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NOTICE OF MEETING
REGULAR MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

Wednesday, June 11, 2008
10:00 am - 2:00 pm

VIA TELECONFERENCE
FOR INFORMATION ON HOW TO PARTICIPATE
PLEASE CALL (510) 987-9458 OR YOUR DIVISIONAL SENATE OFFICE

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I. Roll Call

2007-08 Assembly Roll Call June 11, 2008

President of the University:

Robert C. Dynes

Academic Council Members:

Michael T. Brown, Chair
Mary Croughan, Vice Chair
William Drummond, Chair, UCB
Linda F. Bisson, Chair, UCD
Timothy Bradley, Chair, UCI
Elizabeth Ligon Bjork, Chair, UCLA
Shawn Kantor, Chair UCM
Thomas Cogswell, Chair, UCR
James W. Posakony, Chair, UCSD
David Gardner, Chair, UCSF
Joel Michaelsen, Chair, UCSB
Quentin Williams, Chair, UCSC
Mark Rashid, Chair, BOARS
Bruce Schumm, Chair, CCGA
Pauline Yahr, Chair, UCAAD
James Hunt, Chair, UCAP
Keith Williams, Chair, UCEP
James Chalfant, Chair, UCFW
Jose Wudka, Chair, UCORP (absent)
Christopher Newfield, Chair, UCPB

Berkeley (6)

Steven Beissinger
Ralph Catalano (absent)
Paula S. Fass
Mary Firestone (alt.)
Suzanne M.J. Fleiszig (absent)
Stephen Mahin
Theodore Slaman

Davis (6)

Matthew K. Farrens
Donald Price
Birgit Puschner
Margaret Rucker
Daniel L. Simmons
Jeffery Weidner

Irvine (4)

Gian Aldo Antonelli
Calvin Morrill
Alka Patel
Jone Pearce

Los Angeles (8)

Christopher C. Baswell
Paula Diaconescu
Arvan Fluharty
Robert G. Frank, Jr.
Margaret Haberland
Jody Kreiman
Steven Loza

Merced (1)

Jian-Qiao Sun

Riverside (2)

Carol J. Lovatt
Mart L. Molle

San Diego (4)

Richard Attiyeh
Joel Dimsdale
Charles Perrin
Andrew T. Scull

San Francisco (4)

Dan Bikle
Barbara Gerbert
Deborah Greenspan
Lawrence Pitts

Santa Barbara (3)

Richard Church
Barbara Prezelin
Volker Welter

Santa Cruz (2)

Kathy Foley
Lori Kletzer

Secretary/Parliamentarian

Jean Olson (alt. for Peter Berck)

II. MINUTES

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

REGULAR MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

JANUARY 30, 2008

DRAFT MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to call, the Assembly of the Academic Senate met on Wednesday, January 30, 2008. Academic Senate Chair Michael T. Brown presided, and called the meeting to order at 10:00 a.m. Academic Senate Executive Director Mariá Bertero-Barceló called the roll of members of the Assembly. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of the May 9, 2007 meetings as noticed.

III. ANNOUNCEMENTS BY THE PRESIDENT

- **Robert C. Dynes**

President Dynes' Report to the Academic Assembly was distributed electronically prior to the meeting. President Dynes reported orally to the Assembly.

REPORT: President Dynes expressed that UC is undergoing a difficult budgetary cycle. The Governor's proposed budget does maintain the Compact, but reduces UC's budget by 10%, which represents over a \$400 million reduction from the Regents' proposed 2008-09 UC budget. At this time, UCOP and The Regents are pushing back on the proposed cuts, in partnership with CSU and CCC; UC's top priorities remain faculty salaries and graduate student support. Next steps include a decision to maintain enrollment growth, freeze enrollments, or even restrict enrollments (while protecting Merced). However, campus over-enrollment will not be funded. The Regents recently took a position against Proposition 92, which is a funding proposal for the community college system, and would reduce the total amount of money in the General Fund. UC is working on an advocacy campaign with its allies in the Legislature and in private industry; a new website, [UC for California](#), has also been set up. UC Day is also scheduled for March 4, 2008. The University is coordinating some advocacy efforts with the California State University (CSU) system.

President Dynes also noted the recent WASC report that examined the roles of The Regents, UCOP, and the campuses. The 'Report of the Working Group on the Roles of the Office of the President' was submitted at the January 2008 Regents. The report recommends that The Regents be restricted to fiduciary responsibilities and policy-making; the President should be involved in the state-wide administration of the policies of The Regents, as well as setting the long-range goals of the University. The Chancellors are responsible for the administration of the campuses, thereby working with the President to actualize and plan for UC's long-term goals visions on their own campuses.

Questions and Comments

Comment: UC seems to be behind in its use of technology in advocacy, especially in its interactions with the media and the public (e.g., such sites as Facebook).

Answer: President Dynes agreed, remarking that op-ed pages simply do not have a significant impact anymore. UC needs to utilize technology more effectively.

Question: Is it expected that The Regents will opine on the enrollment issue?

Answer: President Dynes responded that UCOP will make a decision on enrollment and then present the information to the Regents for approval.

Question: In 2004, UC did not extend admission to every eligible student for the first time in its history. Yet, simply lowering enrollment targets at the most selective campuses could have accomplished the same desired results. Why was admission not extended to every eligible student per the Master Plan in 2004? What is different now?

Answer: In 2004, the state legislature reduced the amount of money allocated to the University for student enrollment. This year, the Governor has said that this will not happen. President Dynes did not know why the University did not manipulate individual campus enrollment targets in 2004 to maintain the eligibility guarantee.

Question: Will UC strategically re-position itself to get something politically out of these cuts in the future? Is there a strategy to highlight these budget cuts to the general public?

Answer: President Dynes responded that proposed strategies include: Raising student fees by 7% and adding a temporary surcharge specifically for the 10% cuts; and limiting and/or reducing enrollments next year (but not this year).

Comment: The Governor's budget is entirely silent on the reinstatement of UCRP contributions.

Answer: President Dynes responded that per the Compact, there is an agreement that the State will contribute their portion to UCRP when contributions are reinstated.

Comment: The Academic Senate played an important role in the building of UC Merced, representing not only the Division, but also many of its key committees, including CAP.

Answer: Merced has approximately 2,000 students and is becoming well-established. That said, faculty are over-worked at the campus: starting a new campus, putting new governance structures in place, starting up research programs, conducting a large number of searches over long periods of time, supporting students – all of this is being done on an amplified basis with limited numbers of colleagues and staff. Emeriti from other campuses could assist UC Merced with some of the administrative tasks.

Question: Towards the goal of strengthening the campuses as a representative group, why are The Regents not addressing such issues as course loads and GE requirements?

Answer: The University has gradually decentralized over time, which has allowed each campus to establish respective, but isolated, governance structures. As a result, UC's practices have become somewhat redundant. On such issues, the University works better as a system. UC medical campuses have been collaborating well with each other, and a systemwide School of Global Health is being developed.

Question/Comment: It was observed that President Dynes' characterization of the budget situation and UCOP's relationship with The Regents was very negative and quite dire. The President was asked for reassurance on the viability of his ideas and plans for the future. If such reassurance cannot be provided, UCOP's senior leadership should resign and be replaced by appropriate leaders.

Answer: President Dynes related that at the last Regents' meeting, a study group provided a clear description and road map for the governance of the University, which represents the perspectives of the Chancellors, the campuses, the administration, and The Regents. Regarding the budget, the University is drawing its allies to influence the state's leaders.

Statement: It was observed that the University is facing a number of challenges. Quality has eroded, and both The Regents and UCOP seem to be dysfunctional. In the current budgetary climate, it is unlikely that UC will receive any A-list candidates in its Presidential search. One member objected to the President glossing over these problems with talk of a new medical school at Merced for example; these are very real problems for the University.

IV. ANNOUNCEMENTS BY THE CHAIR

- **Michael T. Brown**

- Next Assembly Meeting: The next Assembly meeting will be on February 20, 2008.
- WASC Report: WASC recently conducted a review of the UC *system*; both the report, and Academic Council's response to it, were mailed to members on January 28, 2008.
- BOARS Eligibility Proposal: Council has completed its initial review; BOARS is revising the proposal.
- Monitor Group/Restructuring Update: The Monitor Group has produced a report that clarifies the roles of The Regents, UCOP, and the campuses.
- UC Merced: There is an idea being developed to allow senior faculty from other UC campuses to assist UCM in completing departmental and administrative functions.

V. SPECIAL ORDERS

A. Consent Calendar

1. Approval of Merced Division Regulation 75
2. Variance to Senate Regulation 780 requested by the **25** Merced Division

B. Annual Reports

1. Academic Freedom
2. Academic Personnel
3. Affirmative Action and Diversity
4. Board of Admissions and Relations with Schools
5. Coordinating Committee on Graduate Affairs
6. Educational Policy
7. Faculty Welfare
8. Information Technology and Telecommunication Policy
9. Library
10. Planning and Budget
11. Preparatory Education
12. Research Policy

ACTION: Members approved the consent calendar and received the annual reports as information as noticed.

VI. REPORTS OF SPECIAL COMMITTEES (none)

VII. REPORTS OF STANDING COMMITTEES

A. Academic Council

- **Michael T. Brown, Chair**

1. Proposed amendment to Senate Bylaw 181- Information Technology and Telecommunications Policy

ACTION: Members unanimously approved the proposed amendment to Senate Bylaw 181, which changes the bylaw to systemwide Bylaw 155 due to the requested name change.

2. Proposed amendment to Senate Regulation 636: University of California Entry Level Writing Requirement

ACTION: It was moved and seconded to change ‘available at’ to ‘on the UCOP website.’ Assembly unanimously approved the proposed amendment with the wording change.

3. Proposed Academic Senate Resolution Limiting UC’s Role in Manufacturing Nuclear Weapons

- **Michael T. Brown, Chair, Academic Council**
- **Mary Croughan, Vice Chair, Academic Council**

ISSUE: In 2006-07, Academic Council learned that the terms and conditions associated with UC’s contract with the limited liability corporation (LLC) that manages the Los Alamos Nuclear Lab (LANL) were not known nor properly understood by the Senate at the time the contract was negotiated. The resolution asks that: 1) the President, or his/her designee, monitor the level of pit production and report annually to the Senate; and 2) that UC should reassess its participation in the management of the labs if a) these levels cannot be accurately reported, or b) should any lab begin to produce plutonium pits “beyond current low levels, or for the purpose of nuclear warhead replacement or production.” UC currently is contracted to produce between 10-12 warhead-ready pits per year; two diamond-certified pits were produced in 2007. The DOE is projecting 60 to 80 diamond-certified pits per year at some unspecified future date pending funding. The DoE has recently announced that all pit production in the U.S. would be consolidated at LANL.

DISCUSSION: It was confirmed that technically, UC does not have the legal right to back out of the LLC contracts; any negotiations to back out of the contract would be contingent on finding another ‘acceptable’ university partner to both the LLC and the Department of Energy (DoE). It was clarified that the current pit product is currently a ‘knowable’ number; however, it is not known if this information will remain knowable in the future. The resolution requires reassessment if this information ever becomes unknowable.

Previous lab-management contracts were research contracts; the new contracts are hybrids of research and plant-production contracts, as UC is part of a larger entity that is responsible for their management. This resolution should be seen as the first expression of faculty concern over this issue; its purpose is to lay out principles and to task the President with monitoring and reporting responsibilities. The 2004 Senate survey showed that faculty felt that the University has a role to play in the design and development of nuclear weapons, but not their manufacture. A motion was made and seconded to recommit the resolution to Council to add specificity to the language. This motion failed on the grounds that the current language is already quite strong and only establishes a faculty position, but it does not commit the Senate to any action.

The following amendment was moved and seconded (to be inserted directly under the first 'Whereas' subtitle and followed by "The Academic Senate has learned..."): "The Academic Senate has grave concerns about UC's role in managing the labs;" The following friendly amendments were also accepted and added to the motion: 1) insert 'under the current contract' at the end of this clause; and 2) replace 'the labs' with 'LANL' because LANL is the only lab in question. This motion passed with 22 in favor 20 opposed, and two abstentions.

ACTION: The resolution, along with the following amendment, passed with one opposed and one abstention (to be inserted directly under the first 'Whereas' subtitle and followed by "The Academic Senate has learned..."): "The Academic Senate has grave concerns about UC's role in managing the Los Alamos National Laboratory under the current contract;"

4. Proposed Student Freedom of Scholarly Inquiry Principles

ACTION: Members unanimously endorsed the proposed Student Freedom of Scholarly Inquiry Principles.

5. General Discussion of Issues and Concerns of Interest to Assembly Members Including:

i. Search for a New President

ISSUE: Chair Brown related that an Academic Advisory Committee (AAC) was assembled at the beginning of the academic year; a process document has also been drafted and accepted. Some Regents have made independent recruiting trips to visit potential candidates.

DISCUSSION: The concern was expressed that independent Regental recruiting trips will hurt UC's ability to attract the best candidates, who would naturally have concerns about the governance of the University. An alternate view is that certain Regents are simply trying to draw out top-level candidates. It was mentioned that this is the wrong time to conduct a Presidential search. Members also assumed that a superb candidate would insist on a clarification of the roles of UCOP and The Regents. There was a brief discussion of Presidential salaries with a broad sense that UC will pay a significantly higher salary than has been the case in the past. Members opined that retaining UC's public status should not mean that it must pay private salaries.

ii. UC's Budget 2008-09 and Beyond

ISSUE: The Governor's proposed budget recommends a 10% cut to the University's budget after funding the Compact; this would result in a net cut of approximately 5% to the 2008-09 Regents' proposed budget. There is a developing will among The Regents, UCOP, and Academic Council to push back on the proposed cuts however. On a related note, UCPB's draft 'Cuts Report,' which has not yet been approved by Council, observes that: 1) the University has been subjected to a series of cuts since the 1990s, which have never been restored; 2) higher education is also the only sector that has not seen real overall increases to its budget over time; and 3) faculty-student ratios have decreased as a result of emptying FTE's to fund salary packages for recruitments and retentions. The following questions were also posed: If student fees are increased, how will this affect UC's access and affordability? How much additional stress will these cuts place on the development of private sources of funding; what does this do to the University's mission?

DISCUSSION: It is probable that UC will be spared any mid-year cuts. Chair Brown noted that if Proposition 92 passes, it would affect UC's funding by reducing the overall state sources of funding. It was observed that VP Lapp's presentation to The Regents only looks at the marginal options. Chair Brown responded that UCOP is indeed examining itself by asking which current practices does it need to keep doing. The lion's share of UCOP activities do not directly support the President, and do not necessarily need to be done at UCOP. It is expected that the campuses will eventually be asked to go through a similar restructuring process. There was concern that UCOP has committed to an additional \$40 million in cuts through administrative savings; Chair Brown remarked that while such proposals have been made, Council has received assurances from the Senior Management Group that the academic mission will continue to be supported. He also announced that: 1) UC's Sacramento Governmental Relations office will now report to Provost Hume; and 2) UCOP has retained the consulting services of Allan Hoffman for a six month \$156,000 contract to coordinate UC's advocacy efforts.

iii. Faculty Salary Plan

- **Mary Croughan, Vice Chair, Academic Council**
- **James Hunt, Chair, University Committee on Academic Personnel (UCAP)**
- **James Chalfant, Chair, University Committee on Faculty Welfare (UCFW)**

ISSUE: A joint Senate/Administration work group was convened to: 1) restore the competitiveness of salaries; and 2) fix the salary scales. UCOP also wanted to reduce the percentage of faculty on off-scale salaries, which have risen from an historical 10-15% level to as high as 75% to 87% of the faculty on some campuses. Two components of the plan are range adjustments and percentage increases to the salary scales. There is also a need to institute a pay plan database for the system. Phase one of the salary plan was instituted in October 2007. A 2.5% range adjustment (estimated at \$44 million) with an 8% market adjustment (estimated at \$93 million) was originally proposed for the second year of the plan. Faculty salaries have remained UCOP's top priority. An acceleration of the plan

is also being considered, thereby completing it in two years, with a 5.5% range adjustment and an 8% market increase, which would cost \$124 million in total for the second year. Implementation concerns include a small number of non-advancing faculty members at the intermediate steps, and the actual implementation of the plan on individual campuses that have embedded half-steps over the years.

DISCUSSION: Members voiced concerns about how above-scale faculty would be treated in the second year of the plan. In the first year, above-scale faculty received a UCOP-funded 3.78% increase to their salaries. In the second year, above-scale faculty salaries will be incorporated in the funding plan. It was also observed that the plan, as it relates to health sciences campuses, is funded somewhat differently. Salary scales at these campuses are set on an historical 1.0 base scale of general campus faculty. UCOP funded the base salaries of faculty paid with 19900 funds, which is a small percentage of the total health sciences faculty. Gross salaries are determined by multiplying the 1.0 base by another number. Typically, health sciences faculty only receive increases on their base, which is then absorbed within departmental general funds. Members agreed that a one- or two-paragraph statement on the salary plan would be helpful. Vice Chair Croughan acknowledged that this description has been requested from Vice Provost Jewell. It was also observed that the impact on UCRP is still not known. On a related note, Chair Brown added that the Chancellor's Salary Plan for increasing Chancellorial salaries has been withdrawn; it had never been reviewed by the Senate.

iv. Graduate Student Support

- **Bruce Schumm, Chair, Coordinating Committee on Graduate Affairs (CCGA)**

ISSUE: A joint CCGA/UCPB subcommittee has reached consensus over the need for a joint Senate-administrative committee to follow-up on the work of the Graduate Student Aid Committee (GSAC). The original GSAC Report was released in June 2006; Academic Council endorsed it in August 2006. The report implies that the UC can solve the non-resident tuition (NRT) problem and bridge the funding gap with only \$30 million. The actual number is probably closer to \$80 to \$100 million. Although \$10 million for graduate support was provided in this year's budget, there are some real questions about how this money was allocated.

DISCUSSION: Chair Brown asked if this group would address: 1) the graduate-student funding rate change instituted by President Atkinson in 1997-98 that equated undergraduates to graduate students; and 2) the State mandate to collect NRT from all out-of-state students. CCGA Chair Schumm responded that both issues are political, in part, but agreed that they should be looked at from a policy standpoint.

v. Other Topics of Interest (none)

VII. UNIVERSITY AND FACULTY WELFARE REPORT (none)

VIII. PETITIONS OF STUDENTS (none)

IX. UNFINISHED BUSINESS (none)

X. NEW BUSINESS (none)

Meeting adjourned at 4:05 p.m.

Attest: Michael T. Brown, Academic Senate Chair

Minutes Prepared by: Todd Giedt, Academic Senate Analyst

Attachment: Appendix A – 2007-08 Assembly Attendance Record, Meeting of January 30,
2008

Appendix A - 2007-2008 Assembly Attendance Record, Meeting of January 30, 2008

President of the University:

Robert C. Dynes

Academic Council Members:

Michael T. Brown, Chair
Mary Croughan, Vice Chair
William Drummond, Chair, UCB
Linda F. Bisson, Chair, UCD (absent)
Timothy Bradley, Chair, UCI
Elizabeth Ligon Bjork, Chair, UCLA
Shawn Kantor, Chair UCM (absent)
Ward Beyermann (alt. for Thomas Cogswell, Chair, UCR)
James W. Posakony, Chair, UCSD
David Gardner, Chair, UCSF
Joel Michaelsen, Chair, UCSB (absent)
Quentin Williams, Chair, UCSC
Mark Rashid, Chair, BOARS
Bruce Schumm, Chair, CCGA
Pauline Yahr, Chair, UCAAD
James Hunt, Chair, UCAP
Keith Williams, Chair, UCEP
Jim Chalfant, Chair, UCFW
Jose Wudka, Chair, UCORP
Christopher Newfield, Chair, UCPB (absent)

Berkeley (6)

Charles Altieri (alt. for Steven Beissinger)
Ralph Catalano
Paula S. Fass
Suzanne M.J. Fleiszig
Thomas Bruns (alt. for Stephen Mahin)
Theodore Slaman

Davis (6)

Matthew K. Farrens
Donald Price
Xiangdong Zhu (alt. for Birgit Puschner)
Margaret Rucker
Jessica Utts (alt. for Daniel L. Simmons)
Fred Block (alt for W. Jeffery Weidner)

Irvine (4)

Gian Aldo Antonelli
Calvin Morrill (absent)
Alka Patel (absent)
Jone Pearce (alt.)

Los Angeles (8)

Christopher C. Baswell (absent)
Paula Diaconescu
Arvan Fluharty
Robert G. Frank, Jr.
Gary Galbraith (alt)
Margaret Haberland
Jodie Kreiman (absent)
Steven Loza

Merced (1)

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Carol J. Lovatt
Mart L. Molle

San Diego (4)

Richard Attiyeh
Joel Dimsdale (absent)
Charles Perrin
Andrew T. Scull

San Francisco (4)

Dan Bikle (absent)
Barbara Gerbert
Deborah Greenspan
Lawrence Pitts (absent)

Santa Barbara (3)

Richard Church
Barbara Prezelin (absent)
Volker Welter

Santa Cruz (2)

Kathy Foley (absent)
Lori Kletzer

Secretary/Parliamentarian

Peter Berck

REGULAR MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE
FEBRUARY 20, 2008
DRAFT MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to call, the Assembly of the Academic Senate met by teleconference on Wednesday, February 20, 2008. Academic Senate Chair Michael T. Brown presided and called the meeting to order at 10:00 a.m. Academic Senate Executive Director Mariá Bertero-Barceló called the roll of members of the Assembly. Attendance is listed in Appendix A of these minutes.

II. MINUTES

III. ANNOUNCEMENTS BY THE PRESIDENT

Robert C. Dynes

President Dynes' Report to the Academic Assembly was distributed electronically prior to the meeting. President Dynes reported orally to the Assembly and presented Katherine N. Lapp, Executive Vice President for Business Operations, who made a presentation on the current state of the UC budget.

REPORT: President Dynes reported on the plans for 2008-09 enrollment growth, emphasizing that there is "a moral, legal, and intellectual responsibility to maintain admissions to all UC eligible students." With this in mind, the University will not decrease its enrollment this year. In communicating this message, UC will also make a clear statement that UC cannot increase its enrollment next year without appropriate support from the State.

EVP Lapp reported that in November 2007, The Regents approved a budget, which included faculty and staff salary increases (5%), a second year of the faculty salary plan, enrollment growth money, \$10 million in graduate student support, \$10 million to reduce the faculty-student ratio, spending on student mental health services, non-salary inflationary increases of \$25 million, and the educational imperative and research initiatives (\$400 million of new spending in total). In January, The Governor's proposed budget was released, which maintained Compact funding, but took a 10% cut from the overall budget; this represents a \$417 million reduction from the November Regents' budget. If UC eliminates funding for graduate student support, student mental health, faculty-student ratios, core academic support, as well as the educational imperative and research initiatives, the gap is closed to \$340 million. Other options include freezing faculty and staff salaries (but not academic merit increases), and increasing student fees up to 10%. However, The Regents have recently said that most of these options are not acceptable. Planning for administrative cuts at both UCOP and the campuses is also underway; a budget advisory task force has been established. UC will not be freezing enrollments, but over-enrollment on the campuses will not be funded. The Regents will make a decision regarding student fees at their May meeting. It appears that the state's revenue/budget situation continues to worsen. Yesterday, the Governor directed all state agencies to prepare for another \$100 million cut. CSU will also be hosting a joint UC-CSU meeting to develop an alliance to promote

the importance of higher education at the end of February.

Questions and Comments

Question: May is rather late to decide on student fees for both students and campuses. When will UCOP have a better idea of the probability of student fee increases?

Answer: EVP Lapp responded that The Regents traditionally make decisions on student fee increases in March. Provost Hume is discussing with The Regents the option of making a student fee decision in March, along with the possibility of adding a supplement in May if necessary. It is unlikely that there will not be any student fee increases; the original budget had projected a Education fee increase of 7% and a Registration fee increase of 10%, which will also most likely be the minimum fee increase. Notification letters will be sent to all parents and incoming freshman to let them know of the potential fee increase and the May decision date.

Question: How do professional student fees fit into this fee increase? Are there any new details on the size of the downsizing at UCOP?

Answer: EVP Lapp responded that The Regents have already approved the professional student fee increases for 2008-09. Regarding the second question, UCOP already made plans to reduce itself by 10% before the Governor's proposed budget. Since that time, UCOP has been asked to take at least 10% of this cut from its administration, which is about \$32 million.

Question: There are concerns that UCOP may be eliminating unfilled FTEs from its base budget when calculating COLA funding. Is this true?

Answer: President Dynes and EVP Lapp responded that they were not aware that a decision that had been made.

Question: Will return-to-aid be included in a student fee increase? Will the return-to-aid be increased?

