

MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

December 10, 2014

MINUTES OF TELECONFERENCE MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, December 10, 2014. Academic Senate Chair Mary Gilly 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 April 16, 2014 meeting as noticed.

III. ANNOUNCEMENTS BY THE CHAIR

▪ Mary Gilly

November Regents Meeting: The Regents approved a [Long-Term Stability Plan for Tuition and Financial Aid](#) over the objections of the Governor and other elected state officials. The plan will increase tuition up to 5% annually over the next five years, with the exact amount to be determined by the amount of support provided by the state. The Governor appointed two new Regents – Outgoing Assembly Speaker John Pérez and Long Beach City College President Eloy Ortiz Oakley – the day before the meeting, bypassing the appointment process in the California Constitution requiring consultation with a 12-member advisory committee that includes one faculty member. The Governor urged UC to rethink its cost structure and proposed the formation of a high-level commission to study several specific ideas, including offering three-year degrees, expanding online education, aligning pre-major transfer pathways across campuses, and increasing disciplinary consolidations across campuses. UC is already working on some of the proposals, including a plan to streamline the transfer process; others, like the three-year degree, were discussed in depth by the UC Commission on the Future in 2010. Assembly Speaker Toni Atkins brought her own plan to the meeting. It would provide an additional \$50 million in funding for UC, freeze tuition, increase faculty teaching and cut executive compensation and nonresident enrollment. Student protestors attending the meeting criticized UC for raising tuition and the state for not providing UC with more funding. The Student Regent also spoke against the Governor’s three-year degree and online education proposals. The Governor will release his 2015-16 state budget proposal in early January. He has indicated that a 4% increase for UC was contingent on UC not raising tuition. If the Governor rescinds the 4% increase, UC will consider other options, including enrollment actions.

Total Remuneration Study: Chair Gilly has asked Senate division chairs to coordinate meetings between campus EVCs and the chairs of key campus committees to discuss options for allocating a 3% faculty salary increase in the 2015-16 UC budget and for addressing the 10% gap in UC faculty total remuneration outlined in a just-completed [study](#). The 3% increase would be in addition to regular merits. Some administrators are concerned that an across the board increase to the salary scales could potentially reward “non-productive” faculty; they want to use at least a

portion of the 3% pool for specific retention and equity actions. Provost Dorr is funding the Senate's request to obtain the full study database so that campuses can review campus- and discipline-specific data. Chair Gilly wants to be able to recommend a long-term plan to the Regents in early 2015.

Discussion: An Assembly member noted that the UCRP employee contribution ramp-up to 8% has affected every faculty member and impeded UC's ability to remain competitive. A substantial multi-year plan will be needed to address the total remuneration gap to keep pace with UC's competitors. A small one time salary increase is likely to be offset by other cost increases and not reflected significantly in paychecks.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

▪ Mary Gilly, Chair

1. Discussion with Administrators by Invitation of the Academic Council

- Patrick Lenz, Vice President for Budget & Capital Resources**
- Debora Obley, Associate Vice President for Budget & Capital Resources**

The Regents' actions have stimulated renewed state interest in UC. The Governor has proposed more three-year degrees and online education to reduce the cost of instruction. A five-year plan proposed by the Speaker of the State Assembly would raise tuition for nonresidents, maintain existing tuition for residents, and fund the enrollment of 10,000 additional residents. (The Speaker's plan would not address the 7,000 enrolled students for whom UC has never received funding.) A bill proposed by the State Senate pro tem would use money redirected from the state's Middle Class Scholarship program to increase funding for Cal Grants, support 5,000 new resident enrollments, and encourage timely degree completion at UC and CSU through increased course offerings and support services. A state Senator has introduced a constitutional amendment that would reduce UC's autonomy in order to give state officials more control over tuition and executive compensation. State officials are also concerned about pension costs and have asked UC to provide a budget with more detail and transparency regarding the university's cost drivers and revenue assumptions.

