PRESIDENT ROBERT C. DYNES
DISCUSSION TOPICS FOR THE MEETING OF
THE ASSEMBLY OF THE ACADEMIC SENATE
WEDNESDAY, JUNE 14, 2006

AGRICULTURE AND NATURAL RESOURCES

Program Planning

Parallel with the long-term academic planning process of UC, campuses and other programs are developing their plans and long-term directions. One such program, the Division of Agriculture and Natural Resources (ANR), represents the shared responsibility for identifying needs and programs that address high priority and emerging issues facing Californians through science-based research and extension programs. The transparency of the planning processes and the engagement of its internal and external stakeholders give credibility and visibility to ANR program planning. After emerging from a devastating budget reduction, I am pleased to report that ANR is now recruiting for new Cooperative Extension academic positions in areas such as air quality in the San Joaquin Valley, vegetable and berry crops in Santa Barbara County, and 4-H Youth Development positions in Lake and Butte Counties, as well as Agricultural Experiment Station (AES) scientists to address research in pest management, sustainable agriculture, and forest management.

ANR has a long history of serving Californians through the creation, development, and delivery of new knowledge and technologies. ANR researchers (over 600 members of the Academic Senate) in the AES, and Cooperative Extension (CE) specialists and advisors have helped California agriculture stay competitive and sustainable, introduced better methods for managing natural resources, and contributed to improved nutrition and quality of life for California residents.

AES and CE planning on the Berkeley, Davis, and Riverside campuses focuses on prioritizing academic positions and initiatives to build areas of programmatic excellence consistent with ANR's statewide mission. Regional CE planning begins at the local county level by identifying programmatic gaps and emerging issues, and finding opportunities to link with campus programs.

Coordination of campus and county planning takes place through a series of ANR Workgroups, Coordinating Conferences, and Program Planning Advisory Committees involving AES faculty, CE specialists, CE advisors, and external stakeholders. The unique mission-based approach of ANR's campus and county-based academics brings UC resources directly to address local, statewide, national, and international issues through a model of research, development and delivery.

DEPARTMENT OF ENERGY LABORATORIES

Lawrence Livermore National Laboratory (LLNL)

The draft Request for Proposal (RFP) for the management and operations contractor for the Lawrence Livermore National Laboratory was issued by the Department of Energy (DOE)/National Nuclear Security Administration (NNSA) on May 9.

According to the draft RFP, science and research capabilities continue to be the most important selection criteria for the future management team. The draft RFP does require that a separate entity be created, independent of parent organizations, to be the contractor, and that incumbent employees receive a guarantee of future employment and income security. The basic contract term is for seven years, with an opportunity to earn additional contract years for a maximum of twenty years. The government intends to award the contract without negotiation.

The public and potential bidders had through June 5, 2006 to provide comments to the DOE-NNSA Source Evaluation Board. The Source Evaluation Board held a pre-solicitation conference and one-on-one meetings with potential bidders in Albuquerque last month. The University of California participated in those meetings. On May 31, DOE/NNSA also hosted a tour of the Lawrence Livermore National Laboratory for potential bidders.

According to the draft RFP, proposals will be due to NNSA 60 days after the final RFP is issued, and a contractor will be selected in "the winter." At this time, DOE/NNSA is stating that transition to the new contractor will commence on April 1, 2007, and that full contract performance will begin on October 1, 2007.

Lawrence Berkeley National Laboratory (LBNL)

The University is approaching its one-year anniversary of managing Lawrence Berkeley National Laboratory under the new contract between UC and DOE. Along with our DOE Berkeley Site Office and our LBNL colleagues, we are continuing to administer the new contract while closing out the previous management contract. Special attention is being given to ensure that we are on schedule with commitments made as part of the accepted proposal and the current contract. One such commitment is the formation of the LBNL Oversight Advisory Board, which met for the first time in April. This board, which is led by Senior Vice President Bruce Darling and the former CEO of Lockheed Martin, Norm Augustine, is made up of distinguished leaders from academia and the private business sector. The Advisory Board, which reports to me, will meet twice a year and will play an important role in the ongoing assessment of the Laboratory's fulfillment of contractual obligations and its strategic direction.