Answer: EVP Lapp responded that return-to-aid will be included in a student fee increase; UCOP is also considering increasing the percent of return-to-aid.

Question: At the January Assembly meeting, the faculty salary plan was given the highest priority. How secure is this plan now?

Answer: President Dynes responded that the faculty salary plan remains the highest priority. EVP Lapp recently reported to The Regents that if the University decided not to fully fund the faculty salary plan, merits would still need to be funded.

Question: Is it true that over-enrollment on the individual campuses will not be funded?

Answer: President Dynes responded that this is correct.

Comment: It is important to make a public statement that the University is accepting enrollment growth for 2007-08 even though it is not being funded for that enrollment growth.

Question: How does this budget situation compare to that of the early 1990s?

Answer: President Dynes responded that there are some comparisons to the budget crisis of the early 1990s. At that time, the State budget was collapsing, as it seems to be now. As a result, UC not only froze its salaries, but also reduced some of them; the University created a deferred income plan, the 'Capital Accumulation Program', which compensated for these salary reductions. In the early 1990s, UC's pension fund was well over-funded and was able to offer a retirement inducement program to faculty with the flexibility to call them back occasionally to

relieve the negative impacts on teaching loads. EVP Lapp added that in the early 1990s, UC made substantial cuts on a much larger base budget. However, UC has never been able to reach those base budget funding levels; the base is now much lower. All signs indicate that this will be a multiple-year problem as well.

Comment: In the early 1990s, then President Jack Peltason took the position that faculty salaries were a high priority. However, he did defer merit increases during that crisis.

Answer: EVP Lapp confirmed that deferring merit increases is off the table at this time.

Question: What is the current state of planning for the administrative budget cuts? Will the \$68 million budget cut target be met and how will it be broken down between functional areas? Will there be Senate consultation?

Answer: EVP Lapp responded that the \$68 million cut has been divided between a \$28 million cut for UCOP and another \$40 million cut to the campuses. At the March Regents meeting, UCOP will present a budget that will indicate if UCOP will meet its \$28 million target cut. The \$40 million cut to the campuses is a target that UCOP feels is achievable, but it will need to be discussed further with the EVCs and Chancellors. While The Regents will consider the budget in March, they will not take action on it until May.

Question: What percentage of the FTEs is not filled systemwide?

Answer: Neither President Dynes nor EVP Lapp knew the answer to this question. EVP Lapp will follow-up on this question.

Question: The comparison between the early 1990s is misleading. At that time, California's unemployment rate was much higher. Average income in the state was also falling. Recent Department of Finance (DOF) receipts show that state revenue has fallen by 0.3%, not 1% or even 10%; both employment and state income are also holding up. Given these DOF receipts, why do you think the Governor is proposing a 10% cut? UCPB's 'Cuts Report' is complete, which shows that if the University absorbs the 10% cut and funds the November 2007 Regents' proposed budget, student fees would have to rise by approximately 40% per year. Are these estimates accurate?

Answer: President Dynes responded that while the early 1990s was different in some ways, entitlements have risen so the amount of discretionary budget is much smaller (UC is part of that discretionary budget); revenues have not grown either. EVP Lapp added that UCPB's projections seem to be accurate.

Question: President Dynes referred to a "moral obligation to admit all eligible students." Are there any more details about enrollment targets for fall 2008? How do those targets compare to those from 2007?

Answer: President Dynes responded that the campuses have already negotiated their own enrollment targets. The sum of these targets is about 5,000 new students from last year.

Comment: It was suggested that UCOP send out a letter to all applicants informing them of UC's enrollment decision, as well as providing them with a range for a probable student fee increase.

Question: What are the next stages of the WASC systemwide review?

Answer: President Dynes reported that a WASC subcommittee will review the WASC report President Dynes' response to it, a letter from Academic Council, the 'Roles' working group report, and a letter from the Administration and The Regents. Tomorrow, President Dynes or

Provost Hume and the Vice Chair of The Regents Russ Gould will meet with the WASC subcommittee to clarify points in President Dynes' response letter; this subcommittee will report back to the WASC Board. He added that the WASC systemwide review will not affect campus accreditation in any way; it specifically addresses UC governance.

Comment: It was suggested that some consideration be given to changing UC's student fee structure, especially given a probable fee increase of at least 7%. Stanford recently announced that it is no longer charging tuition for students with family incomes of less than \$100,000 per year. UC could use a similar mechanism for other purposes, which would allow for increased enrollments and target low-income students.

Answer: President Dynes noted that Berkeley Chancellor Birgeneau headed a committee that proposed creating an endowment that would be matched by the State, which would be based on the projected burden five years from now. However, a significant portion of the real burden is not student fees, but the expensive cost of living in California.

President Dynes and EVP Lapp left the room prior to this question.

Comment: Possible cuts to the Senate budgets at both the systemwide and campus levels are of concern; it is important that the Senate budget is maintained.

Answer: Chair Brown remarked that the systemwide Senate's budget has been spared cuts. It is important for Divisional Chairs to stay engaged to properly protect their Senate divisional budgets.

IV. ANNOUNCEMENTS BY THE CHAIR

Michael T. Brown

Minutes: The minutes for the January 30, 2008 Assembly meeting will be enclosed in the next Assembly meeting agenda packet.

March Assembly Meeting: A March Assembly meeting is dependent on the outcome of the February Council meeting, but is unlikely. The Assembly will likely meet in June however.

Joint Academic Council/Chancellor Meeting: On March 5th, Academic Council will meet with the Chancellors. There will be three sets of topics: campus and systemwide leadership effectiveness, academic planning and the future of the comprehensive university, and the graduate student profile and support.

Presidential Search: Chair Brown reported that the Presidential search is moving forward.

V. SPECIAL ORDERS (NONE)

VI. REPORTS OF SPECIAL COMMITTEES (NONE)

VI. REPORTS OF STANDING COMMITTEES

Academic Council

• Michael T. Brown, Chair

1. Nomination and Election of the Vice Chair of the Assembly for 2008-09

REPORT: At its January meeting, Academic Council nominated Professor Henry 'Harry' Powell (UCSD) as the 2008-09 Senate Vice Chair. If approved, he would serve as Chair in 2009-10. In accordance with Senate Bylaw 110, additional nominations can be made by the floor. Chair Brown asked that the Assembly unanimously approve his nomination.

DISCUSSION: The Assembly did not receive any new nominations for Vice Chair.

ACTION: The Academic Assembly unanimously elected Henry ‘Harry’ Powell as the Vice Chair of the Assembly for 2008-09.

2. Proposed repeal of Senate Regulation 458

REPORT: Chair Brown noted that Senate Regulation 458 “. . . pertains to the undergraduate admission of candidates other than graduates of California secondary schools,” and provides guidance for the use of alternate means to fulfill the University’s subject (‘a-g’) requirements for freshman admission and applies specifically to graduates of schools in China and Japan. Over time, questions have arisen regarding the narrowness of the regulation, in that it applies to students from China and Japan only. In addition, the existing regulation’s lack of clarity regarding the use of courses in law, language, and literature has resulted in inconsistency and confusion across campuses related to the implementation of the regulation. BOARS has investigated this regulation, and did not find any documentation as to the reasons why the Senate had this regulation on its books. After systemwide review, Council endorsed BOARS’ recommendation to repeal this regulation. UCR&J has also found that the proposed repeal of Senate Regulation 458 is consonant with the code of the Academic Senate. Chair Brown added that Assembly bylaws require the approval of a majority of all Assembly members present to repeal a Senate regulation.

ACTION: Assembly members unanimously approved the repeal of Senate Regulation 458.

VIII. UNIVERSITY AND FACULTY WELFARE REPORT (none)

IX. PETITIONS OF STUDENTS (none)

X. UNFINISHED BUSINESS (none)

XI. NEW BUSINESS:

Meeting adjourned at 11:45 a.m.

Attest: Michael T. Brown, Academic Senate Chair
Minutes Prepared by: Todd Giedt, Academic Senate Analyst

Attachment: Appendix A –Assembly Attendance Record, Meeting of February 20, 2008

*Assembly **Draft** Minutes –February 20, 2008*

Appendix A - 2007-2008 Assembly Attendance Record, Meeting of February 20, 2008

President of the University:

Robert C. Dynes

Academic Council Members:

Michael T. Brown, Chair
Mary Croughan, Vice Chair
William Drummond, Chair, UCB
Linda F. Bisson, Chair, UCD
Timothy Bradley, Chair, UCI
Elizabeth Ligon Bjork, Chair, UCLA
Shawn Kantor, Chair UCM
Thomas Cogswell, Chair, UCR
James W. Posakony, Chair, UCSD
Jean Olson (alt. for David Gardner, Chair, UCSF)
Joel Michaelsen, Chair, UCSB
Quentin Williams, Chair, UCSC
Mark Rashid, Chair, BOARS
Bruce Schumm, Chair, CCGA
James Hunt, Chair, UCAP
Pauline Yahr, Chair UCAAD
Keith Williams, Chair, UCEP
Jim Chalfant, Chair, UCFW
Jose Wudka, Chair, UCORP
Christopher Newfield, Chair, UCPB

Berkeley (6)

Steven Beissinger
Ralph Catalano
Mary Firestone (alt. for Paula S. Fass)
Suzanne M.J. Fleiszig
Stephen Mahin
Theodore Slaman

Davis (6)

Matthew K. Farrens
Donald Price
Birgit Puschner
Fred Block (alt. for Margaret Rucker)
Daniel L. Simmons
W. Jeffery Weidner

Irvine (4)

Gian Aldo Antonelli (absent)
Calvin Morrill
Susan Neuhausen (alt. for Alka Patel)
Jone Pearce

Los Angeles (8)

Christopher C. Baswell (absent)
Paula Diaconescu
Arvan Fluharty
Robert G. Frank, Jr.
Gary Galbraith (alt)
Margaret Haberland
Jodie Kreiman
Steven Loza (absent)

Merced (1)

Jian-Qiao Sun

Riverside (2)

Carol J. Lovatt
Mart L. Molle

San Diego (4)

Richard Attiyeh
Joel Dimsdale
Paul Yu (alt. for Charles Perrin)
Woods (alt. for Andrew T. Scull)

San Francisco (4)

Theodora Mauro (alt. for Dan Bikle)
Barbara Gerbert
Deborah Greenspan
Lawrence Pitts (absent)

Santa Barbara (3)

Richard Church
Barbara Prezelin (absent)
Volker Welter

Santa Cruz (2)

Kathy Foley
Lori Kletzer

Secretary/Parliamentarian

Peter Berck

III. ANNOUNCEMENTS BY THE PRESIDENT (*Written Report*)

- Robert C. Dynes

ANNOUNCEMENTS BY THE PRESIDENT-DESIGNATE

- Mark Yudof

IV. ANNOUNCEMENTS BY THE PROVOST

- Wyatt R. Hume

V. ANNOUNCEMENTS BY THE CHAIR

- Michael T. Brown

VI. SPECIAL ORDERS

Consent Calendar

1. Santa Cruz Division Regulation 11 – Honors (approval)

In accordance with [Senate Regulation 640 B\(4\)](#)¹ the University Committee on Educational Policy (UCEP) has reviewed the Santa Cruz Division's proposed amendment to its Regulation 11 which would establish a quarterly Dean's Honors List and a category of undergraduate University Honors using the traditional Latin designations. The University Committee on Rules and Jurisdiction has found the proposed amendments in consonance with the Code of the Academic Senate.

Current Wording of Santa Cruz Regulation 11

11.1 At the time an agency certifies that a student has fulfilled the requirements for a major, it may recommend the award of Honors or Highest Honors in the major field. The notation "Honors (or Highest Honors) in (name of major)" shall appear on the diploma and on the transcript. (Am 27 Jan 71; EC 1 Aug 76)

11.2 The Faculty of each college shall recommend in writing such of its students as it deems merit the award of honors for overall academic work. It shall send such recommendations to the Registrar. The notation, "College Honors" shall appear on the diploma and on the transcript. (Am 27 Jan 71)

11.3 In accordance with SR 640, each agency that has an approved major that elects to award Honors shall submit the criteria for such an award to the Committee on Educational Policy for its review, approval, and permanent record. Any change in criteria will require re-submittal. (En 31 May 78; CC 28 Jan 81, 31 Aug 99)

¹ **640.** Undergraduate Honors

- A. Subject to the conditions of paragraph (B), each Division may determine the criteria for the award of undergraduate honors at graduation, as well as honors to be announced after one or more terms of residence. Honors (at graduation, as well as quarterly) shall be posted on the student's permanent record card and given appropriate public and individual notice. Departments, colleges, and schools are authorized to recommend for Honors with the Bachelor's degree those students who have satisfied the requirements for honors at graduation.
- B. The criteria both for quarterly honors and for honors at graduation must meet the following conditions:
 1. The criteria shall be consistent with the approved Divisional grading system provided for in [Senate Regulation 778](#);
 2. The Senate committee charged with administering honors on each campus will establish minimum standards for the award of undergraduate honors and for honors at graduation;
 3. These minimum standards shall be incorporated in Divisional Regulations; and
 4. The minimum standards shall take effect only after approval by the University Committee on Educational Policy and after inclusion, with that committee's recommendations, in a Consent Calendar passed at a meeting of the Assembly of the Academic Senate. (Am 6 Jun 79; Am 5 May 88)

PROPOSED WORDING OF SANTA CRUZ REGULATION 11 (PROPOSED WORDING IN BOLD AND UNDERLINED)

11.1 At the time an agency certifies that a student has fulfilled the requirements for a major, it may recommend the award of Honors or Highest Honors in the major field. The notation "Honors (or Highest Honors) in (name of major)" shall appear on the diploma and on the transcript. (Am 27 Jan 71; EC 1 Aug 76)

11.2 The Faculty of each college shall recommend in writing such of its students as it deems merit the award of honors for overall academic work. It shall send such recommendations to the Registrar. The notation, "College Honors" shall appear on the diploma and on the transcript. (Am 27 Jan 71)

11.3 In accordance with SR 640, each agency that has an approved major that elects to award Honors shall submit the criteria for such an award to the Committee on Educational Policy for its review, approval, and permanent record. Any change in criteria will require resubmittal. (En 31 May 78; CC 28 Jan 81, 31 Aug 99)

11.4 For the purposes of interpreting SCR 11.5-6, honors eligibility for students whose degree program is in an established School shall be based upon the GPA thresholds calculated for their School. Honors eligibility for other students shall be based upon the GPA thresholds calculated for students whose degree program is not part of an established School. The term "group" refers to groups defined in this way.

11.5 University Honors at graduation shall be awarded by a student's college, subject only to criteria provided here and in 11.7. Students eligible for University Honors at graduation shall be those who have completed 70 or more units at the University of California and have attained in their group a UC GPA that places them in rankings as follows: summa cum laude, top 2%; magna cum laude, next 3%; cum laude, next 10%. Each year and for each group the Registrar shall calculate the GPA thresholds required for these levels of University Honors, based on the GPAs of recent graduates. These GPA thresholds shall be published and serve as criteria for University Honors at graduation during the next academic year. The notation "University Honors, (Summa/Magna) cum Laude" (as appropriate) shall appear on the diploma and on the transcript.

11.6 Students will be eligible for quarterly Dean's Honors if they have earned a minimum of 15 units that quarter, of which at least 10 are graded, with a term grade point average equal to or higher than that required for University Honors at graduation in their group for the current academic year. Dean's Honors are listed on student transcripts.

11.7 Any student who has a reportable disciplinary sanction for a violation of academic integrity policies may be ineligible for any honors designation, at the discretion of the agency that awards the designation.

JUSTIFICATION: The proposed amendment to its Regulation 11 on UCSC honors would:

- establish a category of *University Honors* using the Latin designations *cum laude*, *magna cum laude*, and *summa cum laude*. Eligibility for University Honors would be based on the UC grade point average.
- establish a quarterly Dean's Honors List based on the current quarter's GPA and the units earned and graded. (For a complete "Justification" please refer to pages 20-23).

ACTION REQUESTED: Approval of the amended Santa Cruz Division Regulation 11.



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

December 10, 2007

Keith Williams, Chair
University Committee on Educational Policy

RE: UCSC Undergraduate Honors Legislation

Dear Chair Williams;

At its meeting of November 9, 2007, the Santa Cruz Division of the Academic Senate approved legislation to establish a category of undergraduate University Honors using latin designations and a quarterly undergraduate Deans Honors List. The divisionally approved legislation and its accompanying rationale are attached to this letter.

In accordance with Senate Bylaw 640.B., we now forward this legislation to UCEP for approval. This legislation complies with the criteria put forth in Senate Regulation 640 and we are in compliance with Senate Regulations 780-84.

UCEP's prompt attention to this matter is appreciated since we would like to initiate these designations next year. Thank you very much.

Sincerely,

/s/

Quentin Williams, Chair
Academic Senate
Santa Cruz Division

Enclosure

cc: Executive Director Bartero-Barcelo
CEP Chair Padgett

COMMITTEE ON EDUCATIONAL POLICY

Amendment to Regulation 11 on Honors Designations

To the Academic Senate, Santa Cruz Division:

CEP is proposing an amendment to Santa Cruz Regulation 11 on UCSC honors designations. Currently SCR Chapter 11 establishes honors in the *major* (SCR 11.1) and *college* honors for “overall academic work” (SCR 11.2). CEP’s proposed amendments would do the following:

- establish a category of *University Honors* using the Latin designations *cum laude*, *magna cum laude*, and *summa cum laude*. Eligibility for University Honors would be based on the UC grade point average.
- establish a quarterly Dean’s Honors List based on the current quarter’s GPA and the units earned and graded.

Honors *programs* (involving curricular and extracurricular opportunities) and honors *designations* (such as those entertained in this legislative proposal) are a means of attracting and retaining students, of acknowledging and rewarding student achievement, and of reinforcing academic excellence. Many on campus are concerned that UCSC lags behind our sister campuses in fostering these goals. We are the only UC campus with undergraduate programs that does not have any campuswide honors program. We are also the only campus lacking a Dean’s (“quarterly”, “to date”, “provost”) honors list or Universitywide criteria for awarding honors at graduation. There is a great deal of anecdotal evidence (as those involved in any way in University admissions know) that these lacunae can be a disincentive for prospective and enrolled students. Of equal concern is the finding by CEP’s Report on Undergraduate Graduation Rates (done in collaboration with the Vice Provost and Dean of Undergraduate Education and the Office of Institutional Research and Policy Studies) that UC Santa Cruz retains its academically most-prepared students at lower percentages than would be expected.¹ For reasons such as these, a recent ad hoc UCSC Honors Committee recommended that our campus establish a category of University Honors.²

CEP consulted with the college provosts on the question of whether to establish University Honors in addition to, or in place of, the currently existing college honors (which are themselves based on “overall academic performance”). CEP agrees with the Council of Provosts that there are good reasons to maintain college honors as a separate category. College identity is an important feature of our campus. A college’s ability to award college honors, and its autonomy in deciding what the criteria might be, contribute to a college’s identity and sense of community. A category of University Honors with Latin designations, in turn, has its own advantages of being more familiar to the general population and subject to minimum criteria that hold consistently across the University (though see below regarding Schools).

¹ As defined by students in the highest two quintiles based on either high school GPA or standardized test scores. Find the report at <http://senate.ucsc.edu/cep/CEPretention1495.pdf>.

² Establishing a UC Santa Cruz Campuswide Honors Program: a report to the Academic Senate from the Committee on Honors. June 2004. We would like to particularly acknowledge the work of this committee as a source of ideas.

We can contextualize other aspects of the proposed legislation as follows.

Requirement of at least 70 completed UC units (11.5)

All other UC campuses specify that, in order to be eligible for honors, a student must complete a minimum number of UC units, as follows:

	Minimum UC units	Minimum <i>graded</i>	Minimum in residence
UCB	50 (semester)	43	30
UCD	45		
UCI	72		
UCLA	90	90	
UCM	50 (semester)	43	30
UCR	60	60	
UCSD	80	80	
UCSB	76	76	
UCSC	70 (proposed)		

In our view a requirement of 70 UC units, which amounts to a bit more than a year and a half of normal study, strikes a reasonable balance between requiring substantial UC-level work on the one hand, and not excluding the possibility of honors to relatively late UC transfers on the other.

As can be seen above, some campuses go further in stipulating the number of completed UC units that must be graded in order for there to be consideration for honors. Note that all UC campuses require at least two thirds of units applied toward graduation to be letter graded; UCSC requires three fourths of UCSC units applied toward graduation to be letter graded. It therefore follows from the general requirement of 70 units completed that at least 47-52 units completed by a graduating UCSC student would be letter graded (the exact number depending on whether any units were completed at UCs other than UCSC).

Two campuses also stipulate a minimum number of units completed *at that campus* (as opposed to at some other UC). UCSC already has a minimum residency requirement for all students, who must have completed at least 45 UCSC units to graduate from UCSC. An additional such requirement for honors would be redundant.

Rankings and designations

The rankings proposed here for determining which of the three honors designations applies can be compared to those at other UC campuses below.

	Highest rank	Next highest	Next highest	Total
UCB	top 3%	next 7%	next 10%	20%
UCD ³	top 2%	next 2%	next 4%	8%
UCI	top 1%	next 2%	next 9%	12%
UCLA	top 5%	next 5%	next 10%	20%
UCM	top 2%	next 4%	next 10%	16%
UCR	top 2%	next 4%	next 10%	16%
UCSD	top 2%	next 4%	next 8%	14%
UCSB	top 2.5%	next 6%	next 11.5%	20%
UCSC	top 2%	next 3%	next 10%	15% (proposed)

Dean's Honors criteria

To be eligible for quarterly Dean's Honors (or the equivalent), all other UC campuses require that a student complete at least 12 letter-graded units that quarter and that the GPA for the quarter meet a minimum (often 3.5 if it is not tied to University Honors at graduation rankings as proposed here). Some campuses also specifically mention that incompletes or grades below B or C will render a student ineligible.

Though 12 units is the minimum load that qualifies a student for financial aid, UCSC students are normally expected to complete 15 units each quarter. We would like to avoid a standard for Dean's Honors that would seem to endorse 12 units as a good minimal load; hence our requirement of 15 units. At the same time, requiring all of those units to be graded (to be considered for Dean's Honors) is inconsistent with the University's policy of endorsing the occasional Pass/No Pass course. Some required courses exist that are *only* P/NP (cannot be graded). Taking one such course should not disqualify a student for Dean's Honors.

Schools

UCSC has one distinct School, the School of Engineering, and it may well acquire more in time. Many of our sister campuses allow or require distinct means of determining rankings (and hence honors designations) for different Schools, subject to Universitywide criteria. We find this to be appropriate.

A complication in wording arises because UCSC has no "School of Arts, Letters, and Sciences" parallel to its School of Engineering. That is, the divisions of Arts, Humanities, Physical and Biological Sciences, and Social Sciences do not constitute or belong to any Schools. Section 11.4 of the proposed legislation stipulates that, for the purposes of interpreting legislation on University and Dean's Honors, students within any established School constitute a "group", and students not in any established School together also constitute a "group".

The legislation would currently have the effect of dividing UCSC students into two populations – School of Engineering students and all other students. Rankings would be calculated separately

³ The percentages UCD admits into each category depend on the number of units completed. These figures are for students who have completed 45-89 units at UC.

for the two groups based on GPAs within the respective populations. Given the proposed wording, any newly established School at UCSC would be treated separately as well.

Because only Schools or Colleges can award honors designations according to systemwide Regulations (SR 732), because at least one of our defined “groups” is not within any School or College, and because it is colleges at UCSC that give the degree for all UCSC students, the proposed legislation establishes that the colleges award University Honors. But University Honors will be awarded based on campuswide criteria (defined in 11.5) and will appear on transcripts and diplomas as “University Honors, (Summa/Magna) cum Laude” (as appropriate).

CEP will establish policy allowing the Registrar to implement these Regulations. Currently under consideration are the following:

1. Threshold GPAs (within any “group”) would be based on the average GPAs at graduation of the past two year’s UCSC graduates. This moving average would be updated yearly.
2. For the purposes of awarding Dean’s Honors, a student would be considered to be in the School of Engineering if that student is a declared SOE major. Until that time such a student would be counted as non-SOE.

Honors and integrity

Some other UC campuses include language in their Regulations establishing the University’s prerogative to withhold an honors designation given violations of academic integrity. Given the seriousness of this issue and suggestions that plagiarism is becoming more endemic⁴, CEP is strongly in favor of doing the same (see 11.7). The designation “reportable” is already defined, referring to violations that have been deemed important enough to warrant disclosure outside of the University (when, for example, graduate or professional schools inquire about a student’s record). It is college provosts at UCSC who make the judgment that a violation is “reportable”.

