Board, and the UC Division of Agriculture and Natural Resources (ANR) Program Council.

UCOC also was asked to consider members and consulted upon the following:

- Cross Campus Enrollment System (CCES)
- Cyber-Risk Governance Committee
- UC Center in Sacramento Advisory Board
- President's Task Force on Retiree Health
- Negotiated Salary Trial Plan Working Group
- UC Retirement System Advisory Board
- SLASIAC Standing Subcommittee on Copyright Policy
- Negotiated Salary Trial Plan Working Group
- UC Policing Task Force
- ICAS - California Open Education Resources Council (COERC)
- Confirmed/supported reappointment for the Shared Library Facilities Board (SLFB)

UCOC was also asked to be reviewers for the 2018-19 President's Postdoctoral Fellow Program.

Outside UC

In an urgent request, UCOG was asked to identify faculty members to be judges in four areas for the Graduate Scholarship Program for the American Australian Association Education program in mid-December 2017. Faculty members were identified in a few days.

What is new this year is that UCOG has been asked to find representative for California state-level review panels and council. UCOG was asked to nominate a minimum of three faculty members in each of the following areas: 1) oncology, 2) pathology and 3) atmospheric science for the Scientific Review Panel on Toxic Air Contaminants requested by the California Secretary for Environmental Protection (CalEPA), the Chair of the Senate Rules Committee, and/or the Assembly Speaker.

Annually, UC Office of the President receives requests for nominees to serve on the California Environmental Contaminant Biomonitoring Program (Biomonitoring California) Scientific Guidance Panel (SGP), pursuant to Section 105448 of the California Health and Safety Code.

UCOC was asked to approve UC faculty member of the California Air Resources Board (CARB) Scientific Review Panel on Toxic Air Contaminants (SRP). Each year, UC Office of the President receives requests for nominees to serve on the CARB SRP, pursuant to Section 39670 of the California Health and Safety Code. These requests come from the California Secretary for Environmental Protection, the Chair of the Senate Rules Committee, and the Assembly Speaker. There are nine members on the SRP with different areas of expertise, whose three-year terms expire on a staggered basis on December 31 of each year.

In addition, UCOG was asked to nominate members to the California Council on Science & Technology (CCST) Board of Directors.

Oliver Johnson Award

UCOC nominated Duncan Mellichamp (UCSB) and Daniel Simmons (UCD) for the Oliver Johnson Award. Both have distinguished academic careers with a long history of substantial Senate service. Academic Council subsequently selected both nominations for the Oliver Johnson Award.

Other UCOC activities

- UCOC discussed the topic on divisional Committee on Committees (COCs) bylaws on membership and holding administrative titles, which is related to the systemwide [Senate Bylaw 128.H](#).
- UCOC sent comments about conflict of interest and [Senate Bylaw 128](#) to Council Chair White on March 15, 2018.
- UCOC revisited and discussed [Senate Bylaw 128.D](#), specifically “The Vice Chair shall be an at-large member who has experience as a member of the corresponding Divisional committee.”

Respectfully submitted:

Patricia Gallagher, (UCSC)	Nancy Postero (UCSD)
Kevin Plaxco, Vice Chair (UCSC)	Pamela Ling (UCSF)
Ming Wu (UCB)	Jane Mulfinger & Bassam Bamieh (UCSB)
Naoki Saito (UCD)	Maureen Callanan (UCSC)
Roxane Cohen-Silver (UCI)	Shane White (Council Chair, ex-officio)
Christina Palmer (UCLA)	Robert May (Council Vice Chair, ex-officio)
Thomas Hansford (UCM)	Jocelyn Banaria (Committee Analyst)
Amalia Cabezas (UCR)	

**UNIVERSITY COMMITTEE
ON
EDUCATIONAL POLICY
2017-2018 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Educational Policy (UCEP) met nine times in Academic Year 2017-2018 (including five videoconferences) to conduct business with respect to its duties as outlined in [Senate Bylaw 170](#) and in the Universitywide Review Processes for Academic Programs, Academic Units, and Research Units (the “[Compendium](#)”). The major activities of the committee and the issues it addressed this year are outlined briefly, as follows.

2017-2018 TRANSFER TASK FORCE

UCEP dedicated time during each meeting to focus on transfer students, an ongoing priority for both the Academic Senate and the Office of the President. Building on the work of the 2013 Presidential Transfer Action Team and the subsequent development of [Transfer Pathways](#) in 2015, President Napolitano established the Transfer Task Force to analyze admission options for prospective UC applicants, with the goals of strengthening pathways for prospective transfer students and better preparing students for entry to the UC. UCEP’s vice chair represented the committee on the Transfer Task Force, keeping UCEP apprised of and eliciting feedback on its work from the central committee and its three subcommittees focused on Associate of Science degrees and transfer guarantees, transfer pathways, and advising/communications.

The committee discussed how the transition to a UC campus impacts students and the infrastructure supporting transfer students in place at each campus. Although campus-based support programs for transfer students are in place, how well they are working is not known, best practices should be shared more broadly, and it is essential that these programs receive permanent funding. It is imperative that faculty consider if their curriculum meets the needs of transfer students.

A draft of the report from the Transfer Task Force was reviewed by UCEP in May and, following endorsement of the [final report](#) by the Academic Council on June 27th, it was formally transmitted to the President. A [memorandum of understanding](#) between UC and the California Community Colleges, signed by President Napolitano in April, requests that the UC Academic Senate guarantee admission for students beginning community college in fall 2019 who complete one of the 21 Transfer Pathways with a specified GPA. As a result, implementation of the Transfer Task Force’s five recommendations will need to move forward quickly and it is anticipated that UCEP will continue to be involved with the intricate work ahead.

In addition, UCEP identified a number of unanswered questions about the Transfer Pathways that should be considered as this important effort continues. These include how the pathways will be governed and reviewed and how affiliated degrees will be managed. How well the pathways are working should be evaluated, including the impact on persistence and retention. The pathways also need to be examined in terms of how their utilization contributes to student access and success. Lastly, how new pathways will be created for majors beyond the initial set needs to be determined.

INNOVATIVE LEARNING TECHNOLOGY INITIATIVE (ILTI)

UCEP had a number of discussions about the Innovative Learning Technology Initiative throughout the year with an emphasis on possible impediments to cross campus enrollment into ILTI courses. In May

2016, ILTI asked UCEP about nine perceived barriers to cross-campus enrollment in online courses and committee members gathered input from their campuses over the course of 2016-2017. This year, the committee re-examined the barriers with the goals of determining if they stemmed from systemwide or divisional Senate regulations or divisional practices and if any such policies or practices should be modified in an effort to facilitate cross campus enrollment. In an effort to improve and expedite communication between ILTI and UCEP, this year UCEP and Senate leadership agreed that the ILTI Coordinator would be invited to serve as a formal consultant to UCEP.

By June, following consultation with the campus Committees on Educational Policy (CEPs), Undergraduate Councils (UGCs), and the Registrars, it became clear that the nine issues are divisional policies or practices with sound academic justifications. While there is also significant variability across the campuses in terms of how strictly the enrollment requirements are treated, one constant is that students' enrollment in ILTI courses must be approved by Academic Advisors and Registrars. In light of these factors, UCEP decided to recommend that all campuses should institute a flexible petition process that would cover any of the nine issues that might influence enrollment. This recommendation was supported by the ILTI Coordinator who reported that some campuses had already successfully implemented petition policies to handle issues related to enrollment in cross-campus online courses. In addition, the Coordinator agreed that ILTI will assist campuses with the development of their petition processes and will share information with the campuses about the best practices that facilitate effective online education. The recommendation was discussed and [endorsed by Academic Council on June 27th and the memo](#) was forwarded to the Registrars by way of the Provost's Office and to the divisional CEPs/UGCs.

UCEP is confident that the petition process will be the most straightforward and efficient solution and plans to monitor the implementation and effectiveness of a petition process. UCEP will follow up on requests that ILTI provide data on the frequency and magnitude of the issues limiting enrollment in cross campus online courses. The committee will continue to emphasize the value of having data on the utilization of online courses and the success of students who take ILTI courses to inform its discussions. Members also asserted that it is essential for CEPs/UGCs to be involved in any discussions with Registrars about changes to local policies or practices. Next year, UCEP will follow up on a request for a Committee member to be included on the ILTI Steering Committee to facilitate improved communication.

RELOCATION OF UCEAP FROM SYSTEMWIDE TO UCSB

In May, UCEP discussed the proposed move of the systemwide program UCEAP from UCOP to UCSB. The UCEP Chair worked with the chairs of UCIE and UCPB to prepare a joint memo to the Academic Council regarding the proposed changes to UCEAP. The memo addressed the desire for appropriate consultation, and of particular concern, the lack of sufficient senate faculty member representation on the proposed Advisory Committee. Suggested modifications included an increase in senate representation on the Advisory Committee. The memo was conveyed to the administration through the Academic Council. Only some aspects of the memo regarding Academic Senate representation on the Advisory Committee were accepted by the administration.

TRAINING FOR TEACHING ASSISTANTS/GRADUATE STUDENT INSTRUCTORS

At the beginning of the year, UCEP's graduate student representative prompted the committee to explore the availability of training for Teaching Assistants (TAs) and Graduate Student Instructors (GSIs) to help them develop as instructors and effectively teach undergraduates. The preliminary information members gathered revealed that the existing training offered by departments or campuses is extremely variable. There is variation across the campuses in terms of the training available and how well it is utilized, and even required training may not be offered consistently or meet the demand due to resource limitations. Members also found that TAs and GSIs may sometimes receive training while simultaneously teaching a

class. The information UCEP compiled was shared informally with the directors of campus Centers for Teaching and Learning (CTL) or Offices of Instructional Development (OIDs).

In July, the committee submitted a memo to Academic Council calling for renewed attention to the need for, and importance of, TA and GSI training. The [memo was endorsed by Council on July 25th](#) and will be shared with the CTLs/OIDs, which have separately decided to prioritize this issue. Next year, in consultation with the CTLs/OIDs, UCEP may closely examine the nature of the training that is available in an effort to determine its effectiveness and identify best practices and potential solutions for improving the offerings.

SENATE REGULATION 636.E

UCEP and the systemwide Committee on Preparatory Education (UCOPE) received a memo from UCSB seeking clarification of the Entry Level Writing Requirement (ELWR) and [Senate Regulation 636.E](#). Although UCOPE is technically the committee responsible for supervising the ELWR, UCEP took up this issue because, at UCSB, Undergraduate Council handles matters related to preparatory education. UCSB questioned why, if a student has left UC then enrolls at a different institution and later wants to return to the same UC, a course taken at that other institution will not satisfy the ELWR and they will not receive transfer credit for the course – even if the course would normally count for a transfer student enrolling in UC. There is a question about the fairness of giving credit only to the students who transfer into UC for the ELWR-satisfying courses taken elsewhere.

To better understand the intent of SR 636.E and provide the expert guidance to UCSB, UCEP consulted with Evera Spears, Associate Director, Advocacy & Partnerships, Undergraduate Admissions in March. Associate Director Spears advised that the possible reasoning behind this Senate regulation may in part be related to UC faculty's concerns that students would attempt to circumvent the intent of the ELWR by substituting courses at other institutions that may not be sufficiently rigorous. After receiving this information, UCSB appealed to UCEP to reconsider this requirement for UC students who must leave temporarily for well-justified reasons. The chairs of UCEP and UCOPE agreed that the University Committee on Rules and Jurisdiction (UCRJ) should be asked to review and provide an interpretation of SR 636.E and in June, the chair of UCSB's Undergraduate Council and the UCSB representative to UCOPE were asked to draft alternative language to SR 63.E, for UCRJ's consideration, which addresses UCSB's concerns. UCEP will continue to work with UCOPE and UCSB on a resolution to this matter in the year ahead.

Student Mental Health

In June, UCEP briefly discussed the important issue of student mental health after learning that at least one campus (UCLA) had reduced mental health services for students covered by the Student Health Insurance Plan. Although the committee was somewhat reassured to find that students are in fact allowed unlimited visits when mental health treatment is deemed "clinically necessary," concerns about the adequacy and availability of treatment persisted. UCEP agreed to send a brief memo to Council emphasizing the need for the University to prioritize additional funding for student mental health support services and to advocate for permanent state funding augmentations sufficient to meet increasing student demand for mental health services. This [memo was endorsed by Council on July 25th](#) then transmitted to President Napolitano. Council added a recommendation that UC would benefit from a coordinated initiative focused on faculty training in supporting student mental health on campus and this initiative would involve UCEP, the systemwide Committee on Faculty Welfare, and the Office of the President's Offices of Academic Personnel and Student Affairs which are informed by campus Disability Resource Centers.

POSTHUMOUS DEGREE POLICIES

In late February, Senate Chair White asked UCEP to assess the need for a systemwide policy for granting posthumous degrees. UCEP reviewed the existing campus policies which vary across campuses and even within a campus and noted that some policies are more lenient than others. Members agreed that it would be beneficial to have a standard policy for the system that affords campuses some latitude for flexibility, and discussed what a systemwide policy might look like. UCEP submitted for Council's consideration a draft model for a systemwide policy for awarding of posthumous degrees. After receiving Council's endorsement on July 25th, the draft policy was forwarded to the divisional Senate chairs and executive directors for review.

UCSF VARIANCE REQUESTS

UCEP considered two requests from UCSF for variances to Senate Regulations. UCSF requested a variance to Senate Regulation 750.B to change the language to include Health Sciences Clinical Faculty series. This request was deemed reasonable and approved by the committee in March and a memo documenting the decision was transmitted to Academic Council, also in March.

In May, the committee considered a request from UCSF for a variance to SR 780 to change to a pass/no pass grading system, which had recently been proposed by the UCSF School of Pharmacy. This request was also approved and Academic Council was notified of this decision in May.

Other Issues and Additional Business

In response to requests for formal comment from the Academic Council, UCEP also issued views on the following:

- Proposed Revisions to Senate Regulation 424.A.3
- Proposed Revisions to APM Sections 285, 210-3, 133, 740, 135, 235 - Second Round
- Proposed Amendment to Senate Bylaw 128, Conflicts of Interest
- Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028
- UCR School of Business Administration Name Change
- UC San Diego Pre-Proposal for a School of Public Health
- UC San Diego Pre-Proposal for a 7th Undergraduate College
- Proposal for UCI School of Nursing

UCEP touched on a variety of other issues related to the business of the Academic Council, Academic Assembly, ICAS, and the work of campus Committees on Educational Policy/Undergraduate Councils.

UCEP Representation

UCEP Chair Ed Caswell-Chen represented the committee at meetings of the Academic Council and the Academic Assembly. Chair Caswell-Chen also participated on the Provost's monthly budget briefing teleconferences, the Academic Planning Council and represented UCEP on ICAS, and the UC Washington D.C. Center's Academic Advisory Council. Vice Chair Anne Zanzucchi represented UCEP on the Transfer Task Force and also participated in several Academic Council and ICAS meetings. Finally, UCEP was represented by Daniel Potter (UCD) on the UC Education Abroad Program Governing Committee.

Committee Consultations and Acknowledgements

UCEP benefited from consultation and reports from Michael Brown, Provost and Executive Vice President, UCOP; Todd Greenspan, Director, Academic Planning Institutional Research and Academic Planning; and Ellen Osmundson, ILTI Project Coordinator, UCOP.

In addition, UCEP consulted the Academic Senate chair and vice-chair, who updated the committee on issues facing the Academic Council and Senate.

Respectfully submitted,

Edward Caswell-Chen, Chair (D)

Ken Uneo (B)

Hugh Roberts (I)

Judith Rodenbeck (R) (fall/winter)

John Serences (SD)

David Paul (UCSB)

Alicia Tran (Undergraduate Student-SB)

Anne Zanzucchi, Vice Chair (M)

Daniel Potter (D)

Rob Gould (LA)

Paul Lyons (R) (spring)

Jennifer Perkins (SF)

Onuttom Narayan (SC)

Wendy Rummerfield (Graduate Student-I)

Shane White ((LA), Chair, Academic Senate, *Ex Officio*)

Robert May ((D), Vice Chair, Academic Senate, *Ex Officio*)

Brenda Abrams, Principal Policy Analyst

UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW) 2017-18 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW held eight in-person meetings and two videoconferences during the 2017-18 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two key task forces with memberships independent of UCFW and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, David Brownstone (TFIR) and Lori Lubin (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). Many of these consultants, along with Academic Personnel and Programs and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

CASH COMPENSATION ISSUES

UCFW spent significant time and effort this year devising and proposing a salary plan for Senate faculty that would raise the salary scales back to a competitive level with the Comparison 8. UCFW met frequently with Vice Provost Carlson from Academic Personnel and Programs to discuss options and data projections. UCFW met with Provost Brown and President Napolitano to hold dedicated discussions on raising the faculty salary scales. In the end, the UCFW proposal was accepted by the Academic Council, and we are hopeful that it will be funded fully over the next two years.

SHARED GOVERNANCE

In response to concerns that the retiree health obligation would become too expensive for the University to maintain in the long run, a working group was formed to make recommendations on the future sustainability of the benefit. The Senate was afforded several participants who provided considerable subject-matter expertise and helped to keep the focus of the working group on immediate expenses. Because medical inflation was lower than expected, though, the group recommended no changes for 2019. The group will continue its work next year to assess long-term considerations.