Los Alamos National Laboratory (LANL)

Through the end of the previous contract period, the University met its contract obligations and supported the NNSA mission. The previous UC contract to manage LANL expired on May 31, 2006. The University, working with Los Alamos National Security, LLC (LANS), of which UC is a member, and our partners, has completed the transition from University management to LANS management.

In April, Secretary of Energy Samuel Bodman announced a new policy for contractor benefit reimbursements, intended to change future practices in pensions, medical plans, and other benefits for retirees of DOE contractors. This policy is intended to conform DOE practices more closely to industry and constrain future costs and liabilities of DOE. The policy would require DOE contractors to use defined contribution plans for new employees hired no later than March 1, 2007, and require new employees hired this summer to bear a higher proportion of medical costs or receive reduced medical coverage. The University and other contractors are seeking clarification of this policy, and legislation has passed the U.S. House of Representatives blocking the use of any funding for the policy's implementation.

INFORMATION TECHNOLOGY

Progress of UC IT Guidance Committee

University information technology leadership proposed the formation of the UC IT Guidance Committee (ITGC), sponsored by Provost Hume. Comprising academic and administrative leaders across UC's diverse communities, the Committee is intended to ensure proper alignment of information technology with UC's mission and vision for the future. The Committee will lead strategic information technology planning in support of the research, instruction, patient care, outreach, and business services activities of the University. The Committee is addressing the following issues:

- strategies to develop and maintain a critical information technology infrastructure and services;

- IT renewal and reinvestment strategies;

- development of a dynamic, flexible information environment;

- IT solutions beyond the capability of a single campus;

- mechanisms to facilitate sharing of resources across campuses; and

- IT cost management strategies.

Associate Vice President Kristine Hafner of UCOP Information Resources and Communications and Associate Vice Provost and University Librarian Daniel Greenstein will coordinate the Committee's activities. The UC Information Technology Leadership Council (ITLC), which is composed of campus, national laboratory, and medical center Chief Information Officers, and IT Directors, is working in close collaboration with the Committee to articulate IT strategic directions and priorities.

- The IT Guidance Committee held its first meeting in April. The meeting agenda and materials are posted on the Web at www.universityofcalifornia.edu/itgc.

- ITGC coordinators Associate Vice President Hafner and Associate Vice Provost Greenstein are visiting all the campuses to meet with faculty and staff to obtain their input about strategic needs and opportunities for IT at UC. The visits are sponsored by the campus librarians and chief information officers.

- A faculty advisory group on research cyberinfrastructure was formed and met in May to provide input to the Committee on the needs, opportunities, and challenges in developing UC's research cyberinfrastructure. Materials from that meeting also are posted on the Web at:
  http://www.universityofcalifornia.edu/itgc/advgroups/cyberinf/051906_materials.html.

- Several working groups in specialized focus areas have been created to support the work of the Committee by providing expert assessments, advice, and recommendations. Each working group will provide the ITGC with documented support for the recommendations, alternatives, and options the Committee will bring forward. Initially, working groups have been established in Instructional Technology, High Performance Computing, and Advanced Networking Services. In addition, a group has been convened to address Human Resources Information Systems requirements to provide comprehensive data related to executive compensation. Additional working groups are under development, including Stewardship of Digital Assets and Shared IT Services and Architectures. Consideration is also being given to working groups in Information Technology in the Student Experience and in Scholarly Collaboration.

- Input into the Committee's work is welcomed from all members of the UC community. Comments can be submitted via the Web at:
  http://www.universityofcalifornia.edu/itgc/itgccomments.html.

Regents' Task Force on UC Compensation, Accountability and Transparency
President's Implementation Team: Work Group on Information Systems

Associate Vice President Hafner is convening the Information Systems Work Group, which is charged with focusing on the Task Force recommendation to invest in a "modern, comprehensive,

integrated human resources information system that enables compensation data to be quickly examined and analyzed so that UC can meet its obligation of public accountability." The team members include Associate Vice Provost and University Librarian Greenstein, UC San Diego Vice Chancellor for Business Affairs Steve Relyea, UC Berkeley Associate Vice Chancellor and Chief Information Officer Shelton Waggener, and UC Santa Cruz Vice Chancellor for Student Affairs Francisco Hernandez. Associate Vice President Hafner has formed an expanded Senior Management Group (SMG) Compensation Information Systems Work Group that includes the Implementation Team members, as well as campus and UCOP representatives in the areas of human resources, financial controls, and information technology. The Work Group recently met to formulate an action plan for producing a repository of salary and non-salary compensation for SMG personnel by October 2006. The group will continue to discuss development of technical requirements of a Senior Management Information System, the need to normalize certain business processes across the system, opportunities for improving data quality, integration of policy and guidelines into the information system, and standardization of processes for recruiting/hiring SMG personnel. In the long term, the group will provide guidance in the development of new UC HR information system capabilities.