Current wording	Proposed wording
11.1 At the time an agency certifies that a student has fulfilled the requirements for a major, it may recommend the award of Honors or Highest Honors in the major field. The notation "Honors (or Highest Honors) in (name of major)" shall appear on the diploma and on the transcript. (Am 27 Jan 71; EC 1 Aug 76)	11.1 Unchanged
11.2 The Faculty of each college shall recommend in writing such of its students as it deems merit the award of honors for overall academic work. It shall send such	11.2 Unchanged

⁴ See the recent San Francisco Article “Everybody does it” at <http://www.sfgate.com/cgi-bin/article.cgi?file=/c/a/2007/09/09/CM59RIBI7.DTL>.

<p>recommendations to the Registrar. The notation, "College Honors" shall appear on the diploma and on the transcript. (Am 27 Jan 71)</p> <p>11.3 In accordance with SR 640, each agency that has an approved major that elects to award Honors shall submit the criteria for such an award to the Committee on Educational Policy for its review, approval, and permanent record. Any change in criteria will require resubmittal. (En 31 May 78; CC 28 Jan 81, 31 Aug 99)</p>	<p>11.3 Unchanged</p> <p><u>11.4 For the purposes of interpreting SCR 11.5-6, honors eligibility for students whose degree program is in an established School shall be based upon the GPA thresholds calculated for their School. Honors eligibility for other students shall be based upon the GPA thresholds calculated for students whose degree program is not part of an established School. The term “group” refers to groups defined in this way.</u></p> <p><u>11.5 University Honors at graduation shall be awarded by a student’s college, subject only to criteria provided here and in 11.7. Students eligible for University Honors at graduation shall be those who have completed 70 or more units at the University of California and have attained in their group a UC GPA that places them in rankings as follows: summa cum laude, top 2%; magna cum laude, next 3%; cum laude, next 10%. Each year and for each group the Registrar shall calculate the GPA thresholds required for these levels of University Honors, based on the GPAs of recent graduates. These GPA thresholds shall be published and serve as criteria for University Honors at graduation during the next academic year. The notation “University Honors, (Summa/Magna) cum Laude” (as appropriate) shall appear on the diploma and on the transcript.</u></p> <p><u>11.6 Students will be eligible for quarterly Dean’s Honors if they have earned a</u></p>
--	--

	<p><u>minimum of 15 units that quarter, of which at least 10 are graded, with a term grade point average equal to or higher than that required for University Honors at graduation in their group for the current academic year. Dean's Honors are listed on student transcripts.</u></p> <p><u>11.7 Any student who has a reportable disciplinary sanction for a violation of academic integrity policies may be ineligible for any honors designation, at the discretion of the agency that awards the designation.</u></p>
--	---

Sincerely,
COMMITTEE ON EDUCATIONAL POLICY

Russ Flegal

David Helmbold

Pamela Hunt-Carter, *ex officio*

Loisa Nygaard

Kip Tellez

Jack Vevea

Jaye Padgett, Chair

Joel Ferguson, Provost Representative

Sarah-Hope Parmeter, NSTF Representative

Jamal Atiba, SUA Representative

October 19, 2007

VI. SPECIAL ORDERS (CONTINUED)
Consent Calendar (Continued)

2. Merced Division Regulation 75 (approval)

**PROPOSED AMENDMENT TO MERCED DIVISION
REGULATION 75**

On January 30, 2008, the Assembly approved a new Merced Division Regulation 75 defining academic honors at graduation. Due to an error, only a portion of the proposed Merced Division Regulation 75 was placed before the Assembly for approval. The complete proposed regulation was in accordance with [Senate Regulation 640 B\(4\)](#)² approved by the Committee on Educational Policy (UCEP) and reviewed by the University Committee on Rules and Jurisdiction for its consonance with the Code of the Academic Senate. At its March 26, 2008 meeting, the Academic Council concurred with UCEP's original recommendation and approved placing Merced's request for the corrected regulation on the next scheduled meeting of the Assembly for its recommendation.

Current Wording of Merced's Regulation 75:

To be eligible for honors at graduation, a student must have completed a minimum of 50 semester units at the University of California, of which a minimum of 43 units must have been taken for a letter grade and a minimum of 30 units must have been completed at UC Merced. The grade point average achieved must rank in the top 2 percent of the student's School for highest honors, the next 4 percent for high honors, and the next 10 percent for honors at graduation. The number of recipients eligible under these percentages shall be rounded up to the next higher integer.

² **640.** Undergraduate Honors

- C. Subject to the conditions of paragraph (B), each Division may determine the criteria for the award of undergraduate honors at graduation, as well as honors to be announced after one or more terms of residence. Honors (at graduation, as well as quarterly) shall be posted on the student's permanent record card and given appropriate public and individual notice. Departments, colleges, and schools are authorized to recommend for Honors with the Bachelor's degree those students who have satisfied the requirements for honors at graduation.
- D. The criteria both for quarterly honors and for honors at graduation must meet the following conditions:
 - 1. The criteria shall be consistent with the approved Divisional grading system provided for in [Senate Regulation 778](#);
 - 2. The Senate committee charged with administering honors on each campus will establish minimum standards for the award of undergraduate honors and for honors at graduation;
 - 3. These minimum standards shall be incorporated in Divisional Regulations; and
 - 4. The minimum standards shall take effect only after approval by the University Committee on Educational Policy and after inclusion, with that committee's recommendations, in a Consent Calendar passed at a meeting of the Assembly of the Academic Senate. (Am 6 Jun 79; Am 5 May 88)

Proposed Wording of Merced's Regulation 75 (information in bold and underlined)

To be eligible for honors at graduation, a student must have completed a minimum of 50 semester units at the University of California, of which a minimum of 43 units must have been taken for a letter grade and a minimum of 30 units must have been completed at UC Merced. The grade point average achieved must rank in the top 2 percent of the student's School for highest honors, the next 4 percent for high honors, and the next 10 percent for honors at graduation. The number of recipients eligible under these percentages shall be rounded up to the next higher integer.

Dean's Honor List

Students will be eligible for the Dean's Honor List if they have earned in any one semester a minimum of 12 graded units with a 3.5 grade point average or better with no grade of I or NP. Dean's Honors are listed on student transcripts. Any student who has been found to violate the academic integrity policies during an academic year will not be eligible for the Dean's Honor List during that academic year.

Chancellor's Honor List

Students who are placed on the Dean's Honor List for both semesters in a single academic year (fall and spring) will be placed on the Chancellor's Honor List for that academic year.

JUSTIFICATION: Approval of expanded language will establish the criteria by which UC Merced identifies students for Dean's and Chancellor's Honors.

ACTION REQUESTED: Approval of the amended Merced Division Regulation 75. Effective date retroactive to January 30, 2008, the Assembly's approval date of the original proposed Merced Regulation 75.

(UCEP's approval and the Merced request for this new regulation may be found on the next two pages.)

UNIVERSITY COMMITTEE ON EDUCATIONAL POLICY (UCEP)

RICHARD WEISS, CHAIR

weiss@chem.ucla.edu

The Academic Council

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July 9, 2007

JOHN OAKLEY, CHAIR

ACADEMIC COUNCIL

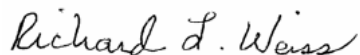
Re: New UC Merced Regulation 75 – Honors

Dear John,

In accordance with [Senate Regulation 640 B\(4\)](#), the University Committee on Educational Policy (UCEP) has reviewed UC Merced's new Regulation 75, defining academic honors at graduation.

UCEP found the language of Regulation 75 and its justification to be satisfactory, and we endorse it.

Sincerely,



Richard Weiss

Chair, UCEP

cc: UCEP members

Executive Director Bertero-Barceló

June 11, 2007

Dear Senate Member,

At the March 2007 Division Meeting, members endorsed a new UCM Regulation defining Honors at Graduation. Subsequent to UCM's endorsement, and in accordance with policy review procedures, the item was sent to the University Committee on Educational Policy (UCEP). Noting that the proposed language did not appear to provide limitations or criteria for honors in Schools graduating fewer than 50 students, UCEP returned the item to UC Merced's Undergraduate Council with a recommendation that "the percentage requirements for larger Schools be maintained for small schools, with small schools being able to round up the number of recipients to the next higher integer number." UCEP also recommended adding language allowing for at least two recipients for highest honors in the smallest schools.

UCM's Undergraduate Council welcomed the recommendations of UCEP and offers the following revised language for your consideration. This item comes to the Senate with the approval of the Division Council and endorsement of Rules and Elections.

UC MERCED REGULATION 75 HONORS AT GRADUATION (SR 640)

To be eligible for honors at graduation, a student must have completed a minimum of 50 semester units at the University of California, of which a minimum of 43 units must have been taken for a letter grade and a minimum of 30 units must have been completed at UC Merced. The grade point average achieved must rank in the top 2 percent of the student's School for highest honors, the next 4 percent for high honors, and the next 10 percent for honors at graduation. ~~If there are fewer than 50 students graduating in a particular School, the criteria for honors in that School shall be based on grade point average determined by the Undergraduate Council.~~ The number of recipients eligible under these percentages shall be rounded up to the next higher integer.

You are also asked to vote on new language defining Dean's and Chancellor's Honor Lists:

Dean's Honor List

Students will be eligible for the Dean's Honor List if they have earned in any one semester a minimum of 12 graded units with a 3.5 grade point average or better with no grade of I or NP. Dean's Honors are listed on student transcripts. Any student who has been found to violate the academic integrity policies during an academic year will not be eligible for the Dean's Honor List during that academic year.

Chancellor's Honor List

Students who are placed on the Dean's Honor List for both semesters in a single academic year (fall and spring) will be placed on the Chancellor's Honor List for that academic year.

Please cast your vote and return in the enclosed envelope.

Martha Conklin, Chair

VII. REPORTS OF SPECIAL COMMITTEES (NONE)

VIII. REPORTS OF STANDING COMMITTEES

A. Academic Council

• Michael T. Brown, Chair

1. Nomination and Election of the University Committee on Committees (UCOC)
Vice Chair (member-at-large) for 2008-09/Chair 2009-08 **(action)**

In accordance with [Senate Bylaw 150.A.1](#), Committees, "... The members-at-large are to be named by the Assembly for two-year staggered terms. Each at large member will serve as Vice Chair in the first year and shall normally succeed as Chair in the second year."

At its March 26, 2008, meeting, upon the recommendation of the UCOC, the Academic Council endorsed the nomination of Professor Joseph P. Konopelski, UC Santa Cruz, for election by the Assembly as a member-at-large of UCOC for 2008-10, to serve as Vice Chair of UCOC for 2008-09 and as Chair of UCOC for 2009-10.

ACTION REQUESTED: Assembly is asked to elect Professor Joseph P. Konopelski to serve as the 08-09 UCOC Vice Chair and to succeed as its Chair in 09-10.

Curriculum Vitae

Joseph P. Konopelski

Department of Chemistry and Biochemistry
University of California
Santa Cruz, CA 95064
831-459-4676
joek@chemistry.ucsc.edu

EMPLOYMENT HISTORY

1998-present Professor of Chemistry, University of California, Santa Cruz
1999 Visiting Professor, University of Innsbruck, Austria
1993 Visiting Professor, University of Cambridge, England
1991-1998 Associate Professor of Chemistry, University of California, Santa Cruz
1984-1991 Assistant Professor of Chemistry, University of California, Santa Cruz
1983-1984 Postdoctoral Fellow, University of Pennsylvania, Philadelphia, PA
1981-1982 U.S.-France Exchange of Scientist Fellow, Université Louis Pasteur, Institut de Chimie, Strasbourg, France

1980 Postdoctoral Research Fellow, IBM Corporation, San Jose, CA

EDUCATION

1979 Ph.D. in Chemistry, Stanford University, Stanford, CA
1973 B.A., M.A. in Chemistry, The Johns Hopkins University Baltimore, Maryland, graduation with Honors in Chemistry

ADMINISTRATIVE EXPERIENCE

Chair, Department of Chemistry and Biochemistry, 7/01-6/06
Associate Dean of Research, Division of Physical and Biological Sciences 2004-2006
Chair, Space Planning Committee for 2300 Delaware Avenue Building C, 2005-2006
Convener, Biomedical program and hiring plan committee, 2005
Member, Dean of Social Science search committee, 2005-2006
Participant, DOE-NIH-NSF workshop "Building Strong Academic Chemistry Departments Through Gender Equity," 2006
American Cancer Society, Cancer Drug Development peer review committee
Member, 2001-2006; Vice-Chair, 2005; Chair, 2006
Member, NIH Special Emphasis Panel, Drug Development and Delivery
Chair, 3/03 and 2005-present
Member, UC Cancer Research Coordinating Committee, 2004-2007; Chair, 2006
Member, External Advisory Committee, New Mexico Idea Network of Biomedical Research Excellence" (NM-INBRE), 2005-present
Ad Hoc Member, NIH Medicinal Chemistry Study Section, Oct. 2002
Graduate Advisor, Department of Chemistry and Biochemistry, 1995-1999
Chair, Gordon Research Conference on Heterocyclic Chemistry, 1999

SENATE AND OTHER CAMPUS-WIDE SERVICE

2007-08 Chair, Senate Committee on Committees
2006-07 Member, Senate Committee on Committees
2005-06 Chair, Space Planning Committee for 2300 Delaware Avenue Building C
2003-04 Member, Office of Sponsored Projects Review Committee.
2001 Speaker, Annual Chancellor's Dinner with Legislators, Sacramento
1998 Lecture, UCSC Foundation Trustee Marion Cope and guests
1997 Lecture, UC Regents during visit to UCSC
1994-95 Member, UCSC Graduate Council
1993-94 Campus Administrative Charges Committee
Member, UCSC Graduate Council

1992-93	Campus Administrative Charges Committee
1990-91	Campus Science Library Building Committee
1988-89	Campus Science Library Building Committee
1987-88	Campus Science Library Building Committee
1986-87	Campus Science Library Building Committee
1985-86	Campus Science Library Planning Committee

RECENT PUBLICATIONS

Journal Articles

51. Brown, L.E.; Konopelski, J.P., "Turning the Corner: Recent Advances in the Synthesis of the Welwitindolinones," submitted for publication (*invited review*).
50. Gerstenberger, B. S.; Lin, J.; Mimieux, Y. S.; Brown, L. E.; Oliver, A. G.; Konopelski, J. P., "Structural Characterization of an EP Amino Acid Imidazolidine and Direct Formation of the β -Lactam Nucleus from an α -Amino Acid," *Org. Lett.*, **2008**, 10, 369-372.
49. Xia, J.; Brown, L.E.; Konopelski, J.P., "Welwistatin Support Studies: Expansion and Limitation of Aryllead(IV) Coupling Reactions," *J. Org. Chem.* **2007**, 72, 6885-6890.
48. White, K.N.; Sen, I.; Szundi, I.; Landaverry, Y.R.; Konopelski, J.P.; Olmstead, M.M.; Einarsdóttir, Ó., "Synthesis and Structural Characterization of Cross-Linked Histidine-Phenol Cu(II) Complexes as Cytochrome c Oxidase Active Site Models," *Chem. Commun.* **2007**, 3252-3254.
47. Landaverry, Y.R.; White, K.N.; Olmstead, M.M.; Einarsdóttir, Ó.; Konopelski, J.P., "Cytochrome c Oxidase Active Site Mimics: New Ligands for Copper and an Unexpected Oxidative C-C Bond Formation," *Heterocycles* **2006**, 70, 147-152.
46. Chen, W.; Davies, J.R.; Ghosh, D.; Tong, M.C.; Konopelski, J.P.; Chen, S., "Carbene-Functionalized Ruthenium Nanoparticles," *Chem. Mater.* **2006**, 18, 5253-5259.
45. White, K. N.; Konopelski, J. P., "Facile Synthesis of Highly Functionalized *N*-Methyl Amino Acids," *Org. Lett.* **2005**, 7, 4111-4112.
44. Gerstenberger, B.S.; Konopelski, J.P., "*tert*-Butyldiphenylsilylethyl ("TBDPSE"): A Practical Protecting Group for Phenols," *J. Org. Chem.* **2005**, 70, 1467-1470.

VIII. REPORTS OF STANDING COMMITTEES (Continued)

A. Academic Council (Continued)

• Michael T. Brown, Chair

2. Ratification of the Oliver Johnson Awards Recipients (action)

The Assembly is asked to ratify Professors Gayle Binion (SB) and Lawrence “Larry” Pitts (SF) as the Academic Council’s choices for recipients of the 2008 Oliver Johnson Award.

The Oliver Johnson Award for Service to the Academic Senate is given biennially to a member (or members) of the UC faculty who has performed outstanding service to the Academic Senate. Its broader goal is to honor, through the award to the recipient(s), all members of the faculty who have contributed their time and talent to the Senate.

Nominations for the award come through Divisional Committees on Committees to the Universitywide Committee on Committees (UCOC). UCOC, in turn, submits the names of two nominees to the Academic Council. The recipient(s) is chosen by the Academic Council and ratified by the Assembly of the Academic Senate.

ACTION REQUESTED: **The Assembly is asked to ratify the Academic Council’s two nominees, Professors Gayle Binion and Lawrence Pitts, as the recipients of the Oliver Johnson Award.**



UCSB Committee on Committees

SUSAN J. MAZER, CHAIR
PHONE: (805) 893-8011
FAX: (805) 893-4724
E-MAIL: mazer@lifesci.lscf.ucsb.edu

SANTA BARBARA, CALIFORNIA 93106-9610

Dr. Jerry S. Powell, Chair, UCOC
c/o María Bertero-Barceló, Executive Director, Academic Senate, 12th Floor
University of California
Oakland, CA 94607-5200
Powell: jspowell@ucdavis.edu
Bertero-Barceló: mbertero@ucop.edu

February 4, 2007

Dear Dr. Powell,

With great pleasure, warmth, and enthusiasm, the UCSB Committee on Committees unanimously offers our nomination of Dr. Gayle Binion for the 2008 Oliver Johnson Award for Distinguished Leadership in the Academic Senate. Dr. Binion's sustained service, generosity, and accomplishments at both the campus and university levels warrant special recognition, and we expect that she will be an unusually strong candidate for this award. She has also been a noteworthy asset to UC at the community level, on several occasions offering testimony on behalf of UC to the California State Assembly. Here, we highlight a few of Dr. Binion's most significant contributions as Chair or member of several high-profile Academic Senate Councils and Committees; by all criteria — her impact on faculty governance, her thoughtful and effective leadership, and her ability to work with different (and often conflicting) university constituents — Dr. Binion is a humbling example of successful dedication to the advancement and improvement of the University of California.

Dr. Binion served as Chair of the Academic Council from 2001 – 2003, and she took a leadership role in sorting out and resolving three particularly controversial issues that crossed her desk. First, she led the Academic Senate through the analysis of Proposition 54, the *Classification by Race, Ethnicity, Color and National Origin* (CRECNO). This constitutional amendment would have prevented the use of state funds for projects where race, ethnicity, color, or national origin had been recorded. Its proponents cleverly referred to the proposition as "The Racial Privacy Initiative", and ran an extremely effective campaign to gather signatures from the public. If passed, this proposition would have threatened UC's ability to provide support for many members of under-represented groups, and it would have prevented much scholarly research on health care. Dr. Binion responded by leading the Senate through a thorough review of the issue and by helping to publicize the wide-reaching and disturbing potential social and economic effects of Proposition 54 that were not obvious (at first glance) to many members of the UC community or the public. Her report to the Regents contributed to their overwhelming opposition to the initiative in May 2003. In August 2003, Dr. Binion testified on the University's position regarding CRECNO to a joint Senate-Assembly committee, helping the public to make an informed judgment on the matter.

Second, Dr. Binion led the Academic Senate through an even more sensitive matter when the Senate considered an amendment to the Faculty Code of Conduct (APM 015) that would ban sexual

relationships between faculty and *either* their current students *or* those over whom they could reasonably expect to have academic authority in the future. Dr. Binion first had to review the current status of the Code on this matter, as many faculty members and Regents believed that this ban had already been codified. Dr. Binion discovered that, while a policy that constrained faculty-student relationships had been considered in the 1980's, it had not been formalized. Following the assembly and coordination of committees on all UC campuses to consider the issue, Dr. Binion led the Council towards offering a recommendation that was approved by the Regents and issued by President Atkinson before he retired. Discovering just the right language for the APM on this matter is the kind of vexing problem that Dr. Binion can be counted on to solve.

A third controversial issue that came to Dr. Binion was the review of the UC policy of automatically increasing ("bumping up") the reported grades of prospective freshman who had been enrolled in honors, AP, or other advanced courses in high school. While this policy appears to be sensible in its recognition of highly achieving prospective students, it turns out that this adjustment of grades causes a substantial *decline* in the ability of high school grades to predict subsequent performance at UC. To reach the heart of the matter, Dr. Binion chaired the Task Force charged with reviewing the policy. The Task Force included members of BOARS (Board of Admissions and Relations with Schools), UCEP (University Committee on Educational Policy), and experts in educational data analysis. The analytical and highly-detailed, data-rich report that Dr. Binion wrote in June 2005 (the *Report of the Academic Senate Task Force on Honors/AP/IB/CC "Grade Bump"*) demonstrates clearly the costs of maintaining the practice of bumping up grades. The report is now under consideration by BOARS, which is undertaking the daunting task of developing a new approach to eligibility and admissions.

During her tenure as Chair of the Academic Council, Dr. Binion also negotiated several other hand-wringing challenges. She worked closely with Robert Post (Boalt Hall School of Law) to come up with just the right wording for a new statement of academic freedom to replace the original phrasing of the 1940's version. Dr. Binion's ability to negotiate the contrasting views and strong opinions that emerged from several Senate Committees, all of the campuses, the Office of General Council, and even from many *ad hoc* organized community groups demonstrates her knack for finding common ground. President Atkinson issued the new policy on academic freedom (APM 010) in the Fall of 2003. A final example of Dr. Binion's initiative was her decision to establish a special committee of the Academic Council to address issues raised when the U.S. Department of Energy entered the competition for the contract to direct the Los Alamos National Lab. With this committee, Dr. Binion played a key advisory role to the President and oversaw the writing of white papers on the topic and surveying the UC faculty for their views on the labs and their directorships.

While these examples demonstrate Dr. Binion's effectiveness in developing proposals and policies that advance the mission of the University of California, she has also been an advocate for policies that directly benefit students. For example, in March 2003, as the representative of the Academic Senate, she offered testimony to the *California State Assembly Committee on Higher Education* about the potentially negative effects of long-term fee increases on student access and provided some cautionary advice. In addition, she served in 2006 on the Expanded *ad hoc* Committee on International Education (IE), charged with making recommendations to UCOP regarding the future of IE. Dr. Binion submitted a well thought out minority report questioning several of the IE's recommendations, making it clear that she is dedicated to structuring and managing EAP and other opportunities to earn academic credit overseas in a way that will "get IE right" both academically and economically, in part by maximizing UC faculty involvement.

Dr. Binion tirelessly and diplomatically tackled a wide array of other tricky (and perhaps relatively thankless) tasks as Chair. She served on the Task Force on Bylaw Revision, helping to remove from the Academic Senate's bylaws many inconsistencies, confusing passages, and outdated components. She also worked with BOARS to encourage the College Board to revise the SATs (e.g., adding a writing requirement) and she reviewed campus selection processes for admissions, evaluated eligibility criteria, and created the Dual Admissions program, all of which were prepared for review by the Board of Regents. As a result of her efforts, the Regents granted to the Senate the role of approving the criteria to be used in the admissions procedures, greatly enhancing the faculty's involvement in this process. She also oversaw the approval of several matters brought up by the University Committee on Faculty Welfare, including the offering of retirement benefits to same-sex couples, and changes in the criteria for fulfilling a sabbatical in residence.

Dr. Binion has also recently served on several time-consuming and delicate search committees, consistently dedicated to the idea that academic excellence must be a criterion even for administrative posts. She Chaired the Faculty Screening Committee and served on the Regental Search Committee that resulted in the selection of Robert Dynes as UC President. She served on the advisory committee that selected MRC Greenwood as Provost and Senior Vice President, and she was a member of the committees that selected the UC Riverside Chancellor and the new Executive Director of the UC Press.

Among Dr. Binion's best-known and most enthusiastically welcomed accomplishments was the creation of the beautifully designed, electronically-delivered university-wide newsletter, *Senate Source*. During her Chairship, the newsletter was published five times per year (since 2005, publication has declined to one or two issues per year), greatly increasing awareness of the Academic Senate's activities throughout UC and facilitating direct communication with Senate leaders.

In short, Dr. Binion's commitment to the university's ideal of shared governance is evidenced not only by her own tireless work and high productivity, but by her invitations to others (e.g., in the formation of new Committees) to participate in the process and her resolve to share information with the UC community. In this letter, we were unable to cover many of Professor Binion's other accomplishments and contributions, including those achieved as: Chair of the Committee on Planning and Budget; Chair of the Board of Directors of the U.K. Trust (a development arm of UC in London); and her recent Directorship of EAP's California House Study Center in London.

