

## MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

February 14, 2018

## MINUTES OF VIDEOCONFERENCE MEETING

**I. ROLL CALL OF MEMBERS**

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, February 14, 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 the December 13, 2017 meeting as noticed.**

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

UCRJ Ruling on Bylaw 55.D Voting Requirements: UCRJ has issued a [ruling](#) on Senate Bylaw 55.D, concerning the extension of voting rights on personnel matters to Emeritae/i department members. The ruling clarifies several technical issues concerning voting.

University Governance: President Napolitano has acted on the Senate's three requests for improvements to shared governance. She announced in late December that former Academic Senate Chair Daniel Hare had accepted her offer to serve on a part-time, non-compensated basis as Faculty Advisor to the President, for one year starting in January. She also agreed to include the Provost and the chair and vice chair of the Senate in the President's Advisory Group. Earlier in fall 2017, the President also reconstituted the Executive Budget Committee (EBC) to advise her on systemwide budget matters. Senate Chair White and former Senate Chair Chalfant sit on the EBC, which has been an effective, independent voice on the UCOP budget.

Chair White recalled that in December the Assembly had asked the Academic Council to draft a statement concerning the President's conduct during the State audit of UCOP. A Council subgroup prepared a draft statement; however, action has been delayed until Council is able to more fully ascertain the administration's renewed commitments to transparency and shared governance. Several Council members observed that the Council had not made a formal decision to pause the effort indefinitely.

State Budget: The Governor's January budget proposed a net 2.7% base budget adjustment for UC, short of the 4% promised under the 2015 compact agreement. The Regents deferred action on a 2018-19 UC budget after students, legislators, and the Governor urged them to vote against a proposed 2.5% tuition increase. The University will ask the Legislature for \$105 million above the Governor's proposal, including \$70 million to support a tuition buy-out, \$25 million to ease

pressures from overcrowding, and \$5 million each to support new undergraduate and graduate enrollments. UC also requested \$35 million in one-time funding to address deferred maintenance needs. Students introduced the concept of “overcrowding” to emphasize how unfunded over-enrollment affects them at ground level.

Huron Report: In 2017, the University hired Huron Consulting to review UCOP’s structure and recommend changes to its size, scope, and portfolio of services. Huron presented its final report to the Academic Council on January 31. The report noted that UCOP is at the forefront of higher education system offices and offers many “world class” services. But it also presented several options for refocusing, realigning, and reducing UCOP operations, including moving some systemwide functions to one or more UC campuses, creating new UC “locations” for large functions (e.g., UC Health), and reorganizing and streamlining specific UCOP offices and functions. Senate leaders emphasize that the University should approach the options in the context of avoiding harm to the system, strengthening accountability and reporting, and aligning the Division of Academic Affairs with the core UC mission. They also note that the potential spin-off of UC Health into an independent entity requires a separate examination independent of other recommendations.

Faculty Salaries: The Academic Council sent a [letter](#) to President Napolitano in late December urging the University to address the gap between UC faculty salaries and salaries at UC’s Comparison 8 group of institutions, in a plan that provides all faculty with a raise, improves salary equity across the system, and brings the published UC salary scales closer to market reality.

Undocumented Students: In January, Council endorsed an [aspirational statement](#) in support of the educational success of DACA students, other undocumented students enrolled at the University, and UC students who are U.S. citizens with undocumented families, who may be forced to leave the United States before completing their UC degree.

Campus Protests and Climate: The Senate chair and vice chair attended a UC Systemwide Meeting on Campus Protests and Campus Climate at UC Irvine yesterday. Participants considered best practices for managing campus protests while sustaining a positive, respectful, and constructive climate, especially around about highly charged political issues.

#### **IV. ANNOUNCEMENTS BY UNIVERSITY SENIOR MANAGERS**

- **Janet Napolitano, President**
- **Michael T. Brown, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

Huron Report: The University asked Huron Consulting to perform a strategic review of UCOP to ensure that it is maximizing its value to the University. Huron did not propose across-the-board cuts to UCOP, and emphasized that UCOP is, in general, appropriately sized, and has many “best in class” functions. Huron also presented several options for realigning UCOP that included moving programs currently housed at UCOP to a campus or to new stand-alone units. President Napolitano said she will not commit to any changes without a thoughtful consultative process that considers costs and potential effects on campuses. She said she is skeptical of making change for change’s sake and noted that any changes should have a clear benefit to UCOP’s performance and operations.

