# UNIVERSITY OF CALIFORNIA                    ACADEMIC SENATE

## MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

### April 11, 2018

### MINUTES OF VIDEOCONFERENCE MEETING

## I.  ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, April 11, 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 February 14, 2018 with several clarifying amendments.**

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

On March 12, Chair White attended a meeting of the Governor's Advisory Selection Committee for UC Regents. The Governor was consulting the Committee about attributes of candidates to fill five vacant spots on the Board of Regents. Committee members identified several general qualities desired of Regents, including leadership experience in large organizations and a commitment to the public good and to diversity. Committee members also emphasized the need for diverse regional representation on the Board.

The University continues to advocate for full funding of its budget with the help of key allies in the California Legislature, including Senator Glazer, who is building a bipartisan caucus across both houses in support of public higher education.

The University is awaiting the Department of Finance's decision about whether UC has made adequate progress on requirements in the 2017-18 Budget Act pertaining to the $50 million sequester of state funds from the 2017-18 UC budget. One key requirement is for UC to make a good faith effort using all possible actions to meet a 2:1 freshman-to-transfer ratio on all campuses.

## IV.  TRANSFER GUARANTEE

Chair White reported that President Napolitano has asked the Academic Senate to determine what it would take to extend an admission guarantee to all qualifying California Community College (CCC) transfers. A joint Senate-Administration Task Force co-chaired by former Senate Chair Chalfant and Provost Brown has been considering several ways to improve the transfer path, including a possible guarantee to the UC system for any student completing the coursework in a UC Transfer Pathway with major preparation GPA and overall GPA above some minimum

still to be determined. The existing Transfer Admission Guarantee (TAG) program would remain. The University has determined that the Associate Degrees for Transfer offered by CCC for guaranteed admission to CSU do not provide sufficient preparation for UC.

In addition, President Napolitano and CCC Chancellor Ortiz Oakley, who is also a UC Regent, have signed an MOU related to a transfer guarantee. The MOU emphasizes that the Senate has delegated authority over admissions policy and outcomes. BOARS has agreed to take up the challenge. Chair White noted that the primary goal of the guarantee would not be to increase transfer enrollments, but to attract better prepared transfer students by clarifying the preparation needed to enter UC as a transfer and complete a degree in two years.

➢ Assembly members remarked that the Senate should continue to emphasize its authority over admissions, and urged that political considerations not drive admissions policy. They expressed concern about possible conflicts of interest on the Regents and forms of political interference that might undermine shared governance and the integrity of the Board. They noted that additional resources would be needed to support any new influx of transfers as well as their preparation and success under a guarantee. They noted that the referral process for the transfer guarantee should be meaningful and apply to multiple campuses.


## V.     PRESIDENT'S TASK FORCE ON POLICING

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 public safety policies and procedures that affect all campus police departments. UCFW is concerned that the Gold Book language is drawn from police municipalities and does not always reflect policing measures and techniques appropriate to a campus environment.

Separately, the President has asked UC's new Vice President for Audit and Compliance Alex Bustamante to initiate a Task Force on Policing to review current processes and protocols and provide recommendations regarding best practices and new guidance for UC police departments. The goal is to ensure that UC police officers are appropriately trained and that campus communities have a productive and positive relationship with their police departments. The Academic Senate will have three representatives on the Task Force – the incoming chair of UCFW and two UC Professors of Criminology.


## VI.     ACADEMIC COUNCIL PLAN TO CLOSE THE FACULTY SALARY GAP

Chair White summarized the Academic Council's recent correspondence to President Napolitano on the UC faculty salary gap. A December 2017 letter from Council asked the President to advance a UCFW plan for closing the salary gap between UC faculty and faculty at UC's Comparison 8 group of institutions. A March 2018 letter subsequently conveyed Council's unanimous endorsement of a more specific UCFW plan to close the gap over three years. Council's plan would fund both the faculty salary scales and off-scales, adding in each of the next three years 6% of payroll to the scales across the board and 3% to off-scales, for a net total increase of 5.3%. The plan would cost $35 million per year. Some administrators support the proposal, but others prefer a plan that gives them more flexibility to allocate discretionary salary increases.