Truly, reviewing Professor Binion's record has been a humbling endeavor; we cannot recommend her more highly for this special award.



Susan J. Mazer, Chair, Professor of Ecology, Evolution & Marine Biology

Chuck Brazerman, Professor of Education

Forrest Brewer, Professor of Electrical & Computer Engineering

Mark Rose, Professor of English

Katharina Schreiber, Professor of Anthropology

Harvey Sharrer, Professor of Spanish & Portuguese

Leslie Wilson, Professor of Molecular, Cell & Developmental Biology

Gayle Binion
Professor, Department of Political Science
University of California, Santa Barbara
Academic Senate service: systemwide and campus

SYSTEMWIDE UNIVERSITY SERVICE:

Service and Administrative Appointments in Academic Senate and to Office of the President

All From 2000 to 2003 (unless otherwise noted)

Standing Committees of the Academic Senate*

Chair, University Committee on Planning and Budget (2001-2002)
Vice Chair, systemwide Academic Council and Academic Assembly (2001-2002)
Chair, systemwide Academic Council and Academic Assembly (2002-2003)
Member, Academic Council
Academic Assembly (2001-2003)
Member, University Committee on Committees (2001-2003)
Member, University Committee on Planning and Budget (1999-2004)
Member, Board of Admissions and Relations with Schools (2001-2003)
Member, University Committee on Preparatory Education (2002-2003)
Member, University Committee on Educational Policy (1998-1999, 2001-2003)
Member, University Committee on International Education (previously UCEAP) (2001-2003)
Member, Coordinating Committee on Graduate Education (2002-2003)
Member, University Committee on Privilege and Tenure (2002-2003)
Member, University Committee on Academic Freedom (2002-2003)
Member, University Committee on Faculty Welfare (2001-2003)
Member, University Committee on Research Policy (2001-2003)
Member, University Committee of Academic Personnel (2003-2003)
Member, University Committee on Affirmative Action and Diversity (2001-2003)

*Although the Vice Chair and Chair of the Academic Senate serve *ex officio* on all of the 17 standing committees of the Academic Senate, I have listed above only those with which I was actively engaged during my tenure. Those indicated as service from 2000-2003 also include the Chair of the Committee on Planning and Budget as Members.

Special Committees and Task Forces of the Academic Senate

Member, ACSCONL (Academic Senate Special Committee on the National Labs) (2002-2003)
Member, Task Force on Course Descriptions (2002-2003)
Chair, Task Force On Honors/AP Grade Bump (2003-2005)
Member, UC Merced Task Force
Member, Task Force on Professorial Steps (2002-2003)
Member, *Ad Hoc* Committee on Revision of Bylaws (2001-2003)

Office of the President Committees, Councils and Task Forces

President's Cabinet (2002-2003)
President's Regent Agenda setting committee (2002-2003)
Member, Expanded ad hoc Committee on International Education (2006)
Member, Executive Budget Committee
Member, Committee on Copyright (2001-2003)
Member, President's Council on the National Labs (2001-2004)
Member, Committee on Environment, Health and Safety, National Labs (2001-2002)
Member, Committee on Laboratory Security (2001-2005)
Member, SORI, subcommittee on research initiatives, to recommend funding by legislature (2000-2002)
Member, All Funds Advisory Committee (2000-2001)
Member, Council on Research
Member, California Policy Research Center (2001-2003)
Member, UC Systemwide Committee on Presidential Fellowships 1984-85, 1990-93

Conducted five-year reviews of three University of California Chancellors (2001-2003)

Intersegmental Service (UC, California State University and Community Colleges)

Member, ICAS (Intersegmental Council of Academic Senates) (2001-2003)
Member, ICC Intersegmental Coordinating Committee (2001-2003)—administrative leaderships
ICC Budget Committee (2002-2003)—administrative leaderships

Regental Service

Member: Board of Regents and its constituent committees (2001-2003)

Search Committees 2001-04

President, University of California, Chaired the Faculty Screening Committee and
Represented the UC Academic Senate on the Regental Search Committee (2002-03)
Provost and Senior Vice President, (2003-04)
Chancellor, UC Riverside (2001-02)
Executive Director, UC Press (2001-02)

UCSB CAMPUS SERVICE

Chair, Committee on Rules, Jurisdiction and Elections, 2007-
Chair, *ad hoc* committee (faculty recruitment), Spring 2007
Member, Search Committee, Dean of Social Science (2002-2003)
Academic Planning Coordinating Committee, 1998-2000
Chair, 1998-99, and Chair-elect, CEPAP, 1997-98, member CEPAP 1996-99.
UC (systemwide) Committee on Educational Policy, 1997-98
Academic Planning Council, 1997-98.
Director, UCSB Washington Center, 1994-1996.
Chair, Law and Society Program, an interdisciplinary undergraduate B.A. program with 800+ majors, 1976-1994.
Member, Law & Society Committee: 1976-2001.
Resident faculty, UCSB Washington, D.C. Center, 1993.
Co-host, Live Law, weekly radio program on law and social issues, KCSB, 1987-1989.
Faculty Advisor, Pre-Law Association, UCSB, 1989-

Elected Committee Service:

Committee on Committees, 1985-86.
Executive Committee of the Academic Senate, 1982.
Faculty Legislature, 1980-82, 1982-84

Other Committee Service:

Faculty Advisor to Pre-Law Association, 1989-
Committee on Affirmative Action, 1980-82, 1989-91.
Governance Committee, Women's Studies Department, 1988-91.
Curriculum Committee, Women's Studies Department, 1988-90.
Advisory Committee on California Human Corps Act, 1988-90.
Advisory Committee on Student Services, 1988.
Undergraduate Research Committee, 1990-91.
Faculty Advisory Committee to the Robert
Maynard Hutchins Center for the Study of Democratic Institutions, 1982-85.
Social Process Research Institute, 1984-86.
Plous Award Committee, 1983-86, 1988, 1999.
Committee on Privilege and Tenure, 1982-84, 1987-89.
Committee on American History and Institutions, 1979-80.
Committee on Assistant Professors, 1977-79.
Crime Prevention Advisory Committee, 1981-82.
Faculty Advisory Committee to Capitol Hill Program, 1981-82, 1988.
Ad Hoc Committee on Women's Studies, 1985-86, 1987-88
Chair, disciplinary hearings, 1985, 1988.

Informal University Service:

Panelist, speaker, moderator, etc. at many and various university, student and alumni events.



Executive Office
500 Parnassus, MUE 230
San Francisco, California 94143-0764
(415) 476-3808 Fax (415) 514-3844

David Gardner, MD, MS, Chair
Elena Fuentes-Afflick, MD, MPH, Vice Chair
Mary J. Malloy, MD, Secretary
Jean Olson, MD, Parliamentarian

January 15, 2008

Maria Bertero-Bercelo
Executive Director, Academic Senate
University of California
1111 Franklin Street, 12th Floor
Oakland CA 94607-0309

Dear Ms. Bertero-Bercelo

It is with the greatest enthusiasm that we place the name of Dr. Lawrence Pitts in nomination for the Oliver Johnson Award for Distinguished Leadership in the Academic Senate. Dr. Pitts has tirelessly and unselfishly dedicated himself in serving both the San Francisco Division and the Systemwide Academic Senate.

Larry's Senate service record has been absolutely outstanding. At UCSF, he served with distinction as a member of our Committee on Committees and our School of Medicine Faculty Council, as Chair of our Committee on Faculty Welfare and, finally, as Vice-Chair and Chair of our Divisional Senate. It was during his tenure that the Senate "hit its stride" here in San Francisco. Larry advocated for greater Senate involvement in many campus planning activities that previously had been the sole domain of our campus administration. This involvement was granted and neither the Senate nor the administration has lived to regret the decision. Much of the credit for the excellent working relationships that our Senate currently enjoys with campus administrators belongs to Larry Pitts.

Larry also served with distinction as Chair of the University Committee on Faculty Welfare (1995-96), and as Vice Chair and Chair of the Academic Council between 2002 and 2004. He used his time effectively, continually striving to interject the voice of the faculty into the decision-making process that governs the activities of our University. Most importantly, he participated actively in the discussions defining the relationship between the University of California and the National Laboratories under its purview at a time when this was a hotly contested issue.

Larry's commitment to the Senate didn't end with his tenure as Council Chair. He currently serves on three UCSF committees and nine system-wide committees, including the Academic Advisory Committee on which he sits, for the second time, as the UCSF representative. As you know this Committee has been assigned the critically important task of advising the Regents on the selection of the next President of the University of California.

At a more personal level, Larry is someone who has always lead by consensus. He has demonstrated an ability to draw people together in the process of promoting issues and solving problems that serve the faculty and the welfare of the University. When asked, Dr. Pitts' colleagues describe him as someone who is thoughtful, who always acts with integrity, seeks and respects the opinion of others, leads by example, and is appropriately assertive and confident. Of his many skills, diplomacy and negotiation are the ones that most quickly come to mind. He is able to blend reason with facts and the result is always a well thought out response that is logically constructed and carries credibility and impact.

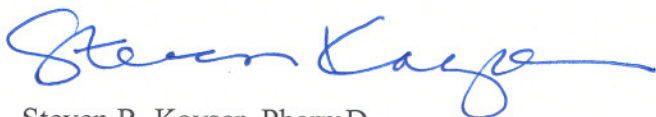
Of particular importance to those of us on the UCSF campus, Larry has always been a strong advocate for faculty across all academic series. He has sought to assure that all faculty are represented in the governance of the campus and that their views and opinions receive appropriate consideration at the system-wide level.

The breadth of Larry's activities in the Senate reflects the esteem with which he is held by his colleagues and peers throughout the University. As illustrated on his attached curriculum vitae, he has been active on academic and planning committees, task forces dealing with health care, as a faculty representative to numerous Board of Regents statewide committees, the President's Council on the National Laboratories, numerous search committees, the Regents' Study Group on Diversity, to name just a few. He has handled each of these assignments with his typical understated competence, leading to an ongoing series of requests for additional service.

It is also worth mentioning that Larry has done all of this in parallel with his responsibilities as an academic neurosurgeon at UCSF. It is, in fact, rare for someone with this level of academic, administrative and clinical activity to find the time to participate in Senate activities at any appreciable level, let alone provide system-wide leadership as Larry has. He is an extraordinarily unique individual.

In conclusion, Dr. Larry Pitts' contributions to the Academic Senate have been nothing short of spectacular. His work ethic, integrity and commitment to the faculty of our University is exemplary. We are truly honored and proud to nominate Larry as the UCSF candidate for the Oliver Johnson Award this year.

Sincerely,



Steven R. Kayser, PharmD
Professor of Clinical Pharmacy
Chair, Committee on Committees
University of California San Francisco

LAWRENCE PITTS
University of California Academic Senate Service
December 2007

Academic Senate, San Francisco Division

Vice-Chair	1997-1999
Chair	1999-2001
Chancellor's Cabinet	1999-2001
Faculty Welfare Committee	1992-1997
Vice Chair	1994-1996
Chair	1996-1997
School of Medicine Faculty Council	2001-2007
Division Committee on Committees	2001-present
Task Force on Medical Center Strategic Plan	2002-2003
Academic Senate Assembly UCSF Division Representative	2004-present
Division Coordinating Committee	1999-2002
	2004-present

University of California, Statewide Academic Senate

University Committee on Faculty Welfare	1993-1995
Representative, San Francisco Division	
Chair, University Committee on Faculty Welfare	1995-1996
Member, Academic Council	Chair, UCFW
	Chair, UCSF Division
	1995-1996
	1999-2001
Vice Chair	2002-2003
Chair	2003-2004
Academic Council Special Committee on the National Labs	2003-present
Special Committee on Scholarly Communication, Chair	2004-2006
Task Force on Shared Governance	1997-1998
Medical Insurance Plan Bid Advisory Group	1997-1999
Chair, Drafting Committee, Statewide Academic Senate	
Health Corporate Compliance Document	2000
Health Sciences Committee of the Academic Planning Council	2001-Present
UCFW Task Force, UC Health Plan Bid Advisory Group	1999-Present
Chair	2006-Present
Health Sciences Compensation Retirement Task Force	2001-2002
Chair, Intersegmental Council of Academic Senates	2003-2004
(UC, California State Universities, California Community Colleges)	
Intersegmental Coordinating Committee Executive Committee	2003-2004
(UC, CSU, CCC)	
Ex Officio Committee Membership	2002-2004
as Chair or Vice-Chair, Academic Council	
Faculty Representative, University of California Board of Regents	
Academic Senate Statewide Committees – Academic Planning, Planning and Budget, Graduate Affairs, Educational Policy, Admissions and Relations with Schools, Faculty Welfare, Research Policy	
Systemwide Library and Scholarly Information Advisory Committee	
Academic Planning Council, Co-chair	
UC President's Executive Budget Committee	

UC President's Cabinet	
UC President's Study Group on Admissions and Eligibility	
Committee on Institutional Conflict of Interest	
President's Council on the National Laboratories	
Member, Science and Technology Panel	2003-present
Member, National Security Panel	2004-present
Member, Environmental Safety & Health Panel	2003-2004
Search Committees	
President, University of California	2002, 2007
Vice President, Laboratory Management	
Provost, University of California	
Executive Vice Provost, University of California	
Chancellor, UC Berkeley	
Chancellor, UC Santa Cruz	
Exec Director, Systemwide HR & Benefits Policy	2005
Member, Regents' Study Group on Diversity at UC	2006-2007
Joint UC Administration and Academic Senate Committees	
Advisory Group, Clinical Enterprises Role in UC Medical Plans	1996
Compensation and Benefits Strategy Task Force	2004-present
Clinical Enterprise Working Group	2007-present
Provost's Copyright Policy Working Group, Chair	2006-2007

In addition to this listing of Academic Senate service, Dr. Pitts served on numerous committees, panels and search assignments at the UCSF campus including Chief of Neurosurgery at the San Francisco General Hospital, UCSF/Mount Zion Hospital, Chief of Medical Staff at SFGH, and in leadership roles in national and international neurosurgery organizations.

VIII. REPORTS OF STANDING COMMITTEES (CONTINUED)

Academic Council (continued)

- Michael T. Brown, Chair
- Mark Rashid, BOARS Chair

3. Proposal to Reform UC's Freshman Eligibility Policy (**action**)

Background

It is intended that admission to UC comport with the following principles:

1. UC admission should be awarded primarily on the basis of academic achievement during the pre-college years;
2. assessment of this achievement should be based on multiple sources of evidence;
3. assessment of achievement should account for circumstances in which it occurred; and
4. all of California's college-ready students, regardless of background, should be afforded the chance to have their qualifications fairly and accurately assessed for purposes of admission to UC.

Under current policy, freshman admission decisions at UC are made by the individual campuses, and are based on a comprehensive review of all information available on the application. Campuses generally select freshman admits from among their UC-eligible applicants. Currently, eligibility hinges on: a) taking a prescribed set of standardized admissions tests; b) successfully completing the list of courses known as the "a through g curriculum," consisting of 15 year-long college-preparatory courses certified by UC at each high school; and c) meeting an index based on GPA in the a-g courses and a composite test score. There also exists a "local context" pathway: students who are in the top 4% of their high school graduating class, and who have completed all UC required tests, are deemed eligible. It is important to note that nearly all such students also satisfy the statewide eligibility index. All eligible applicants are guaranteed admission to UC via a referral-pool mechanism, wherein eligible applicants who are not accepted by any campus to which they apply are referred for admission to campuses with remaining space. In recent years, only two campuses – Riverside and Merced – have extended offers of admission to students in the referral pool. The yield rate in the referral pool – i.e., the proportion of enrolling freshmen who take a referral offer of admission from UC – is typically in the 5-7% range.

The eligibility construct functions to limit the admitted pool of students in two main ways. First, through its public pronouncements, UC discourages applications from students who do not satisfy the eligibility criteria as outlined above. Notwithstanding this discouragement, every year about 15% of California-resident applicants are found to be ineligible, and the overwhelming majority of these (>90%) are denied at every campus to which they apply. Data

show that there are thousands of applicants who have very strong records of academic achievement, but are found to be ineligible for technical reasons and are denied consideration for admission. Based on a 2004 CPEC study, 21,000 students would have been eligible had they merely taken the SAT Subject Tests required; 6,500 would have been eligible but for one course (likely Visual/Performing Arts or English). **It is believed that UC's eligibility policy can better align with the above-stated principles of undergraduate admissions.**

The Proposed Policy

BOARS' proposed eligibility policy contains three interdependent elements. First, the SAT Subject test part of the required test pattern would be eliminated as a strict requirement for freshman admission. Individual colleges and majors would still be free to recommend submission of specific SAT Subject test scores, just as they are now. This recommendation was made on the basis of extensive analyses that showed that, after accounting for GPA and SAT core-exam scores, Subject test scores contribute very little to the accuracy of predictions of initial success at UC. Additionally, elimination of this requirement would broaden the pool of students who are visible to UC's admissions processes, and, at the same time, increase the quality of the top 12.5% pool as a whole. This somewhat counterintuitive phenomenon occurs because the qualifying GPA and SAT core exam scores, necessarily, would be raised significantly in order to delineate 12.5% of the state's high school graduates.

The second main element calls for introduction of a new category called Entitled to Review (ETR). ETR status hinges on completion of a prescribed 11 out of 15 a-g courses by the end of the 11th grade – just before students apply to UC – with a minimum GPA of 2.8 (without weighting for honors courses), and completion of either the SAT Reasoning test or ACT with its optional Writing component. Completion of the full a-g course pattern prior to graduation would remain an expectation, with failure to do so constituting grounds for cancellation of any admission offers. Students in this category would be entitled to a review at each UC campus to which they apply, but would not be guaranteed admission as a result of their ETR status.

The third element of BOARS' proposal involves guaranteed admission via the referral pool, which would apply to a subset of students satisfying the ETR criteria stated above. This third component was the subject of substantial revision following the Senate-wide review of the initial proposal, as described below.

Rationale for the Policy Change

Whereas UC eligibility is supposed to be awarded to the “top 12.5%” of California high school graduates on the basis of achievement, the current policy is conferring the guarantee largely on the basis of mere coursework taken and test participation. Conversely, thousands of California students, despite presenting strong records of academic achievement that far surpass the current eligibility standards, are ineligible for minor technical reasons. Nevertheless, thousands of

these students apply to UC every year and are denied even a comprehensive review of their applications: students deemed ineligible, even very high achieving and deserving ones, currently receive neither a guarantee of admission nor a guarantee that their credentials will be reviewed – even after paying the application fee. BOARS has noted that the burden of this apparent inequity falls disproportionately on less-advantaged students.

BOARS has found that many high achieving students are being excluded from UC. Their exclusion appears to be an unintended consequence of the current eligibility policy, on the basis of students being unable to navigate the complexities attending the a-g curriculum and test-pattern requirements. This “failure” could be due to factors having nothing to do with student ability (i.e., unavailability of UC-approved courses and honors courses, differences in school grading practices, improper advising, etc.). In addition, the GPA/test-score eligibility index sets a quite low standard of performance, with the minimum required GPA (3.0, weighted for honors courses) being significantly lower than the average GPA among all students who complete the a-g curriculum (approximately 3.45, per the 2003 CPEC eligibility study). The compensating test scores corresponding to this minimum GPA are actually below the relevant averages for all test-takers nationally. **In effect, the eligibility construct guarantees admission to students who correctly comply with its many rules and requirements, while not ensuring an appropriately high level of academic mastery as indicated by grades and test scores.** This reality is reflected in the finding, based on CPEC’s 2003 eligibility study, that less than 0.5% of the state’s graduates satisfied the coursework and test-taking requirements, but missed eligibility because of failure to meet the GPA/test-score index.

BOARS asserts that UC’s unusual Subject-exam requirement should be eliminated as a strict condition of admission, because the scores have been found to be of negligible predictive value in the context of other available information on the application, and because the requirement represents an unnecessary barrier to access to UC. It should be noted that dropping this requirement, absent any other changes to the eligibility construct, would require raising the GPA/test score index considerably and, as a consequence, lead to severely negative consequences for the makeup of the applicant pool, as explained in the text of the BOARS’ proposal. BOARS expresses the view that campuses can admit and attract many academically excellent students that are currently invisible to UC by applying their comprehensive review processes to broader pools of applicants. This also provides that all campuses should be afforded the ability to select their own students.

Trajectory of the Proposal

[BOARS’ original Proposal to Reform UC’s Freshman Eligibility Policy](#) was presented at the June 27, 2007, Academic Council meeting, where Council agreed to send out the proposal for systemwide Senate review the following fall. The proposal grew out of BOARS’ work, especially since 2004, to understand the effects of the current Freshman Eligibility Policy on both academic excellence of the admitted class, as well as on equity in access to UC. BOARS

was motivated by a desire that UC achieve greater excellence in its ability to determine superior academic readiness to study at the University, as well as greater fairness in that determination. The proposal went out for systemwide review August 31st, with a December 5th deadline for responses. The proposal in its initial form called for elimination of the SAT Subject test requirement and establishment of the Entitled to Review pathway as described above, along with retention of the existing Eligibility in the Local Context (ELC) program, whereby the top 4% of high school graduates from each participating school are guaranteed admission, via the referral pool, to a campus of UC's choosing.

In December 2007, the Academic Council reviewed the responses resulting from that systemwide review and requested that BOARS address Council's concerns (see revised January 11, 2008 letter, on page 49). Most responding divisions/committees supported the goals of the proposal, even when taking issue with the proposed means by which those goals would be attained. Many divisions/committees agreed that there is room to improve UC's eligibility policy, even though more work will be needed to garner wide support of the BOARS proposal. Further, most divisions and agencies expressed support for removing unnecessary barriers to students being considered for admissions and for broadening the pool of students under admissions consideration. Under certain conditions, many divisions/agencies were supportive of dropping the SAT subject test requirement. Most divisions/committees expressed agreement that minor variances from the a-g coursework requirements should not be automatic grounds for ineligibility, particularly in cases where the overall record of a-g courses is strong.

Yet, some reviewing agencies expressed concern that increasing the number of applications requiring comprehensive review would impact the campuses in a number of ways. Divisions and committees listed a number of concerns, which included costs/resources, the public impact of the loss of the admission guarantee as it is presently constructed, implications of comprehensive review, and the perception that the a-g requirements were being softened. BOARS was asked specifically by the Academic Council to: 1) provide additional justification and data; and 2) reconsider its initial proposal to retain only the 4% ELC program while otherwise replacing the admissions guarantee with "Entitlement To Review" (ETR).

[BOARS responded to the January Council letter](#), and at its February 27, 2008 meeting the Academic Council reviewed 1) the letter from BOARS indicating how they responded to Council's concerns and 2) the revised proposal. At that meeting, Council endorsed sending the revised proposal out for systemwide Senate review.

The Academic Senate has completed its systemwide review of BOARS' 'Revised Proposal to Reform UC's Freshman Eligibility Policy.' The revised proposal retains the Subject-exam and ETR provisions of the original proposal, while introducing a much more extensive admissions guarantee structure than was included in the original. In particular, a subset of students who are "entitled to review" would additionally be guaranteed admission to a campus of the University's choosing, via the existing referral-pool mechanism, by meeting criteria that place them in either the top 5% statewide among graduating high school seniors, or in the top 12.5%

of graduates from their school. BOARS argued that the chosen guarantee structure yielded expected UC performance data that was better than under the current eligibility rubric and was optimal in terms of student quality and student diversity. Moreover, the proposed guarantee structure captured approximately 10% of California's graduates, enabling an important proportion of the eligibility pool to be determined on the basis of multiple indices of merit assessed in the context of opportunity. This admissions guarantee provision was new in the revised proposal, and was intended to be responsive to the desire, expressed by many Senate agencies in the first review, to retain a more robust guarantee structure than simply the 4% ELC program.

In aggregate, Senate agency responses (pages 90-124) to the revised proposal indicated strong support for two of the three main elements of the proposal: the ETR admission pathway and elimination of the Subject tests as a strict requirement. Also, there was strong support among Senate agencies for the intent of the BOARS revised proposal: to seek the best talent and to broadly represent the state of California, as well as to allow every campus to exercise their authority, through their own comprehensive-review-based selection processes, in determining UC-readiness. It was thought that the revised proposal can help campuses "... search intelligently for good students" and will give campuses that are not currently "selective" the chance to better manage the quality of their undergraduate student bodies. There was also near-uniform support for making the SAT Subject exam requirement non-mandatory, and strong support for the new entitled to review (ETR) construct. Moreover, there was support for the expansion of the admission guarantee over the original proposal, this being the main change in the revised proposal. Many reviewing agencies did, or could with an evaluation regiment, endorse the proposed guarantee structure but a significant minority expressed concerns about the specific indices of the recommended guarantee structure, namely, the 12.5% within-school and 5% statewide criteria: concerns were expressed about the effect of greatly expanding the within-school admissions guarantee from its current 4% level.