UCOP has considered various scenarios for maintaining flat tuition – including reducing return-to-aid, reducing resident enrollments, and increasing nonresident enrollments. These options would be unpopular, but the state has placed the university in a difficult situation. UC supports a three-year plan for increasing resident enrollments that also addresses existing unfunded students. UC notes that the proposed tuition increases will help sustain the return-to-aid system, which supports access and affordability for low-income Californians. UC notes that the state is not treating UC and CSU equally with regard to enrollment or pension funding. CSU is less able to raise revenue through nonresident enrollment, and has responded to budget cuts by reducing enrollment. CSU has also been able to add more courses and faculty because the state provides funding for CalPers. UC could avoid a tuition increase if the state would fund UCRP on the same basis as CalPers.

Discussion: Assembly members noted that campuses have different capacities for generating revenue through nonresident enrollment and that increasing nonresident enrollment creates additional costs, particularly related to the infrastructure needed to support non-native English-speaking international students. In addition, nonresidents tend to cluster in certain (often already

impacted) majors, which shifts other costs across disciplines. It was noted that BOARS expects campuses to admit nonresidents that “compare favorably” to residents, although BOARS is flexible with regard to how this standard is defined. It was noted that UCOP should do more to communicate the egalitarian principles behind the return-to-aid system and should use the potential reduction of financial aid as a lever in negotiations with the state. It was noted that students value the four-year experience and the flexibility to explore different educational paths.

An Assembly member moved to express appreciation for Vice President Lenz, who is retiring from the University. Assembly members gave him a round of applause.

V. ANNOUNCEMENTS BY THE PROVOST

▪ Aimée Dorr

Engagement Plan: Provost Dorr delivered a letter from President Napolitano to Assembly members encouraging them and all faculty to take an active role in talking about the excellence of the university and how their teaching, research, and public service contributes to that excellence. She noted that UCOP is undertaking a long-term campaign to engage a variety of UC constituencies in advocacy around the UC budget and state funding, and to ensure that the public is receiving accurate information about the details of the plan approved by the Regents. She noted that UCOP is looking for compelling stories about senior faculty who are actively engaged in scholarship with undergraduates.

Innovation and Entrepreneurship: The Regents appointed UCSF Professor and QB3 Director Regis Kelly Senior Advisor to the President for Innovation and Entrepreneurship, for a minimum one-year appointment. Professor Kelly will focus on marketable opportunities provided by UC faculty research that are grounded in strong science and oriented toward products and services benefiting the social good. He will work with campuses to enhance and develop mechanisms that spur innovation and entrepreneurship and confer with the Innovation Council and the CIO about investment strategy. In early 2015 following the organizational review of the Office of Academic Affairs, Provost Dorr will create a job description for the vacant Vice President for Research and Graduate Studies position.

UC-Mexico Initiative: UC Riverside is the lead campus for the [UC-Mexico Initiative](#), which will build new academic collaborations and student exchanges between UC and Mexican universities and research centers. UC is renegotiating an MOU with CONACYT, the Mexican equivalent of the NSF, to increase funding support for those exchanges, and has committed to upgrading the Casa de California, a UC facility in Mexico City, for student and faculty use. The UC Education Abroad Program uses the facility and UC is also trying to increase UCEAP’s engagement in the initiative. UC leaders are discussing challenges associated with generating interest in the Initiative, such as visa and language issues and perceptions about safety.

Transfer Initiative: The [Transfer Action Team](#) recommended that UC faculty build on existing efforts to streamline the academic preparation process for community college transfers by aligning lower division major requirements for specific majors across UC campuses, and also by aligning when possible, major requirements with the Transfer Model Curricula (TMC) developed by the CCC and CSU for the Associate Degrees for Transfer. While UC is not under the same legislative mandate as CSU and CCC to develop transfer AA degrees that guarantee admission, it needs to do more to align its efforts so that a CCC student may take a single course and be competitively prepared for transfer to a similar major at several UC campuses and CSU

simultaneously. In early 2015, UCOP will begin convening groups of department chairs from five popular majors to discuss next steps and implementation.

Discussion: BOARS Chair Aldredge noted that BOARS recently added a new comprehensive review criterion for transfer students to the [Comprehensive Review Guidelines](#), recognizing students who are on track to complete an associate of arts or science transfer degree offered by a CCC. It was noted that UC has an excellent track record around transfer admission, and that UC should define its expectations for transfers first, rather than simply adopting CSU's expectations.