**VII.    ANNOUNCEMENTS BY UNIVERSITY SENIOR MANAGERS**
- **Michael T. Brown, Provost and Executive Vice President**
- **David Alcocer, Associate Vice President, Budget and Capital Resources**

Higher Education Advocacy: Provost Brown joined the Assembly meeting from Washington D.C., where he and President Napolitano are meeting with a variety of constituencies to discuss higher education issues. He noted that Congress recently began the process of reauthorizing the Higher Education Act; however, the draft FY 2019 Federal budget proposes severe cuts to financial aid, student loans, and Pell grants. UC is seen as a higher education leader, and the University believes it can help advance the national narrative on behalf of all colleges and universities.

Transfer Guarantee: Provost Brown and former Senate Chair Chalfant are developing a digest of Transfer Task Force activities for the May Regents meeting. Many of the activities are reflected in President Napolitano's request to the Senate to develop a transfer guarantee that builds on the UC Transfer Pathways. The request recognizes the Senate's purview over admissions, and the MOU signed by President Napolitano and Chancellor Oakley notes that if the guarantee results in increased transfer enrollment at UC, she and Chancellor Oakley will co-seek additional enrollment funding from the State. Provost Brown noted that he is concerned about maintaining the diversity of the transfer pool and emphasized that campuses may continue to admit transfers under local agreements and requirements.

Faculty Salaries: Provost Brown reported that no Chancellor or EVC supports Council's plan for closing the faculty salary gap; however, administrators do support a more modest plan consistent with the 3% program already included in the January budget, which better recognizes funding constraints on the campuses. Provost Brown said he understands the importance of closing the salary gap, but the University will not be able to move more aggressively without more funding. The Provost said he agrees with the Senate about the need to invest the bulk of the 3% increase in the salary scales to increase the market relevance of the scales and their connection to the rank-and-step system.

Associate Vice President Alcocer added that administrators are assessing the funding available for faculty salaries in the context of the January 2018 budget assumptions. The January budget also sets aside $50 million in new funding to support efforts that enhance academic excellence and quality, such as improving the student-faculty ratio, increasing graduate student support offers, and closing the faculty salary gap. However, the Academic Council plan would require the University to spend $105 million over three years and apply the bulk of the $50 million to faculty salaries each year. It is not evident to administrators that 70% of those dollars should be allocated to a single aspect of quality as opposed to other priorities that enhance the educational experience for students.

UCFW Chair Rehm and other Assembly members urged the Provost to make closing the faculty salary gap the highest priority for new money. They noted that competitive salaries support an excellent faculty, which has a direct effect on the undergraduate student experience. UC faculty will gain no ground under a 3% program, because competitors are also expected to increase salaries by an average of 3%. A strong rank and step system grounded in competitive salary scales supports quality more than a system that allows administrators to pick the winners. In the

current system, only a few faculty are able to negotiate great salaries, while others are left behind. Council's plan is simple and takes a long-term view of maintaining quality and competitiveness.

Budget Update: Associate Vice President Alcocer reported that the University expects the Transfer MOU to help secure the release of the $50 million sequestered from the UC budget. The Department of Finance is expected to make a decision about the sequestered funds by May 1, shortly before the Governor releases his May Budget revision. The University is also asking the DOF to shift financing for UC Path back to the UCOP assessment model, to make more state dollars available to campuses.

## VIII.  REPORTS OF STANDING COMMITTEES

### A.  Academic Council

### 1.  Proposed Amendments to Senate Bylaw 128

Following a systemwide Senate review, the Academic Council recommended at its March 21, 2018 meeting that Senate Bylaw 128 be amended to add a new section J governing conflicts of interest (COI) on Senate committees, subcommittees, and task forces replacing Senate reliance on vague language in Sturgis' Standard Code of Parliamentary Procedure with a standard procedure. UCRJ originally proposed the amendment to address a gap in the bylaws following a specific issue on a Senate task force.