Several presidential task forces have been formed to assess various options for restructuring different areas of the Office of the President, including UC Press, the division of Agriculture and Natural Resources, the UC Education Abroad Program, and others. Of particular note to UCFW is the group discussing possible changes to the reporting lines of

UC Health. Long-standing conflict of interest concerns about UC Health administering UC Care and the UC medical centers simultaneously could be exacerbated by limiting UCOP oversight of UC Health. The Senate participants on the working groups are stressing that academic benefits must be shown to justify any governance changes.

HEALTH AND WELFARE BENEFITS:

UCFW and HCTF continued to monitor the operations of UC Care. Issues surrounding billing transparency were the most common concerns.

HCTF members participated in the RFP process for a new third-party administrator for the University's Blue and Gold HMO insurance product. The process was protracted this time, and an external mediator was eventually brought in to bring the parties together. Another RFP for pharmacy was deferred until next year.

UCFW continued its efforts to equalize benefits for opposite-sex domestic partners. Previously, a HCTF-drafted a white paper requesting redress of the issue was endorsed and forwarded by the Academic Council to the administration. This year, President Napolitano directed Human Resources to adopt the Senate's proposal and equalize the benefits. HCTF continues to lobby for a streamlined enrollment process.

HCTF began an investigation into religious/conscience objections to the provision of health care, whether by systems, institutions, or individuals. The method and timing of registering such objections, and their communication to health care consumers, are issues to be assessed. Impacts to medical education are another area of concern since students could be placed in hospitals that do not perform certain services. The rights of students to refuse some education is also impacted. Expectations regarding affiliate compliance with UC's commitment to diversity and Principles of Community should be clarified publicly.

Finally, UCFW continued to lobby HR and others to increase support for the Health Care Facilitator program. Facilitators report being overworked, understaffed, and given non-facilitator duties; despite these obstacles, the facilitators continue to receive excellent reviews.

INVESTMENT

TFIR was in close contact with the administration during an effort to streamline and make more user-friendly the Fidelity brokerage window investment options, which was led by the Office of the Chief Investment Officer, in conjunction with Human Resources. The continuing project sought 1) to "white label" funds and 2) to revise their content to match their names. Thus, the "global equity fund" will now consist entirely of global equities, etc. The move to white labels reflects a belief that removing corporate labels will allow investors to decide which type of funds they like, rather than acting on name recognition or other factors. TFIR also supported an OCIO initiative to add exchange-traded funds to the brokerage window.

TFIR also engaged with OCIO to better understand the vetting their office conducts prior to investing in new stocks. OCIO regularly eschews investing in, for example, gun manufacturers and corporate prisons, in addition to Regentally mandated exclusions of companies that conduct business with Sudan and tobacco companies. TFIR encouraged OCIO to make these processes more apparent.

TFIR continued discussions with OCIO and others regarding the UCRP discount rate, and how and when it might need to be changed.

FACULTY WELFARE

Following revision of the faculty code of conduct sections involving sexual harassment and sexual violence, UCFW met with the new systemwide Title IX officer to discuss investigation protocols, differences in standards between Title IX investigations and faculty Privilege and Tenure investigations, privacy expectations of complainants and respondents at all phases of the process, and standardizing disciplinary actions.

Last year, in response to recent high-profile security and police involved incidents at several campuses, UCFW began an investigation into campus police protocols, standards, and policies. UCFW learned that not all campuses have functioning public safety advisory boards, that no such body exists at the systemwide level, and that the process for revising police policies has room for shared governance. A UCFW-led task force evaluated the systemwide police policy manual, commonly referred to as “The Gold Book”, and issued their report this spring. The Academic Council has endorsed the findings and recommendations of the report, which has been made available to a presidential task force investigating limited portions of The Gold Book.

UCFW has raised concerns about cybersecurity and identity theft through university mechanisms, such as payroll or pension systems. Inconsistent campus practices reveal a need for systemwide minimum standards. The staggered launch of campuses in UC Path leaves some employees vulnerable to legacy system weaknesses. The rapid pace of change in the cybersecurity arena leaves many employees especially vulnerable to technological victimization, and UCFW urges the University to adopt industry standard security practices, if not a higher bar.

UCFW met with the Chief Financial Office and the Office of Loan Programs to discuss housing issues at many campuses. A lack of affordable housing proximate to UC campuses is pricing many employees out of working for the university. Planned projects at some campuses will open slowly and not fully address the needs. Affordable student housing is a similar issue. Affordable child care continues to be a concern systemwide.

OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:

Academic Personnel Manual Revisions: Several sections of the APM were up for review, and some new sections were proposed. UCFW opined on or discussed each of the following:

- 128, Conflict of Interest
- 675, Proposed New Section for Salary Administration in Schools of Veterinary Medicine

CORRESPONDENCE:

Beyond submitting opinions and recommendations on the topics above, UCFW opined on the following matters of systemwide import:

- Proposed Open Access Principles proposed by the University Committee on Library and Scholarly Communications

ACKNOWLEDGEMENTS:

UCFW is indebted to its consultants and guests, without whom the committee’s work could not be done:

Academic Affairs: Provost Michael Brown;
Academic Personnel and Programs: Vice Provost Susan Carlson, Executive Director Pamela Peterson, and Academic Policy and Compensation Data Analyst Gregory Sykes;

Finance: Executive Vice President Nathan Brostrom;

UC Health: Executive Vice President Jack Stobo;

Human Resources: COO Rachael Nava, Vice President Dwaine Duckett, Executive Director of Retirement Programs and Services Gary Schlimgen, Executive Director of Benefits Programs and Strategy Michael Baptista, Director of Benefits Programs Susan Pon-Gee, and Executive Director for Compensation Programs and Strategy Dennis Larsen;

Office of the Chief Investment Officer: CIO Jagdeep Bachher, Associate CIO Arthur Guimaraes, and Director of Defined Contributions Products Marco Merz;

External consultants from Mercer, Deloitte, and Segal.

We are particularly grateful for the involvement, support and guidance from the Senate leadership, Chair Shane White and Vice Chair Robert May, as well as the advice and perspective provided by Senate Executive Director Hilary Baxter. Finally, the committee is indebted to Kenneth Feer who has provided able staff support.

Respectfully yours, UCFW 2017-18

Roberta Rehm, Chair

Sean Malloy, Vice Chair

Caroline Kane, UCB

Greg Downs, UCD

Jean-Daniel Saphores, UCI

David Lopez, UCLA

Dan Jeske, UCR

CK Cheng, UCSD

DorAnne Donesky, UCSF

Patricia Fumerton, UCSB

Stefano Profumo, UCSC

David Brownstone, TFIR Chair

Lori Lubin, HCTF Chair

Richard Attiyeh, CUCEA Chair (ex officio)

Henning Bohn, UCRS Advisory Board Faculty Representative (ex officio)

UNIVERSITY COMMITTEE ON INTERNATIONAL EDUCATION Annual Report 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Charge of the Committee

According to Academic Senate Bylaw 182, the University Committee on International Education (UCIE) should fulfil the following roles in systemwide governance:

1. Consider and report, in consultation with other Academic Senate committees, on matters of international education and engagement referred to the Committee by the President of the University, the Academic Council, the Assembly, a Divisional or any Senate Committee.
 - a. Report to the Academic Council and other agencies of the Senate and confer with and advise the President and agencies of the University Administration on matters concerning international engagement.
 - b. Initiate policy recommendations regarding international engagement programs and the status and welfare of international students and scholars at UC.
 - c. Evaluate and advise on UC's international service learning or experiential learning programs, except programs whose authorization and supervision is performed independently by the campuses.
2. Provide Continuing review of the Education Abroad Program and its policies.
 - a. Consult with the University Office of Education Abroad Program on future program development, including modification of the programs of existing Study Centers, establishment of new Study Centers, and disestablishment of UCEAP Programs.
 - b. Represent the Senate in the selection of Study Center Directors.
 - c. Maintain liaison with the Council of Campus Directors.
 - d. Advise the University Office of Education Abroad Program Director on all matters of international education.
 - e. Have the responsibility for the final academic review of new Study Centers and Programs after the first three years, and for regular reviews of all centers and programs every ten years or as conditions may require.
 - f. Authorize and supervise all courses and curricula in the Education Abroad Program.

New UCEAP Programs Reviewed in 2017-18

Aahus University - *Approved*

Uppsala University - *Approved*

Copenhagen Business School Summer Program - *Approved*

Grand Budapest: Business Culture, and History - *Approved*

University of Cantabria Internship Program - *Approved*

Crossroads of Culture in the Mediterranean – *Approved*

Island Sustainability: French Polynesia – *Approved*

Immigration and Identity – Asia in South America - *Approved*

Program Review Reports/Reviews

2016/17 Thailand 10-Year Review - *Approved*

2016/17 Czech Republic 3-Year Review- *Approved with one proviso: UCIE would like to see how the UCEAP response to the committee's concerns progresses in a year. In particular, UCIE would like to see how quality of courses has improved. UCEAP is asked to provide course syllabi at that time for review.*

2016/17 Germany 10-Year Review - *Approved*
2017-18 Argentina Three-Year Review — *Approved*
2017-18 Netherlands Three-Year Review - *Approved*

Program Discontinuances/Closures

France – Ecole Normale Supérieure
Spain and Italy - European Transformations (semester option)
Brazil - CIEE Salvadore
Morocco - Summer Intensive Arabic program
Israel - Israel at Ben-Gurion University of the Negev
New Zealand – University of Canterbury, Massey University-Palmerston North, and Lincoln University
England-- Programs at University of the Arts London's Camberwell College, Chelsea College, and Wimbledon College; University of East Anglia Summer School
Sweden --The Swedish Language and Culture program at Folkuniversitetet
Egypt – Letting expire the exchange agreement with American University
China – Close the program at Beijing Normal University
Spain – Close the program at Complutense University
Tanzania – African and Kiswahili Studies

Topics of Note During the 2017-18 Year

UCOP's "Getting to 30%" systemwide meeting on October 16 was intended to help identify the problems with international education from a process point of view. A broad swath of campus units were represented, but no students and very few faculty from the Systemwide Senate. Part of the discussion outlined some of the challenges for students and the need to outreach to different groups of students: athletes, honors students, etc. Also discussed were the academic challenges currently faced: students today are not interested in going abroad for the experience alone: they want to know what courses they will take and how will they count toward their degree. Discussion revolved around administrative issues rather than academic content or curricular aspects.

As a fallout of the state audit, an outside organization (the Huron Group) was consulted to make recommendations about the "footprint" of OP. One of the recommendations it made was to relocate some programs to campuses. UCEAP had an existing MOU with Santa Barbara that has served quite well. Historically, the only money that has come to program from OP has been \$230K a year through tuition buyout from the state that flows through OP. However, it was decided that UCEAP should be removed entirely from the OP books. In addition, the Huron report stated that UCEAP needed a whole new charter and also an entirely new MOU. A new draft MOU was created (good only for one year) which had errors and did not seem to be based on the old MOU or the current organizational chart. There was almost no consultation with the Academic Senate in this process.

UCEAP Activities and UCIE

UCEAP enrollments were slightly down from 2016-17 as part of a reaction to the terrorist incidents in Europe. However, applications for 2018-19 were more positive as those concerns faded. UCEAP increased summer participation and English-language programming in 2017-18. Students prefer to do their coursework in English because they don't want to jeopardize their GPA. Reciprocity students have been often not identifiable in certain ways in the registrars' databases. As a result, they have been overlooked and/or counted as extension students. UCEAP worked to make sure that the University treated reciprocity students fairly to honor the obligations it has made with international partners.

Shortly before Director Nyitray was hired, the UCEAP governing committee approved a reduction in the student participation fee from \$900 to \$600. At that time, UCEAP appeared to have a fiscal reserve built up. However, this reduction resulted in a structural deficit; UCEAP was bringing in less money than it needed to operate. Director Nyitray requested that the board revisit the student participation fee and raise the student participation fee to \$1K, a rate that should be able to remain static for some time. The program intends to offer \$1M/year in scholarship funds for the next five years; those funds will go to the campuses based roughly on the percentage of UCEAP participation per campus. In addition, the program will fund additional staffing at the Study Abroad offices for two years at 50 percent.

Target of Opportunity Grants

UCEAP has had these grants for many years but always restricted them to UCEAP staff or campus study-abroad colleagues. As of 2017-18, UCIE and governing committee members who were traveling and wanted to see a nearby study center could apply to UCEAP for a little extra money to cover local travel and lodging, etc. A post-travel report is due within a month of the faculty member's return.

As discussed earlier in this report, the Huron Report figured considerably in 2017-18 year for UCEAP. Huron Report representatives talked very briefly with UCEAP before recommending that the program be taken from OP and fully housed at UCSB. UCEAP expressed concern about UCEAP's role as a systemwide program if it is understood to be part of UCSB, and (with Vice Provost Susan Carlson) put together a document where it outlined concerns about the proposed reorganization. One important consideration was the sheltering of the program (which is self-funding) from campus financial vicissitudes. Despite the concerns of UCEAP and UCIE, the program was transferred fully to UCSB.

Acknowledgements

Thanks to Academic Council Chair Shane White, Vice Chair Robert May, Senate Executive Director Hilary Baxter, and Associate Director Jocelyn Banaria. Thanks also to our UCEAP partners: Vivian-Lee Nyitray, Hsiu-Zu Ho, and Sarah Abraham.

Respectfully submitted,

Eduardo Macagno, Chair
Frank Wilderson, Vice Chair
Gustavo Manso (UCB)
Michael Lazarra (UCD)
Victoria Bernal (UCI)
Lothar Von Falkenhausen (UCLA)

Yanbao Ma (UCM)
Covadonga Lamar- Prieto (UCR)
Lei Lang (UCSD)
Gerald Dubowitz (UCSF)
Sathya Guruswamy (UCSB)
Yat Li (UCSC)

UNIVERSITY COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATION

2017-18 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

According the Senate Bylaw 185, the University Committee on Library and Scholarly Communication (UCOLASC) shall:

1. Advise the President concerning the administration of the libraries of the University in accordance with the Standing Orders of The Regents and issues related to innovations in forms of scholarly communication. (Am 9 May 2003; Am 9 May 2007)
2. Perform such other appropriate duties as may be committed to the Academic Senate by proper authority.

Open Access 2020

UC has been on the Open Access (OA) path for about 15 years. As envisioned, OA was supposed to be the new way forward for the 21st century, yet only about 15 percent of the scholarship that the University puts out is published as OA – that is one percent a year. UCOLASC needs to keep working to precipitate a major transformation in scholarly communication - not just as a singular path forward, but as a multipronged call to action to change the system.

From a faculty perspective, the University has a unique opportunity to transform the publishing system to OA if various stakeholders work together. The Chair worked with several different groups – both within UC and at outside institutions - to draft a set of rights and principles to guide UC's license negotiations and publisher agreements. He consulted with multiple stakeholders including faculty, librarians, and administrators, and tried to address the needs of different constituencies. He developed and shared the "Principles" document with the committee, and members were very supportive provided feedback and input to ready the Principles document for wider distribution. The shared the document other Senate committees, and the response was generally favorable. UCORP, UCAF, and UCAP all endorsed the Principles. UCPB wants more information on the budget implications of two of the principles. UCFW, CCGA, and UCACC did not respond in time for the Council meeting on May 30.

When journals were housed in academic publishers and professional societies they used to be more sustainable and cost a fraction of what they do now, but the for-profit modality has not been working for academia. Graduate students spend considerable time looking for money for their research and have concerns about any new model whereby they would have to also acquire funds to publish. UC explored a plurality of models to support OA including those that would have no fees for authors especially in disciplines that lack extramural funding.

Committee members discussed practices at competitor universities and in Europe. Also discussed were the practical differences between a journal subscription and a monograph. There is a nationwide endeavor to experiment with covering monograph costs, especially for new hires for their first book.

Consultation with the California Digital Library

CDL licenses 10,500 journals; six of them make up 10 percent of the usage. Because UC is so large, even journals that have "low" usage actually have very high numbers. Publishers have both high- and low-

usage journals, making it difficult to target individual publishers for discontinuation. CDL has a multi-factored analysis that it uses to help determine what licenses to buy. It looks at a variety of measurements – including break-down by discipline – to view it in a broader context. The Chair suggested that CDL and UCOLASC collaborate to develop and then articulate a set of principles that are in alignment with UC’s mission and values and can be used strategically to guide our licensing negotiations and renewals with commercial publishers.

UC has the most comprehensive OA policies of any academic institution in the US; people are using these materials all over the world. When the Senate OA policy was adopted, the policy itself made a directive to make participation in it as convenient as possible for the faculty. At first there was a manual process, but it was not well used. The University through CDL quickly moved on to a system - Symplectic Elements – that automated parts of the process and enabled faculty to participate more easily. The Senate is at a point at which it was going to review the policy again and present a report to the faculty to determine next steps.

The CDL has some large publishing agreements coming up in 2019 as well as many annual agreements. CDL is holding back from going into active negotiations so it can have a better sense of how it wants to proceed, as well as the possible consequences of walking away. It is also talking about OA with all of the publishers to assess their readiness. CDL is trying to determine what would it take to flip an entire publisher’s portfolio; it would require consensus and an understanding of the logistics involved. The Pathways document, which CDL has been working over the last year, came out of Pay-it-Forward is feasible if grant funding is part of the equation.