Budget Update: The Regents postponed a scheduled vote on an in-state undergraduate tuition increase when it became clear the vote would fail. The lack of support shows that more work is needed to educate Regents and legislators about how campuses use tuition revenue to benefit students, and how a tuition revenue shortfall will impact campuses. The University has committed to working with students, faculty, Regents, and legislators to achieve a state tuition buy-out. UCOP is developing a formal request to the state for \$105 million – including \$70 million in ongoing funds to replace tuition and student services fee increases; \$25 million to address the impact of unfunded enrollment growth; and \$10 to support undergraduate and graduate student enrollment growth for 2018-19. UC will also request \$35 million in one-time funding for deferred maintenance.

UC believes it has made sufficient progress on the five 2017 Budget Act requirements pertaining to the State’s sequester of \$50 million from UC’s budget. These include implementation of the State Auditor recommendations and a good faith effort to achieve a 2:1 ratio of freshmen to transfer enrollments on all campuses. EVC Brostrom is preparing a presentation on the University’s cost structure for the March Regents meeting.

Faculty Salaries: The President discussed Council’s letter on faculty salaries with the chancellors, who are similarly concerned about salary competitiveness, but also believe that any plan must be flexible enough to account for variations by campus, discipline, and department. The President has asked the Senate to provide additional campus-specific information about the salary gap that will inform an effective and campus-relevant systemwide plan.

Retiree Health: A Retiree Health Benefits Working Group is meeting to develop recommendations for ensuring the long-term financial viability of the retiree health benefits program. The Working Group will focus on plan and program design strategies that maintain the quality of the benefit while managing costs. UC is targeting a 4% cap on cost increases in 2019, but has not set a long-term goal yet, in recognition that multiple factors impact costs.

Federal Budget: The latest in a series of continuing resolutions to fund the government expires March 23, but paves the way for Congressional negotiators to reach agreement on 2018 appropriations for defense and non-defense discretionary accounts. The University will advocate for the highest level of funding for non-defense programs that support UC’s education, research, and health missions.

DACA: The U.S. Senate is discussing several immigration reform bills, though none is likely to receive the 60 votes needed to advance. One bipartisan group of senators has proposed legislation that balances protections for DACA recipients with increased border security. The White House’s proposal includes a path to citizenship for DACA recipients, but would also eliminate the visa lottery program and set additional restrictions on family-based migration. Meanwhile, the University is encouraging DACA students to re-enroll, providing them with legal services, and sponsoring DACA renewal workshops on campuses.

Academic Affairs: Provost Brown is preparing presentations for the March Regents meeting on 1) the University’s financial aid model, and 2) the student-faculty ratio and its connection to faculty recruitment and diversity. The presentations are part of a series of deep dives into educational delivery that aim to help the Regents guide the future of the University. In addition, the Provost has empaneled two new Academic Planning Council workgroups: the Articulating

the Academic Mission Workgroup will consider how UC can convey and communicate its academic mission to constituencies and stakeholders, and the Workgroup on Graduate Education will consider the issues facing graduate education at UC. The Provost is considering the viability of Huron Consulting's options for restructuring programs housed in the Division of Academic Affairs, and the extent to which different governance models and locations may contribute to or diminish the systemwide value of those programs. The Provost said he understands the importance of narrowing the UC faculty salary gap and looks forward to receiving the Senate's advice about a plan.

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***Discussion:*** Assembly members noted that moving systemwide programs to individual campuses may reduce their accountability to the system and urged the University to maintain systemwide programs as systemwide programs. They also had several questions for senior managers.

*Q: Where would the University find additional funding for faculty salaries?*

EVP Brostrom noted that the 2018-19 budget includes three line items that could be used for faculty salaries, including the \$50 million "quality reinvestment" set aside. The faculty salary gap is one of the priorities highlighted for that funding.