During the May 27-28th meeting of the Academic Council, the merits of the revised BOARS proposal were extensively discussed. After that discussion, the following motion was moved and seconded:

1. Implement ETR and eliminate the Subject-exam requirement for Fall 2012 freshman admission;
2. For Fall 2012 admission, implement an initial, modified guarantee structure based on 9% within-school and 9% statewide criteria (yielding an approximately 9.7% guarantee rate overall);
3. Commit BOARS to annual and five-year evaluations and reporting of academic and fiscal impacts; and
4. Based on the results of these ongoing studies, BOARS should periodically consider recommending adjustments to the guarantee structure.

Potential modifications of this proposal were discussed and debated but, in the end, the motion carried on a 12-7-0 vote. In the discussion, it was noted that, in the presence of the ETR pathway, the specifics of the guarantee criteria, whether 12.5% within-school and 5%

statewide, or 9% by 9%, are greatly diminished in importance in comparison to the present policy. Though many Council members were persuaded that the guarantee structure proposed by BOARS was justified on the basis of key policy objectives (stated above), Council opted for caution and adopted the compromise position due to the lack of data on the effects of the proposal upon implementation. Thus, Academic Council noted that further changes to the guarantee criteria should be made only after a full study of the most current data is made.

ACTION REQUESTED: The Academic Assembly is requested to endorse the Academic Council's recommendation as noted below:

- 1. Implement ETR and eliminate the Subject-exam requirement for Fall 2012 freshman admission;**
- 2. For Fall 2012 admission, implement an initial, modified guarantee structure based on 9% within-school and 9% statewide criteria (yielding an approximately 9.7% guarantee rate overall);**
- 3. Commit BOARS to annual and five-year evaluations and reporting of academic and fiscal impacts; and**
- 4. Based on the results of these ongoing studies, BOARS should periodically consider recommending adjustments to the guarantee structure.**



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Chair of the Assembly and the Academic Council
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Oakland, California 94607-5200

Revised
January 11, 2008

MARK RASHID, CHAIR
BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS)

Re: BOARS Eligibility Proposal

The Academic Council has received comments from the Senate's system-wide committees and divisions regarding BOARS' entitled to review (ETR) proposal, under which are the following proposed changes to how UC Eligibility would be determined: 1) no SAT subject tests would be required; 2) no minimum eligibility index score must be met; 3) no applicant would be guaranteed admission on the basis of the statewide eligibility pathway; 4) instead, applicants who a) complete a prescribed 11 of the 15 required a-g courses by the end of the 11th grade, b) achieve an unweighted GPA of 2.8 or higher in all a-g courses taken in the 10th and 11th grades, and c) take the SAT Reasoning test or ACT with Writing, would be guaranteed a comprehensive review of their applications by every campus to which they applied; and 5) Eligibility in the Local Context (through which UC identifies the top 4% of high school graduates of each participating high school) would remain a pathway to guaranteed admission to the UC system, absent the SAT subject test participation requirements. **At this time, Council cannot endorse the BOARS proposal as written, as the comments from the responding divisions and the system-wide committees do not represent a consensus either in favor or against the proposal. UCB, UCD, UCR, UCSB, UCSC, and UCSD could not endorse the proposal in its present version; UCI, UCLA, UCM, UCAAD, and UCOPE supported the proposal with some changes; a "slim majority" of UCEP members could endorse the proposal as written but a larger number of members were in favor of retaining some degree of guarantee above the 4% ELC level but less than the current 12.5%. UCSF declined to comment on this proposal. BOARS is asked to consider the Pros and Cons offered below, as well as those offered by the responding divisions and committees, in developing possible future iterations of the proposal. Council would ask BOARS to consider, most especially, expressed requests for more data/simulations, stronger justification for proposal elements, and suggested alternatives and modifications.**

Pros

Most responding divisions/committees took the BOARS proposal as an initial draft and most supported the lofty goals of the proposal, even when taking issue with the proposed means by which those goals would be attained. Many divisions/committees expressed, either directly or indirectly, that there is room to improve UC's eligibility policy, even though more work will be needed to garner wide support.

Most divisions and agencies expressed support for removing unnecessary barriers to being considered for admissions and for broadening the pool of students under admissions consideration (see specific comments of UCM, UCR, UCSB, UCSC, UCAAD, UCEP, and UCOPE). Under certain conditions, many divisions/agencies were supportive of dropping the SAT subject test requirement (commenting specifically, see UCB, UCD, UCM, UCR, UCSC, UCSD, UCAAD, UCEP, and UCOPE). Some divisions/committees expressed agreement that failure to take one of the a-g requirements should not be automatic grounds for ineligibility (see the specific comments of UCM and UCEP). UCOPE expressed that “rigid adherence to formulaic metrics does not yield a better student body” (see also, UCM). UCOPE observed that the eligibility construct needs to be changed in order to fulfill UC’s constitutional obligation; UC’s student body should achieve demographic parity with the California populace. Although all responding divisions/committees agreed that this proposal would increase the diversity of the student body on the campuses, at least one division wondered if this was the best mechanism to increase diversity (e.g., lowering the standards of eligibility).

Cons

As noted by the proposal itself, all responding committees and divisions observed that this proposal, if enacted, would substantially increase the number of annual applications. Such an increase would impact the campuses in a number of ways. Divisions and committees listed a number of concerns, which included costs/resources, the public impact of the loss of the eligibility construct, implementation/implications of comprehensive review, the loss of data from the removal of the SAT II subject exam requirements, and the effect of loosening the a-g requirements.

There were also comments on the proposal itself, specifically regarding the lack of data in a number of areas included with the proposal. UCB remarked that much of the data came from the 2003 CPEC eligibility survey, which predates the current SAT exams. They recommend using data from the 2007 CPEC survey. UCD also commented that this proposal could better articulate the problems that the proposal seeks to solve, and can be more explicit about how students viewed as qualified by a campus but not admitted would be referred to other campuses. UCR adds that the proposal is not very persuasive in arguing how the changes would adequately change the status quo (even UCI, which supports the proposal, expressed doubt about how much real benefit would be achieved).

Specific Concerns

Cost/Resources: A number of divisions felt that the enactment of this proposal would entail additional costs on campuses (UCI, UCSB, UCD, UCM, UCSC, and UCOPE). In particular, these divisions remarked that a true costing-out, or inclusion of relevant data on the true costs, of the proposed actions is missing from the proposal. While the proposal does recommend that the \$60 application fee would cover the marginal costs associated with the increased number of applications thought to attend implementation of the policy, some believe that this would not cover the increased costs of reviewing an estimated 50% additional applications through a comprehensive review process. It was also noted that some low-income students, which this proposal is trying to target, may receive partial or full fee waivers (UCSB). A related issue is the possible increased campus costs associated with the support for these students once they arrive on campus. These costs include retention, academic performance, remedial classes, etc. One division argued that it may be best to secure University support before instituting many of the recommend changes to the eligibility construct.

Public Impact of the Loss of the Eligibility Construct: Some divisions/committees felt that the general public and applicants may react negatively to the perceived constriction of the eligibility construct to only top 4% in each graduating class via eligibility in a local context (UCB, UCD, UCEP, UCLA, UCR, UCSB, UCSC, and UCSD). These committees and divisions expressed the view that both parents and students see the current eligibility construct as transparent and understandable; it can also serve as a motivating force for applicants. Indeed, UCB noted that the eligibility construct is viewed as part of the “special relationship” UC has with California, and UCR notes that the proposal can appear to represent a “unilateral repudiation of the 1960 Master Plan.” The citizens’ support for the Master Plan may be rooted in the fact that if high school students work hard, they are guaranteed a place in a UC campus. A public backlash could ensue if this guarantee is suddenly taken away. UCLA and a minority within UCOPE also speculated that some may view this move as an effort to bypass Proposition 209. There is also the fear that the loss of a guaranteed UC slot may discourage some well-qualified students from submitting an application. Lowering the required GPA to 2.8, loosening the a-g course requirements, and making the SAT II subject exam optional may also contribute to a public perception that UC is lowering its standards.

Implementation/Implications of Comprehensive Review: Related to resources, a shift to comprehensive review was viewed by some campuses as a complicating challenge. UCM currently employs comprehensive review for Admission by Exception (A by E) and some scholarship applicants. Moving to comprehensive review is certainly possible, but UCM notes that such a move would impact campus resources. Therefore, UCM supports the institution of some sort of “shared admissions review process” among the campuses. UCR commented that the revision of Comprehensive Review only receives a brief outline in the proposal; the implementation details are also not adequately detailed. UCAAD also raises the concern of unintended consequences resulting from the loss of the SAT II subject exam in the review process. For example, they do not want the remaining objective review criteria to be over-emphasized in a new review process. Finally, UCSB observed that the importance of establishing uniform admissions criteria, which should include comprehensive and uniform training for all readers, cannot be stressed enough.

Loss of Data from the Removal of the SAT II Subject Exam: A number of divisions remained concerned that removing the SAT II subject exam will result in the loss of important data that is currently used in the admissions process (UCI, UCSB, and UCB). UCB remarked that the SAT math subject is invaluable in making admissions decisions to its School of Engineering. UCSB is also concerned about the message such a move would send to the very best students, e.g., that its School of Engineering is no longer competitive since it does not require the SAT subject exam. It was also noted that UC seems to be trending away from objective data with the loss of this exam.

Effect of Loosening the A-G Requirements: There was a concern that the loosening of the a-g requirements may have a detrimental effect on those schools that are striving to offer them; it may lower the commitment of these schools to offer these courses (UCB and UCI). UCOPE also observed that the proposal seems to make a-g courses optional. UCSD also cautioned that the effects of relaxing the a-g requirements on student preparedness (and eventual success) are still unknown.

Recommended Revisions

Because most responding divisions/committees took the BOARS proposal as an initial draft, they endeavored to make the following recommendations which BOARS should consider:

Addition of a ‘Goal Section’: UCLA believes that the proposal would be significantly enhanced if a ‘Goal Section’ was added, directly before the summary, which would state: “UC’s values and goals in freshman admissions, with respect to both academic quality and equity in access to the University, would be better served by establishing eligibility for UC on the basis of a complete review of each UC aspirant’s qualifications. Accordingly, a replacement for the existing eligibility policy is proposed. The main purpose of the change is to invite applications from a larger number of qualified applicants, and then to use full information from the application itself to decide which applicants are truly in the top one-eighth.”

Alternate Means—Admission by Exception (A by E) and Eligibility in a Local Context (ELC): A number of campuses recommended using the already existing mechanisms of A by E and ELC to achieve many of the same goals stated in the proposal.

Combining ETR with a Guarantee of Admission: Both UCB and UCEP suggest a ‘layered approach,’ thereby retaining some form of a guarantee of admission above the 4% dictated by ELC, but below the top 12.5% that is in place now. UCSD suggests defining a new category of ETR as students who are academically in the top X% of their specific high school class, but not in the top 4% by the criteria and procedures now used to define the top 4%. The top X% could be set at any percentage considered most appropriate. This would result in an enlarged secondary pool of applicants who would be entitled to review, but not guaranteed admission. UCB notes that this would allow the Senate to first study the impact of this secondary pool on the system. The University could incrementally raise the percentage of students who are eligible for review without a guarantee of admission gradually over time, so that the full impact could be better understood.

Elimination of the SAT II Subject Exam: UCSD suggests retaining all current UC eligibility criteria and guarantees except the SAT II requirement. UCD remarks that if the SAT II exams add little predictive value of the current Eligibility Index, “the more immediately apparent solution would be to omit them from the index.”

Specific Suggestions: UCLA made a number of specific suggestions regarding *Section B. Guidance to Prospective Applicants*, which can be found in the Division’s individual response.

If it is at all possible, I would appreciate **a revised proposal by March 10, 2008**, so that it may be placed on the Council March agenda for further discussion.

On behalf of Council, I want to thank you and BOARS members for undertaking the review of this important issue and providing us with a proposal to consider. I look forward to your revisions of the eligibility proposal in the near future. If you have any questions, please let me know.

Sincerely,



Michael T. Brown, Chair
Academic Council

Copy: Academic Council
María Bertero-Barceló, Senate Director
Encl: 1



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
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November 20, 2007

**MICHAEL T. BROWN, CHAIR
ACADEMIC SENATE**

RE: Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

As you may recall, the University Committee on Affirmative Action and Diversity (UCAAD) discussed the proposal to reform UC's freshman eligibility policy at its October 25, 2007, meeting. After weighty and thoughtful deliberation, the committee offers its qualified support for the proposed reforms.

While UCAAD is sympathetic to the goal of the reforms — to admit freshmen via comprehensive review of all high-performing high-school graduates with strong SAT I scores, including those previously excluded simply because they did not take the SAT II, which adds only negligible predictive value over the new SAT I — the committee is concerned about the potential for unintended consequences. For example, in admissions criteria where a point system is used, the committee would like to see guarantees that prevent the unfair reallocation of points to the remaining criteria. That is, if the SAT I currently receives 20 points, and the SAT II another 20 points, we hope that post-reform, the SAT I does not receive 40 points, thereby perpetuating the disenfranchisement of select students by overemphasizing the remaining standardized test(s).

We recognize that, by their nature, unintended consequences are difficult to foresee and protect against, and we further recognize that an empirical test of these reforms is not workable; we therefore urge cautious and careful deliberation and planning in moving forward.

Thank you for the opportunity to comment, and do not hesitate to contact us if we can be of further assistance on this important matter.

Sincerely,

Pauline Yahr, Chair
UCAAD

cc: UCAAD
María Bertero- Barceló, Executive Director, Systemwide Academic Senate



UNIVERSITY COMMITTEE ON EDUCATIONAL POLICY (UCEP)
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December 5, 2007

MICHAEL BROWN, CHAIR
ACADEMIC COUNCIL

Re: BOARS' Proposal to Reform UC Freshman Eligibility Policy

Dear Michael,

At its November meeting, the University Committee on Educational Policy (UCEP) reviewed the Board of Admissions and Relations with Schools' (BOARS) proposal to reform UC freshman eligibility policy, known as "Entitled to Review" (ETR). In general, UCEP believes that BOARS has made a rational and compelling case for change based on strong evidence and sound educational objectives. The committee strongly supports the principles underlying BOARS' efforts to change admissions procedures, as well as BOARS' goals to broaden the eligibility pool, encourage selection of the best students for admission to UC, and increase admission from underrepresented and low-income groups.

UCEP was unable, however, to develop a consensus regarding absolute endorsement of Entitled to Review. While all members agreed with BOARS' revised approach to completion of a-g courses and with the proposal to eliminate the SAT-II testing requirement, there were divergent opinions on the value of maintaining the tradition of the eligibility guarantee and the transparency of that guarantee through the use of easily determined criteria based on GPA and SAT/ACT scores. When polled individually, a slim majority of UCEP members voted to endorse the ETR proposal as written with no guarantees above the Eligibility in a Local Context (ELC) 4%. A somewhat larger majority voted to endorse a modified version of the proposal that would maintain a guarantee to a larger proportion of students than the ELC 4% but less than the current 12.5%.

Our understanding is the BOARS proposal would replace the current eligibility construct with Entitled To Review, which does not include a guarantee of admission except for continuance of Eligibility in a Local Context. California high school students would gain ETR status by taking either the SAT Reasoning or ACT with writing, and completing 11 of 15 a-g requirements with a 2.8 or better GPA by grade 11. ETR students would then be guaranteed a review at any UC campus to which they apply. We understand that the proposal does not mandate changes to local comprehensive review and selection processes or to referral pool mechanisms. Both the ELC and Admission by Exception programs would continue substantially in their present form under ETR.

As described in the BOARS proposal, the current system appears to exclude some students from UC eligibility for essentially technical reasons that are difficult to justify academically. A 2003 CPEC study found that these students included approximately 6% of high school graduates who did not take the SAT II subject exam, and about 2% of graduates who failed to take only one of the 15 required a-g courses. Like BOARS, UCEP is also concerned about the arbitrary nature of some of the standards set by the current eligibility construct. As reported in the BOARS document, maintaining the SAT II requirement, for example, is not academically justified given the minimal influence those test scores have in predicting freshman GPAs at UC. In addition, we note that the California Master Plan for Higher Education left it to UC to define what is meant by the top 1/8 of high school graduates. Who is included in the “Top 12.5%” depends on the criteria UC uses, whether those criteria are objective or subjective. The current UC eligibility standards were put in place for good reasons, but those standards have also been altered periodically when additional information or perspectives made it appropriate, such as with the addition of ELC in 2000. The data presented by BOARS effectively demonstrate the limitations of current practices, especially with regard to criteria involving the SAT II exams and the absolute requirement of completing the 15 a-g courses. We believe these findings justify exploring an update of the admission criteria.

UCEP agrees with the revised approach to a-g requirements, where failure to take one of the 15 a-g requirements would not be automatic grounds for ineligibility. At the same time, we do not want students confident of admission to take the changed policy as an indication that they are free to omit one or more a-g courses. Perhaps BOARS should reword the policy to explicitly state that students failing to complete all 15 a-g courses will normally not be admitted unless there are extenuating circumstances that come to light during comprehensive review. For example, attending a school that does not offer an adequate number of such courses could constitute a reasonable extenuating circumstance. We also note one apparent inconsistency in item 2 of the ETR policy description, which states that ELC students “would be offered admission to at least one campus in the system, provided they complete the required 15 a-g courses prior to enrolling.” It appears that completing all 15 a-g courses will still be mandated for ELC students, while that mandate has been removed for ETR students. The majority of UCEP saw no reason why students admitted under the ELC admission category should have different requirements for the a-g courses than those admitted under ETR, although at least one member felt the automatic ELC guarantee made it reasonable to hold those students to a higher standard.

UCEP members noted the following in support of endorsing the BOARS proposal. BOARS’ data indicate that the projected characteristics of new students who would be eligible for a review under ETR include many with GPAs and examination scores well within the range of the current performance index standards. Clearly, many of these students are highly qualified and could otherwise be admitted to UC, yet because of an inherent inflexibility in the current system, they ultimately attend other 4-year colleges and universities while our campuses are unable to consider them for admission. As a result, the current system forces UC to exclude some students who may have academic potential that exceeds that of other students admitted under the guarantee.

ETR would broaden the eligibility pool by allowing campuses to consider deserving candidates outside the current pool who may not have completed all the current admission criteria but

whose academic qualifications and contributions have the potential to enrich the excellence and diversity of the University. UC does not have the opportunity to compete for many of these students under the current eligibility system, which inherently presumes that all California high school students have uniform educational opportunities and personal circumstances. ETR would expand the pool of students considered for admission to UC and give many additional deserving students access to a review. Doing so would also help broaden the expectation, particularly in low Academic Performance Index (API) schools, that a UC education is possible. A fundamental assumption in the ETR system is that by comprehensively reviewing a larger pool of qualified applicants, UC will select and admit a set of students who are a more appropriate representation of the “top 12.5%” than occurs under the current system. UCEP agrees with this perspective.

UCEP also discussed the proposed change in minimum GPA requirements from 3.0 to 2.8 in reference to a potential concern that such a change would lower UC academic standards. We concluded that because the current 3.0 is a weighted GPA and the proposed 2.8 is unweighted, the influence of GPA on the student admission pool in the proposed new system is likely to be substantially equivalent to the current system. Since the unweighted GPA does not penalize students with less access to AP courses, we considered the switch to the unweighted GPA as an ETR criterion to be a reasonable change. Students with strong showings in AP courses will still have their achievements incorporated in the admission process as part of comprehensive review.

Arguments against endorsing the proposal were primarily centered on concerns related to the eligibility guarantee. There was concern that eliminating the eligibility guarantee could have a negative impact on public opinion of UC. Knowing how to meet criteria for admission can be motivating to potential applicants, and many students and parents appreciate the do-it-yourself simplicity and transparency of the current system because it allows them to understand clearly what is needed for admission, even if the specific campus is unknown. ETR and comprehensive review involve more uncertainty. UCEP believes concerns about public opinion are important, but that in the end the Senate should base its argument for or against change on sound educational policy. We note that the faculty are perhaps the only University constituency with both the expertise and the freedom to focus solely on equity, access, and educational excellence.

In the event the current proposal is not endorsed as written, and BOARS is asked to investigate some compromise position, UCEP would like to suggest alternative modifications to current eligibility policy. These options would be substantially similar to BOARS’ proposal, but would involve – in addition to the elimination of the SAT II requirement and the modified approach to the a-g requirements – retaining some greater proportion of students offered a guarantee.

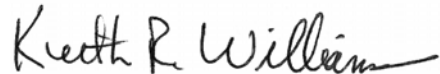
Although UCEP endorsed the BOARS proposal as written by a slim majority, a larger number of members were in favor of retaining some degree of guarantee above the 4% ELC level but less than the current 12.5%. We believe BOARS is ultimately in the best position to suggest the appropriate method and level for the guarantee in a revised proposal, but UCEP felt this might be achieved by maintaining some level of guarantee based on GPA and SAT/ACT scores, as in the current system, or through the expansion of ELC guarantees. Specifically, one option would be to maintain current eligibility methods for some proportion of students, between 4% and 12.5%, but with an enlarged secondary pool of applicants who would be entitled to review but not guaranteed admission. The total set of students considered for admission would be effectively the same as the group currently proposed by BOARS for ETR. Perhaps the first group could be called “Guaranteed Admission Group,” and the second, “Entitled to Review.” Those in the

guarantee group not admitted to the campuses of their choice would go into the referral group. Those in ETR not selected by a campus they applied to would not be referred.

UCEP does feel there is tremendous value in the transparency of the current eligibility guarantee. And whether or not BOARS' proposed regulations are put in place, we believe the University should publish and maintain widely available historical information showing proportions of applicants typically admitted to each UC campus based on an easily calculated combination of GPA and SAT Reasoning/ACT. This will help maintain a transparent sense of the historical likelihood of admission that applicants can use to judge their chances.

Finally, UCEP believes the University should invest more effort into crafting clear and accurate public messages about both the current system of eligibility and admissions, and any changes that may take place. There was also a sense in UCEP that if the admission system changes, UC should move away from the term "eligibility" to avoid inviting direct comparison with current practices. UCEP also feels strongly that if ETR is accepted by the Senate and the Regents, the University must commit appropriate resources to the campuses, either from application fees or other sources, which will allow them to offset any increase in workload and help the newly admitted students achieve success.

Sincerely,

A handwritten signature in black ink that reads "Keith R. Williams". The signature is fluid and cursive, with a long horizontal stroke at the end.

Keith Williams
Chair, UCEP

cc: UCEP members
Executive Director Bertero-Barceló



UNIVERSITY COMMITTEE ON PREPARATORY EDUCATION (UCOPE)
Jan Frodesen, Chair
frodesen@linguistics.ucsb.edu

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December 4, 2007

**MICHAEL T. BROWN, CHAIR
ACADEMIC SENATE**

RE: Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

At its November 14, 2007, teleconference, the University Committee on Preparatory Education (UCOPE) discussed the Proposal to Reform UC's Freshman Eligibility Policy. After much deliberation, the majority of UCOPE supports the proposal. Simultaneously, though, this majority position was reached only after passionate debate. Accordingly, I am obliged to present the minority position, as well.

The majority held that the proposal should be endorsed for these reasons:

- ✍ Students should not be penalized for receiving no or poor academic advising.
- ✍ The composition of the student body is not directly impacted by this proposal; only the demographic profile of eligible applicants will necessarily change.
- ✍ If UC is to fulfill constitutional obligations to the state, its admissions eligibility criteria must change to enable UC's student population to achieve demographic parity with the California populace.
- ✍ The predictive validity of the SAT II is not significant, and many members feel that standardized tests are unfair to URM's.
- ✍ Rigid adherence to formulaic metrics does not yield a better student body. To wit, the quality of Harvard's student body does not appear to have deteriorated since they removed standardized tests from their admissions requirements.

The minority held that the proposal should be opposed for these reasons:

- ✍ The proposal did not sufficiently document many of its assertions, such as that there is a shortage of a-g courses in California high schools and that the 10,000 students who did not take the SAT II would have applied to UC if they had taken it.
- ✍ The groups targeted by this proposal may not be affected by it.
- ✍ The problems with California high schools (resources and advising) cannot be solved by changing UC admission policy, especially through changes which may be perceived to weaken UC standards.
- ✍ Limiting guaranteed admission to 4% will erode the quality of UC's student body; an elite statewide academic competition yields a better student body than several local competitions.
- ✍ Codifying comprehensive review at the systemwide level is troubling: 1) it is inherently opaque, not transparent, and 2) it is a de facto "end run" around Prop. 209.