A draft multi-payer model has been created that involves authors and allow libraries to have a major role. Authors will be asked to make up the difference out of grants or other discretionary research funds; if they don’t have funds, they can come back to the library. CDL asked UCOLASC to endorse the pilot, and it voted to do so.

Journal Flipping Activities, Strategies, and Examples

The committee invited faculty experts from other universities to share their experiences and approaches.

Johan Rooryck (Leiden University), is the editor of *Glossa*, a linguistics journal which was part of a group that flipped; all four have successfully switched to fair open access. *Glossa* has been amazingly successful and has been very supported by the linguistic community.

Chris Nelson (University of North Carolina) is a new member of the editorial board of *Cultural Anthropology* which recently flipped. In 2012, an opportunity came up for one of the journals to experiment in open access; by 2014 everything was open access. There are four issues a year and six peer-reviewed essays a year. Currently, he is on the line between different kinds of publishing and figuring out what the next step will be. A common question is how people without resources can have access.

Marcel LaFlamme (Rice University) is the managing editor of a hybrid journal. He is constrained in getting money separately from the publisher; dues revenue and royalties are two principle revenue sources at this point. He has put forward some other fundraising ideas but has not been able to build the network at the level of a journal. It is inefficient for journals to look for money this way and it is not supportable; journals interested in flipping need a soft place to land.

The four participants discussed different models with the committee, their experiences, and how institutions could support societies or journals.

Consultation with the Council of University Librarians

UC does not have a true systemwide integrated library system (ILS). Every campus has its own; this is a huge waste of staff and financial resources. Ideas that will help develop an RFP for an ILS and its best functional requirements will be put together of the next four to five years. UC needs to move to “next gen” systems; most similarly-positioned groups have already gone the route of systemwide approach. The University is setting up a systemwide integrated library system; it is currently wrapping up phase two and entering phase three. Phase four has been approved by the Regents. A big component has been doing the business case analysis. As of now, UC is ahead of schedule. The CSUs and CCCs have already accomplished this; while UC is not blazing a trail, it is doing things that have been tried and are supported.

This process involved an amazing team of people, with tremendous support from UCOP Vice President Susan Carlson. President Janet Napolitano and Provost Michael Brown understand the concerns regarding the funding crisis and the collections. Conversations sponsored by CoUL have led to some opportunities to present to the Council of Vice Chancellors with information about the interconnectedness of the libraries’ budgets – the provosts have come to understand that what happens at the system level affects the campuses and vice versa, and there is an awareness that there needs to be better communication between CoVC and CoUL.

Campus Reports

UCOLASC devoted part of each regular meeting to member reports about issues facing divisional Senate library committees. In these discussions, divisional representatives noted ongoing library budget and space issues on their respective campuses in the context of rising enrollments and changing needs.

Acknowledgements

Thanks to Academic Council Chair Shane White, Vice Chair Robert May, Senate Executive Director Hilary Baxter, and Associate Director Jocelyn Banaria. Thanks also to the consultants who provide valuable expertise and contribute so much of their valuable to helping UCOLASC fulfill its mission.

Respectfully submitted:

Rich Schneider, Chair (UCSF)
Dennis Ventry, Vice Chair (UCD)
Geoffrey Koziol (UCB)
Katherine Olmstead (UCD)
Amelia Regan (UCI)
Eric Sobel (UCLA)

Karl Ryavec (UCM)
Jiayu Liao (UCR)
Eric Bakovic (UCSD)
Diana Laird (UCSF)
John DuBois (UCSB)
Jennifer Horne (UCSC)

UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB) ANNUAL REPORT 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Planning and Budget (UCPB) met ten times in Academic Year 2017-18 to conduct business pursuant to its duties to advise the President and other University agencies on policy regarding planning, budget, and resource allocation as outlined in [Senate Bylaw 190](#) and in the *University-wide Review Processes for Academic Programs, Academic Units, and Research Units* (the “[Compendium](#)”). The major activities of UCPB and the issues it addressed this year are outlined briefly, as follows:

BUDGET, ENROLLMENT, STATE RELATIONS, AND ADVOCACY

Senior UC leaders from the Offices of the Chief Financial Officer, Budget Analysis and Planning, and State Government Relations joined UCPB at most meetings to discuss the development of the 2018-19 State and University budgets; the progress of budget negotiations and advocacy efforts in Sacramento; provisions in the 2017 Budget Act related to enrollment; the University’s response to last year’s State audit of UCOP’s budget, including accounting practices; progress meeting State requirements for the release of \$50 million withheld from the 2017-18 UC budget; contingency planning; and other UC-specific budget matters. The Office of Federal Government Relations also briefed UCPB on federal budget and legislative issues impacting the University. On the whole, UCPB enjoyed fruitful interactions with UCOP administrators, who provided thoughtful and candid presentations and responded to UCPB requests with timely, informative data. UCPB argued forcefully and effectively for budget action based on principles, and challenged administrators to communicate UC’s chronic under-funding and demonstrate the consequences of state de-funding on tuition, enrollment, and quality.

UCPB supported the University’s proposal to address its State funding shortfall with a 2.5% in-state tuition increase, and its subsequent efforts to seek a State tuition buy-out. UCPB followed UCOP’s efforts to implement the 2017 Budget Act requirement that UC enroll 1,500 more resident undergraduates in 2018-19, with costs supported by funding redirected from systemwide programs and UCOP operations. UCPB lamented the effect of this mandate on campuses already suffering from over-enrollment, and encouraged UCOP to develop a feasible systemwide framework to support growth.

UCPB was impressed by a UCOP presentation on the University’s cost structure and cost drivers, which indicated that UC’s available core funds have increased only 6% since 2000-01, while student enrollment has increased 54%, representing a 31% decrease in funding per student. UCPB observed that campuses face increasing space and academic planning pressures stemming from the large influx of undergraduates and a decreasing number of graduate students available to help as Teaching Assistants. UCPB called for meaningful enrollment planning that broadens the State’s exclusive focus on undergraduate access and throughput, to planning that benefits the overall educational environment and academic quality. UCPB observed that the student experience and the long-term value of the UC degree are enhanced by smaller class sizes, more frequent opportunities for personal interactions with faculty, and the opportunity to engage in deeper learning. UCPB encouraged UCOP to highlight the campuses’ resource needs in the context of the State’s decision to reduce funding, and to document how UC’s cost savings choices in reaction to cuts have affected the quality of instruction and the student educational experience through higher student-faculty ratios; reduced opportunities for personal interaction; fewer opportunities for undergraduate student engagement in research; and reduced staff support.

UCPB observed that one of the University's biggest challenges is making an effective case to the Legislature about funding UC's full mission as a Research I University. It noted that the public generally views the University's mission in the more limited context of undergraduate teaching; it is difficult, but vital, to educate the public and legislators about the importance of UC's research, graduate education, and PhD training missions; they are central to the University, to California's economy, and to people's lives and well-being. UCPB encouraged UCOP to develop metrics to showcase UC's unique mission and how it is distinct from CSU's; to emphasize how the research mission helps drive the state economy; and to engage faculty in developing stronger messages on this theme.

UCPB appreciated the difficult task facing UC advocates in Sacramento, but was frustrated by UC's inability to move the needle on the budget despite its best efforts; by the Governor's unwillingness to fund the University; and by the Legislature's failure to fund new enrollments with the traditional marginal cost of instruction formula. While UCPB appreciated the additional one-time funds provided to the University in the final state budget, it emphasized that UC needs permanent revenue streams to continue providing a world-class educational experience. UC believes it is critical for UC to forge an agreement with the incoming Governor for sufficient budgetary support of the University's full undergraduate, graduate education and research missions. UCPB will continue to monitor the University and State budget next year and help define budget and planning priorities. It is UCPB's view that the clashing priorities of the Governor and the Legislature created a "perfect storm" for UC: the Governor was focused on constraining costs and avoiding long-term commitments, while in contrast, the Legislature focused on growing UC and increasing access to California residents, both of which require long-term investment. UCPB feels we must address the problems that emerged from these conflicting priorities, and we must do everything possible to avoid continuing them as we move into a new year and a new State Administration.

UCOP Budget and Audit Implementation

UCPB received several briefings on the University's response to last year's State audit of UCOP, and its progress implementing the audit's 33 recommendations for improving or examining UCOP budget and accounting practices. UCPB found that implementation was proceeding appropriately, and asked UCOP to keep the committee informed about audit progress and decision-making. UCPB also viewed the State's decision to line item the UCOP budget as a threat to the constitutional independence of the University and a step backward in the transparency introduced by rebenching.

ALTERNATIVE FUNDING MODELS AND INEQUITIES TASK FORCE

UCPB moved on a request from the Senate chair to assess potential funding models that could serve as alternatives to Funding Streams and allow all UC campuses to attain an equitable level of funding. UCPB was concerned that the Regents' decision to implement a nonresident enrollment cap that differs across campuses works against the goals of rebenching by establishing a two-tier funding system that allows well-established campuses to retain nonresident tuition at current levels and precludes other campuses from increasing their income to a similar level. In addition, the State's decision to implement a separate line item appropriation of the UCOP budget exacerbates inequities between campuses that use more or fewer UCOP services. UCPB also found that the benefits of nonresident tuition revenue have been concentrated at a few campuses, but the political backlash and associated financial pain have been distributed across the system.

Chair Schimel drafted a charge for an Inequities Task Force that would assess potential mechanisms for ensuring all campuses can provide a comparable educational experience. The charge asked the

Task Force to quantify inequities in relation to the resources available to support undergraduate education across campuses; identify potential mechanisms to address inequities; and analyze potential benefits and costs associated with those mechanisms. 2016-17 UCPB Chair Sadoulet joined UCPB to discuss the differential campus resource analyses he prepared last year. UCPB identified several principles that should apply to any plan for addressing inequities – simplicity and transparency; based in rational planning with a clear timeline; and employing an assessment of historical allocations, traditional set-asides, and corridor agreements. UCPB felt there would be value in funding aspirational graduate enrollment growth in rebenching; defining systemwide initiatives to ensure they benefit the core UC mission and boost the quality and reputation of younger campuses; and identifying a fairer system of taxation that eliminates set asides and funds all systemwide priorities. Ultimately, however, UCPB was unable to identify a chair for the task force and deferred the issues to a future committee.

FINANCE POLICY

UCPB met regularly with the Chief Financial Officer to discuss asset optimization initiatives and capital budget strategies that help UC manage liabilities, reduce administrative expenses, and generate additional unrestricted revenues for the campuses. These include the reallocation of STIP funds to TRIP, and the use of STIP borrowing to fund the Annual Required Contribution (ARC) to UCRP. The CFO also discussed UC's use of systemwide debt to finance capital projects, its efforts to restructure debt to achieve cash flow savings, and its use of Limited Project Revenue Bonds and public-private partnerships to fund new housing projects. UCPB supported these strategies as means to help supplement unpredictable State funding. UCPB also supported UC's plan to pursue with the next Governor a return to General Obligation and Lease-Revenue bonds as mechanisms to fund capital growth and renewal. Finally, UCPB discussed a decision by UCOP to rescind a previously approved increase to the UCRP employer contribution rate from 14% to 15% and instead transfer additional funds from STIP to UCRP to meet ARC. UCPB urged the University to maintain the 15% UCRP employer contribution rate target, to ensure a stable and healthy financial trajectory for UCRP, consistent with Regents policy.

FACULTY SALARIES

UCPB Chair Schimel participated on a UCFW-led subcommittee that developed a plan for closing the 8.4% gap between UC faculty salaries and faculty salaries at comparison institutions over three years. The plan [endorsed](#) by the Academic Council in March incorporated the subcommittee's discussions about the systemwide salary scales, the role of discretionary spending, and salary equity by gender and ethnicity. Later in the year, UCPB wrote to Council Chair White to support UCFW's model for closing the remaining gap over two years. UCPB emphasized the need to maintain pressure to close the UC faculty salary gap, and to fix the published UC salary scales.

SELF-SUPPORTING GRADUATE AND PROFESSIONAL DEGREE (SSGPDP) PROPOSALS

Per the Compendium, CCGA leads the main systemwide review of proposed SSGPDPs and UCPB provides financial analysis after assigning a lead reviewer to assess the business plan and market analysis. UCPB reviewed and approved four proposed SSGPDPs this academic year:

- UCLA Doctor of Nursing Practice
- UCI Master of Software Engineering
- UCI Master of Innovation and Entrepreneurship
- UCB Master of Bioprocess Engineering

UCPB emphasized that programs proposing SSGPDPs need to provide a strong justification for SSGPDP costs and expenses and show how a financial plan will scale as the program expands.

UCPB was also concerned that it has no way of assessing the financial performance of SSGPDPs after they have been established. Having access to fiscal outcomes relative to original plans and projections will help inform UCPB about what comprises a realistic SSGPDP budget model. UCPB was concerned both with the possibility of SSGPDPs failing to achieve “self-supporting” status, and with projected revenues in some programs far exceeding what is required to support the new program—essentially using SSGPDPs as “cash cows” to support other programs. UCPB observed that the University approved a policy in 2016 requiring three-year follow-up reviews of new SSGPDPs, and the Committee expressed interest in working with CCGA on a plan to regularize three-year reviews. UCPB also observed that while campuses are turning to SSGPDPs as a strategy to prevent emerging deficits, the University has few guidelines on what is appropriate and is not collecting data about the effectiveness of that strategy.

THE HURON REPORT AND UCOP RESTRUCTURING

UCPB discussed the Huron Consulting Group’s report on UCOP’s organizational structure, and Huron’s options concerning UCOP’s size, scope, and portfolio of services. UCPB learned in the spring that the President had endorsed a plan to move the UC Education Abroad Program (UCEAP) and its budget to UC Santa Barbara, and also charged two advisory committees with considering the Huron Consulting Group’s recommendations concerning UC Health and UC DANR.

UC EDUCATION ABROAD PROGRAM

A faculty subcommittee that included the UCPB, UCEP, and UCIE chairs met to discuss a draft Charter and MOU for UCSB’s operation of UCEAP and the structure of a proposed Advisory Committee that would advise the Provost and UCSB Chancellor on UCEAP. UCPB met with Provost Brown to discuss the proposal, and later wrote to Council Chair White opposing the move, based on an observation that moving specific functions out of UCOP could reduce UCOP’s visible budget footprint, but would be unlikely to reduce UC’s overall budget and could increase short-term costs. For its part, the UCIE-UCPB-UCEP subcommittee found that the UCEAP move was going to proceed regardless of Senate views. It focused instead on the composition of the UCEAP Advisory Committee, and on maintaining an effective level of faculty and Senate engagement with UCEAP management. The Academic Council later [endorsed](#) the subcommittee’s recommendation for an Advisory Committee structure with seven Senate representatives, including one UCPB member.

SHARED GOVERNANCE CONCERNS

In June, UCPB wrote a letter to the Academic Council requesting more Senate involvement in the process of evaluating potential changes to systemwide academic programs housed at UCOP and a systemwide review of the final work products of the UC ANR and UC Health Advisory Committees. UCPB noted that the collection of proposed changes to UCOP go beyond a simple reorganization of UCOP and reflect a fundamental reorganization of the University. The changes require appropriate Senate consultation to ensure they adequately addresses questions about UCOP’s overall role, mission, and structure; the long-term value of moving a program; and whether the upfront investment produces savings over the long-term. Council [endorsed](#) the letter and forwarded it to President Napolitano.

AGRICULTURE AND NATURAL RESOURCES

The UCPB Task Force on Agriculture and Natural Resources was established in 2017 to enhance connections between the Division of Agriculture and Natural Resources (DANR) and the Academic Senate. Chair Schimel led the Task Force in 2017-18. It met twice, in February and April. The Task Force wrote a white paper identifying some key issues around DANR’s mission and its relationship to the campuses. The paper noted that research associated with agriculture and natural resources is

no longer isolated on the three agricultural experiment station campuses, but is becoming increasingly important to the academic missions of all campuses. At the same time, DANR's mission is encompassing a broader set of environmental issues. Despite these growing intersections, there is minimal connection between DANR and the non-AES campuses. The paper posed several questions to DANR about the evolving nature of California agriculture, DANR's vision for a more inclusive relationship with the campuses, and how DANR's structure allows it to react to the emerging research trends on UC campuses and interact with the entire University. In April, the Task Force met with DANR leadership to discuss the issues raised in the paper. The Task Force put itself on hold, however, when President Napolitano established an Advisory Committee to evaluate ANR's position within UCOP and UC. UCPB did meet with Professor Mary Gauvain, the faculty representative on the President's ANR Advisory Committee. UCPB expressed support for realigning DANR administrative and oversight structures to ensure ANR is more grounded in the UC academic mission, and also for giving the Senate, possibly through UCPB and the ANR Task Force, a continuing role in providing input about ANR's direction.

CAMPUS STRUCTURAL DEFICITS

UCPB heard reports on current and emerging campus structural budget shortfalls, including the Berkeley CAPRA's investigation into UCB's budget deficit and its recommendations for restructuring operations. Several other campuses project deficits within five years if costs and revenues continue their imbalanced trajectories. UCPB found that campuses are turning to alternative revenue sources, including self-supporting programs and philanthropy, to help close the State funding gap and correct long-term imbalances. UCPB discussed best practices for recognizing the signs of an upcoming deficit and steps to correct imbalances and protect the educational mission. UCPB noted that a crisis will often catalyze faculty into action to demand change and lead to more effective shared governance, and that engaging faculty in shared governance on the budget can lead to better decisions.