*Q: Competitive salaries are critical to the recruitment, retention, and diversification of the faculty. A plan to diversify faculty hiring should also address high housing costs. In addition, directing salary increases to the published UC salary scales will help ensure salary equity.*

EVP Brostrom noted that affordable faculty housing is a priority for every campus. Some affordable housing solutions are local, but the University also wants to identify systemwide solutions. Provost Brown added that the UC merit and promotion system contributes to equity and fairness in powerful ways. Irrespective of what UC does about faculty salaries this year, UC needs a long-term strategic solution to ensure the merit and promotion system remains effective.

*Q: How often do you meet with Dan Hare in his capacity as Faculty Advisor to the President?*

President Napolitano noted that she and Professor Hare have one-on-one meetings every two weeks in Oakland. In addition, Professor Hare has an office available to him at UCOP.

*Q: DACA students really appreciate the University's support. However, students remain concerned that a legislative solution that allows them to remain in the U.S. could still subject their families to deportation.*

President Napolitano noted that UC opposes funding for additional interior enforcement activities and additional limitations on family reunification immigration. In the University's advocacy for the Dreamers, it acknowledges that immigration relief for them will require a compromise, and the most reasonable compromise is more border security funding.

## **V. UNIVERSITY COMMITTEE ON FACULTY WELFARE REPORT**

### **▪ Roberta Rehm, Chair, University Committee on Faculty Welfare**

**Salaries:** UCFW Chair Rehm noted that UCFW is considering the President's request for more information about campus-based faculty salary gaps that could inform a systemwide plan. UCFW's position is that a systemwide plan should treat the faculty as a single entity as much as

possible, with some minimal discretion built in for chancellors to address issues of equity, inversion, compression, and recruitment and retention.

UC Health: UCFW is discussing Huron’s recommendation to transition the UC Health enterprise into an independent entity. UCFW’s Health Care Task Force will follow developments closely and ask to be part of any ongoing research or negotiations that arise.

Campus Climate: UCFW is aware that off-campus visitors associated with far right organizations have attempted to enter classrooms and intimidate faculty and students. Campuses are public spaces, but classrooms are under the direct supervision of faculty. Faculty have the right to exclude uninvited guests and issue permissions to record lectures or copy course materials. In addition, UCFW is participating in a review of the UC Police Policies and Administrative Procedures manual (the “Gold Book”) and other systemwide public safety directives.

## **VI. REPORTS OF STANDING COMMITTEES**

### **A. Academic Council**

#### **1. Proposed Amendments to Senate Regulation 424.A.3 (Area “d”) Requirement**

Following a [systemwide Senate review](#), the Academic Council recommended at its January 31, 2018 meeting that Senate Regulation 424, which describes the area “d” (laboratory science) requirement for freshman admission, be amended. The amendments would increase the minimum area “d” requirement from 2 units (3 units currently are 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”. The amendments would 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.” The changes would affect students entering high school in fall 2019.

The revisions aim to align UC’s expectations for science preparation with changes to high school science curricula based on California’s adoption of the Common Core; the Next Generation Science Standards (NGSS) for K-12 and the new three- and four-course models CA high schools will move to under the NGSS; and the new NGSS Science categories– Physical Sciences, Life Sciences, Earth and Space Sciences, and Engineering, Technology and Applications of Science. Revisions to the area “d” course criteria posted in the [A-G Guide](#) will include specific examples of courses that could fulfill the requirements not explicitly mentioned in the Senate regulations. The revised policy will help increase scientific literacy and connect the University’s academic preparation expectations more closely with the curriculum reform efforts well underway in California high schools.

Several Assembly members expressed concern about the potential for differential access to area “d” courses under the new policy, given data showing that 95% of UC applicants already take three or more area “d” courses, but that 60% of the 5% who complete only two are from disadvantaged groups. In addition, there was concern that high schools may need more than one year to adapt to the new requirements.