- ✍ Classes taken in preparation of taking the SAT II hold students in good stead when they reach UC; academic preparation may be jeopardized. That is, while the test itself may not have predictive validity, the preparation for the test is important on its own.
- ✍ The proposal makes a-g courses seem optional, which jeopardizes the academic preparation of applicants: “Students who are entitled to a review by this pathway are expected to complete the full set of 15 required a-g courses prior to enrolling. Failure to do so is grounds for cancellation of admission, although this is not automatic.”
- ✍ A less-well prepared student body will place greater financial strain on UC in terms of remediation, advising, and monitoring.
- ✍ UC’s current practices of “admission by exception” and “eligibility in the local context” obviate the need for this proposal.
- ✍ This policy would send a mixed message to the public: “UC has precise admission requirements, but if you do not meet them, it’s no big deal.”

While the committee is concerned with maintaining the quality of the applicant pool, members were unable to reach consensus on the net impact of lowering the minimum GPA to 2.8.

Thank you for the opportunity to opine on this item. Please do not hesitate to contact me if you have questions or concerns.

Sincerely,

Jan Frodesen, Chair
UCOPE

cc: UCOPE
María Bertero-Barceló, Executive Director, Systemwide Academic Senate



December 5, 2007

MICHAEL T. BROWN
Chair, Academic Council

Subject: Proposal to reform UC's freshmen eligibility policy

Dear Michael,

On November 19, 2007, the Divisional Council (DIVCO) of the Berkeley Division discussed the Board of Admissions and Relations with Schools' (BOARS) proposal to reform UC's freshmen eligibility policy. The discussion was informed by the comments of the divisional committees on Admissions, Enrollment and Preparatory Education (AEPE), Educational Policy (CEP), and Student Diversity and Academic Development (SDAD). DIVCO also invited the division's BOARS representative David Stern, and former AEPE chair Calvin Moore to participate in the discussion. Although SDAD's comments were enthusiastic and supportive, AEPE, CEP and the discussion in DIVCO were uniformly cautionary about the proposal as currently conceived. DIVCO declined to endorse the proposal.

During the discussion, these concerns came to the fore:

The concept of eligibility

DIVCO noted that eligibility has been a central component of the social contract between the University and the people of California. DIVCO agreed with CEP's observation that

... guaranteed, predictable UC eligibility is perceived by Californians as a very significant part of the special relationship that UC has with California. The idea that California students who work sufficiently hard will have the assurance that their hard work will be rewarded by a secure place in a UC campus we believe is one of the reasons for citizens' support of the Master Plan.

DIVCO also raised the possibility of unintended consequences, both for students as well as for the University. The proposal does not include sufficient data to support such a major change in the admissions policy. In particular, little is known about the profile of students who would benefit from the policy change. According to AEPE:

Data were examined that showed a substantial number of students who had high GPA and who had scored well on the SAT reasoning test, but were not eligible for UC under the current policy. Reasons that these students may have been ineligible were discussed, with the two that appeared most likely being that students had not completed the full a – g sequence of courses, and that the students had not taken the required SAT subject exams. Much of this data is from the 2003 eligibility review, which predates the current form of the SAT exams. The 2007 eligibility review, now in progress, should provide better and more current data and is expected to improve our understanding of what limits eligibility.

SAT subject exams

DIVCO discussed the proposal to eliminate the required SAT subject tests. It seconded concerns expressed by AEPE:

BOARS data show that the SAT subject tests correlate strongly with the SAT reasoning test, so that there is really little information lost by not requiring them. On the other hand, comprehensive review is based on the idea of examining multiple indicators of the students' achievement in context, and many other redundant indicators are considered to be useful. It was noted that disciplines such as engineering require strong math skills, and that the SAT math subject exam is very useful for assessing applicants to these disciplines. Under existing policy, colleges may recommend, but not require, that applicants take specific subject tests, and this would continue to be the case under the BOARS proposal. But not requiring any SAT subject exams presumably would reduce the number of students who take them. Concern was expressed about what message we would be sending to the public if we say that students should take these exams, but they are not required.

Additionally, AEPE raised questions about the data underlying this aspect of the proposal:

The BOARS proposal suggests that the requirement of two SAT subject tests is limiting the pool of applicants, thereby reducing the number of potentially strong students who apply to UC. During the discussion, it was pointed out that other factors may also limit the eligibility of students, including GPA and SAT reasoning tests. The follow-on concern was that the eligibility reform proposal is not sufficiently supported by data that would allow an assessment of how it would affect the campus or the system. A number of simulations might be performed to examine the effects of a variety of changes, not just the one proposed. It appears that a large amount of statistical studies have been done during the development of the proposal, but these are not well described in the proposal. To the extent that they are relevant to the final proposal, they should be made available to the wider community.

The concept of “Entitled to Review”

There was concern that the shift from a guarantee of eligibility to “entitled to review” would significantly increase the number of applicants, while the number of available spaces would not increase. The result would likely be a backlash from the public, because expectations of a large number of students and parents would have been dashed.

As CEP observed:

The simulations provided by BOARS indicate that 75% of the students who were not previously eligible for UC admission but would become eligible for review under the BOARS proposal would have been UC eligible if they had taken the SAT subject test (or SAT II). By our rough estimation (based upon their simulation), this change (without any other changes) would extend UC eligibility to approximately another four percentage points of high school students from the current 14.4% who are UC eligible. Since this many students cannot be guaranteed admission to a UC campus, the SAT subject test cannot be dropped without simultaneously increasing the other criteria.

Consequently, DIVCO expressed concern about how this aspect of the proposal would be perceived by the public. AEPE noted the public would possibly be left confused and upset by the change.

By removing the SAT subject tests and lowering the GPA cutoff, some will take this as evidence that the university is lowering its standards for admission. There was a general feeling that the guarantee of admission is also viewed very positively by some Californians, and removal of it in favor of admitting students who are currently not eligible would be viewed as a redistribution of UC admission slots for other than academic reasons. Such a large change in the UC admission process will likely draw increased scrutiny of the process. Several years ago, comprehensive review at Berkeley experienced significant public scrutiny, resulting in the Hout study. The process survived, and was probably strengthened as a result. We should not fear the same kind of examination of what we’re doing now at Berkeley, or of what we would be doing after the proposed change. It would however take a lot of resources, and would impact the University’s public image, at least for the short term.

CEP also remarked on the public perception of the change in policy: “...the possibility of earning eligibility is an encouragement to many California students to work harder and succeed at their studies. To remove that reassurance brings into question the special relationship between UC and the people of California.”

Alternatives to major policy changes

DIVCO, along with AEPE and CEP, noted that alternatives already on the books, such as admission by exception, should be considered before making wholesale changes to UC’s admissions policy. AEPE noted the following:

Several committee members pointed out ways in which requirements for eligibility or ETR could be institutionalized within a school district. It was pointed out that the Los Angeles Unified School District has recently adopted the a – g requirements as graduation requirements. The state of Illinois has recently adopted the ACT exam as its high school exit exam, thus ensuring that all graduates in the state will have taken the exam that is required for admission to its state universities. The implications for the BOARS proposal and UC are not clear, but it may be that these are alternate approaches to reaching the same goal as this proposed change to eligibility ...

Several committee members questioned whether there is a problem that requires such a significant change as is under consideration. Might there be more modest adjustments to eligibility that would accomplish the same goals, or would be a reasonable step toward a longer-term solution? BOARS has considered a number of options, including removing the “honors bump” for AP and honors courses, but they believe that none of them address the central problem that a numerical eligibility index does not provide an appropriate pre-filter for the comprehensive review process. Still, the history of UC is that eligibility and admissions have been updated approximately every 10 years, usually as incremental changes that are part of ongoing improvements. Given that comprehensive review at many campuses will be evolving over the next five years or so, something more incremental than the BOARS proposal might be wise now.

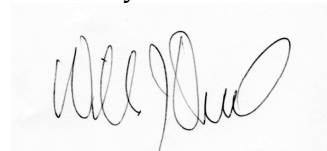
CEP offered the following recommendation:

Dropping the requirement of the SAT subject test to become eligible for UC admissions, thus creating a large increase in the number of UC eligible students (perhaps 18% of seniors if no other criteria are changed), could also be accommodated by combining a ‘guaranteed eligibility’ category with a ‘guaranteed review for admission’ category. CEP suggests that BOARS reconsider this “layered approach”, which BOARS has previously discussed. Such an approach would maintain eligibility criteria that guarantee UC-admission to a large group of students (perhaps 10% or so) while creating a pool of students who are eligible for review without a guarantee of admission, so that the impact of broadening the pool of students reviewed can be better understood. This approach would require (a) raising the level for guaranteed UC eligibility to a point noticeably higher than the current cut-off in terms of GPA and test scores, and (b) instituting a process of eligibility for review (but not guaranteed admission) that would examine the records of students below this (new and raised) cut-off for guaranteed eligibility, and above a newly established “cut-off for review” (which might be similar to the ones proposed by BOARS, with the exception of adding a required minimum score on SAT Reasoning or ACT with writing).

If this approach is tried, CEP recommends that the pool of students eligible for review without guarantee of admission be increased gradually over time, so that the university and the state understand the impact on the campuses and students. CEP notes that already 14.4% of high school seniors currently meet UC eligibility criteria with guaranteed admission. Also students who are not eligible for UC admission their senior year may try again as a transfer student, and 40% of students admitted to UC Berkeley come as transfer students. This option provides all students another chance to show they are capable of doing well at UC without changing eligibility / admission rules for entering freshmen.

In summary, DIVCO does not support the BOARS proposal in its current form. Any major restructuring of UC's admissions policy must take into account the impact on the students of California, their parents and the UC system, as well as how it will be perceived by the public at large and the media (the initial press reports have been uniformly critical). In addition, a change of this magnitude should be supported by the most complete and current data available. Meanwhile, BOARS should consider alternative strategies to achieve its goal. DIVCO recommends that the proposal be returned to BOARS for further consideration and refinement.

Sincerely,



William Drummond
Chair, Berkeley Division of the Academic Senate

Cc: Bob Jacobsen, Chair, Committee on Admission, Enrollment and Preparatory Education
Clair Brown, Chair, Committee on Educational Policy
Caroline Kane, Chair, Committee on Student Diversity and Academic Development
David Stern, UC Berkeley representative to the Board of Admissions and Relations with Schools
Calvin Moore, Professor Emeritus of Mathematics
Anita Ross, Senate Analyst, Committee on Admission, Enrollment and Preparatory Education
Lili Vicente Goldsmith, Senate Analyst, Committee on Educational Policy
Saman Behtash, Senate Assistant, Committee on Student Diversity and Academic Development



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December 5, 2007

MICHAEL BROWN, CHAIR

Assembly of the Academic Senate
Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Re: BOARS Proposal to Reform UC's Freshman Eligibility

The BOARS Proposal to Reform UC's Freshman Eligibility was forwarded to all of the Davis Division standing committees and chairs of the Faculty Executive Committees in the schools and colleges. Comments were received from the Undergraduate Council, Admissions and Enrollment, Preparatory Education, Planning and Budget committees as well as the Faculty Executive Committee of the College of Letters and Sciences. Responses reflected the following points:

There is no clear articulation of the problem(s) this proposal purports to solve. No data are presented to illustrate sufficiently serious problems to justify this particular, sweeping revision to the long-standing UC eligibility requirements.

Under the proposal, there is no clear definition of the top 12.5 percent of the State's graduating high school seniors, which now is done via the Eligibility Index. The University of California guarantees enrollment to the top 12.5 percent of graduating high school seniors. The proposal no longer contains this guarantee. It also lacks a well-defined method to refer qualified students who are denied admission to one UC to another campus in the system. Currently, all qualified students are admitted at some campus. Any freshman eligibility reform should contain this safety net.

The proposal is built on the goal of widening the pool of eligible applicants, and doing so by a lowering of the requirements we currently have in place (the proposal seems to be an extension of the current "Eligibility in the Local Context"). Realizing that BOARS was not asked to evaluate the larger role of the University of California in the Master Plan, the proposal did not address the desire for increased student diversity without diminishing perceptions of academic quality. However, while the proposal discusses lowering of eligibility standards, it does not address a concomitant increase in the support for remedial education programs. At present, these programs are struggling to meet demand.

An obvious question the proposal does not address, is if this is the best mechanism to increase the diversity of our graduating seniors? That is, do we achieve the goals set out by the Regents for a student body that "encompasses the broad diversity of backgrounds of California" by lowering standards of eligibility? Or could we increase diversity by increasing financial aid or work-study programs, or more coordinated programs with community colleges? May we admit the top 2 percent of each high school graduating class? And what of the students we seek to "help" by lowering the eligibility for review? Does lowering the eligibility for review devalue the very degree we offer?

It would appear the aim of the proposal is doing away with the current, and long-standing, eligibility system simply to eliminate elective SAT Subject exams. If those exams add little predictive value of the current Eligibility Index, the more immediately apparent solution would be to omit them from the index.

The model proposed is neither objective nor transparent and thus is not a defensible way to establish eligibility. Adoption could be a public relations disaster if the citizens of the State lose confidence that UC admissions proceed in an understandable, rational manner. The current eligibility requirements for admission to the university identify strong students who are well-prepared for university work. The current system is "transparent": students who meet certain criteria gain admission. Under the proposal, these students will be included with many other students in a

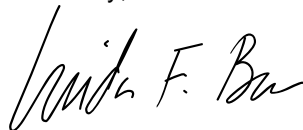
group deemed "eligible for review." The result will be that many students who would have gained admission under the old system will be rejected under the new system even though their records, by objective measurements, are strong. The reform includes lowering the GPA requirement from 3.00 to 2.80.

A key element for implementing the proposal, the revision of Comprehensive Review, receives only a brief outline, with reference to vague concepts like "overall college readiness" and a desire to "discourage the rigid weighting of test scores". However, the proposal appears to lower academic standards so as to increase the number of individuals eligible for Comprehensive Review. Following that, the proposal goes on to offer only a weak description of the implementation of that Comprehensive Review. Consideration must be given, if approved, to the inevitable increase in eligible applicants and how the increase in workload to admissions offices would be addressed. In addition, there was a sense that the selection criteria utilized by UCD and UCSD, which are clear and quantitative, is being "outlawed" in favor of a less transparent model.

Overall, the Davis Division is unable to support the current proposal for the reasons cited above. However, in fairness, a minority opinion in favor of the proposal was received and follows:

Those supporting the BOARS proposal believe that it will make a wider pool of applicants to UC without lowering academic standards and the result will be that the university will admit a stronger student body and one likely to better represent under-represented minorities. Those supporting the proposal point to the overly detailed eligibility requirements students must meet under the current system. Supporters of the proposal believe that the elimination of two current requirements for admission--a minimum score on the SAT I and the taking of SAT II exams--will not result in a weaker group of students selected for admission. To gain admission, all students will need to go through "comprehensive review" on the campuses. The proposal calls for continued academic rigor in this "review" with increased attention to each student's distinctive achievements and to factors individual to the student, such as hardships encountered and overcome or the limitations of the schools the student has attended.

Sincerely,



Linda F. Bisson
Professor of Viticulture & Enology
Chair of the Davis Division of the Academic Senate



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November 26, 2007

Michael Brown, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Systemwide Review of the BOARS Proposal to Reform UC's Freshman Eligibility Policy

At its meeting of November 20, 2007, the Irvine Division Academic Senate Cabinet reviewed BOARS' proposal to reform UC's Freshman Eligibility Policy which would substantially alter UC's existing eligibility policy.

The Cabinet agreed that the policy is in need of modification as the number of referral-pool students is small and the vast majority of those students decline offers to attend referral campuses demonstrates that the current "admission guarantee" that UC eligibility affords does not have much value in practice. Concern was expressed that this is not the light in which many California residents will see this alteration of UC policy.

The Cabinet discussed the following features of the proposal:

- (1) To lower the formal GPA minimum.
- (2) To deemphasize the role of SAT and other standardized tests.
- (3) To loosen the a-g course requirements.
- (4) To have all applications read in their entirety.
- (5) To eliminate the "admission guarantee".

The Cabinet was concerned that the elimination of the requirement to take two SAT subject exams may decrease the ability of campuses to predict the success of applicants. The impact of lowering the GPA requirement from 3.0 to 2.8 was also questioned by some members. UC seems to be trending away from using standardized tests for judging admission. This is problematic given the extreme variability between schools in the quality of instruction and in the rigor with which grades are assigned.

The loosening of the a-g course requirements for schools that are unable to provide these courses on a regular basis was considered. Some felt that it was appropriate, but others were concerned that the a-g course requirements have positively influenced high schools'

college preparatory programs. As this is currently required for UC eligibility, schools are expected to provide these course offerings. The loosening of this requirement may result in a reduced commitment to provide these courses on a regular basis.

The Cabinet was also concerned that sufficient resources are not in place at UC Irvine to cover the higher cost of the review process of an increased number of applicant files. The successful implementation of the BOARS proposal will require a significant investment of resources to ensure that a thorough comprehensive review of every file in this larger application pool is accomplished under the time constraints of the admissions process.

The Cabinet understands that the proposal is a work in progress, and urges the final criterion for ETR to be based on as comprehensive and careful an analysis as possible. When one examines the response of many media outlets in the State and compares this with the expected benefits of the changes, this proposal would seem to provide considerable concern and very little benefit.

None the less, the majority of the cabinet members endorsed the proposed changes. The Irvine Division appreciates the opportunity to comment on this important issue.

A handwritten signature in black ink, appearing to read 'Tim Bradley', with a stylized flourish at the end.

Tim Bradley, Senate Chair

C: María Bertero-Barceló, Executive Director, Academic Senate



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November 26, 2007

Michael Brown
Chair of the Academic Assembly
UC Academic Senate

In Re: UCLA Response to the Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

Thank you for the opportunity to review the Proposal to Reform UC's Freshman Eligibility Policy. Upon receipt, I specifically requested that the Committee on Undergraduate Admissions and Relations with Schools (CUARS), the Undergraduate Council (UgC), and the Executive Board to opine. All other Senate committees were welcome to opine, though none elected to. I am pleased to report that the UCLA Division of the Academic Senate supports this proposal.

Still, we believe there is room to improve the proposal as it will no doubt evoke strong responses from the public, both for and against. The Executive Board, which speaks for the division, believes that the document would be greatly enhanced if it would be slightly modified to contain a Goal Section, immediately prior to the Summary, in which it the stated reason: "UC's values and goals in freshman admissions, with respect to both academic quality and equity in access to the University, would be better served by establishing eligibility for UC on the basis of a complete review of each UC aspirant's qualifications. Accordingly, a replacement for the existing eligibility policy is proposed. The main purpose of the change is to invite applications from a larger number of qualified applicants, and then to use full information from the application itself to decide which applicants are truly in the top one-eighth."

This section would bring to the fore the rationale for the changes, and help to assuage the concerns of those who will realize that the larger pool will reduce their student's chances of gaining admission to the UC of their choice. Moreover, it will help the general public to understand that this is not an effort to bypass Proposition 209, which some will no doubt believe it to be.

I am enclosing the responses from the Undergraduate Council and CUARS, for your information.

Sincerely,

A handwritten signature in dark ink, reading "Elizabeth L. Bjork". The signature is fluid and cursive, with the first name "Elizabeth" and last name "Bjork" clearly legible, and a middle initial "L." in between.

Elizabeth Ligon Bjork
UCLA Academic Senate Chair

Cc: Maria Bertero-Barceló, Executive Director and Chief of Staff, Systemwide Senate
Jaime Balboa, UCLA Senate CAO
Sylvia Hurtado, CUARS Chair
Stuart Brown, Undergraduate Council Chair

Committee on Undergraduate Admissions and Relations with Schools (CUARS)
Response to BOARS Proposal to Reform UC's Freshman Eligibility Policy
November 13, 2007

CUARS has been asked to opine and vote upon the BOARS Proposal to Reform UC's Freshman Eligibility Policy.

Professor Mark Rashid (BOARS Chair) presented the proposal and answered questions at the CUARS meeting on May 18, 2007. CUARS Chair Sylvia Hurtado and members Jeannie Oakes and Duncan Lindsey have attended BOARS meetings over the last year when the proposal was developed and are well versed. Professor Hurtado is the BOARS Vice Chair. CUARS discussed the proposal at their meetings on October 12, 2007 and October 26, 2007. It was noted that the proposal was entirely faculty driven.

CUARS voted on October 26, 2007 to approve the BOARS Proposal to Revise UC Eligibility Criteria. The faculty vote was 5 in favor, 1 opposed, no abstentions. The student vote was 1 in favor, 1 opposed, and no abstentions. Several faculty opined that the revision would benefit more California students, leaves authority to each campus to decide the "top" applicants, and could result in more diversity in their classrooms. The faculty member who voted against the proposal expressed a desire for more objectivity in the admissions process. The Director of UCLA Admissions felt that the SAT IIs were not necessary for effective review of applications and was not opposed to the revision of eligibility policy, though he conveyed a concern expressed by administrators that the proposal may increase applications to UCLA which will mean more letters of rejection sent to applicants and increased time pressure to review the applications. Both issues were addressed during the second meeting before the vote. The change in revising eligibility does not affect the use of the SAT reasoning test in our processes currently in place for admissions—as we use many objective academic indicators, information about the high school, and personal achievement information in the comprehensive review process. The second concern of administrators is not related to the merits of the educational policy but concerns with implementation (their role). Nevertheless, it was pointed out that there is considerable pressure at the systemwide level to employ a shared read process (which will reduce the number of files any single campus reads). UCLA is considering piloting a shared read process with Berkeley this spring to calibrate readers and determine the feasibility of ranking candidates that overlap in the application process.

Undergraduate Council
Response to BOARS Proposal to Reform UC's Freshman Eligibility Policy
November 13, 2007

UGC has been asked to opine and vote upon the BOARS Proposal to Reform UC's Freshman Eligibility Policy.

Professor Sylvia Hurtado (CUARS Chair and BOARS Vice Chair) presented the proposal and answered questions at the UGC meeting on November 2, 2007.

The Council faculty members voted unanimously in favor of the proposal. [Twelve in favor, zero abstentions, zero opposed]. The student vote was two in favor, one abstention, and one opposed. A member noted that the Board of Regents/California State Legislature may be difficult to convince that the proposal is viable politically as it takes away the guarantee of UC admission for the top 12.5% of high school graduates. Another member noted that the State Legislature maybe inclined to fund UC at a proportionate level to allow the top 12.5% of high school students to attend UC as the state's population grows.

A UGC member made the following suggestions.

"Here are my suggestions, none of which deal with any section but Section B. *Guidance to Prospective Applicants*, in the BOARS Proposal.

- (1) First sentence, first paragraph b) instead of "...signaling to students..." insert **"...providing to ..."**
- (2) On the next unnumbered page, beginning with the paragraph "Admission to University of California campuses..." delete from the second sentence of that paragraph ".....possess a level of maturity that will allow them to..." so that that sentence reads **"UC is also looking for evidence that applicants will benefit from..."**
- (3) In the last sentence of that same paragraph, delete " rise to ...:" and insert **"...meet..."** so the last clause reads **"...an ability to meet those challenges."**
- (4) Under "All aspects of your academic record..." should be added to the fifth point "- any special academic project or **activities...**"
- (5) In that same section, as the required SAT Reasoning test or ACT with Writing are part of the aspects taken into account, they should be included in that list **"-your scores on the required SAT Reasoning test or ACT with Writing."** That same language should then be deleted from the last full paragraph right below that list so that "These include your scored on the required SAT Reasoning test or ACT with Writing..." is gone, and the second sentence of that paragraph should begin with **"Your scores on any additional standardized tests you may elect [I would highlight this word] to take..."**
- (7) In the current third sentence of that same paragraph beginning "UC uses test scores only to enhance our understanding..." I would delete "enhance" and insert **..."help..."**

(6) On the next page the first full paragraph following the itemized list beginning with "In these circumstance, scores..." change the last sentence of that paragraph to read "...exams, if any of the above **described circumstances** apply to you."

(7) The last sentence of the last paragraph of the B. section should be deleted as I consider it very dangerous and changed to: **"You are encouraged, always, to use your best efforts to obtain the optimum results concerning admission."**

As I said above, I have limited my changes to just section B. which will be a guide to prospective applicants, because the desired result is clarity. I do have many other changes but I think the internal document is less important than one going outside the University systems. And I do not want to have to rewrite more than is absolutely necessary, and I think it very disrespectful to those who have labored over it for me to presume to rewrite."