OTHER BRIEFINGS

Education Financing Model: In February, UC's Director of Student Financial Support met with UCPB to discuss the University's Education Financing Model (EFM) and recommendations issued by the Total Cost of Attendance Working Group for improving the design of the EFM to better meet the goals of the Regents Policy on Undergraduate Financial Aid.

UC Health: UCPB met with Executive Vice President John Stobo to discuss the financial performance of the UC medical centers and UC's self-insurance program, UC Care. Dr. Stobo noted that the medical centers showed strong overall performance but also face significant cost challenges associated with building and opening new facilities and rising pension expenses. He also made the case for spinning off the medical centers into a separate statewide organizational entity, as proposed by Huron Consulting.

Investment Policy: UCPB met with the University's Chief Investment Officer Jagdeep Bachher to discuss investment strategies, performance, and the risk outlook for UC's portfolio; the relationship between the Office of the CIO and individual campuses; the impact of the new UCRP tier; and the role of working capital. The CIO discussed his management of STIP and TRIP funds and funds in the UC General Endowment Pool (GEP), the Regents' vehicle for investing endowed gift funds. UCPB observed that the GEP tends to offer lower fees and higher returns than campus-based funds, and that campuses could have paid lower fees and sometimes realized higher returns by allowing the CIO to manage their foundation assets.

Indirect Cost Recovery: UCPB met with Executive Director of Research Policy Analysis and Coordination Wendy Streitz to discuss UC's plan for increasing its indirect cost recovery rates on State contracts from 25% to 40%. Director Streitz noted that UC decided to maintain the 25% rate through June 2018, after individual agencies expressed opposition to the plan. UC now plans to maintain the rate at 25% through June 2019 and increase it gradually in 5% increments to 40% until July 2021. UCPB remains concerned that the increase could price UC out of the market and drive away state grant support from research programs.

Open Access: The chair of UCOLASC invited UCPB to endorse UCOLASC's *Declaration of Rights and Principles to Transform Scholarly Communication*, a set of principles to guide the University's upcoming and future journal license negotiations with commercial publishers. After a split committee vote, UCPB wrote to Council Chair White expressing general philosophical support for the principles but noting that it was unable to formally endorse them.

DOE National Labs: Vice Chair Steintrager represented UCPB on the Academic Council Special Committee on Lab Issues (ACSCOLI), and provided UCPB with regular updates on issues of interest from ACSCOLI and the labs.

Other Compendium Reviews: In addition to four SSGPDPs, UCPB submitted comments on (1) a pre-proposal for a School of Public Health at UCSD; (2) a pre-proposal for a Seventh Undergraduate College at UCSD; and (3) a UCR School of Business Administration Simple Name Change.

Campus Reports: UCPB set aside a portion of each meeting for updates from faculty representatives about issues being discussed on their local budget and planning committees. These briefings touched on a wide range of topics, including faculty participation in long-term strategic academic planning groups and exercises; campus plans to accommodate enrollment growth; the use of research overhead; the benefits and drawbacks of different internal budget models; views on proposed SSGPDPs; and the use of externally purchased software such as Academic Analytics.

Senate Leadership Briefings: The Academic Council chair and vice chair attended a portion of each UCPB meeting to brief the committee on business from Council and Regents meetings, and other systemwide issues of particular interest to UCPB or of general interest to the faculty. These briefings included the status of budget and enrollment negotiations with the state; proposed legislation affecting the University; the work of the Retiree Health working group; the recommendations of the Transfer Task Force; the University's efforts to preserve DACA; the implementation of the Huron Report; and the state of shared governance.

OTHER ISSUES

The "\$48 Fix": In November, UCPB wrote to Council Chair White about *The \$48 Fix: Reclaiming California's Master Plan for Higher Education*, a plan from a working group to restore tuition-free public higher education in California through an annual income tax surcharge to replace tuition the working group estimates would be \$48 for median-income households. UCPB noted that while the plan highlights the importance of public higher education to California and the effect of state budget cuts on access, affordability, and quality, it is neither fiscally nor politically feasible and has little chance of gaining traction in the public or Legislature.

Negotiated Salary Trial Program: In November, UCPB sent views to Council about the Fourth Year Negotiated Salary Trial Program (NSTP) Taskforce [report](#) on the NSTP, a program intended to add flexible options for generating faculty salary funding by allowing eligible general campus faculty to supplement their income with certain non-state resources. On the whole, UCPB supported

an extension of the pilot, although member opinion was mixed. UCPB recommended that the University proceed cautiously; develop “success metrics” to monitor the NSTP’s effects on recruitment, retention, and salary equity; and track how faculty and graduate students are affected by the program to further evaluate its effectiveness.

Review of the Institutes for Transportation Studies (ITS) MRU: Professor Eleanor Kaufman represented UCPB on the UCORP-led Senate subcommittee tasked with the five-year review of the Institute of Transportation Studies (ITS) multi-campus research unit. The review evaluated the systemwide value of the ITS and the quality of its work. Professor Kaufman conferred with UCPB members on a list of budget-related questions to the ITS, and on her final budget report to UCORP. UCPB also reviewed and commented on the final draft five-year review report. The final review was favorable and recommended continued support.

Proposed Revised APM Sections 285, 210-3, 133, 740, 135, 235: UCPB sent comments to Council concerning proposed APM revisions related to the Lecturer with Security of Employment (LSOE) faculty series. UCPB noted that the rapid growth of LSOEs is symptomatic of the University’s budgetary strains. Programs are increasingly hiring teaching faculty to cover curricular requirements for growing student populations once covered by regular faculty and a moderate number of Unit 18 lecturers and teaching associates. UCPB recommended that the University hire LSOEs to cover programmatic teaching needs that cannot be effectively managed by regular ladder faculty or Unit 18 lecturers.

UCPB REPRESENTATION

Chair Josh Schimel represented UCPB at meetings of the Academic Council, the Assembly of the Academic Senate, the Academic Planning Council, the Provost’s Budget Advisory Group, and the Technology Transfer Advisory Committee. He and Vice Chair Steintrager also served on the UC Education Abroad Program Governing Committee. Vice Chair Steintrager was a member of the Academic Council Special Committee on Laboratory Issues. Steven Gross represented UCPB on the UCFW Task Force on Investments and Retirement.

ACKNOWLEDGMENTS

UCPB benefited from regular consultations with Executive Vice President & CFO Nathan Brostrom, Associate Vice President for Budget Analysis and Planning David Alcocer, Associate Vice President and Director for State Government Relations Kieran Flaherty, and Associate Director Seija Virtanen. UCPB is also grateful to the following committee consultants and guests for their valuable contributions: Provost Michael Brown; Director of Academic Planning Todd Greenspan; IRAP Analyst Chris Procello; Student Financial Support Director Chris Carter; Federal Government Relations Director Chris Harrington; Chief Investment Officer Jagdeep Bachher; Executive Vice President Jack Stobo; Executive Director Wendy Streitz; and Chief Strategy Officer Zoanne Nelson. UCPB also appreciates the contributions of the faculty who attended UCPB meetings as alternates for regular committee members: Mitch Sutter (UCD), Martin Garcia-Castro (UCR), Linda Cohen (UCI), Jennifer Johnson-Hanks (UCB) and Aditi Bhargava (UCSF).

Respectfully submitted:

Joshua Schimel, Chair (SB)	Howard Fields (UCSF)
Jim Steintrager, Vice Chair (UCI)	Ann Jensen Adams (UCSB)
Cathryn Carson (UCB)	Carl Walsh (UCSC)
Robert Powell (UCD)	Hung Huynh (Undergraduate Student)
Steven Gross (UCI)	Aaron Dolor (Graduate Student)

Eleanor Kaufman (UCLA)	Shane White, <i>ex officio</i>
Mukesh Singhal (UCM)	Robert May, <i>ex officio</i>
Christian Shelton (UCR)	
Steven Constable (UCSD)	Michael LaBriola, Committee Analyst

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

During the 2017-2018 Academic Year, the University Committee on Preparatory Education (UCOPE) held two in-person meetings and two special videoconferences in Executive Session, and UCOPE's English for Multilingual Students Advisory Group met once. Both groups considered matters in accordance with their duties as set forth in Senate Bylaw 192, which states that UCOPE shall advise the President on matters relating to preparatory and remedial education (including the language needs of students from diverse linguistic backgrounds); monitor and conduct periodic reviews and evaluations of preparatory and remedial education; supervise the University of California Entry Level Writing Requirement; monitor the development and use of placement examinations in mathematics; and work with the Board of Admissions and Relations with Schools to communicate these standards to all high schools and colleges in California.

A summary of the committee's activities and accomplishments follows below:

REVIEW AND SELECTION OF AWPE ESSAY PROMPTS

Under the leadership of consultant Jon Lang, UCOPE members approved selected writing prompts to be used in the 2018 UC-AWPE administration, in accord with Senate Regulation 636B.1. This annual event involved UCOPE members evaluating excerpts from a variety of publications for which the AWPE Committee has secured copyright permission. At the April meeting, under the guidance of AWPE Committee Chair Lang, samples of student exams were read and calibrated in advance of the May administration.

Julie Lind, AWPE Coordinator, Undergraduate Admissions, reported that the program continues to be financially stable but did incur extra expenses related to programming to improve accessibility of the website. The number of students selected for the exam increased this year in part because the new SAT will not be used as a method of satisfying the Entry Level Writing Requirement (ELWR). UC tested almost 14k students on May 12th at 125 high schools throughout California.

SENATE REGULATION 636.E

UCOPE and the system-wide Committee on Educational Policy (UCEP) received a memo from UCSB seeking clarification of the Entry Level Writing Requirement (ELWR) and [Senate Regulation 636.E](#). Although UCOPE is technically the committee responsible for supervising the ELWR, UCEP took up this issue because, at UCSB, the Undergraduate Council handles matters related to preparatory education. UCSB questioned why, if a student has left UC then enrolls at a different institution and later wants to return to the same UC, a course taken at that other institution will not satisfy the ELWR and they will not receive transfer credit for the course – even if the course would normally count for a transfer student enrolling in UC. There is a question about the fairness of giving credit only to the students who transfer into UC for the ELWR-satisfying courses taken elsewhere.

To better understand the intent of SR 636.E and provide expert guidance to UCSB, UCOPE and UCEP consulted with Evera Spears, Associate Director, Advocacy & Partnerships, Undergraduate Admissions in the spring. Associate Director Spears advised that the possible intent behind this Senate regulation might be related to UC faculty's concerns that students would attempt to circumvent the ELWR by substituting courses at other institutions that may not be sufficiently rigorous. After receiving this information, UCSB appealed to UCOPE and UCEP to reconsider this requirement for UC students who must leave temporarily for well-justified reasons. The chairs of UCEP and UCOPE agreed that the University

Committee on Rules and Jurisdiction (UCRJ) should be asked to review and provide an interpretation of SR 636.E and in June, the chair of UCSB's Undergraduate Council and the UCSB representative to UCOPE were asked to draft alternative language to SR 636.E, for UCRJ's consideration, which addresses UCSB's concerns. UCOPE will continue to work with UCEP and UCSB on a resolution to this matter in the year ahead.

UCSD-BASED MATH TESTING AND PLACEMENT PROGRAMS

Chair Wastal invited Susan Rinaldi, the Director of UCSD's Triton Achievement Hub of the Teaching+Learning Commons, and Kimberly Samaniego, the CSU/UC Director of Mathematics Diagnostic Testing Project and Director of Mathematics Testing and Placement (also at UCSD), to describe the math-based testing as well as their collaborative placement and support programs designed to meet the needs of incoming students and support their academic success. UCOPE learned that about 25% of incoming freshman take the placement exam, which is used to place students into a range of different preparatory math courses, and that, over time, there has been a trend of increasing numbers of students being placed into preparatory courses.

Summer matriculation programs are used to meet the academic needs of students and to support their math placement so they will be more aligned with their peers in their majors. Students participating in the summer transition program are aware of their academic needs and the support they want in order to meet their goals in the fall quarter. Triton Prep is a non-residential program primarily serving students in certain high school areas in Southeast San Diego. Triton's director reported that this population of students was also not meeting the ELWR and that, on average, 30% of students (including international students) do not meet this requirement. UCOPE would like to receive regular updates on the status of these programs as the committee dedicates more time to issues related to preparatory math. Directors Rinaldi and Samaniego also discussed their preliminary research on a correlation among reading, writing, and mathematics.

THE SMARTER BALANCED ASSESSMENT

In January, guests from the State Board of Education, the CA Department of Education, UC Scout, and Smarter Balanced joined UCOPE to discuss a potential role for the Smarter Balanced Assessments in UC admissions. Smarter Balanced is an assessment system aligned with the Common Core State Standards for English language arts and math. Fourteen states have adopted the Smarter Balanced Assessment and Smarter Balanced Level 3 is now utilized at the California Community Colleges and the California State University systems as an equivalent for their placement tests. The SBAC is eager for California to be the second state in the Consortium to make affirmative use of the Assessment in the Admissions process. The SBAC representatives believe that the Assessment brings K-12 and higher education together in a more seamless relationship. They also asserted that the current college readiness standards require a more sophisticated test for higher-level critical thinking skills and analytical writing that is based in real world situations.

The SBAC's governing system was reportedly a factor in California's decision to use the Assessment. The superintendents of each of the states in the Consortium comprise the governing body and it is hoped that a UC representative will join the Executive Committee. This governance structure makes SBAC different from testing companies and allows the Executive Committee to have a significant influence on the actual Assessment. UC Santa Cruz provides administrative support Smarter Balanced Assessment through the UC Scout program and the program reports to the Office of the Dean at UCSC Extension, who reports directly to UCSC Chancellor Blumenthal.

UCOPE members were encouraged to discuss the use of this Assessment which could be important to those students who are unable to take the SAT. Institutional Research at UCOP is planning to conduct a

study of Smarter Balanced, and UCOPE may help identify data points that would be useful to include in the study.

ANALYSIS OF 2016 AWPE DATA

In 2001, UCOPE decided to closely review AWPE data on a five-year cycle, and last year the committee requested that Institutional Research (IR) analyze data from the most recent administration. IR completed the new analysis of the 2016 exam data, which replicated the previous study, in late October 2017.

UCOPE met in Executive Session by videoconference in December and March to discuss the analysis and dedicated significant time to the topic during [the regular April meeting](#). Key consultants from Institutional Research and Student Affairs-Undergraduate Admissions were on hand to answer questions during these discussions. Goals for these discussions included ensuring that members had a good understanding of the analysis, identifying where further analysis is needed, and determining next steps.

The AWPE is a sensitive topic and many people throughout the system are invested in or have concerns about the Exam. There is a clear sense of urgency at some campuses, in particular with respect to how the AWPE and ELWR may significantly disadvantage certain groups of students. With this in mind, UCOPE identified several short-term priorities. Members agreed that more comprehensive demographic data on the students who take the AWPE is critical and that student feedback on the Exam and about their experiences in ELWR-satisfying courses would be valuable. Since the number of international students at UC has increased significantly since the last analysis of AWPE, scores for this population would be especially informative. Additionally, the threat that students at some campuses will be dismissed if they fail to satisfy the ELWR within the specified time is worrisome; therefore, the committee would like information about each campus's processes, programs and requirements for satisfaction of the ELWR for students who did not pass the AWPE. Members also proposed that longer-term tracking of AWPE takers in post-ELWR classes that require significant writing could be informative.

UCOPE is taking a deliberate approach to major questions about the AWPE's efficacy and how extensively UC's approach to placement should be overhauled. There is general consensus that the AWPE, like any assessment, needs to be periodically reconsidered to ensure that it is aligned with the writing valued at UC today and responsive to the pedagogical and curricular goals of the composition programs, which vary based on campus culture. In the coming year, the committee will develop a concrete plan for updating components of the AWPE such as the parameters for the readings, the Exam specifications and the scoring rubric. The committee will continue to investigate alternative placement models including the impediments, benefits and consequences related to any model. UCOPE will also consider how to engage writing faculty across the campuses in conversations about assessment and placement processes, including ways to supplement the AWPE or viable alternatives to it.

The committee currently meets twice a year (winter and spring). Given this meeting schedule, turnover of members, and its upcoming agenda for the AWPE data analysis, the committee will consider adding an online meeting during the fall.

EMS Advisory Group

The campuses continue to actively manage issues related to the increased enrollment of students who are multilingual including international students as well as native students whose primary language is not English. During its meeting this year, the EMS Advisory Group discussed new and ongoing challenges related to placement, budget, and specific services/supports for this particular student population.

UCOPE Representation

UCOPE Chair Carrie Wastal represented the committee at meetings of the Intersegmental Committee of Academic Senates.

Acknowledgements

UCOPE gratefully acknowledges the contributions of these UCOP and campus consultants over the past year: AWPE Committee Chair and Chief Reader Jon Lang; EMS Advisory Group Chair Dana Ferris and all members of the EMS Advisory Group; AWPE Coordinator Julie Lind; Associate Director, Undergraduate Admissions Laura Hardy; Interim Associate Vice President and Director of Undergraduate Admissions Han Mi Yoon-Wu; Institutional Research Analyst Matt Reed; and Tongshan Chang, Director, Institutional Research and Academic Planning. The committee also thanks the numerous faculty members who, as alternates, kindly represented their respective campuses at UCOPE meetings this year.