PRESIDENT'S TASK FORCE ON FACULTY DIVERSITY

Last month, the President's Task Force on Faculty Diversity presented its findings and recommendations on the challenges related to recruiting and retaining a diverse faculty population at the President's Summit on Faculty Diversity. Among the Task Force's key findings is that while the pool of underrepresented minority scholars is growing larger, the demographic profile of the UC faculty has changed only slightly. The Task Force found that the underrepresentation of minorities in faculty careers is not unique to UC, but rather is a nationwide problem. However, the Task Force noted that the University of California can make a significant contribution to increasing the national pool of underrepresented minority faculty by focusing attention on the diversity of graduate students at UC.

Based on its findings, the Task Force made several major recommendations, including one calling for campuses to make diversity an integral component of academic planning for faculty hiring, research agendas, curricular development, and program reviews. The Task Force would like to see the University continue to address the barriers that prevent underrepresented minorities from pursuing academic careers in all fields, and particularly in fields such as science and engineering where the underrepresentation is severe. Additionally, the Task Force recommended that campuses provide annual reporting at the department, division, and campus levels, coupled with monitoring and resource-based incentives for diversity efforts.

A complete description of the Task Force, along with a copy of the report, is available at: www.universityofcalifornia.edu/facultydiversity/.

UNIVERSITY OF CALIFORNIA RETIREMENT PLAN

Los Alamos National Laboratory

As I mentioned, management of the Los Alamos National Laboratory (LANL) made the transition from UC to the Los Alamos National Security, LLC (LANS), on June 1. Preliminary election results showed that approximately 33 percent of the LANL employees chose to retain their rights to University of California Retirement Plan (UCRP) benefits by either retiring or electing inactive membership in UCRP and opting to participate on a prospective basis in the LANS market-driven defined contribution plan. No assets or liabilities attributable to these employees will be transferred to LANS, as they will be retained in UCRP to fund the UCRP benefits that these employees chose to preserve.

The remaining 67 percent of LANL employees chose to transfer their UCRP accrued benefits and service to the LANS defined benefit plan, thereby waiving rights to future UCRP benefits. Under the terms of UC's former contract with DOE, UCRP liabilities and corresponding assets attributable to these LANL employees must eventually be transferred to the LANS defined benefit plan.

With the exception of granting authority for the final transfer of UCRP assets and liabilities to the LANS defined benefit plan, The Regents approved the UCRP amendments necessary to facilitate the LANL transition at their meeting in May. The recommended amount of UCRP assets and liabilities to be transferred to the LANS defined benefit plan will be determined through negotiations with the DOE and in consultation with internal and external counsel, UC actuaries, and UC faculty leadership. Following this consultation process and an indication that all necessary and/or appropriate regulatory approvals will be received, UC administration will go back to The Regents to discuss the methodology and actuarial factors used to determine the final transfer amount and request authority to transfer the applicable UCRP assets and liabilities.

Reinstatement of UCRP Contributions

On April 25, I wrote to Academic Council Chair Oakley to acknowledge receipt of the University Council on Faculty Welfare position papers regarding proposed benefit changes. My letter indicated that UC will allow time for a thoughtful process of research and consultation with the Academic Senate. During discussions about the future of UCRP, I have informed The Regents of the faculty's position regarding no deterioration in UC's competitive position in total remuneration, such that if a benefit is reduced, or employee contributions restarted, additional cash compensation would need to be provided in order to avoid erosion in the total remuneration position.

At their May meeting, The Regents took no action on a specific schedule to reinstate contributions to UCRP. Also at the May meeting, The Regents reviewed information on how best to ensure the long-term financial health of UCRP, and heard an update on the current funded status of the Plan by Mercer Human Resource Consulting. UC is continuing consultation and discussions regarding the resumption of contributions to UCRP with faculty, staff, unions, and retirees.