**ACTION: A motion to approve the amendment was made and seconded. A roll call vote was taken, and the Assembly unanimously approved the amendments.**

### 2.  Nomination and Election of the Vice Chair of the 2018-19 Assembly

Chair White introduced Kum-Kum Bhavnani, UC Santa Barbara Distinguished Professor of Sociology, and the Academic Council's nominee for 2018-19 Assembly vice chair and 2019-20 chair. At Chair White's invitation, Professor Bhavnani made a statement regarding her background, qualifications, and priorities, and then briefly left the videoconference meeting. Chair White asked for any additional nominations from the floor, and hearing none, asked for any objections to Professor Bhavnani's nomination. Hearing none, he asked for a motion to approve her election. Hearing the motion and a second, he asked the Assembly to give its unanimous consent to her election.

**ACTION: The Assembly voted unanimously to elect Kum-Kum Bhavnani vice chair of the 2018-19 Assembly.**

### 3.  Ratification of the 2018 Oliver Johnson Award

Chair White stated that the Oliver Johnson Award for Distinguished Senate Service is presented every other year to a Senate member or members in recognition of lifetime service to the Academic Senate, outstanding and creative contributions to faculty governance, and exceptional abilities in working with different University constituents. The award is governed by procedures adopted by the Academic Council, in which each Senate division is asked to nominate a

candidate and the University Committee on Committees selects two names to forward to Council. Council then selects an awardee or awardees from the two nominations it receives, and asks the Assembly to ratify the choice. This year, Council voted to honor both UCOC nominees—UC Davis Professor Daniel Simmons and UC Santa Barbara Professor Duncan Mellichamp.

**ACTION: The Assembly ratified the nominations of Professors Daniel Simmons and Duncan Mellichamp as the 2018 recipients of the Oliver Johnson Award.**

IX. **SPECIAL ORDERS**
    A. **Consent Calendar [None]**
        1. **Variance to Senate Regulation 750.B Requested by San Francisco Division**

In March, the Academic Council approved a variance to San Francisco Division Regulation 750.B that would allow UCSF to include health sciences clinical faculty in the list of faculty who can be in charge of courses. The Assembly is asked to approve the variance. Approval authorizes a change to UCSF Senate Regulation 750, not to systemwide Senate Regulation 750.

**ACTION: The Assembly approved the variance by unanimous consent.**

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

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

XII.     **UNFINISHED BUSINESS [None]**

XIII.    **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 April 11, 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
Farrell Ackerman, Chair, UCSD
Vineeta Singh (alt for 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
Dan Farber, UCAP Vice Chair (alt for Michelle Yeh, Chair, UCAP)
Edward Caswell-Chen, Chair, UCEP
Roberta Rehm, Chair, UCFW
Jeffrey Richman, Chair, UCORP
Joshua Schimel, Chair, UCPB (absent)

**Berkeley** (5)
Daniel Boyarin
Fai Ma
Victora Frede-Montemayor
Barbara Spackman (alt for Christopher Kutz)
Theodore Slaman (alt for Kris Pister)

**Davis** (6)
Stephanie Dungan (absent)
Robert L. Powell (absent)
Brenda Schildgen
Scott Stanley (absent)
S.J. Ben Yoo
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**Irvine** (4)
John Dobrian
Alan Terricciano (alt for Henry Weinstein)

Masashi Kitazawa
Amy Powell

**Los Angeles** (8)
Noel Boyle
Mansoureh Eghbali (absent)
Kym F. Faull
Roman Koropeckyj (absent)
Sandra Loo
William Marotti
Peter Tontonoz (absent)
Dorothy Wiley

**Merced** (1)
Patti LiWang

**Riverside** (2)
Thomas Cogswell (absent)
Manuela Martins-Green

**San Diego** (5)
Anna Joy Springer
Deborah Hertz
Robert Kluender (absent)
Elizabeth Komives (absent)
Joseph Pogliano

**San Francisco** (4)
Elena Flowers
Marek Brzezinski
Leah Karliner
Jen Cocohoba

**Santa Barbara** (3)
Bjorn Birnir (absent)
Susan Cassels (absent)
Eric Matthys

**Santa Cruz** (2)
Kimberly Lau
Dorian Bell (absent)

**Secretary/Parliamentarian**
George J. Mattey