Respectfully submitted,

Carrie Wastal, Chair (SD)

Joseph Biello (D)

Deborah Willis (R)

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Brandi Catanese (B)

David Casper (I) (Winter)

Robert Cooper (LA)

Caroline Siegel Singh (Undergraduate Student Representative)

Jennifer Harrower (Graduate Student Representative)

Darlene Francis, Vice Chair (B)

David Jennings (M)

Trevor Hayton (SB)

Karen Gocsik (SD) (Alternate)

Debra Lewis (SC)

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Madeleine Sorapure (BOARS Representative)

Shane White (Chair, Academic Senate, *Ex Officio*, (LA))

Robert May (Vice Chair, Academic Senate, *Ex Officio*, (D))

Brenda Abrams, Principal Policy Analyst

University Committee on Research Policy

Annual Report 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Research Policy (UCORP), as specified in Senate Bylaw 200, is responsible for fostering research; for formulating, coordinating, and revising general research policies and procedures; and for advising the President on research. UCORP met nine times during the 2017-18 academic year, including three meetings held via videoconference. This report summarizes the committee's activities during the year.

1. MRU Review – Institute of Transportation Studies

Much of UCORP's time in 2017-18 was dedicated to the five-year review of the Institute of Transportation Studies, a multicampus research unit (MRU) with branches at Berkeley, Davis, Irvine, and UCLA. One representative each from CCGA and UCPB joined UCORP to form the "review committee." The review committee based its work on the MRU review outline provided in the "Guidelines for Five-Year Reviews of Multicampus Research Units" (Appendix H of the "Compendium: Universitywide Review Processes for Academic Programs, Academic Units, and Research Units").

In February, the four ITS branch Directors and the newly-hired statewide coordinator joined the UCORP meeting for an in-person discussion. The review committee's report was completed in April and sent to the Academic Council for approval and transmittal to the Vice President for Research and Graduate Studies. At its April 25, 2018, meeting, the Academic Council approved the Five-Year Review of the ITS.¹ With respect to future MRU reviews, UCORP recommended to VP Ellis that it would be helpful for the UCORP Chair to meet with the MRU Director(s) early on in the year to clarify any potential issues related to the review process.

2. Topical Presentations: UC and Climate Change and Assistance for Puerto Rican Scholars Affected by the 2017 Hurricane

At the beginning of the year, UCORP members expressed interest in learning more about topical subjects such as climate change and aid to colleagues and students impacted by the recent hurricanes in Puerto Rico. For its last meeting of the academic year, UCORP invited two experts to discuss UC's work in combatting climate change and the efforts by UC Davis to serve as an "Academic Harbor" for students from Puerto Rico.

UC Berkeley Professor Daniel Kammen was one of the primary authors of the UC report "Bending the Curve," which describes approaches that can potentially reduce the projected global temperature increase. Professor Kammen presented an overview of climate change issues and talked about innovations in carbon neutrality and climate stability. He noted that California has been successful in reducing carbon emissions due to the combined efforts of the industrial, commercial, and residential sectors.

¹ https://senate.universityofcalifornia.edu/_files/reports/SW-AE-ITS-MRU-Review.pdf (last accessed 6/29/18)

UC Davis Professor Samuel L. Díaz-Muñoz discussed the efforts made at UC Davis to help students in Puerto Rico after last year's hurricane. Díaz-Muñoz was joined by Rosemary Martin-Ocampo, UC Davis Chief Administrative Officer for Graduate Studies. Nine faculty members and two staff members at UC Davis with ties to Puerto Rico united together with campus leadership to issue a call for support after the devastating hurricane hit Puerto Rico last fall, resulting in sponsorship for three graduate student scholars. Professor Díaz-Muñoz sees the effort as a template that can be used for universities to help communities after disasters in the future.

The presentations by Professor Kammen and Professor Díaz-Muñoz will help to inform UCORP activities in the next year.

3. Reproducibility and authentication issues in the biological sciences

UCSD Professor Maryann Martone and Dr. Anita Bandrowski described their work on Research Resource Identifiers (RRIDs) to UCOP Vice President for Research and Graduate Studies Arthur Ellis, who had suggested that they get input from faculty via the Academic Senate. Dr. Bandrowski joined the November UCORP meeting via video to provide information about RRIDs. After considerable investigation and discussion before and after the November meeting, the committee sent a letter to VP Ellis on January 9, 2018, summarizing the issue and describing various considerations, findings, and questions for further consideration. The letter also suggested that VP Ellis' office plan a workshop or forum along with campus Vice Chancellors for Research. VP Ellis said that he would share UCORP's letter with the Council of Vice Chancellors for Research. He later wrote to inform UCORP that the National Academies was conducting an assessment of "research and data reproducibility and replicability issues." UCORP has a continuing interest in these fundamental questions and hopes to see UC play a leadership role in addressing them.

4. Export control policy

Development of an export control policy was mandated by US State Department after UC self-disclosed violations of federal export control law. The policy is meant to inform the UC community about existing law and to provide a framework to ensure compliance. In last year's review of the draft policy, the Academic Senate suggested that there be additional context and some type of awareness, education, or training effort.

This year, upon request from Academic Council Chair Shane White, UCORP reviewed the revised policy and the accompanying FAQ. The committee concluded that the revised policy was reasonable, but also requested a status report in 2018-19 to review progress and problems in implementing the policy and to assess its impacts on research. Based on UCORP's review, the Academic Council endorsed the revised policy at its April meeting.

5. UC Unmanned Aircraft System (Drone) Policy

The UC Unmanned Aircraft System (Drone) Policy went into effect in February. While oversight for policy will be at the systemwide level, with a systemwide advisory board that has not yet been convened, oversight for drone use will be the responsibility of each UC location. The policy requires campuses to establish a designated local authority and

to determine their own standard operating procedures within the overall framework. A UC drone web application expedites the flight approval process and collects information from UC's drone users that goes into a central repository for analysis, even for flight requests that are denied. In May, Dr. Brandon Stark, a drone expert and Director of the UC Center of Excellence on Unmanned Aircraft System Safety, and Ken Smith, Executive Director for Environment Health & Safety in UCOP's Office of Risk Services, joined the UCORP meeting to talk about the large range of drone activity within UC and the need for a UC policy. UCORP became involved in evaluating the policy due to vocal opposition expressed by a faculty member. The committee formally responded with a letter that was endorsed by the Academic Council on July 25, 2018, and subsequently sent by Council Chair Shane White to the UC Executive Director for Environment, Health, and Safety Ken Smith on August 3, 2018.² The letter documented UCORP's findings on the review process for the policy, and made a set of detailed recommendations on how to assess the effectiveness and impacts of the policy and its implementation over the next year. After this period, these issues will be re-examined by UCORP.

6. Bid for the management contract for the Los Alamos National Laboratory

To ensure that the Academic Senate, including all its divisions, was informed of UC's decision to submit a bid to manage the Los Alamos National Laboratory for the Department of Energy's National Nuclear Security Administration, Chair Richman brought a statement from Vice President Kim Budil to the November 29, 2017, meeting of the Academic Council. Richman read this statement and answered questions from Academic Council members. The statement noted that the submission of a bid had been authorized by the UC Board of Regents on November 16, 2017, and that UC was committed to assembling a proposal that “upholds this long tradition of public service, advances scientific and technological excellence, acknowledges and respects the importance of its world-class workforce, and ensures the continued high quality and integrity of its critical national security missions.” The statement was also sent to the chairs of the divisions of the Academic Senate to distribute locally according to their standard practices.

OFFICE OF RESEARCH AND GRADUATE STUDIES – UPDATES AND CONSULTATION

As consultants to the committee, members of the Office of Research and Graduate Studies (ORGS) joined UCORPs meeting each month to provide updates and solicit feedback.

Collective Excellence - Vice President for Research and Graduate Studies Arthur Ellis thanked UCORP for the important input the committee provided last year for the “Collective Excellence” document that is now posted on the UCOP website. The document identifies nontraditional aspects of the research enterprise that might otherwise be overlooked.

² https://senate.universityofcalifornia.edu/_files/reports/SNW-KS-UAS-Policy.pdf (last accessed 10/1/2018)

Cannabis Research – Although recent California law legalized marijuana for nonmedical adult use, it is still a federally controlled substance and UC researchers who are interested in marijuana-related research will need to follow special requirements. UCOP has a [Guidance Memo](#) with information for UC researchers and research administrators on the effect of new law for marijuana research conducted at UC. Because decisions made by one campus could affect all of UC, the conclusion was to keep a centralized authority for decision-making at UCOP. UCORP members were asked to make sure that campus COR members were aware of the Guidance Memo and the assistance available from Research and Grants Offices and campus counsel.

Cesium Irradiator Replacement Program – The Cesium Irradiator Replacement Program is an opportunity currently offered by the federal government for ending the use of cesium irradiators. VP Arthur Ellis informed UCORP about the offer, which was also communicated to Chancellors and Vice Chancellors for Research. UCORP raised some concerns about research competitiveness that will have to be handled locally on the campuses, along with the decision about whether and how to participate in this program.

UC Laboratory Fees Research Program – The UC Laboratory Fees Research Program is funded by a portion of the payment that the University receives for its management of the Los Alamos and Lawrence Livermore National Labs. Grants are used for enhancing collaboration, supporting undergraduate research opportunities, and promoting science and research at the labs. This year, three targeted areas of research were selected to leverage UC-national lab synergy: national security through social sciences, climate science, and cybersecurity. The two funding opportunities are a “UC Multicampus-National Lab Collaborative Research and Training (UC-NL CRT) Award” and a “UC-National Lab In-Residence Graduate Fellowship.”

Guiding principles/value proposition for joint appointments between UC’s campuses and affiliated national labs – UCOP asked for input on guiding principles for an institutional-level template for joint appointments between UC campuses and the national laboratories that could be customized on a campus or individual basis. There are currently a range of joint appointments around the system, ranging from “courtesy” to 50/50. Once finalized, the template will be available and campuses will be alerted.

California Legislation Update – UCORP learned about proposed State legislation aimed at UC that requires compliance with standards for dealing with Native American remains. While the bill seems to ignore UC’s constitutional autonomy, it has a lot of public support. Most of the Native American remains and artifacts are at UC Berkeley, but Davis, UCLA, and Santa Barbara also have collections. UCOP’s State Governmental Relations staff will work with the legislature to make some changes to the bill. Meanwhile, UC will be revising its own policy.

OFFICE OF THE NATIONAL LABORATORIES – UPDATE

UC Vice President for the National Laboratories Kim Budil joined UCORP in the fall to provide updates on the National Labs and the status of the Los Alamos contract bidding process. Preparations for the bid (which UCORP learned in June was ultimately successful) required a major effort on the part of the Office of the National Laboratories,

which resulted in a delay in work on the White Paper describing the relationship between UC and the NNSA labs at Los Alamos (LANL) and Livermore (LLNL). However, it is extremely important that this document be completed once the bid process is completed. UCORP members informed their local Committees on Research about the UC-led bid, and Chair Richman informed the Academic Council, as noted elsewhere in this report. The goal of these efforts was to ensure that the UC faculty were duly informed about the process.

The committee also learned about the Hertz Hall site at Lawrence Livermore National Lab that UCOP is taking over from Davis and repurposing as a systemwide asset to be used for collaborations. UC and LLNL personnel are spreading the word to the campuses and trying to identify faculty members who may be interested in partnering and taking advantage of the opportunity for strengthened engagement with the lab.

OFFICE OF RESEARCH INNOVATION & ENTREPRENEURSHIP – UPDATE

Senior Vice President Christine Gulbranson joined the May meeting to give an update on the work of the [Office of Research Innovation and Entrepreneurship](#). The Office was created through the Innovation & Entrepreneurship Presidential initiative to leverage and combine the promotional efforts of the campuses and labs. The Office works with campuses on policy-related issues and supports technology transfer operations such as patent tracking, patent prosecution, and accounting. SVP Gulbranson informed UCORP members about the “I am a UC Entrepreneur” campaign that invited students, faculty, staff and post-docs to submit their stories to be highlighted on a website and via other venues. Nineteen UC entrepreneurs were selected for a chance to meet and pitch ideas to venture capitalists at a lunch hosted by UC President Janet Napolitano and SVP Gulbranson.

AGRICULTURE AND NATURAL RESOURCES (ANR) – UPDATE

In May, ANR Vice President Glenda Humiston joined UCORP to update the committee on the latest activities of the Division of Agriculture and Natural Resources. ANR works with over 300 partners around the state. VP Humiston focused on the public service that UC provides to the people of California through ANR. She mentioned the “Elevate Rural California” effort to support workforce and economic development activities. A recent State budget bill charges UC and CSU to create a wood products institute to develop new and expanded uses for wood products that can use the millions of dead and dying trees in the Sierras.

VP Humiston also discussed data hubs and networks to support agricultural entrepreneurship, as well as ANR’s continued efforts to increase “citizen scientist” opportunities for youth and adults through programs such as 4-H and the Citizen Scientists Center.

SYSTEMWIDE ISSUES AND CAMPUS REPORTS

UCORP devoted part of each regular meeting to discussing systemwide issues as reported by Academic Senate leadership and reports from members on campus COR issues.

SYSTEMWIDE REVIEW PARTICIPATION AND CORRESPONDENCE REPORT

- Taskforce Report on the Negotiated Salary Trial Program (November 17, 2017)
- Reproducibility of research results in the biological sciences (January 9, 2018)
- Revised UC Export Control Policy (April 16, 2018)
- UCOLASC request for endorsement of “Declaration of Rights and Principles to Transform Scholarly Communication” (May 22, 2018)
- Proposed Presidential Policy on Disclosure of Financial Interests and Management of Conflicts of Interest in Private Sponsors of Research and Revised APM – 028 (June 13, 2018)
- Revised Unmanned Aircraft Systems (UAS) Policy (July 18, 2018)

UCORP REPRESENTATION

As Chair of UCORP, Jeffrey Richman served on the Academic Assembly, Academic Council, and the Academic Planning Council. Chair Richman also represented UCORP on the Academic Council Special Committee on Lab Issues (ACSCOLI).

ACKNOWLEDGEMENTS

UCORP is most grateful to its consultants, who have provided invaluable information and perspective to the committee: Arthur Ellis, Vice President for Research and Graduate Studies (ORGS); Kathleen Erwin, Director, UC Research Initiatives; Wendy Streitz, Executive Director for Research Policy Analysis and Coordination, ORGS; Emily Rader, Portfolio Manager, ORGS; Lourdes DeMattos, Research Policy Manager, ORGS; Glenda Humiston, Vice President for Agriculture and Natural Resources; and Kimberly Budil, Vice President for the National Laboratories. Nick Anthis from UC Research Initiatives helped to edit, prepare, and compile the materials for the ITS review.

UCORP also wishes to thank its invited guests and campus alternates for their participation and support, as well as colleagues across the system who brought to the attention of the committee research-related issues of concern.

Respectfully submitted, UCORP 2017-18:

Jeffrey Richman, Chair (UCSB)
 Andrew Baird, Vice Chair (UCSD)
 Irina Conboy, UCB
 Dietmar Kueltz, UCD
 Nasrin Rahimieh, UCI
 Leif Havton, UCLA
 David Noelle, UCM
 K.K. Ramakrishnan, UCR
 Brian Eliceiri, UCSD
 Janet Myers, UCSF
 Harry Nelson, UCSB
 Dejan Milutinovic, UCSC
 Shane White, Chair, Academic Senate, *Ex Officio*
 Robert May, Vice Chair, Academic Senate, *Ex Officio*
 Joanne Miller, Committee Analyst (UCOP)

UNIVERSITY COMMITTEE ON RULES AND JURISDICTION (UCR&J) ANNUAL REPORT 2017-18

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Responsibilities and Duties

Pursuant to [Senate Bylaw 205](#), the University Committee on Rules and Jurisdiction (UCRJ) is responsible for:

- examining and supervising all changes and additions, both substantive and editorial, in the Senate Bylaws and Regulations;
- examining all Divisional legislation that affects the system Bylaws and Regulations;
- preparing and reporting to the Assembly or to any of the Divisions such changes and additions to the Bylaws and Regulations as may seem to it advisable; and
- making editorial and conforming non-substantive changes in the Bylaws and Regulations with regard to numbering, headings, cross-references, organizational titles, details of style, and similar items.

Pursuant to Senate Bylaw 206, UCR&J shall respond to informal requests from Senate members for information concerning the *Code of the Academic Senate*, and shall file with the Secretary/Parliamentarian of the Senate, and summarize in its annual committee report, all correspondence containing committee response to such requests.

UCR&J conducted business over email, and major actions are reported below.

Legislative Ruling

[Bylaw 55.D](#) – *Rights and Privileges of Emeritae/i Faculty*

The San Diego Division requested a legislative ruling regarding Bylaw 55.D concerning the extension of voting rights on personnel matters to Emeritae/i. UCR&J rendered the following Legislative Ruling in regard to the interpretation of Senate Bylaw 55:

In two cases in Bylaw 55.D for extension of voting rights on personnel matters to Emeritae/i department members, it is stated that the requirement for such extension is a “two-thirds majority vote by secret ballot of those faculty entitled to vote on the cases in question” under various provisions of the Bylaw. The set of members to which the two-thirds proportion applies is explicitly stated as the entire membership class, and UCR&J rules that extension of voting rights may not be made without an affirmative vote of two-thirds of the entire membership class, not merely of those voting.