OFFICE OF THE ACADEMIC SENATE
UNDERGRADUATE COUNCIL
PEGGY O'DAY, CHAIR
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November 14, 2007

**SHAWN KANTOR, CHAIR
DIVISION COUNCIL**

RE: UGC Response to BOARS Proposal to Reform UC's Freshman Eligibility Policy

UCM's Undergraduate Council strongly supports BOARS proposed reform of eligibility policy. For UCM's future growth, we recognize the need to expand the pool of qualified applicants from which students will be selected for admission. Current admissions policy excludes a population that by multiple measures is qualified for UC but fails to meet one or more of the eligibility criteria, such as the full suite of required standardized tests or all a-g courses. This population, which tends to be ethnically diverse and/or financially disadvantaged, is similar to many of UCM's current students. We recognize the potential for this group to succeed, and the rich cultural diversity and personal experiences these students bring to our campus. UGC agrees with the intent of the BOARS proposal to move beyond rigid, standardized benchmarks as the only criteria upon which students are evaluated for admission to UC.

During discussion, two concerns were raised by UGC members that relate to resources and financial impact. Currently, UCM is accepting all UC-qualified applicants and does not use comprehensive review for all applications. A comprehensive review process has been established for review of Admission by Exception (A by E) applicants and for some scholarship applicants (such as Regents' Scholarships). Current policies and procedures for review of these applicants could be adapted to a comprehensive review process for all applicants. UGC would be pleased to work with the Admissions staff to develop a comprehensive review process that is consistent with UC criteria and that embraces UCM's core principles. However, comprehensive review would have a significant impact on university resources if all applications, including those from the "referral pool", were read and scored by UCM's staff. Thus, UGC supports the adoption of some form of a shared admissions review process among campuses to reduce the resource impact and to help insure a baseline of uniform review across campuses.

A second concern raised by UGC members was that the proposed eligibility proposal would increase the population of students that may need remedial courses or more academic support services (e.g., tutoring, English writing courses, etc.). Since UCM currently enrolls a population that places a demand on these services, there was concern that the proposed reforms would put additional

resource burdens on UCM to support student academic success. UGC encourages BOARS and Academic Senate to consider this potential impact on campuses.

Sincerely,

Peggy O'Day, Chair
Undergraduate Council

cc: Senate Director Clarke
Senate Analyst Paul



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY COLLEGE BUILDING, RM 225

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November 29, 2007

Michael T. Brown
Professor of Counseling/Clinical/ School Psychology
Chair, UC Systemwide Academic Senate
1111 Franklin St., 12th Floor
Oakland, CA 94607

Dear Michael:

RE: Proposal to Reform UC's Freshman Eligibility Policy

After considering the responses from the Committee on Educational Policy, the Committee on Preparatory Education and the Undergraduate Council, the Advisory Committee had a lengthy discussion of the BOARS "UC Freshman Eligibility Reform Proposal," and in the end, it resolved on the following.

The Advisory Committee heartily agreed with BOARS on the urgent necessity of a fundamental reconsideration of the current admission criterion and it congratulated BOARS for its innovative approach of suggesting an entirely new system rather than tinkering with the existing one. The plan, as the Undergraduate Council rightly noted, attempted to "move the identification of the top 12.5% of high-school graduates from the blunt instruments of eligibility to the more discriminating tools of selection."

Towards that end, the Advisory Committee endorsed BOARS' position that the mere taking of SAT II (regardless of performance) is an inappropriate, not to say absurd, criterion for admission; indeed several members were stunned to learn that it is currently used in the eligibility process. Thus to BOARS' proposal to eliminate this requirement, the Advisory Committee can only echo Voltaire – *écrasez l'infame!*

For their boldness and their willingness to think outside of the standard bureaucratic box, the members of BOARS deserved a vote of thanks. Nevertheless the members of the Advisory Committee also echoed the concerns of the other Riverside committees and concluded, with considerable regret, that they could not endorse the current proposal. At the same time, the Advisory Committee members wish to encourage BOARS to rethink its plan in light of the attached reports. In particular, they would like BOARS to consider the following issues.

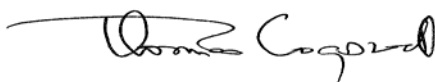
While the proposal does an excellent job in detailing the many problems with the status quo, it is markedly less persuasive in arguing how the new proposal would correct them. The anxieties that individuals inevitably feel over leaping into the dark are only compounded when a venerable institution ponders such a radical move. Consequently, the revised proposal should address this matter with as much precision as possible, sketching out in particular how the new proposal would result in a different freshmen class.

Furthermore the Advisory Committee was baffled by the need to abandon the traditional guarantee on admission to the top 1/8th of a graduating class. Admittedly, this does not guarantee admission to the UC campus of a student's choice, but it remains a valuable public relations tool for a system whose PR toolbox can at times seems rather empty. While everyone expressed a willingness to consider an alternate admissions process, all became uneasy when the new plan appeared to include a unilateral repudiation of the 1960 Master Plan. While this document may have its flaws, it certainly has served the citizens of the state – and the university itself – exceedingly well. In the circumstances, the revision should avoid the slightest hint of altering the Master Plan. Perhaps the way out of this difficulty might be for the revision to stress its alignment with the Master Plan and to argue that the new scheme will simply alter the definition of the top 1/8th.

The Advisory Committee also suggests that while the proposal is undergoing revision, BOARS should immediately implement a major change to the existing system. On any UC campus, up to 6% of the first year class can be admitted by exception even though they are not formally eligible for admission. This entry way into the university needs to be highlighted in all admissions materials, which should carefully rehearse the various criteria that students could mention in their application for admission by exception. In short, let us cast a floodlight in this accession point, which is currently somewhat shrouded in bureaucratic shadows.

Again, the Advisory Committee congratulates the members of BOARS for their diligence and encourages them to revise this potentially invaluable proposal.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Thomas Cogswell". The signature is fluid and cursive, with a long horizontal line extending from the left.

Thomas Cogswell
Professor of History; and
Chair of the Riverside Division

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Joel Michaelsen, Chair
Claudia Chapman, Executive Director

November, 13, 2007

Michael Brown, Chair
Academic Council

RE: Proposed Eligibility Reform

Dear Michael:

The Santa Barbara Division has completed its review of the proposal to reform UC's freshman eligibility policy. The Faculty Executive Committees of the Colleges of Engineering, Creative Studies, and Letters and Science, as well as the central Committee on Diversity and Equity, Undergraduate Council, Council on Planning and Budget, and Executive Council opined. The result was mixed, but even supporters of the proposal had reservations. There were arguments pro and con for each of the proposed actions, and in all, the Division is unable to support the proposed policy changes without additional information on how implementation could be achieved.

There was support for the principle of implementing means that would widen the pool of applicants to UC; there was some support for some of the proposed means, but all had concerns regarding a cost estimate and where the funds would come from to implement those means. There was general agreement that the proposed means would place an enormous burden on the admissions offices and ability to hire readers and/or encourage a sufficient number of volunteers and train them efficiently and uniformly to carry out the additional comprehensive review workload.

Cost: Under the Proposal, the "entitlement to review" is expected to enlarge the population of students who would apply to UC by roughly 50%; however, no realistic estimates are offered to plan for projected increases in freshman applicants. Even a more modest surge in freshman applicants will require a substantial yet uncertain increase in workload and financial cost to admissions systemwide. Although applicants are required to pay \$60, to be reviewed comprehensively (not all of which is retained by the campus), not everyone pays this sum because some students receive partial or full waivers based on need. The Proposal, in part, hopes to encourage low-income students to apply, but if there are many more applicants, in general, and if not all are able to pay for comprehensive review, the admissions offices will be placed under enormous pressure. We perceive the suggestion that the additional revenue from the fee, even if raised to \$65, to be unrealistic and urge that a more thorough cost analysis be done.

Perhaps a phased-in new admissions policy may be helpful, depending on the source of funding for the increased need. But, again, a realistic cost analysis would have to accompany any such proposal, as would guaranteed sources of the resources.

Additional resources would be need by the high schools for appropriate academic counseling about changes in UC admissions policy. It may well be that those schools

with the highest populations of targeted applicants may require more resources in the counseling area.

Loss of information from SAT II subject tests: Faculty were divided over the issue of not requiring the SAT II subject tests. Some faculty regard information garnered from the SAT II subject exams to be useful for admissions decisions. These exams are seen as providing additional information of an objective character that can frame and put into perspective the more subjective aspects of an application. In short, requiring more such information is better than having less. Along these lines, eliminating the SAT II subject exams could be viewed as moving away from “objective criteria,” and towards a more subjective process (i.e., “comprehensive review”)—a trend that appears to run contrary to the practices of many highly respected private universities. In addition, if the quality of any high school courses are driven by the SAT II exams, then no longer requiring them may have the unintended consequence of lowering the quality of those courses. Furthermore, our College of Engineering, while supporting broadening the application pool, noted a concern that not requiring SAT subject scores may give the unintended impression to the very best students that the College is not as competitive as other, top-ranked engineering schools in the country.

Other faculty countered that, at least in the case of the SAT II math exams, the test results are so highly correlated with the math sub-portion of SAT I (which would still be required), that the former scores add little additional information. Moreover, while the Subject exam could not be required for admissions, such exams could still be considered as part of a comprehensive review.

Shifting from a Guaranteed Slot to an Entitled Review: Most faculty realized that few students take advantage of the guarantee by going to a campus to which they are referred. On the other hand, many faculty also recognized the psychological and political importance of such a guarantee and felt that the lack of enthusiasm among applicants for the referral slots was not sufficient justification for concluding that guaranteed admission is not valued at all. There was worry by some that removing the guaranteed admission would have the opposite effect of heretofore eligible students opting not to apply. Ultimately, the success of the Proposal may turn on the ability of its proponents to make a clear and compelling public case for an admission process that rests entirely on comprehensive review, which many faculty supported, seeing it as consistent with the practices of highly respected public universities.

Consequences of Creating a more Diverse Student Body: One of the perceived purposes of this proposal is to increase the level of diversity at the University of California. We know from the past that with an increase in diversity will come an increase in the challenges of adjustment, academic performance, retention and rates of graduation. The faculty felt very strongly that this proposal demands a commitment on the part of the University to provide the support that will enhance the chances of success for the very population of students we hope to admit. Without such support, we may simply be setting up a larger population for failure.

Finally, more questions were raised than the proposal answered and there was a perception that this proposal is only in its initial stage because of lack of data and realistic assessments. For instance, does the increase in the eligibility mean that more freshmen are to be admitted? If so, what are the campuses that can absorb increased enrollments? UCSB is not one of them. If not, what type of applicant would be displaced? And, while there were questions about whether different tracks of

comprehensive review might be required, the importance of uniform admissions criteria (comprehensive, uniform training for all reviewers of applicants) for all admissions cannot be stressed enough. In addition, a question was raised regarding BOARS' ninth principle, which states that the primary basis on which to assess academic achievement is the student's full course-work record, including courses taken in relation to what was available, and standing among the applicant's peers. BOARS did not address how the University will obtain this information for comparison, which is of concern when the administrative capacities of poorly-resourced schools may not allow them to obtain and manage the appropriate records.

Thank you for the opportunity to review the proposal. I hope these comments are helpful to BOARS for a future iteration of the proposal.

Sincerely,

A handwritten signature in cursive script, reading "Joel Michaelsen".

Joel Michaelsen
Divisional Chair

C: Executive Council



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December 5, 2007

Michael T. Brown, Chair
Academic Council

RE: UCSC Response to Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

The Santa Cruz Division has reviewed the BOARS proposal and received comments from five of our committees: Affirmative Action and Diversity (CAAD), Admissions and Financial Aid (CAFA), Educational Policy (CEP), Planning and Budget (CPB), and Preparatory Education (CPE). There was support for the overarching stated goal of the proposed policy changes: to ensure "academic quality and equity of access to the University." That said, a wide range of objections were raised to the current set of proposed changes, and we oppose their collective adoption.

The objections fall into several categories: (1) the present proposal is actually several separate proposals, with markedly different effects, advantages and disadvantages, and whose linkages are unclear and unexamined—in short, it is a hodge-podge of changes to the eligibility policy; (2) parts of the proposal remove transparency from the UC eligibility/admissions process; (3) there is a lack of consideration/discussion of less-invasive means of achieving the same goals, and in particular the potential of expanded Eligibility in the Local Context (ELC) percentages, and more effective use of Admissions by Exception (AbyE); and (4) there is the potential that new resources would be required at the campus level—were these changes to produce shifts in the UC-enrolled pool (as appears to be the intent), additional permanent funding would likely be needed for early and high school outreach, academic preparation and particularly learning support (ignoring the expense of comprehensive review of more applications). Indeed, while we understand BOARS's claim that changes to broaden access to and diversity of the pool of students eligible to apply would not necessarily diminish the quality or preparedness of students we ultimately accept, we are concerned that the result might be just such an effect.

The Separate Proposals. The components of the proposal that involve changes to current policy are:

- 1) An elimination of the current 12.5% Eligibility in the State-wide Context (ESC) and Eligibility by Examination Alone.
- 2) Expansion of the comprehensive review pool by

- (a) Reducing the UC GPA threshold from 3.0 to 2.8;
 - (b) Removing test score thresholds;
 - (c) Permitting up to 4 a-g courses to be completed in 12th grade
- 3) Elimination of the SAT Subject Test requirement.

The last of these changes, elimination of the SAT Subject Test, was viewed as a straightforward and overdue change to eligibility policy—were this to emerge as a proposal in isolation, it would have the support of the UCSC Division. Accordingly, we do not discuss it further. Having said that, the lack of analysis in the proposal of how many currently ESC-ineligible students might be able to achieve admission through other means (such as an expanded ELC program or more effective use of AbyE) is not included. Moreover, the proposal includes a few anecdotal descriptions of how many students might be affected by changes in the comprehensive review pool (e.g., the number of students who lacked a single a-g course), but no analysis of how many students are likely to become eligible for review through each (or several) of the proposed changes. These are not subtle shortcomings, particularly when one of the proposed changes is dropping the threshold GPA to 2.8—ignoring whether such a lowering is a good idea for UC, the issue of how this will change the applicant pool size is entirely unexplored. The key questions here are (1) how many more students will become eligible for comprehensive review through the proposed changes; and (2) are there other means through which shortcomings in the eligibility process could be fixed? Neither of these questions is answered in the proposal.

Loss of Transparency UC’s policy of guaranteed admissions to the top graduating high school students has been an effective outreach program, enabling students to know that UC had a place for them and, far more likely than not, that place would be one of their chosen campuses. This policy of guaranteed admissions has been a cornerstone of higher education in California. Although the course patterns and alternative admissions paths (ESC, ELC, EEA, AbyE) are complicated, the essential guarantee has been directing students and high schools in positive directions for many years. The proposed changes counteract the stated goal of enhancing the transparency of a complex admissions process for both students and parents. Instead, greater individual control by each campus to determine admissions is extended, and in the process the criteria for eligibility are made less visible to students and parents. We find this extremely problematic, both on the level of individual families attempting to navigate the UC admissions process and the wider political consequences of a public perception of UC as more elitist and less accessible. Indeed, whatever drawbacks current statewide eligibility has, its great virtue is its relative transparency. Prospective students and their parents take comfort and find motivation in knowing just what needs to be in place in order for admission into some UC campus to be guaranteed. Since the BOARS proposal is motivated partially by the observation that some potentially qualified students do not prepare themselves for eligibility, it is extremely peculiar that it does not consider what effect eliminating this transparency might have on students, especially those who are poorly advised or feel inadequate. Could it be that this transparency is itself one inducement to prepare for UC? If not properly contextualized, the changes proposed to our admissions system, and specifically the removal of the guarantee, may have a reverse affect on applications throughout the system. Again, a meaningful analysis of the possible effects of the proposed changes on the UC applicant pool (in both a positive *and* a negative sense) is not included in the proposal.

Other Means of Expanding Access to UC. There are other mechanisms that should be considered if the goal is to broaden access to disadvantaged or poorly served high school students. One would be to raise above 4% the threshold used for Eligibility in the Local Context (ELC). Another would be for campuses to more assertively make use of their right to admit up to 6% of a class by exception (AbyE). We strongly advocate exploring these (and other) options, for which we describe possible approaches below.

A) Expansion of ELC

Armed with the knowledge of guaranteed admissions, students can be more likely to pursue the various requirements for admissions, such as tests and course patterns. This effect, especially as a result of the congratulatory letter, has been seen in the ELC program, and has brought students from high schools previously underrepresented in the University of California.

Among the 1600 schools with a 4.0% or lower averaged application rate to UC in 1999 and 2000, the number of applications doubled in one year (to 550) with the introduction of ELC in 2001, and is now 900. The 238 schools with 4.1%-8.0% participation saw a 21% growth in applications (to 4500), while the application growth from all high schools was just 6%. Please refer to the attached table prepared by UCOP Admissions Research and Evaluation on 11/02/2007.

Thus, we find that ELC has been effective in bringing the possibility of a UC education to high schools and to students that had historically never considered applying to UC. We believe that an increase in the ELC percentage coupled with extensive outreach could provide additional improvement, and move UC further toward its goal of reflecting the composition of the state's highly-achieving high school graduates.

Based on the success of ELC in encouraging students to complete the UC admissions requirements, we suggest an increase in the ELC percentage, to 8% or 10%, and a reinvigorated systemwide outreach effort. Such an increase would further help diversify our student body, and may continue the trend of assuring high-achieving high school students that they have a place at the University of California. It may be appropriate to further increase flexibility in course requirements, while maintaining and restoring high standards and requirements for writing and mathematics. It will also be crucial to provide early outreach and academic preparation to school districts with low UC participation.

It can be argued that, because nearly all ELC students are also ESC, increasing the ELC percentage will not have a significant affect on admissions. However, the positive same-school application trends demonstrate that the ELC program does indeed have a positive affect on application rates.

Effective Use of AbyE

In addition to expanding ELC, UCSC urges a greater and more effective systemwide use of Admission by Exception. AbyE is a campus-specific decision based on a comprehensive review. This review may balance many factors, and admit students who do not fully meet the GPA, course pattern, or test score requirements of the three "eligibility" categories. Campuses are limited to 6% of the student body coming via this route, though systemwide only 2% of this capacity is used. At UCSC, we have recently authorized highly proactive use of AbyE for low-socioeconomic, first-generation students, such as through our EOP Bridge program. With UCSC's strong commitment to diversity and educational opportunity, we used 4.8% of the possible 6% in Fall 2006 and Fall 2007. The Fall 2007 percentage would have been 5.5% had our overall yield not jumped from 18% to 21%.

Indeed, UCSC has found AbyE to be an effective means of increasing access to a University of California education, and is quite pleased with the success of its AbyE program. Nationally, UCSC is *the* top-ranked low-income-serving school in its category ("moderately selective") in terms of graduation rate (National Center for Education Statistics, "Placing College Graduation Rates in Context: How 4-Year College Graduation Rates Vary With Selectivity and the Size of Low-Income Enrollment", October 2006).

Riverside was also in the 90th percentile of “moderately selective” institutions, while Los Angeles and Irvine formed the 90th percentile of “very selective” low-income-serving institutions.

Our campus chose to use AbyE more actively in 2005, and the increased use of this program dramatically increased our yield of underrepresented AbyE students (a 133% increase). UCSC suggests that a BOARS review of AbyE and its objectives may further enhance the goals of the proposal. Such a review could include several components: renaming the program to be more inviting; defining and articulating AbyE objectives and metrics; developing systemwide expectations for the use of AbyE on the campuses; and providing campuses that effectively use AbyE for first-generation and low income students with additional learning support funding

We commend the intent of the proposal. Unfortunately, we cannot endorse it in its present form. In our view, changing a well-known, well-understood (and, frankly, widely appreciated) system of university eligibility requires considerably more documentation and examination of alternatives than are present in the current BOARS proposal. Our recommendation is that BOARS should, as a separate policy change, propose to eliminate the SAT Subject Test Requirement, and examine the extant structures that could (with possible modifications) redress the inequities that the current proposal identifies.

Sincerely,

A handwritten signature in black ink, reading "Quentin Williams". The signature is written in a cursive, flowing style.

Quentin Williams, Chair
Academic Senate
Santa Cruz Division

Table 1: UC Applicants, Admits, and Enrollees from CA Public and Private Schools by Application Rate, Fall 1999 to 2007

Applicant Rate (%)*	# of Schools		1999	2000	2001	2002	2003	2004	2005	2006	2007
0	1,535	Applicants	0	0	102	107	107	119	207	299	265
		Admits	0	0	68	63	75	70	145	220	212
		Enrollees*	0	0	33	31	36	41	87	123	117
0.1 - 4.0	117	Applicants	274	272	451	513	553	488	545	607	652
		Admits	219	217	384	414	421	376	402	488	531
		Enrollees*	127	113	211	223	230	215	226	293	310
4.1 - 8.0	238	Applicants	3,523	3,726	4,521	4,810	4,997	4,572	4,946	5,245	5,672
		Admits	2,813	3,062	3,718	3,966	4,006	3,453	3,889	4,348	4,704
		Enrollees*	1,651	1,826	2,139	2,288	2,173	2,010	2,170	2,318	2,726
8.1 - 12.5	254	Applicants	6,972	7,407	7,828	8,630	9,088	8,312	8,615	9,024	9,340
		Admits	5,622	6,054	6,522	7,196	7,486	6,302	6,989	7,592	7,885
		Enrollees*	3,277	3,618	3,727	4,159	4,089	3,714	3,800	4,158	4,511
12.5 over	657	Applicants	41,892	42,982	44,994	45,956	48,552	46,708	46,703	49,378	50,454
		Admits	34,366	35,779	38,970	39,852	42,494	36,788	41,204	44,236	45,092
		Enrollees*	19,954	20,605	21,746	21,998	22,448	20,664	21,804	23,825	23,829
Total	2,801	Applicants	52,661	54,387	57,896	60,016	63,297	60,199	61,016	64,553	66,383
		Admits	43,020	45,112	49,662	51,491	54,482	46,989	52,629	56,884	58,424
		Enrollees*	25,009	26,162	27,856	28,699	28,976	26,644	28,087	30,717	31,493

Table 2: Applicant, Admit, and Enrollee Percentage as of Total

0	1,535	Applicants	0.00%	0.00%	0.18%	0.18%	0.17%	0.20%	0.34%	0.46%	0.40%
		Admits	0.00%	0.00%	0.14%	0.12%	0.14%	0.15%	0.28%	0.39%	0.36%
		Enrollees	0.00%	0.00%	0.12%	0.11%	0.12%	0.15%	0.31%	0.40%	0.37%
0.1 - 4.0	117	Applicants	0.52%	0.50%	0.78%	0.85%	0.87%	0.81%	0.89%	0.94%	0.98%
		Admits	0.51%	0.48%	0.77%	0.80%	0.77%	0.80%	0.76%	0.86%	0.91%
		Enrollees	0.51%	0.43%	0.76%	0.78%	0.79%	0.81%	0.80%	0.95%	0.98%
4.1 - 8.0	238	Applicants	6.69%	6.85%	7.81%	8.01%	7.89%	7.59%	8.11%	8.13%	8.54%
		Admits	6.54%	6.79%	7.49%	7.70%	7.35%	7.35%	7.39%	7.64%	8.05%
		Enrollees	6.60%	6.98%	7.68%	7.97%	7.50%	7.54%	7.73%	7.55%	8.66%
8.1 - 12.5	254	Applicants	13.24%	13.62%	13.52%	14.38%	14.36%	13.81%	14.12%	13.98%	14.07%
		Admits	13.07%	13.42%	13.13%	13.98%	13.74%	13.41%	13.28%	13.35%	13.50%
		Enrollees	13.10%	13.83%	13.38%	14.49%	14.11%	13.94%	13.53%	13.54%	14.32%
12.5 over	657	Applicants	79.55%	79.03%	77.72%	76.57%	76.71%	77.59%	76.54%	76.49%	76.00%
		Admits	79.88%	79.31%	78.47%	77.40%	78.00%	78.29%	78.29%	77.77%	77.18%
		Enrollees	79.79%	78.76%	78.07%	76.65%	77.47%	77.56%	77.63%	77.56%	75.66%
Total	2,801	Applicants	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
		Admits	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
		Enrollees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*CA public and private schools were grouped by UC applicant rate, which was calculated for each school by dividing the total number of applicants to UC in the fall terms of 1999 and 2000 by the total number of high school graduates in the spring terms of 1999 and 2000.

** Enrollment data were not available for 2007, so SIRs were used for this analysis.



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December 10, 2007

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

Re: Board of Admissions and Relations with Schools' Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael:

In response to 2006-07 Academic Council Chair Oakley's request of August 31, the San Diego Division sought and received comment from the appropriate Divisional committees on BOARS' Proposal to Reform UC's Freshman Eligibility Policy. The proposal was discussed by the Senate Council on November 5 and December 10 and by the Divisional Representative Assembly on November 27.