VI. UNIVERSITY COMMITTEE ON FACULTY WELFARE REPORT

▪ Joel Dimsdale, Chair, UCFW

Health Care: Premium costs for UC Care, UC's new self-funded PPO plan, are higher this year, largely due to losses last year brought about because UC Care attracted older employees with more medical problems. UCFW and its Health Care Task Force (HCTF) are concerned about the long-term viability of UC Care due to its inability, so far, to attract a significant number of younger or healthier members, about potential conflict of interest issues associated with a self-managed plan, and about a lack of access within UC Care to the least-expensive "UC Select" tier of health care providers at several UC locations including Santa Barbara. UCFW also believes that regardless of the future of UC Care, it will be important for UC to retain a PPO plan option. UCFW worked successfully with UCOP to design clearer information about the plan's details for open enrollment, and to forestall certain proposed plan design features, which it felt would be disadvantageous for faculty and staff. In addition, in the coming year the HCTF will be considering how well Optum is functioning as a carve-out vehicle for mental health services delivery. It would be helpful for the divisions to accumulate information regarding the effectiveness of these services. UCFW was also alarmed by a large increase in premiums for Medicare enrollees who selected a Blue Shield Medigap plan.

Total Remuneration: UCFW worked with UCOP to shape the latest [study](#) of salary and benefits, which is now posted on the Senate website and available both systemwide and by campus. The study analyzes UC faculty remuneration against the university's traditional "Comparison 8" public and private universities. The main finding is that for active faculty employees, UC lags the market both in terms of salary (12%) and benefits (7%) for a total gap of 10%. UC's retiree health plans continue to compare well to the Comparison 8. The study omits health sciences and law faculty.

There are two separate but related questions about how to fix the problem. First, should UC allocate increased money to the salary scales in a way that applies equally to all faculty, or should it also allocate funds to market or bonus off-scales that recognize a market reality? Second, should it be the Senate or the Administration that determine how to allocate the money? UCFW recognizes that UC is one university but that each campus has a different tradition in terms of answering these questions. UCFW has not yet made a formal proposal, but its initial suggestion is to focus on total remuneration, rather than on salary vs. benefits; to provide in the first year an across-the-board 3% increase to all faculty that would apply to both the on- and off-scale salary components; and in future years, to explore UCB and UCSD pilot programs for market-based salary bumps upon successful career promotions.

Discussion: Assembly members noted that a 3% salary increase is not sufficient to address the total remuneration problem, and that until the revenue streams for the 2015-16 budget are

finalized, there is no guarantee that even 3% will be available. It was noted that the current situation rewards aggressiveness in the form of seeking outside offers to get a salary increase. This has a negative impact on overall climate, and perhaps gender equity, as women faculty are less likely to seek outside offers.

VII. REPORTS OF STANDING COMMITTEES

B. Academic Council (continued)

2. Report from California Open Education Resources Council

▪ Randolph Siverson, Professor of Political Science, UC Davis

Professor Siverson is one of three UC faculty representatives to the California Open Education Resources Council (COERC), an intersegmental committee whose goal is to save students money by increasing faculty adoption of high-quality, low cost or free open educational resources (OER). In 2012, the Governor signed [SB 1052](#), which asked the Intersegmental Committee of Academic Senates (ICAS) to appoint a Council composed of three Senate members from each segment, to assemble a list of 50 lower division courses for which affordable, open source textbooks and materials could be developed, establish a competitive RFP process for funds to produce the textbooks, and promote their use. [SB 1053](#) is a companion bill that establishes a California Digital Open Source Library administered by CSU. The work is funded by the Hewlett and Gates foundations.

A faculty survey administered by COERC found that faculty tend to be unaware about available OER and are relatively insensitive to cost when choosing textbooks for a course. On the basis of the survey, COERC assembled intersegmental faculty review panels to identify and review OER options in five initial courses. Those reviews have been completed, leaving 45 courses for the next phase of the project. Panelist reviews are located at the California Open Online Library for Education (www.cool4ed.org) website. COERC also surveyed students to assess their experiences with open textbooks and asked student panelists to review textbooks based on format and usability.