The ruling clarifies several technical issues concerning voting – notably, that the requirement for a 2/3 majority to extend voting rights refers to 2/3 of all faculty in a department who were eligible to vote, not merely those who voted, and that faculty who abstain from a vote are counted as if they voted in opposition. Bylaw

206.A notes that “Prior to issuance of a ruling, the position of [UCRJ] as to what such ruling should be shall be submitted to the Academic Council for consideration and comment. After considering such comment, the committee shall issue its ruling and report it to the Assembly for its information.”

On January 31, 2018, the Academic Council concurred, and on February 14, 2018, it was reported to the Assembly for its information.

Variances

Regulation 750.B – *Persons in Charge of Courses*

In March 2018, the Academic Council approved a variance to Senate Regulation 750.B that would allow the San Francisco Division (UCSF) to include health sciences clinical faculty in the list of faculty who can be in charge of courses. Approval authorizes a change to UCSF’s Senate Regulation 750, not to systemwide Senate Regulation 750. The Assembly approved the variance by unanimous consent on April 11, 2018.

Regulation 780 - *Grades*

The San Francisco division requested a variance to Senate Regulation 780 to accommodate a proposed pass/no-pass grading system in the UCSF School of Pharmacy for a new three-year PharmD degree program that uses a competency-based curriculum. The Assembly approved the variance by unanimous consent on June 13, 2018.

Evaluation of Proposed Bylaw Changes

Bylaw 128 – *Membership of Standing Committees of the Assembly*

At the request of the Academic Council, UCR&J composed an amendment to Bylaw 128, instituting procedures for cases of apparent conflict of interest on the part of members of standing committees of the Assembly. Bylaw 128.J was approved by the Assembly at its meeting on April 11, 2018.

128.J. Conflict of Interest: Members of Assembly committees, sub-committees and task forces must be aware that professional judgments made in committee work may be compromised or appear to be compromised by a conflict of interest. Any member of a committee who thinks they have a conflict of interest must inform the Chair (or the Vice-Chair if there is a potential conflict of interest on the part of the Chair) thereof. Any member of a committee who thinks another member has a conflict of interest should inform the Chair (or the Vice-Chair if there is a potential conflict of interest on the part of the Chair) thereof. The member with the potential conflict may choose to limit their participation up to and including full recusal. Any party may consult the Chair of the Academic Council for advice (or the Vice-Chair if there is a potential conflict of interest on the part of the Chair). In the absence of agreement between the member and the Chair (or Vice-Chair) of the committee on the appropriate actions, the Chair (or Vice-Chair) of the committee shall inform the Chair (or Vice-Chair) of the Academic Council, who shall make the final determination as to what actions are appropriate.

Advice to Divisions and Committees

- Advice was given to the Academic Council Chair regarding procedures stated in the Bylaws for submitting Memorials to the Board of Regents.
- The Chair of the Faculty at the UC Berkeley School of Public Health requested advice regarding participation of non-Senate faculty in faculty meetings. UCR&J advised that Senate faculty may extend to non-Senate faculty the privilege of receiving notices of meetings, gaining access to meeting materials, attending meetings, and speaking at meetings. These privileges may be extended both for non-personnel departmental matters and for non-Senate personnel matters.
- The Riverside Division requested advice regarding whether alumni have standing as “members of the University Community” to file a conduct complaint. UCR&J advised that the interpretation of the phrase “the University Community” as found in Riverside Division's Bylaw Appendix item 5.3.2 is at the discretion of the Division.
- UCR&J was asked by the Chair of the Academic Council to draft more specific rules regarding conflict of interest than are found in Bylaw 128.J (see above). The UCR&J Chair revised an earlier document prepared by the Committee on Committees for conformity to newly-adopted Bylaw 128.J and advised that further development of the document be undertaken by that committee.
- The UCR&J Chair advised the Chair of the Academic Council that residency requirements should not materially affect enrollment in cross-campus on-line courses.
- The UCR&J Chair advised the Chair of the Academic Council regarding the interpretation of Bylaw 128.H, which precludes administrators from serving on Assembly committees. The Senate member in question declined the offer of a decanal position in order to serve on the committee as Chair for the 2018-19 academic year.
- The UCR&J Chair and committee member Jonathan Glater served on an *ad hoc* committee formed by the Academic Council to respond to a request by the Board of Regents to amend Bylaw 336, *Privilege and Tenure: Divisional Committees — Disciplinary Cases*. The work of the committee is ongoing.

This UCR&J annual report was drafted by committee analyst and Assistant Director, Jocelyn Surla Banaria.

Respectfully submitted,

George J. Matthey, Chair (UCD)
Jonathan Glater, Member At Large (UCI)
Jae-Woo Lee, Member At Large (UCSF)
Joel Sobel, Ex Officio, Divisional R&J Chair (UCSD)
Jason Nielsen, Ex Officio, Divisional R&J Chair (UCSC)

IX. REPORTS OF STANDING COMMITTEES [INFORMATION/DISCUSSION]

A. Academic Council

▪ Robert May, Chair Academic Council

1. Assembly Approved Revisions to Senate Regulation 424.A.3 (Area “d”)

In February 2018, the Assembly approved [revisions to Senate Regulation 424.A.3](#), (see pages 11-35) related to the area “d” (laboratory science) requirement for freshman admission. The Regents have delegated authority over admissions policy to the Senate, subject to their approval, and the President recommends approval of a Senate policy to the Regents. However, the Senate’s recommendation on area “d” is not moving forward, because the Provost and other members of the Administration have reservations about one of its key elements – increasing the minimum area “d” requirement from 2 to 3 units. The Administration supports implementing the other elements of the proposed policy, including changing the name of the requirement from “Laboratory Science” to “Science” to reflect a broader set of options for science disciplines proposed to fulfill the third unit under area “d,” and modifying the A-G Guide to include specific examples of courses that may fulfill the requirements not explicitly mentioned in the Senate regulations. The Provost has provided a summary of these concerns and additional data related to equity and access, which are included in this agenda packet.

In October, the Santa Cruz Division of the Academic Senate requested a legislative ruling from the University Committee on Rules and Jurisdiction. Specifically, the Santa Cruz Division asked UCRJ to provide an interpretation of Regents Standing Order 105.2, which states that, *The Academic Senate, subject to the approval of the Board, shall determine the conditions for admission, for certificates, and for degrees other than honorary degrees*. UCRJ’s ruling affirms the Regents’ final authority over admissions policy articulated in SO 105.2 and states that the Administration does not have the authority to implement an admissions policy independently of the Regents. The UCRJ ruling is included in this agenda packet.

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

University Committee on Rules and Jurisdiction
Jonathan Glater, Chair
Email: jglater@law.uci.edu

University of California
Academic Senate
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 26, 2018

Robert May, Chair
Academic Council
Robert.May@ucop.edu

Dear Chair May:

I am submitting the final legislative ruling by the University Committee on Rules and Jurisdiction (UCRJ) in response to a formal request from Kimberly Lau, Chair of the UC Santa Cruz Division and member of the Academic Council. Chair Lau asked for an interpretation of [Standing Order of the Regents 105.2\(a\) \(SOR 105.2\)](#), which states:

The Academic Senate, subject to the approval of the Board, shall determine the conditions for admission, for certificates, and for degrees other than honorary degrees.

Per [Senate Bylaw 206.A](#), *Prior to issuance of a ruling, the position of the committee as to what such ruling should be shall be submitted to the Academic Council for consideration and comment. After considering such comment, the committee shall issue its ruling and report it to the Assembly for its information. Rulings shall be included in an Appendix to the Code of the Academic Senate and shall have the status of Senate legislation until modified by legislative or Divisional action.*

Please do not hesitate to contact me if you need any further information or clarification.

Sincerely,

A handwritten signature in black ink, appearing to read "Jonathan Glater", is written over a light blue rectangular background.

Jonathan Glater, Chair
University Committee on Rules and Jurisdiction

Enclosure

Cc: Kum-Kum Bhavnani, Academic Council Vice Chair
Hilary Baxter, Academic Senate Executive Director
UCRJ

Legislative Ruling on Standing Order of the Regents 105.2
University Committee on Rules and Jurisdiction
November 26, 2018

In accordance with [Senate Bylaw 206.A](#), and in response to the formal request by the UC Santa Cruz Divisional Chair, the University Committee on Rules and Jurisdiction (UCRJ) of the Academic Senate of the University of California renders the following Legislative Ruling in regard to the interpretation of [Standing Order of the Regents 105.2](#):

The university administration may not implement a change to admissions requirements until such change is approved by the Regents. Were the approval of the Regents not required, then the language calling for such approval would be superfluous; and were the language regarding setting of conditions for admission in [105.2\(a\)](#) intended to achieve such a result, then it should be identical to that for authorization and supervision of curriculum, described in the very next sentence in the Standing Order as well as in [Regents Bylaw 40.1](#). No approval from the Regents is called for there, suggesting that if the Regents Standing Order and Bylaw regarding admissions were not intended to mandate approval of the Regents, they would have been written accordingly. Further, an alternative interpretation raises a policy concern because if approval of the Regents were not required to implement a change, then a Senate modification could subsequently be vetoed by the Regents, leading to multiple changes in admissions standards to the detriment of applicants.

October 15, 2018

Kimberly Lau
Chair, Academic Senate

Re: Request for a Legislative Ruling from UCR&J

Dear Kim,

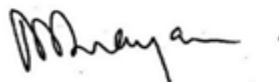
Could you request a legislative ruling from the University Committee on Rules and Jurisdiction (UCR&J) on the question below? Under Senate Bylaw 206.A, members of the Academic Council are entitled to ask for such rulings. The Standing Order of the Regents 105.2.a, whose interpretation is requested, is in Appendix I of the Code of the Academic Senate, and therefore falls under Bylaw 206.A.

Question for the University Committee on Rules and Jurisdiction:

Whether, under The Standing Order of the Regents 105.2.a, the administration:

- i) must implement an Assembly approved change to the conditions of admission for degrees (other than honorary degrees) and associated recommendations unless the Regents veto the change
- ii) cannot implement such an Assembly approved change until the Regents have endorsed it
- iii) can choose to implement one part of such an Assembly approved change but not another, when neither part has been approved by the Regents.

Sincerely,



Onuttom Narayan
Chair, Committee on Educational Policy



Rita Mehta
Chair, Committee on Admissions and Financial Aid

cc: Jason Nielsen, Chair, Divisional Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Divisional Academic Senate Director
Chad Silva, Divisional Academic Senate RJ&E Analyst
Rebecca Hurdis, Divisional Academic Senate CEP Analyst



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

October 25, 2018

ACADEMIC SENATE CHAIR ROBERT MAY

Dear Chair May:

Robert

I write to update the Academic Senate with respect to the Office of the President's response to the Academic Assembly's endorsement of the recommendation of BOARS regarding changes to the A-G subject requirements of UC's Eligibility for admission. Please note that those subject requirements, at least with respect to the number of years (units) required in the subject areas, are aligned with the California State University system. I will present my understanding of the recommendation by BOARS that was subsequently endorsed by the Academic Assembly (February 14, 2018).

Purpose of BOARS' recommendation:

"... to align UC's subject area expectations more closely with the new expectations for high school science curricula based on California's adoption of the Next Generation Science Standards (NGSS) for K-12, which include four science categories: Physical Sciences, Life Sciences, Earth and Space Sciences, and Engineering, Technology and Applications of Science."

Specifics of BOARS' recommendation:

The key revisions to Senate Regulation 424.A.3 include:

- 1) Increasing the minimum area "d" requirement from 2 units (3 recommended) to 3 units, while continuing to require 2 units of coursework that "provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics." One unit is equivalent to a year-long course.
- 2) Changing the name of the area "d" subject requirement from Laboratory Science to Science. In revising Senate Regulation 424.A.3 to increase the minimum area "d", the policy will change UC Eligibility: though the regulation will continue to require 2 units of coursework that "provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics," the regulation will "...expand UC's science expectation to a third year in a way that could better prepare students for a variety of college and career pathways." Consequently, "... in lieu of taking a third course from among the three core disciplines (biology, chemistry, physics) listed in the regulation, students could select a third course from other disciplines reflected in the NGSS, including earth and space sciences, interdisciplinary sciences, computer science, engineering, and applied sciences."

In recommending a name change to the area “d” subject requirement, BOARS found the term “laboratory” to be outdated and that “[t]he more general title of “Science” covers a broader range of ... science fields” BOARS noted that “...the definition of “laboratory” has evolved such that computer science and engineering curriculum can be framed in the context of current area “d” criteria that are based in experimentation and the scientific method.”

Though the NGSS were adopted by the State Board of Education in September of 2013, the proposed standards have yet to be fully implemented. According to the website, “[f]ull implementation of NGSS for California is planned to occur over several years and in the context of a continuous learning process.” Schools are mandated to implement the new standards by spring 2019.

Key considerations:

1. The changes are designed to support (drive) changes in California schools, with the goal of increasing science literacy and science course options for all students.
2. These are changes to UC and, potentially, CSU eligibility.
3. A-G subject requirements are aligned with those of the CSU system for clarity, efficiency and effectiveness in college preparation.
4. The changes recommended precede changes in some schools with respect to NGSS.
5. Considerations 1 through 4 spark caution with respect to disparate impact on certain schools and specific populations.

Key concerns:

1. With respect to supporting or driving changes in California schools, the current evidence regarding the degree to which schools and specific populations meet current A-G requirements needs to be considered. How does the Academic Senate reconcile data on the degree to which certain schools and various student populations are already performing less favorably on current A-G requirements—a fact and situation that will be exacerbated even further, not ameliorated, if the proposed changes were instituted?
2. Given that these are changes to UC Eligibility (and potentially to CSU Eligibility), how do the findings with respect to UC applicants, admits, or enrollees bear on the question of effects on eligibility pools?
3. Given that UC and CSU share and seek to align their A-G subject requirements, at least with respect to units required, how has the effect on CSU eligibility been considered? How do the policy goals of BOARS/Academic Assembly align with those of the CSU system in intent and effect? In discussing this with my counterpart in the CSU system, I learned that they have similar concerns regarding these recommended changes, especially given that they are seeking changes to strengthen the Math (area “c”) subject requirements. They would like to partner with UC on the needed analyses in order to best understand the effects of the singular and joint changes.
4. Given that the changes proposed by the Academic Assembly to the A-G subject requirements will precede changes in some schools, how was this fact considered in the recommendations, particularly with respect to disparate impact on diverse and/or UC under-represented schools and student populations?

Additional thoughts/concerns:

- The proposal to rename the area “d” requirement or to include a broader range of science courses from fulfilling the requirement has been weighed thoroughly, and, though I see cause for concern among faculty about the impacts on the quality of students’ preparation with respect to chemistry, biology, and physics, I think the pros and cons have been well considered.
- I could not find where the Academic Assembly considered data concerning how currently admitted and enrolled students, who would and would not meet the new eligibility standards, actually perform at the University.
 1. Follow-up analyses (see Area D Analysis Tables, attached) of the student performance impact of the proposed changes shows that enrolled students –who would be rendered ineligible as a result of the proposed policy change perform just as well at the University as those who would meet the new eligibility requirements, even in science majors. This would seem to speak to the wisdom and value of the current requirements.
- The policy and data analysis that was presented to BOARS and the Academic Senate from my staff was incomplete and potentially misleading. I am attaching an updated version (Area D Policy Revisions).
- It is admirable that BOARS examined the number of current UC applicants who would meet the proposed area “d” requirements. BOARS concluded that the numbers and percentages of students, by under-represented minority group membership, were small and could be handled by more liberal use of “Admission By Exception” (AbyE) policy:
 1. However, those seemingly small changes may have a disparate impact on already under-represented groups, especially over time. Indeed, follow-up analyses of data between the years of 2014 and 2017 shows that approximately 16,244 applicants, 7140 admits, and 2852 enrollees would have been deemed “ineligible”, largely populated by first-generation, female, and Hispanic/Latinx. Thus, the recommended policy change, portends to have impact on not just tens of potentially enrolled students per year, but thousands of applicants and admits – even without consideration of the likely even larger impacts on the eligibility pool.
 2. Indeed, while the impacts on already enrolled students who would not have met the new area “d” requirements seem small (for example, 439 first-generation or 340 Hispanic/Latinx students in 2017), the impact magnifies when one looks at the admitted students (1132 first-generation or 913 Hispanic/Latinx students in that year). The impact is even larger when one looks at the number of applicants in 2017 who would not have met the new area “d” requirements (2808 first-generation or 2282 Hispanic/Latinx students in 2017, alone).

3. Logic would dictate that those impacts would balloon even larger once eligibility pools associated with the proposed eligibility policy change are studied.
4. It is not reasonable to expect campuses to use AbyE policy to review thousands of applicants per year (on average, over 4000 students per year from 2014 to 2017) or to admit hundreds of students per year (on average, over 700 students per year over the period). They cannot perform this review for just subpopulations of students who present only 2 units of the area “d” requirement. A recommendation to do so fails to appreciate the significant policy and political implications of such a use of AbyE policy in highly selective campus admissions contexts – as well as the administrative impact.
5. Moreover, the use of AbyE to review formally eligible students who applied to UC does not, and cannot, address the thousands of students who would have been eligible and might have applied, and done well at UC, because they were discouraged from applying because they were deemed “ineligible”.
6. Perhaps such disparate impacts on under-represented and first-generation students would/could be justified if the students that would be rendered ineligible were shown to perform poorly at UC. The Senate might be interested in the analysis that I requested of the two most recent populations of students for which First Year GPA and One Year Persistence Rates are known (students admitted in 2014 and 2015, matched on important characteristics) (see attached Area D Analysis Tables). The analyses show comparable student outcomes between students who would and would not be eligible under the proposed area “d” policy.