BOARS Chair Sanchez pointed to data showing that most UC applicants who take only two area “d” courses do so because UC requires two for minimum eligibility. He clarified that the 5%

cohort of applicants who take only two area “d” courses includes 2.2% who take a third elective science course that may be eligible to area “d” with the policy change. In addition, 90% of the remaining 2.8% attend schools that currently offer 3 or more science disciplines. Thus, access to science courses does not itself present as an obstacle for the vast majority of students. Furthermore, UC applicants from schools offering only two science courses were admitted at a higher rate (60%) than students from other high schools. Comprehensive review ensures that no student is denied based on a single factor.

BOARS Chair Sanchez noted that the vast majority of UC applicants come from CA high schools that are increasing their offerings of 3 or more science disciplines, while the number of high schools offering only 1 or 2 disciplines is declining. He noted that 97% of California high schools will be able to offer a third science course immediately; that number will grow as more move to a 3 or 4-course NGSS model to meet the new State standard. Moreover, the expansion of courses eligible under area “d,” such as computer science and engineering, will give all students more flexibility to fulfill a three-year requirement. He added that the State Board of Education is also concerned about access and diversity. It adopted the NGSS to strengthen science and college preparation for all students, and high schools will have to offer a minimum of three science courses to implement the NGSS. Traditionally, UC has supported efforts like the Common Core that seek to improve college preparation and access. The LCFF funding formula provides many under-resourced schools with a possible means to offer multiple NGSS-aligned courses.

Several Assembly members applauded BOARS’ efforts to support the State’s move to strengthen science standards and noted that the data answered Council’s prior concerns and questions satisfactorily. The changes will help push high schools to offer more science, enhance academic preparation, and increase science course options for all students.

**ACTION: A motion to adopt the amendments was made and seconded. The motion passed 29 to 6, with one abstention.**

**VII. SPECIAL ORDERS**

**A. Consent Calendar [None]**

**VIII. REPORTS ON SPECIAL COMMITTEES [None]**

**IX. PETITIONS OF STUDENTS [None]**

**X. UNFINISHED BUSINESS [None]**

**XI. NEW BUSINESS [None]**

The meeting adjourned at 1:00 pm

Minutes Prepared by: Michael LaBriola, Academic Senate Analyst

Attest: Shane White, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of February 14, 2018

**2017-18 Assembly Attendance February 14, 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

Susan Amussen, Chair, UCM

Dylan Rodriguez, Chair, UCR (absent)

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

Michelle Yeh, Chair, UCAP

Edward Caswell-Chen, Chair, UCEP  
(absent)

Roberta Rehm, Chair, UCFW

Jeffrey Richman, Chair, UCORP (absent)

Joshua Schimel, Chair, UCPB (absent)

**Berkeley (5)**

Daniel Boyarin.

Fai Ma

Victoria Frede-Montemayor.

Ted Slaman (alt for Christopher Kutz).

Barbara Spackman (alt for Mark Richards).

**Davis (6)**

Stephanie Dungan

S.J. Ben Yoo

Brenda Schildgen

Robert L. Powell (absent)

Scott Stanley (absent)

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**Irvine (4)**

John Dobrian

Masashi Kitazawa

Henry Weinstein (absent)

Amy Powell (absent)

**Los Angeles (8)**

Noel Boyle

David Gere (alt for William Marotti)

Kym F. Faull

Roman Koropeckyj

Sandra Loo

Peter Tontonoz

Mansoureh Eghbali (absent)

Dorothy Wiley (absent)

**Merced (1)**

Patti LiWang

**Riverside (2)**

Manuela Martins-Green

Thomas Cogswell (absent)

**San Diego (5)**

Deborah Hertz

Robert Kluender

Elizabeth Komives

Joseph Pogliano

Anna Joy Springer (absent)

**San Francisco (4)**

Elena Flowers

Vineeta Singh

Leah Karliner

Marek Brzezinski (absent)

**Santa Barbara (3)**

Bjorn Birnir

Susan Cassels

Eric Matthys

**Santa Cruz (2)**

Kimberly Lau

Dorian Bell (absent)

**Secretary/Parliamentarian**

George J. Matthey