Professor Siverson noted that changing the culture around textbook adoption may require more significant institutional changes. He suggested that a phrase could be added to the teaching evaluation criteria in the APM requiring faculty members to report the cost of educational materials for a course.

Discussion: Assembly members expressed support for the effort, noting that OER can be better quality, as well as less expensive options, either alone or as supplements to other faculty-selected materials. A member suggested that UC join the used textbook market and pursue more agreements like one the UC libraries made with Springer that allows students to download that publisher's e-textbooks for free. A member mentioned the Noba Project, initiated by a psychology journal editor in which 120 experts collaborated on writing dozens of psychology modules that are now available as free, customizable textbooks.

3. Proposed Amendment to Bylaw 125.B.7

▪ Jutta Heckhausen, Chair, Coordinating Committee on Graduate Affairs

CCGA has proposed an amendment to [SB 125.B.7](#) that would reduce from 60 days to 30 days the interval within which Council can give final approval of a new degree title without referring it to the Assembly. CCGA notes that proposers are sometimes tempted to select a particular

degree title for the purpose of avoiding any additional steps involved in approving a new title. It wants to reduce this temptation by removing unnecessary delays in the process. New graduate degree proposals receive a thorough review at each campus as well as a systemwide perspective at CCGA.

An Assembly member offered an amendment to the proposal that would delegate all approvals to the Academic Council, but withdrew the amendment after the parliamentarian informed the Assembly about the need for formal notice.

ACTION: A motion was made and seconded to approve the amendment to Bylaw 125.B.7. The motion passed unanimously.

4. Doctoral Student Support Recommendations

An all-UC Doctoral Student Support Conference held at UC Irvine in April 2014 generated a set of [proposals and best practices](#) for better supporting doctoral students related to non-resident supplemental tuition (NRST), competitiveness in net stipends, improving professional development, and increasing diversity. Although conference participants expressed strong support for a proposal to eliminate NRST charged to students in academic doctoral and MFA programs after the first year, the Senate review of the recommendations revealed a general consensus for maintaining existing individual campus policies and practices around NRST, and against a systemwide policy. Chair Gilly and Provost Dorr had planned to present a specific funding recommendation to the Regents in January, but they now plan to submit a report to the Regents detailing a plan for working with the campuses on the issues.

Discussion: Assembly members expressed concern that NRST and uncompetitive net stipends impair UC's ability to attract the world's best doctoral students, which is critical to maintaining UC as a world class research university. It was noted that fixing the net stipend competitiveness gap of \$1,400 per UC student would require \$30 million, and that increasing support for doctoral students would involve trade-offs with other priorities like faculty salaries.

VIII. BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS REPORT

▪ Ralph Aldredge, BOARS Chair

The Comprehensive Review policy approved by the Regents in 2001 requires campuses to use multiple measures of achievement and promise while considering the applicant's educational context. To implement the policy, BOARS established 14 criteria campuses may use to select applicants. In 2009, the Regents approved a new freshman admission policy that changed the UC "eligibility" structure for students who entered UC beginning in fall 2012. (Eligible students who are not accepted to a UC campus to which they apply are guaranteed an offer of referral admission to a campus somewhere in the UC system. Merced is currently the only campus that honors the referral guarantee.) The new policy eliminated the SAT Subject Test requirement, expanded the Eligibility in the Local Context (ELC) pathway from the top 4% to the top 9% of students in each high school, and decreased eligibility through the statewide path (based on an index involving high school GPA and standardized test scores) from 12.5% to 9%. The policy also introduced an "Entitled to Review" (ETR) category of students who are guaranteed a comprehensive review (though not admission) if they meet minimum requirements but are not identified as eligible for a guarantee.

UC has seen steady and substantial annual increases in applications from both California residents and nonresidents, which has coincided with decreasing acceptance rates and increasing selectivity at all campuses. In the years following the budget crisis, all campuses have rapidly expanded their recruitment and enrollment of domestic and international nonresidents, and in 2014, 20% of new admits were nonresidents. The diversity of the applicant pool and the admitted classes has also increased.