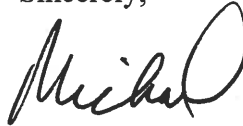
I understand that the intention of the Academic Senate is to have a beneficial impact on schools and college preparation, not to generate more roadblocks to access than can be substantiated. Therefore, I propose the following actions with respect to moving forward with the pursuit of this policy change:

- Forge a joint workgroup with the California State University system to conduct an eligibility impact analysis.
- Conduct further analyses of the student performance impacts of the proposed area “d” change.

With those analyses in hand, both the Academic Senate and the Office of the President will be in a better position to ascertain how to proceed, together, with respect to the proposed changes as well as the best course of action to take in regards to the Regents.

Of course, if the Senate would still like the Senate recommendations to go forward to the Regents, the President would be duty-bound to carry it forward but may have a recommendation that is different than the Senate's. I would am trying to find a way to avoid that.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael", with a large, stylized loop at the end.

Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

Attachments

Cc: Academic Senate Vice Chair Bhavnani
Executive Vice President and Chief of Staff Nava
Vice President Holmes-Sullivan
Chief Policy Advisor Kao
Executive Director Baxter
Director Lin

Revisions to Senate Regulation 424.A.3 (Area D Requirement) -- Updated

Summary of Proposed Area D Revisions from the Academic Senate

The recommended policy changes to Senate Regulation 424.A.3 (Area D) underwent a UC systemwide Academic Senate review that concluded in February 2018 with a vote (29 in favor; 6 opposed) by the Academic Assembly to:

1. Increase the existing minimum area D requirement from 2 years to 3 years, while continuing to require 2 years of coursework that provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics;
2. Change the name of the area D requirement from “Laboratory Science” to “Science”; and
3. Broaden the range of science disciplines to be accepted for the third year under area D

With these proposed revisions, the Academic Senate’s aim is to better align expectations for college-level science preparation with impending changes to high school curricula based on California’s adoption in 2013 of the Next Generation Science Standards (NGSS) for K-12.

In sum, the Senate envisioned that the revised policy would not only help increase science literacy and science course options for all students, but would also challenge students to develop critical skills – communication, collaboration, inquiry, problem solving, and flexibility – that would serve them throughout their educational and professional lives. Moreover, the new area D policy is expected to connect the University’s academic preparation expectations more closely with the curriculum reform efforts underway in California high schools.

Issues to Consider Regarding the Proposed Senate Revisions

1. Success Expectations & Intersegmental Alignment

- California public high schools are mandated to implement the NGSS and offer a 3- or 4-course science series by spring 2019 when the first administration of state accountability science assessments (California Science Test, or CAST) is scheduled to take place.
- The CCC, CSU, and UC systems, in the 2016 [*ICAS Statement of Competencies in the Natural Sciences Expected of Entering Freshmen*](#), recommend all students should be enrolled in a science course in each year of high school. This is based on national research from American College Testing (ACT), which shows that students who complete less than three years of science are less prepared for college.¹

¹ See Tables 5 and 6 (attached) for analyses of UC data regarding preparation, GPA, and persistence outcomes.

The CSU system intends to implement a new admissions requirement that all incoming CSU freshmen complete a quantitative reasoning (QR) course in mathematics, science, or a college-preparatory elective in a math/science discipline during grade 12 in high school. This QR requirement is to raise the academic preparation expectations of their applicants because of the comparatively larger volume of freshmen entering the CSU without having completed the recommended fourth year of math or recommended third year of science. The lack of completion of recommended QR courses has resulted in new CSU students not being fully prepared for college-level coursework.

Intersegmental alignment in support of students' academic preparation is critical for expanding the K-16 pipeline and ensuring more students in California will complete the A-G subject requirements for UC/CSU freshman admissions. Setting clear success expectations for all students means that California K-12 and higher education will need to work together to provide opportunities for every student to achieve those expectations. This collaboration should drive the proposed policy changes and implementation, not simply follow in the wake of new requirements from UC and/or the CSU. Currently, UC and CSU are aligned in terms of the number of units of A-G coursework required, even though they differ somewhat in the options they give students for satisfying those requirements.

- As of 2017, 95% of all UC applicants completed the three recommended area D science courses, going above the required two courses. For underrepresented minorities, the percentages were as follows:

Fall 2017	# of Applicants w/ 3 Science Courses	# of Applicants	%
African American	6,543	6,959	94%
American Indian	621	663	94%
Chicano / Latino	38,722	41,661	93%

2. Number of Applicants, Admits and Enrollees who meet the Current Area D Requirement but not the New Proposed Area D Requirement ²

Between the years of 2014-2017 about 4% (roughly 4,000) of UC applicants, 2% (nearly 2,000) of admits and about 700-800 enrolled students who satisfied current A-G requirements did not complete a third science course that would have fulfilled the proposed new Area D requirements (see chart³ on page 3).

² UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

³ Please note, we can't predict how many of these students who took only 2 courses would have instead actually taken 3 if the requirement were 3 when they applied. The University did not wish to penalize students for whom "on the ground" availability of approved area D courses was (is) unknown.

By demographics, the applicants in 2017, for example, who did not meet the new area D requirements, are more often first-generation college students (68% vs 46%), female (63% vs 58%), and Hispanic/Latin(x) (55% vs 37%).⁴ The group of students who completed only two science courses is less likely to be Asian/Pacific Islander (18% vs 30%) and, to a lesser degree, slightly more likely to be White (16% vs 24%). This same pattern is present in the data for 2014, 2015, and 2016, as well⁵. Additionally, the proposed new area D requirement will have a bigger impact on applicants at UC Merced and UC Riverside. Consider, for example, that 1,191 UC Merced applicants and nearly 2,000 UC Riverside applicants with two science courses in 2017 did not have a third science course with a C or better grade, accounting for 6.2% and 5.4% of the entire two-science applicant pool on the two campuses, respectively, compared to 4% systemwide (see tables 1-4, attached).

⁴ See table 4, attached.

⁵ Again, we can't predict how many of these students who took only 2 courses would have instead actually taken 3 if the requirement were 3 when they applied. Given that many of the students who took 2 area D courses also completed at least 1 area G science course, the proposed policy change might have allowed some of the area G science courses to move to area D – by virtue of the broadened disciplines –. That said, it is unclear what options some students, especially under-represented or disadvantaged students, have for completing the proposed area D requirements

Fall 2017 ⁶	Applicants			Admits			Enrollees		
	Meet the current Area D	Do NOT meet the new Area D	% do not meet the new Area D	Meet the current Area D	Do NOT meet the new Area D	% do not meet the new Area D	Meet the current Area D	Do NOT meet the new Area D	% do not meet the new Area D
First Generation	49,218	2,808	5.7%	31,491	1,132	3.6%	16,064	439	2.7%
Female	61,401	2,586	4.2%	44,344	1,149	2.6%	20,585	432	2.1%
Male	44,652	1,520	3.4%	32,068	599	1.9%	14,933	242	1.6%
African American	6,326	342	5.4%	3,639	118	3.2%	1,689	43	2.5%
American Indian	632	29	4.6%	433	10	2.3%	184	5	2.7%
Hispanic/Latino(a)	39,427	2,282	5.8%	24,793	913	3.7%	11,542	340	2.9%
Asian/Pacific Islander	31,623	735	2.3%	25,697	348	1.4%	13,550	156	1.2%
White	25,613	660	2.6%	19,921	334	1.7%	7,646	119	1.6%

3. Access to UC⁷

- The vast majority of UC applicants (California residents) come from comprehensive high schools (grades 9-12), high schools (e.g., grades 9-11 or 10-12), or K-12 schools. As of 2017-18, 93% of high schools (1,803/1,932) with A-G course lists offer 3+ science disciplines.
- About 60% (n = 1,811) of the UC applicants who completed only two area D courses and no science electives were underrepresented minorities.
- Of these students who completed only two area D courses and no science electives, analyses of the high schools they attended showed that 97% of the schools actually offer 3+ science disciplines. This evidence suggests these UC applicants were aiming to complete the

⁶ See tables attached for Fall 2015 and Fall 2016 data.

⁷ Please note that the analyses in this section focuses on UC applicants, not the pool of UC eligible students that may change as a result of the proposed policy change.

two required science courses and either were counseled, or opted on their own, not to complete the recommended three courses⁸.

- Overall, UC applicants who completed more than two years of science were admitted at a higher rate (63%) compared to those who completed only two years and no science electives (46%). This same pattern held for underrepresented minorities:

Fall 2017	2 Years Only & No Science Electives			2 Years+ of Science		
	# of Applicants	# of Admits	% Admitted	# of Applicants	# of Admits	% Admitted
African American	227	83	37%	6,543	3,295	50%
American Indian	21	7	33%	621	387	62%
Chicano / Latino	1,563	698	45%	38,722	21,793	56%
			45%	38,722	21,793	56%

4. Equity & Access to Courses

- The discrepancy in who completes the required vs. recommended science courses appears as a distinguishing factor for UC admissions. It may seem that implementing a policy to require three science courses is “not necessary” when 95% of UC applicants are already completing three (or more). More importantly, policy changes that can impact the overall eligibility pool, not just the UC applicant pool, should be considered in the context of structural inequities that constrain students’ access to “a-g” courses in general.
 - In its 2017 report on college pathways in California, the Public Policy Institute of California finds that lower science than mathematics participation may be the result of differences among “a-g” subject requirements (currently 2 years for science and three for mathematics). However, the PPIC report also indicates that students from underrepresented groups are more likely to fall short of completing the science requirements under the current policy *even when course access is not an issue*.⁹
-
- A summary paper (attached) that compares freshman students with different science course preparation posits on potential impacts of adding a third course to the science area in the A-G requirements for freshmen admission.

⁸ We don't actually know what's offered in terms of number of sections, or two particular students; so, in addition to counseling or personal decision-making, there is the possibility (unknown) that availability and scheduling constraints are also factors that should be better known and understood

⁹ Gao, Niu and Johnson, Hans, Improving College Pathways in California, Public Policy Institute of California, 2017.

- The two-science group had a fairly similar overall first-year performance to the three-science group when matched on demographics and academic preparation indicators.
- Of the Fall 2017 applicants who completed only two area D courses and no science electives, underrepresented minorities from comprehensive high schools with <3 science disciplines were admitted at higher rates than their same-ethnicity counterparts who attended schools with 3+ science disciplines.

Fall 2017	Schools with <3 Science Disciplines			Schools with 3+ Science Disciplines		
Applicants with 2 area D courses	# of Applicants	# of Admits	% Admitted	# of Applicants	# of Admits	% Admitted
African American	9	5	56%	3,940	1,902	48%
American Indian	0	-	-	349	196	56%
Chicano / Latino	292	160	55%	25,526	13,796	54%
Total	301	165	55%	29,815	15,894	53%

- In 2017-18, out of the total number of high schools (n = 752) that produced UC applicants who completed only two area D courses, there were only 19 comprehensive high schools offering <3 science disciplines.

One could imagine making an argument in support of the proposed policy change based upon how the University UC's comprehensive review process for admissions is working. Students are, indeed, being evaluated within the local context of their school. Thus, on the one hand, it can be argued that in the implementation of the proposed policy change, UCOP Undergraduate Admissions could flag all the high schools offering <3 science disciplines to alert campus Admissions Offices to the applicants from those schools. Also, it can (and has) been argued that BOARS could provide guidance to the campuses in admitting students by exception if they have not demonstrated completion of the new requirement of three area D courses. On the other hand, UCOP's ability and work capacity to flag those high schools, as well as the effectiveness of that flagging remains unexamined. As well, admission by exception is under-analyzed, particularly when examining the eligibility pool and not only UC applicants.

5. GPA and One Year Persistence Rate Between Students with 3+ courses vs. 2

Overall, first year GPA and one year persistence rates between the two groups were similar. However, the results show that there is a significant difference in both first-year GPA and one-year persistence rate between students with 3+ courses in Engineering/Computer Sciences:

Outcomes of enrollees who meet the current Area D requirement only (with only 2 science courses) vs. enrollees who can meet the proposed new Area D requirement (with a third science course with a C or better grade).

Fall 2015¹⁰

	Matched cases		First Year GPA		One Year Persistence	
			2 science courses	3+ science courses	2 science courses	3+ science courses
Overall	562	100%	2.92	2.87	91.1%	92.2%
Discipline						
Arts	41	7.3%	3.19	3.17	97.6%	97.6%
Engineering/Computer Sciences	41	7.3%	2.57	2.70	85.4%	95.1%
Health Science	2	0.4%	3.51	3.09	100.0%	100.0%
Humanities	70	12.5%	3.00	2.88	92.9%	95.7%
Life Science	7	1.2%	3.01	2.68	71.4%	100.0%
Physical Science/Math	21	3.7%	2.74	2.83	100.0%	85.7%
Professional	58	10.3%	2.97	2.96	96.6%	94.8%
Social Sciences	120	21.4%	3.00	2.86	95.0%	89.2%
Others	202	35.9%	2.84	2.78	86.1%	90.6%
Campus						
Berkeley	27	4.8%	3.10	2.77	100.0%	100.0%
Davis	63	11.2%	2.86	2.88	90.5%	90.5%
Irvine	87	15.5%	2.82	2.85	88.5%	92.0%
Los Angeles	45	8.0%	3.11	3.18	97.8%	93.3%
Merced	54	9.6%	2.55	2.39	77.8%	87.0%
Riverside	137	24.4%	2.86	2.84	92.7%	90.5%
San Diego	23	4.1%	3.32	2.98	100.0%	100.0%
Santa Barbara	80	14.2%	3.00	2.98	95.0%	97.5%
Santa Cruz	46	8.2%	3.14	2.90	84.8%	87.0%

6. Other Approaches and Issues to Consider

- The University should not implement the proposed area D changes without providing key supports to K-12.

¹⁰ See attached tables for Fall 2014 and Fall 2016 GPA/Persistence data.

- Although the proposal by the Academic Senate will align with the NGSS mandate that schools offer 3-4 years of science, 3+ years of science is not currently a graduation requirement. It is conceivable that high school counselors will advise students to only take courses that align with graduation requirements—not necessarily what is recommended and needed for enrollment into UC. An alternative approach would be to wait until and if the graduation requirements for science changes at the State level.
- Because the eligibility pools of some demographic groups (e.g., African American, American Indian, etc.) are so small, outcome percentages should be interpreted cautiously. One approach would be to analyze the CSU eligibility pool, a much larger data set, which may yield additional information about the impact of a change in policy.
- Another approach would be to adjust the implementation timeline until after the NGSS standards have been fully implemented in high schools, therefore providing more time to analyze and adjust to the impacts a new policy may have on the overall UC eligibility pool.
- At the same time, it is noteworthy that broadening the range of science disciplines, as proposed in the Senate’s recommendations, will allow for a significant increase of the types of courses that will become acceptable for the recommended third year under area D:
 - Core discipline (biology, chemistry, or physics)*
 - Integrated science*
 - Interdisciplinary science*
 - Earth and space sciences*
 - Computer science**
 - Engineering**
 - Applied sciences**
 - Honors science* (including Advanced Placement or International Baccalaureate courses)
 - *Current science disciplines that satisfy area D (independently or in specific combinations)
 - **Additional disciplines that would satisfy the new area D requirement
- Also, leveraging the online curriculum design and implementation expertise of **UC Scout**, whose mission is to reach out to educationally disadvantaged students across the state, raising achievement levels and closing educational achievement gaps. Scout’s online A-G courses are available at no charge to California public school teachers and students.

Notably, the area D proposal allows for online labs, which currently are not accepted for area D approved courses. The BOARS proposal explicitly included this particular change for area D courses to acknowledge the viability of offering more science courses via online delivery, especially for high schools in rural/remote geographic areas and for under-resourced high schools.

- Extending the reach of the **California Science Project (CSP)**, which provides an infrastructure across the state for high-quality professional development for pre-K through university teachers. The CSP uses highly skilled teams of educators and scientists from universities, school districts, and other educational spaces working towards the common goal of improving science education for all California students, with a special focus on the needs of English learners and high-need schools. The California Science Project is also the lead writer of the California Instructional Framework for Science. The Executive Director of the CSP has submitted a letter of support to BOARS to endorse the area D policy changes.
- Capitalizing on the commitment from the **Lawrence Hall of Science** housed at UC Berkeley to conduct direct outreach to all high schools in need of support. Their programs and services help teachers, schools, and districts with NGSS implementation. In fact, the Hall's staff, programs, research studies, and curriculum materials were used to guide the development of these forward-thinking science standards for the nation.

Next Steps

Following the approved Senate Regulation change, the next step is a review of this proposal by the UC Provost and a briefing to be provided to the President. Following that process, the next step would be for the Academic Senate and the Office of the President to align, if possible, a recommendation to the UC Board of Regents a conforming change to their Policy on Undergraduate Admissions Requirements ([Policy 2103](#)). If not possible, the President could convey the Senate's recommendation to the Regents with a separate recommendation. If approved by the Regents, the revised policy could be effective for current 7th graders in 2017-18 who will enter the University as freshmen in Fall 2023 – a full decade after the State Board of Education approved the adoption of the NGSS.