When BOARS developed the “ETR” admissions policy, it projected that the 9-by-9 would combine to ensure a guarantee to about 10% of CA high school graduates; in fact, UC admitted 12.1% of public high school graduates who met one or both of the 9x9 guarantees, which grew to 14.9% after adding those admitted through ETR. BOARS is concerned that UC is offering a guarantee to too many students, and responded by modifying the statewide admissions index to increase the minimum UC Score required to earn the statewide guarantee. The change took effect for students who applied in fall 2014 for fall 2015 admissions.

BOARS is also concerned about the system’s ability to honor the guarantee over the long term, although last year, fewer than 200 students who were not accepted to a campus to which they applied accepted UC’s offer to attend Merced. BOARS recently considered a proposal to change the eligibility construct to 7x7, but decided to table it due to concerns about the potential impact on diversity and a desire to wait to see the impact of the upcoming change to the statewide index.

IX. SPECIAL ORDERS

- A. Consent Calendar [None]**
- B. Annual Reports**

[Bylaw 120.D.3](#) requires standing committee annual reports to be included in the first Assembly agenda of each academic year. Annual reports are presented as information, only.

X. REPORTS ON SPECIAL COMMITTEES [None]

XI. PETITIONS OF STUDENTS [None]

XII. UNFINISHED BUSINESS [None]

XIII. NEW BUSINESS [None]

The meeting adjourned at 3:30 pm

Minutes Prepared by: Michael LaBriola, Academic Senate Analyst

Attest: Mary Gilly, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of December 10, 2014

Appendix A – 2013-2014 Assembly Attendance Record, Meeting of February 11, 2015

President of the University:

Janet Napolitano

Academic Council Members:

Mary Gilly, Chair

J. Daniel Hare, Vice Chair

Panos Papadopoulos, Chair, UCB

Andre Knoesen, Chair, UCD

William Molzon, Chair, UCI

Joel D. Aberbach, Chair, UCLA

Jian-Qiao Sun, Chair, UCM

Jose Wudka, Chair, UCR

Gerry Boss, Chair, UCSD

Farid Chehab, Chair, UCSF

Kum-Kum Bhavnani, Chair, UCSB (absent)

Patty Gallagher (alt for Donald Brenneis,
Chair, UCSC)

Ralph Aldredge, Chair, BOARS

Jutta Heckhausen, Chair, CCGA

David Lopez-Carr, Chair, UCAAD (absent)

Jeffrey Knapp, Chair, UCAP

Tracy Larrabee, Chair, UCEP

Joel Dimsdale, Chair, UCFW

Liane Brouillette, Chair, UCORP (absent)

Gary Leal, Chair, UCPB

Berkeley (5)

Kristie Boering

Suzanne M. J. Fleiszig

Mary Ann Smart (alt for Oliver O'Reilly)

Theodore Slaman

David Zilberman

Davis (6)

Gian Aldo Antonelli

Angie Chabram-Dernersesian (absent)

James Chalfant

Gino Cortopassi

John Oakley (absent)

Robert L. Powell

Irvine (4)

Sameer Ashar

David Kay

John Lowengrub (absent)

Darryl Taylor

Los Angeles (8)

Roman Koropecjy

Purnima Mankekar

Hanna Mikkola (absent)

Ninez Ponce

E. Richard Stiehm (absent)

Christopher Tilly

Dorothy Wiley

David Gere (alt for Frank Petrigliano)

Merced (1)

Robin Maria DeLugan

Riverside (2)

Mary Gauvain (absent)

Ilhem Messaoudi Powers

San Diego (5)

Grant Goodall

Joanna McKittrick

Susan Narucki

Margaret Schoeninger

Steven Wasserman (absent)

San Francisco (4)

Jacque Duncan (absent)

John Feiner

Elyse Foster

Russell Pieper

Santa Barbara (3)

Charles Akemann

Henning Bohn

Eric Matthys

Santa Cruz (2)

Olof Einarsdottir

Catherine Jones

Secretary/Parliamentarian

George J. Matthey