The anticipated 5-year implementation timeline, if adopted, is as follows:

2018-19: Statewide communications campaign for K-12 awareness of the UC/CSU area "D" policy change

2019-20: Incoming high school freshmen are held to completing three years of science in high school

2022-23: First cohort of UC applicants held to new area "D" subject requirement

2023-24: Incoming UC freshmen have completed three required years of high school science aligned to CA NGSS

Table 1. Number of applicants, admits, and enrollees who meet the current Area D requirement, but do not meet the new Area D requirement¹, Fall 2014

	Applicants			Admits			Enrollees		
	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴
Overall	95,369	4,263	4.5%	71,120	1,900	2.7%	33,165	791	2.4%
First Generation									
Yes	43,001	2,844	6.6%	28,578	1,186	4.2%	15,434	540	3.5%
Not	50,689	1,325	2.6%	41,407	682	1.6%	17,274	237	1.4%
Gender									
Female	53,797	2,630	4.9%	39,901	1,210	3.0%	18,725	483	2.6%
Male	41,412	1,620	3.9%	31,124	685	2.2%	14,422	307	2.1%
Race/Ethnicity									
African American	5,364	404	7.5%	2,996	136	4.5%	1,317	56	4.3%
American Indian	725	36	5.0%	532	14	2.6%	211	5	2.4%
Hispanic/Latino(a)	30,737	2,151	7.0%	19,922	896	4.5%	9,723	408	4.2%
Asian/Pacific Islander	30,493	848	2.8%	24,987	414	1.7%	13,311	169	1.3%
White	25,342	718	2.8%	20,534	382	1.9%	7,693	130	1.7%
Campus									
Berkeley	43,096	1,154	2.7%	7,168	65	0.9%	3,796	44	1.2%
Davis	45,130	1,383	3.1%	17,497	201	1.1%	4,386	65	1.5%
Irvine	50,092	2,168	4.3%	18,125	317	1.7%	4,333	117	2.7%
Los Angeles	53,843	1,812	3.4%	9,217	94	1.0%	4,066	56	1.4%
Merced	14,138	1,026	7.3%	10,216	461	4.5%	1,503	85	5.7%
Riverside	29,447	1,848	6.3%	17,559	576	3.3%	3,976	170	4.3%
San Diego	50,263	1,571	3.1%	15,573	132	0.8%	3,589	39	1.1%
Santa Barbara	49,103	1,930	3.9%	18,729	301	1.6%	4,089	95	2.3%
Santa Cruz	33,052	1,686	5.1%	17,886	457	2.6%	3,427	120	3.5%

Notes:

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.
2. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, or completed at least two years of science courses in any two of three foundational subjects: biology, chemistry and physics.
3. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new area D requirement, or have not completed a third year science course with at least a C or better grade.
4. The percentage of applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new Area D requirement. The percentages highlighted in red are higher than the overall percentage. In other words, proportionally, more students with a higher percentage highlighted in red are less likely to meet the new Area D requirement than other students. The percentages highlighted in green are lower than the overall percentage and students in these groups are more likely to meet the new Area D requirement than other groups.

Table 2. Number of applicants, admits, and enrollees who meet the current Area D requirement, but do not meet the new Area D requirement¹, Fall 2015

	Applicants			Admits			Enrollees		
	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴
Overall	98,250	4,017	4.1%	70,850	1,657	2.3%	31,992	606	1.9%
First Generation									
Yes	44,280	2,691	6.1%	28,030	1,012	3.6%	14,691	394	2.7%
Not	52,212	1,235	2.4%	41,723	620	1.5%	16,914	205	1.2%
Gender									
Female	55,616	2,520	4.5%	40,104	1,047	2.6%	18,037	376	2.1%
Male	42,438	1,485	3.5%	30,633	605	2.0%	13,941	230	1.6%
Race/Ethnicity									
African American	5,712	384	6.7%	3,013	118	3.9%	1,260	43	3.4%
American Indian	660	25	3.8%	469	13	2.8%	182	4	2.2%
Hispanic/Latino(a)	33,124	2,107	6.4%	20,214	772	3.8%	9,589	282	2.9%
Asian/Pacific Islander	30,723	750	2.4%	24,894	369	1.5%	12,804	152	1.2%
White	24,845	652	2.6%	19,790	352	1.8%	7,121	110	1.5%
Campus									
Berkeley	44,030	1,139	2.6%	8,597	53	0.6%	3,872	34	0.9%
Davis	46,486	1,337	2.9%	15,546	185	1.2%	3,989	67	1.7%
Irvine	52,765	2,003	3.8%	18,107	254	1.4%	4,182	92	2.2%
Los Angeles	55,512	1,727	3.1%	9,199	67	0.7%	4,009	46	1.1%
Merced	16,364	1,063	6.5%	10,601	409	3.9%	1,742	58	3.3%
Riverside	31,999	1,783	5.6%	18,703	552	3.0%	3,800	145	3.8%
San Diego	51,581	1,488	2.9%	15,912	90	0.6%	3,565	26	0.7%
Santa Barbara	50,003	1,848	3.7%	17,263	246	1.4%	3,781	86	2.3%
Santa Cruz	36,207	1,625	4.5%	17,063	272	1.6%	3,052	52	1.7%

Notes:

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, or completed at least two years of science courses in any two of three foundational subjects: biology, chemistry and physics.

3. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new area D requirement, or have not completed a third year science course with at least a C or better grade.

4. The percentage of applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new Area D requirement. The percentages highlighted in red are higher than the overall percentage. In other words, proportionally, more students with a higher percentage highlighted in red are less likely to meet the new Area D requirement than other students. The percentages highlighted in green are lower than the overall percentage and students in these groups are more likely to meet the new Area D requirement than other groups.

Table 3. Number of applicants, admits, and enrollees who meet the current Area D requirement, but do not meet the new Area D requirement¹, Fall 2016

	Applicants			Admits			Enrollees		
	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴
Overall	100,312	3,841	3.8%	75,681	1,823	2.4%	37,561	780	2.1%
First Generation									
Yes	45,403	2,536	5.6%	31,168	1,158	3.7%	17,091	524	3.1%
Not	53,015	1,201	2.3%	43,236	631	1.5%	19,906	242	1.2%
Gender									
Female	57,126	2,356	4.1%	43,411	1,182	2.7%	21,731	513	2.4%
Male	42,901	1,469	3.4%	32,077	634	2.0%	15,790	265	1.7%
Race/Ethnicity									
African American	5,960	395	6.6%	3,544	139	3.9%	1,736	62	3.6%
American Indian	622	32	5.1%	461	13	2.8%	197	5	2.5%
Hispanic/Latino(a)	35,574	2,007	5.6%	23,981	897	3.7%	12,063	392	3.2%
Asian/Pacific Islander	30,127	722	2.4%	25,133	405	1.6%	14,118	173	1.2%
White	25,133	594	2.4%	20,191	321	1.6%	8,326	121	1.5%
Campus									
Berkeley	43,967	980	2.2%	9,315	54	0.6%	4,622	32	0.7%
Davis	47,350	1,215	2.6%	18,312	197	1.1%	4,479	62	1.4%
Irvine	55,098	2,015	3.7%	20,941	290	1.4%	4,781	92	1.9%
Los Angeles	56,446	1,645	2.9%	10,202	84	0.8%	4,772	52	1.1%
Merced	17,772	1,026	5.8%	14,119	584	4.1%	1,964	92	4.7%
Riverside	34,403	1,832	5.3%	23,563	749	3.2%	5,031	224	4.5%
San Diego	53,002	1,437	2.7%	18,419	192	1.0%	4,058	58	1.4%
Santa Barbara	52,915	1,710	3.2%	19,784	265	1.3%	4,154	91	2.2%
Santa Cruz	38,265	1,500	3.9%	21,778	339	1.6%	3,700	77	2.1%

Notes:

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, or completed at least two years of science courses in any two of three foundational subjects: biology, chemistry and physics.

3. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new area D requirement, or have not completed a third year science course with at least a C or better grade.

4. The percentage of applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new Area D requirement. The percentages highlighted in red are higher than the overall percentage. In other words, proportionally, more students with a higher percentage highlighted in red are less likely to meet the new Area D requirement than other students. The percentages highlighted in green are lower than the overall percentage and students in these groups are more likely to meet the new Area D requirement than other groups.

Table 4. Number of applicants, admits, and enrollees who meet the current Area D requirement, but do not meet the new Area D requirement¹, Fall 2017

	Applicants			Admits			Enrollees		
	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴	Meet the current Area D (A) ²	Do NOT meet the new Area D (B) ³	% do not meet the new Area D (B/A*100) ⁴
Overall	106,614	4,123	3.9%	76,791	1,760	2.3%	35,608	675	1.9%
First Generation									
Yes	49,218	2,808	5.7%	31,491	1,132	3.6%	16,064	439	2.7%
Not	55,169	1,214	2.2%	43,842	594	1.4%	18,939	224	1.2%
Gender									
Female	61,401	2,586	4.2%	44,344	1,149	2.6%	20,585	432	2.1%
Male	44,652	1,520	3.4%	32,068	599	1.9%	14,933	242	1.6%
Race/Ethnicity									
African American	6,326	342	5.4%	3,639	118	3.2%	1,689	43	2.5%
American Indian	632	29	4.6%	433	10	2.3%	184	5	2.7%
Hispanic/Latino(a)	39,427	2,282	5.8%	24,793	913	3.7%	11,542	340	2.9%
Asian/Pacific Islander	31,623	735	2.3%	25,697	348	1.4%	13,550	156	1.2%
White	25,613	660	2.6%	19,921	334	1.7%	7,646	119	1.6%
Campus									
Berkeley	47,414	1,053	2.2%	8,822	56	0.6%	4,330	28	0.6%
Davis	49,416	1,329	2.7%	18,098	213	1.2%	4,109	70	1.7%
Irvine	60,520	2,252	3.7%	20,694	285	1.4%	5,118	104	2.0%
Los Angeles	60,966	1,795	2.9%	9,109	81	0.9%	4,277	46	1.1%
Merced	19,363	1,191	6.2%	14,474	584	4.0%	2,241	89	4.0%
Riverside	36,559	1,967	5.4%	21,372	570	2.7%	4,342	151	3.5%
San Diego	56,737	1,572	2.8%	18,142	166	0.9%	4,217	57	1.4%
Santa Barbara	56,352	1,759	3.1%	18,244	202	1.1%	3,656	61	1.7%
Santa Cruz	40,758	1,679	4.1%	18,811	272	1.4%	3,319	69	2.1%

Notes:

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, or completed at least two years of science courses in any two of three foundational subjects: biology, chemistry and physics.

3. The number of freshman applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new area D requirement, or have not completed a third year science course with at least a C or better grade.

4. The percentage of applicants, admits, or enrollees who meet the current Area D course requirement, but will not meet the proposed new Area D requirement. The percentages highlighted in red are higher than the overall percentage. In other words, proportionally, more students with a higher percentage highlighted in red are less likely to meet the new Area D requirement than other students. The percentages highlighted in green are lower than the overall percentage and students in these groups are more likely to meet the new Area D requirement than other groups.

Table 5. Outcomes of enrollees who meet the current Area D requirement only (with only 2 science courses) vs. enrollees who can meet the proposed new Area D requirement (with a third science course with a C or better grade)¹, Fall 2014

	Matched cases ²		First year GPA		One year persistence	
			2 science courses ³	3+ science courses ⁴	2 science courses ³	3+ science courses ⁴
Overall	737	100%	2.81	2.87	87.4%	92.1%
Discipline						
Arts	44	6.0%	3.18	3.10	86.4%	93.2%
Engineering/Computer Sciences	42	5.7%	2.63	2.82	83.3%	92.9%
Health Science	6	0.8%	2.34	2.83	50.0%	100.0%
Humanities	75	10.2%	3.01	2.96	92.0%	98.7%
Life Science	6	0.8%	2.86	2.81	83.3%	83.3%
Physical Science/Math	27	3.7%	2.90	2.88	96.3%	92.6%
Professional	85	11.5%	2.99	2.98	95.3%	95.3%
Social Sciences	149	20.2%	2.85	2.88	91.9%	94.0%
Others	303	41.1%	2.67	2.72	82.5%	88.4%
Campus						
Berkeley	44	6.0%	3.08	2.92	90.9%	100.0%
Davis	55	7.5%	2.87	2.91	80.0%	96.4%
Irvine	90	12.2%	2.91	2.89	93.3%	92.2%
Los Angeles	110	14.9%	2.81	2.88	89.1%	91.8%
Merced	112	15.2%	2.90	2.87	87.5%	88.4%
Riverside	55	7.5%	2.88	3.05	87.3%	94.5%
San Diego	73	9.9%	2.48	2.61	75.3%	87.7%
Santa Barbara	38	5.2%	2.99	3.13	84.2%	97.4%
Santa Cruz	160	21.7%	2.71	2.84	90.6%	91.3%

Notes

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. This analysis is based on a 1 to 1 match between the study group (students with only 2 science courses) and the comparison group (students with a third science course with a C or better grade). Students selected from the comparison group matched exactly to each observation in the study group based on campus, gender, race/ethnicity, first generation status, and enrolled discipline. Students selected also had the smallest difference in the combined value of high school GPA and test score from the case in the study group.

3. Include enrolled students with only 2 science courses.

4. Include matched students from the comparison group with at least a third science course with a C or better grade.

Table 6. Outcomes of enrollees who meet the current Area D requirement only (with only 2 science courses) vs. enrollees who can meet the proposed new Area D requirement (with a third science course with a C or better grade)¹, Fall 2015

	Matched cases ²		First year GPA		One year persistence	
			2 science courses ³	3+ science courses ⁴	2 science courses ³	3+ science courses ⁴
Overall	562	100%	2.92	2.87	91.1%	92.2%
Discipline						
Arts	41	7.3%	3.19	3.17	97.6%	97.6%
Engineering/Computer Sciences	41	7.3%	2.57	2.70	85.4%	95.1%
Health Science	2	0.4%	3.51	3.09	100.0%	100.0%
Humanities	70	12.5%	3.00	2.88	92.9%	95.7%
Life Science	7	1.2%	3.01	2.68	71.4%	100.0%
Physical Science/Math	21	3.7%	2.74	2.83	100.0%	85.7%
Professional	58	10.3%	2.97	2.96	96.6%	94.8%
Social Sciences	120	21.4%	3.00	2.86	95.0%	89.2%
Others	202	35.9%	2.84	2.78	86.1%	90.6%
Campus						
Berkeley	27	4.8%	3.10	2.77	100.0%	100.0%
Davis	63	11.2%	2.86	2.88	90.5%	90.5%
Irvine	80	14.2%	3.00	2.98	95.0%	97.5%
Los Angeles	87	15.5%	2.82	2.85	88.5%	92.0%
Merced	46	8.2%	3.14	2.90	84.8%	87.0%
Riverside	45	8.0%	3.11	3.18	97.8%	93.3%
San Diego	54	9.6%	2.55	2.39	77.8%	87.0%
Santa Barbara	23	4.1%	3.32	2.98	100.0%	100.0%
Santa Cruz	137	24.4%	2.86	2.84	92.7%	90.5%

Notes

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three Area D foundational subjects: biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. This analysis is based on a 1 to 1 match between the study group (students with only 2 science courses) and the comparison group (students with a third science course with a C or better grade). Students selected from the comparison group matched exactly to each observation in the study group based on campus, gender, race/ethnicity, first generation status, and enrolled discipline. Students selected also had the smallest difference in the combined value of high school GPA and test score from the case in the study group.

3. Include enrolled students with only 2 science courses.

4. Include matched students from the comparison group with at least a third science course with a C or better grade.

Table 7. Outcomes of enrollees who meet the current Area D requirement only (with only 2 science courses) vs. enrollees who can meet the proposed new Area D requirement (with a third science course with a C or better grade)¹, Fall 2016

	Matched cases ²		First year GPA ⁵		One year persistence	
			2 science courses ³	3+ science courses ⁴	2 science courses ³	3+ science courses ⁴
Overall	743	100%			88.7%	87.5%
Campus						
Berkeley	31	4.2%			93.5%	96.8%
Davis	60	8.1%			91.7%	91.7%
Irvine	88	11.8%			94.3%	88.6%
Los Angeles	52	7.0%			94.2%	98.1%
Merced	86	11.6%			72.1%	76.7%
Riverside	216	29.1%			89.8%	85.2%
San Diego	54	7.3%			94.4%	94.4%
Santa Barbara	82	11.0%			87.8%	87.8%
Santa Cruz	74	10.0%			86.5%	85.1%

Notes

1. UC currently requires that entering freshmen have to satisfy two years of science courses in any two of three foundational subjects (Area D): biology, chemistry and physics. Under the proposed new Area D requirement, entering freshmen have to satisfy three years of science courses including any two of these three foundational subjects.

2. This analysis is based on a 1 to 1 match between the study group (students with only 2 science courses) and the comparison group (students with a third science course with a C or better grade). Students selected from the comparison group matched exactly to each observation in the study group based on campus, gender, race/ethnicity, first generation status, and enrolled discipline. Students selected also had the smallest difference in the combined value of high school GPA and test score from the case in the study group.

3. Include enrolled students with only 2 science courses.

4. Include matched students from the comparison group with at least a third science course with a C or better grade.

5. First year GPA for 2016 was not calculated due to a data error in the database.