Although some reviewers were cautiously supportive of the BOARS' proposal, the majority were strongly opposed. Reviewers acknowledged that BOARS' attention to eligibility has highlighted concerns about whether current UC policy adequately fulfills Regental mandates in this area. BOARS' conclusion that the proposed reforms would contribute positively to increased representation of certain groups was accepted by some, while most expressed skepticism about this possible effect. Other likely impacts of the proposed reforms were seen as serious, far reaching, and costly in terms of both resources and public perception.

A key aspect of the proposal, replacing the guarantee of admission to a UC campus with a guarantee of consideration for admission through comprehensive review at individual campuses, met with considerable opposition. Reviewers consistently commented that the public's perception of this proposed reform would be very negative and that a guarantee of admission according to specified criteria is easier to understand and accept than a guarantee of qualification for review. It was repeatedly pointed out that parents and high school students gain considerable psychological comfort from the current admissions guarantee. Garnering Regental support for this proposed change may also be difficult. No change in the eligibility policy will increase the University's capacity to admit and enroll students; increasing the number of applicants reviewed will correspondingly increase the number rejected. The more applicants that are rejected, the more likely it is that the public's perception of UC as an elitist institution will increase. Eliminating the guarantee of admission also introduces two important areas of short-term uncertainty to the admissions process: how many students would qualify for review in any given year, and the impact on acceptance rates of offers of admission.

Regarding the “Entitled for Review” (ETR) concept itself, reviewers questioned whether ETR status would be determined at the systemwide or at the campus level; different resource implications are associated with each level. ETR would substantially increase the number of files receiving comprehensive review (and clearly overwhelm the current review system), but it is not clear who would bear the resulting costs. Mention is made in the proposal that additional costs would be offset by higher application fees. Currently, only a fraction of the full application fee is passed on to campuses, and this does not cover the existing local administrative costs associated with evaluating applications. The assumption cannot be made that this would change if ETR were adopted. A more in-depth analysis of the actual costs needs to be presented and funding mechanisms need to be identified to avoid imposing an unfunded mandate on the campuses.

Various concerns were expressed about the criteria proposed for ETR and possible effects on the quality of students. Reviewers noted that the current eligibility index provides an objective measure, while ETR would introduce a measure of subjectivity beyond that of the current comprehensive review process. The criteria that would be used to evaluate the success of ETR are not defined; without such explicit criteria, we will not know whether the additional costs required for ETR result in actual achievements.

The proposed ETR criteria would change the group of students that are eligible, but it is not clear that this would change the characteristics of the admitted student population. But even if it did, whether the change would be positive or negative is difficult to predict; for example, it might have the highly undesirable effect of limiting the accessibility of UC to the brightest minds and most accomplished of the high school population. If the academic quality of incoming students decreased, the overall value of a UC education would be reduced.

Some reviewers thought that softening the course requirements would lead to confusion and make it easier for more high schools **not** to offer a full complement of a-g courses – an unintended, negative consequence. The following specific comments were made:

- While proposing that students be required to “complete a prescribed 11 of the 15 required a-g courses by the end of the 11th grade”, students would still be “expected to complete the full set of 15 required a-g courses prior to enrolling”. One rationale given for the proposed policy change is that “...only 45% of California’s public high schools offer enough sections of a-g courses to permit all students to satisfy UC requirements.” It is unclear how this disadvantage would be alleviated if students are still required to complete the 15 courses before admission.
- The wisdom of abandoning the extra points for advanced placement (AP) grades was questioned. The argument has been made that the extra points encourage high schools to offer, and students to take, AP courses, thus better preparing the students. If the extra points for AP courses are no longer utilized in the eligibility determination, campuses should retain the option of considering, in the comprehensive review process, the fact that a student took AP courses.
- UC has little evidence about the effects of the a-g classes on outcomes. Without such information, the effects of relaxing the a-g requirements on student preparedness (and eventual success) are unknown. If the a-g coursework **is** important preparation, then removing the strict adherence to the a-g curriculum would allow an increased number of good, but underprepared, students to be admitted. Underprepared students are more likely to drop out unless adequate academic support is made available. Is this in the best interests of those students and the University? Who would cover the costs of the additional demand for academic support?
- Adequate justification was not found for setting the minimum unweighted GPA at 2.8.

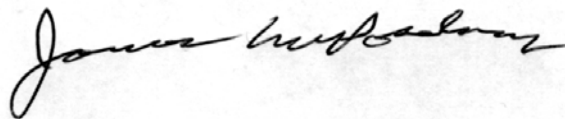
- The SAT I exams were seen by some as a method of “normalizing” student achievement by serving as an external control for variations in grading standards and practices from school to school or district to district. This was seen as especially important since UC does not use high school “factors”.

Reviewers suggested alternative approaches to reforming the eligibility policy, favoring more modest, incremental changes. For instance, if SAT II exams do not correlate well with future success, then merely eliminate SAT II as an eligibility requirement. Another possibility would be to retain the current guarantee of admission while adding ETR for applicants who do not meet some element of the eligibility criteria (e.g., have not taken all of the a-g courses), and publicize this so students who might not apply otherwise would do so.

The most intriguing suggestion put forward would be to (1) retain all current UC eligibility criteria and guarantees **except the SAT II requirement** and (2) define a new category of “entitled to review” (ETR) as students who are academically in the top X% of their specific high school class, but not in the top 4% by the criteria and procedures now used to define the top 4%. The top X% could be set at any percentage considered most appropriate. In essence, this proposal represents an extension of the ELC concept to create a category that might be called “entitled to review in the local context”. This proposal directly addresses the educational disparities BOARS enumerates and efficiently addresses the concerns listed in the BOARS proposal. Because the ETR percentage would be patterned after the current ELC program, this idea would potentially find easier acceptance by, and understanding from, the public.

Even while acknowledging that the eligibility issues identified by BOARS are important, the majority of San Diego reviewers could not support the current proposal. We look forward to continued discussion towards an optimized eligibility policy that maximizes access to UC for the broadest population of prepared applicants.

Sincerely,

A handwritten signature in black ink, appearing to read "James W. Posakony". The signature is fluid and cursive, written on a light-colored background.

James W. Posakony, Chair
Academic Senate, San Diego Division

**THE FOLLOWING ARE THE REPOSSES RESULTING FROM THE
SENATEWIDE REVIEW OF THE BOARS' REVISED "PROPOSAL
TO REFORM UC'S FRESHMAN ELIGIBILITY POLICY"**



May 1, 2008

MICHAEL BROWN
Chair, Academic Council

Subject: BOARS' revised "proposal to reform UC's freshman eligibility policy"

On April 28, 2008, the Divisional Council of the Berkeley Division discussed the BOARS' revised proposal to reform UC's freshman eligibility policy informed by the comments of the divisional committees on Admissions, Enrollment, and Preparatory Education (AEPE), Educational Policy (CEP), and Student Diversity and Academic Development (SDAD). While there was broad support for BOARS' goals in general, DIVCO wanted to know more about who would be affected and how they would be affected before it could support the revised proposal. In other words, DIVCO wanted to know more precisely who would be the winners, as well as who would be the losers, among the universe of applicants to UC.

DIVCO echoed CEP in thinking "that the revised BOARS proposal is a starting point for the Academic Council to develop guidelines and a timetable for revising eligibility in a graduated and well-documented process so that UC, students and their families, high schools, and the State fully understand the implementation of the changes and their impact." DIVCO, however, remains skeptical about whether the benefits of the proposed revision would outweigh its risks and unanticipated consequences.

A number of issues were raised both by the committees and in the discussion by DIVCO members:

Comprehensive review

There is universal support among the divisional committees and DIVCO for comprehensive review. AEPE noted:

Comprehensive review is recognized as the best method for selecting students. It is already used for all students who apply to Berkeley, and is also Regental policy. In order for comprehensive review to really work, admission decisions must not be forced by any arbitrary criteria.

AEPE felt that the strength of the proposal is that it moves the UC system as a whole toward utilizing comprehensive review for admissions, although this change will not impact Berkeley, which already uses comprehensive review. SDAD in its comments highlighted that the revised BOARS proposal focuses on eligibility, not selection. While the proposal will affect the selection process, its most far-reaching impact is on how eligibility is determined.

SAT subject examinations

DIVCO and all three divisional committees support BOARS' recommendation that the SAT subject examinations (SAT II) no longer be mandatory for applicants to UC. SDAD observed:

The data on the lack of predictive utility of the SAT Subject tests (SAT II's) for the University of California should lay to rest any concerns, even among our Colleges of Engineering. Perception rather than data have allowed these exam scores to be used as gates rather than advising tools, the latter a totally appropriate utilization. In addition, the accessibility of these exams has been an impediment for many highly motivated and intelligent students.

Further, AEPE noted:

Basing the admissions decision solely on whether a student has taken an examination is clearly inconsistent with comprehensive review. In the spirit of comprehensive review, however, we believe that SAT Subject exams can provide additional information on a student's preparation in certain subjects and for certain areas, and that UC should continue to encourage students to take them where possible.

Eligibility/guarantee: statewide and local context

The most controversial aspect of the revised proposal is the change to guarantee admission to the top 5% of high school students statewide and the top 12.5% from individual high schools (eligibility in the local context). SDAD welcomed the proposal:

The revised proposal suggests that the top 5% of students in the state based on GPA and test scores, as well as the top 12.5% of students from any high school (Eligibility in the Local Context) would be guaranteed admission to a UC Campus. Our Committee is delighted with this proposal. Note that none of these students is guaranteed admission to a campus of choice, as is the case with the current policy. Some might be concerned that the guaranteed admission of the 12.5% top students from each high school would eliminate any chance of anyone else not in this top 12.5% from getting into UC. The revised proposal provides both data and logic about why this concern is highly unlikely.

But AEPE was unconvinced:

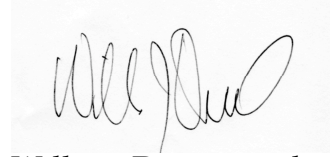
BOARS estimates that about 6,000 fewer students would receive a guarantee of admission, which is intended to provide the critical margin that comprehensive review needs for it to be meaningful across the system. BOARS also estimates that approximately 14,000 students who would have received a guarantee of admission would no longer get one, while 8,000 students who previously would not have received a guarantee of admission would get one under the new policy... It is this last shift to which we want to draw attention. It is difficult to estimate the impact of modifying the guarantee status of about 22,000 students system-wide ... The BOARS proposal moves approximately 8,000 guaranteed admissions from one group of students to another group with very similar academic qualifications. The group who will no longer receive guaranteed admission will still be able to apply and will be Entitled to Review, but to the extent that the BOARS proposal results in admissions offers to students in the newly guaranteed group, it will necessarily result in fewer offers to the previously guaranteed group.

The discussion in DIVCO mirrored CEP's comments:

CEP members do not think there is adequate information to decide how to pick the top 12.5% California seniors, and we cannot judge if the current system (top 4% from each high school and top 12.5% from the state) or BOARS' proposed system (top 12.5% from each high school and top 5% from the state) does a better job of identifying the top students for guaranteed admission ... The evidence on which the BOARS' proposal is supported has limitations. (a) The data used are out-of-date, and will soon be replaced by up-to-date data. (b) The evidence based on simulations is subject to criticism as the assumptions of the simulations are not thoroughly argued—probably what is needed here are more simulations done under a range of plausible assumptions. (c) The argument for the importance of the simulation evidence is based on the assumption that the most important factor is the final distribution of applicants, but the impact of the policy on many Californians will be in terms of what it promises rather than what it produces.

In summary, while supporting some of the specific recommendations, DIVCO withheld its endorsement from the revised proposal as a whole. DIVCO and its reporting committees strongly support the recommendation to expand the use of comprehensive review throughout the system. Accordingly, the recommendation that the SAT subject examinations no longer be mandatory is supported in the context of comprehensive review. Understanding how the change in eligibility will alter the profile of UC students is essential, and DIVCO continues to have significant reservations about the change and its impact on UC admissions.

Sincerely,

A handwritten signature in black ink, appearing to read 'William Drummond', is centered below the word 'Sincerely,'.

William Drummond
Chair, Berkeley Division of the Academic Senate

Cc: Bob Jacobsen, Chair, Committee on Admissions, Enrollment, and Preparatory Education
Clair Brown, Chair, Committee on Educational Policy
Caroline Kane, Chair, Committee on Student Diversity and Academic Development
Anita Ross, Senate Analyst, Committee on Admissions, Enrollment, and Preparatory Education
Lili Vicente Goldsmith, Senate Analyst, Committee on Educational Policy
Adrienne Banner, Senate Assistant, Committee on Student Diversity and Academic Development



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April 29, 2008

MICHAEL BROWN, CHAIR

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

Re: REVISED BOARS Proposal to Reform UC's Freshman Eligibility

The Revised BOARS Proposal to Reform UC's Freshman Eligibility was forwarded to all of the Davis Division standing committees and chairs of the Faculty Executive Committees in the schools and colleges. Comments were received from the Admissions and Enrollment and Planning and Budget committees.

Response to the revised proposal has been characterized as moderately positive. The following is summary of positive and negative responses for consideration by BOARS and the Academic Council:

Some believe that the full pattern of required tests (SAT I-one test; plus SAT II-two tests) was a barrier, perhaps artificial, to students who might apply to UC. Given the perception that California may have the worst student-to-academic adviser ratio in the nation, many students receive inadequate information regarding all of the necessary components of UC eligibility in spite of UC efforts at outreach and accessible web sites. Inadequate counsel results in students that might be eligible to become automatically ineligible when they fail to take all of the required tests due to inadequate information/counsel. Removing the SAT II barrier would ease the way for poorly informed or inadequately counseled students to apply for UC and remain eligible. There continue to be concerns about aspects of flawed data analyses relied upon by BOARS in the determination to drop the SAT II requirement. However, some believe that the deletion of the SAT II test barrier may be a preferred course of action even if SAT II tests were found to have a greater predictive efficiency.

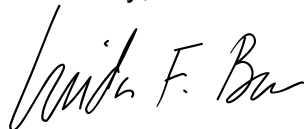
Retention of the guarantee of UC admission to the top 12.5% of students was a significant revision and accounts for a substantial shift to supporting the proposal amongst the standing committees. However, some faculty view the change as a major policy shift in that the proposal now seeks increased weighting toward a high school student's local success instead of state-wide success. Alternatively, the effort to move closer to a guarantee of UC admission to

approximately 10% of public high school graduates goes a long way to ensuring greater consistency with the Master Plan.

While some were relieved, concern about cost associated with the changes proposed remains. There is support for the proposal suggestion that the new policy will not lead to large increases in budgetary requirements. Many are hopeful that the projections are accurate; if the projections are not accurate, a UC system that is under considerable financial strain would find itself even more heavily stretched for funds.

The Davis Division recommends that an assessment mechanism be designed and included in the proposal, perhaps a yearly assessment of data after implementation of this change to determine the impact of the changes on the student applicant pool and to determine if further changes are required, as well as a required report after five years of assessments in order to assure review and revision. The Davis Division recommends acceptance of the BOARS proposal only after such an assessment mechanism is in place. In addition to this, the Davis Division encourages UC to consider shifting the focus of improvements to the high school level in order to have college preparation as a default curriculum available to all students. This could be done through supplements such as online courses/telecommunication courses available to high schools.

Sincerely,

A handwritten signature in black ink, appearing to read "Linda F. Bisson". The signature is fluid and cursive, with the first name "Linda" being more prominent.

Linda F. Bisson
Professor of Viticulture & Enology
Chair of the Davis Division of the Academic Senate



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Irvine, CA 92697-1325
(949) 824-2215 FAX

April 28, 2008

Michael Brown, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

**RE: Systemwide Review of the BOARS “Proposal to Reform UC’s
Freshman Eligibility Policy”**

At its meeting of April 22, 2008, the Irvine Division Academic Senate Cabinet reviewed the revision of the Proposal to Reform UC’s Freshman Eligibility Policy, following input from the relevant councils. The following points were raised:

- The proposal is well-intentioned in promoting the goals of equity and diversity in university policies, including guiding the admission of new students.
- The Cabinet and Councils continue to be concerned about the resources that would be needed to support the increased workload associated with comprehensive review of a larger pool of files.
- An assessment of the effectiveness and the costs of the revised eligibility policy should be conducted as soon as possible.

The majority of the Cabinet agreed to endorse the revised freshman eligibility policy. If you have any questions related to this matter, please do not hesitate to contact me.

A handwritten signature in black ink, appearing to read "Tim Bradley", is written over a horizontal line.

Tim Bradley, Senate Chair

C: María Bertero-Barceló, Executive Director, Academic Senate



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May 2, 2008

Michael Brown
Chair, UC Academic Council

In Re: Systemwide Senate Review of the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"

Dear Michael,

Thank you for the opportunity to review the Systemwide Senate Review of the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy." Upon receipt of the proposal, I asked the Committee on Undergraduate Education and Relations with Schools (CUARS), the Undergraduate Council (UgC), and the Executive Board to opine. All three committees voted in support of the proposal; thus, I am able to report that the UCLA Division supports the proposal.

CUARS members in support found the revised eligibility requirements to "maintain quality" while reaching out "to all high schools in California." Additionally, CUARS found the proposal to "represent twin goals: seeking the best talent and broadly representing the state of California."

The UgC members "were largely sympathetic to BOARS' arguments that the potential for success of incoming students would be increased with a larger applicant pool." The UgC members also supported elimination of the SAT II Subject Test, but agreed that schools should be allowed to continue recommending that students take the test.

Both CUARS and UgC have articulated persuasive reasons for supporting the proposal in some detail. I submit them to you for consideration as this proposal is further vetted.

Once again, thank you for the opportunity to opine. Please do not hesitate to contact me if I can be of any service with this matter.

Sincerely,

A handwritten signature in blue ink that reads "Elizabeth L. Bjork".

Elizabeth Ligon Bjork
UCLA Academic Senate Chair

Cc: María Bertero-Barceló, Executive Director, Chief of Staff, UC Academic Senate
Jaime R. Balboa, Ph.D., CAO UCLA Academic Senate

April 29, 2008

Elizabeth Bjork
Academic Senate Chair

In Re: Undergraduate Council Response to the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"

Dear Elizabeth,

Thank you for the opportunity to opine upon the BOARS' revised "Proposal to Reform UC's Freshman Eligibility Policy", dated February 2008. In response to recommendations from the divisions, BOARS' modified the proposal to reform UC's freshman eligibility construct by including an extensive admission guarantee with both school-based (i.e. local context) and statewide components. In addition, the revised proposal contains more complete data analysis with explanations of reasoning and rationale.

The Undergraduate Council discussed the report at its meeting on April 18, 2008. The Council faculty and student members voted to endorse the Report. The vote was eleven members in favor of endorsement, zero opposed, and two abstentions. The student vote was five in favor of endorsement, zero opposed, and zero abstentions.

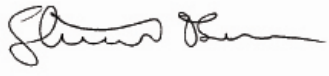
We invited Professor Sylvia Hurtado, Chair of the Committee on Undergraduate Admissions and Relations with Schools and Vice Chair of the Board of Admissions and Relations with Schools, to brief the Council membership on the proposal. As stated by BOARS and presented by Professor Hurtado, the principle goal for the proposal is to enable the University of California to draw from the state's most promising graduating high school seniors. The current eligibility construct falls short of that goal, in that it excludes some students whose accomplishments significantly exceed the standard. Under the new proposal, an estimated 10% will be guaranteed admission. This is accomplished through a combination of guarantees: 1) a statewide guarantee criterion for the top 5% based on a combination of GPA and test scores, and 2) a local guarantee criterion for the top 12.5% based on a fully-weighted a-g GPA. BOARS' is also proposing an elimination of the SAT subject test requirement, and an entitled to review (ETR) construct. It is our understanding that it is the ETR that is designed to prevent labeling many (otherwise qualified) students UC-ineligible. In the proposal, BOARS argues that the increase in applicant pool will inevitably lead to better-qualified admits (and enrolled students).

As the Council vote indicates, UgC members were largely sympathetic to BOARS' arguments that the potential for success of incoming students would be increased with a larger applicant pool. Members recognized also that the campuses most significantly impacted by the proposed changes to admissions policy were those taking students under the referral pool, and were generally supportive of changes that have the potential to positively transform the pool. I should note that there was some skepticism of this claim; it is possible this was a contributing factor for those who chose to abstain in the vote.

The Council supports the elimination of the SAT II Subject test. This was deemed uncontroversial because it is not usually an effective method for predicting success at UC campuses. However, there are exceptions, and Council notes that schools can continue to recommend that students take the subject test.

Thank you for the opportunity to opine. Please contact me should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Stuart Brown", with a long horizontal flourish extending to the right.

Stuart Brown
Undergraduate Council Chair

Cc: Jaime Balboa, CAO Academic Senate
Dayna Baker, Senior Policy Analyst
Linda Mohr, Assistant CAO Academic Senate

April 28, 2008

Elizabeth Bjork
Academic Senate Chair

In Re: CUARS Response to the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"

Dear Elizabeth,

Thank you for the opportunity to opine upon BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy", dated February 2008. In response to recommendations, BOARS' modified the proposal to reform UC's freshman eligibility construct by including an extensive admission guarantee with both school-based (i.e. local context) and statewide components. BOARS' addressed many of the issues raised by campus divisions and took into consideration UCLA's specific recommendation to be more clear with the goals. In addition, the revised proposal contains more complete data analysis with explanations and rationale.

The Committee on Undergraduate Admissions and Relations with Schools (CUARS) discussed the report at its regular meetings on March 14 and April 11, 2008. The Council faculty and student members voted to endorse the report along with the following comments. The vote was 3 members in favor of endorsement, 1 opposed, and 1 in abstention. (Two voting members were absent for the vote and were aware it was to occur on the 11th). The student vote was 0 for endorsement, 1 opposed, and 1 abstention.

The proposal takes into consideration three very important goals: 1) The Regents' charge to seek the most academically talented or personally accomplished students who are broadly representative of the state, 2) The need to create greater alignment between changes in tests and admissions processes now in place, and 3) Improve the ability to identify students rendered invisible by the current eligibility requirements. The new requirements would make students visible in the application process that are prepared for a UC education and improve the quality of students who receive an admissions guarantee. The revised proposal eliminates the SAT Subject requirement and reintroduces a stronger guarantee that improves the quality of those students. It expands the pool of students to allow campuses to exercise their authority in selection. High School GPAs are raised for guaranteed students, with clear directives for Entitled to Review (ETR) in meeting a-g course requirements. All campus-based standards are controlled by their own selection processes. Each year about 15% of California-resident freshman applicants (~10-11K students) are found to be ineligible and over 90% are denied admission. Recent data shows about 4000 of these students have a-g GPAs over 3.2 and the minimum GPA for eligibility is 3.0. Essentially all of these students have taken the SAT core exam, about half have taken SAT core + 2 SAT Subject exams, as required by UC, their test scores exceed those required by the index for eligibility, 25-30% have very high GPAs (3.8+), and they have virtually the same number of a-g courses as eligible applicants. A far larger proportion belongs to underrepresented minority groups, have less-educated parents, and come from lower-income households.

The proposal achieves optimal academic outcomes: guaranteed students will have a higher GPA than currently guaranteed eligible students; state-wide index sets a higher standard, requiring a 4.0 to compensate for scores at the national average; and predicted freshmen GPA is about the same, or slightly higher, for all guarantees. Better representation is also achieved across the state: racial/ethnic

representation is preserved and has a more diverse ETR pool; geographic representation is improved; and representation of API school is improved. A greater UC presence will be evident in schools across the state. Schools are encouraged to maintain and improve a-g offerings. This creates a “recruitment effect” by generating pressure in parents and community to improve quality of education. CSU also uses a-g. The revised proposal will broaden the potential pool by not requiring the SAT Subject Tests. Two major pathways to guaranteed admissions include: 1) Rank in the top 12.5% of one’s high school, complete ‘a-g’ curriculum, and take the SAT or ACT; or 2) Rank in the top 5% of the statewide eligibility index (GPA and test scores) of public high school students. This combined equals 10% of California’s public high school graduates and maintains guaranteed admission to the UC system via the referral pool.

Concerns raised about the proposal include the following: Students are hypothetically guaranteed admission to UC, but in reality, the guarantee is to campuses who have not met their enrollment targets. This is currently the same process in place today and will not change unless campuses agree to admit the guaranteed students who apply to them. The SAT II Subject test assists the School of Engineering with their selectivity; however, the Math subject test is currently only strongly recommended. It is likely that students may include subject tests as strongly recommended but some may decline to do so. (Two members of BOARS whom are Engineering faculty are satisfied with the proposal).

Members of the committee not in support of the proposal felt uninformed and that they were only getting benefits from the reports. They wanted more information of the disadvantages of the proposal. They were concerned about the average SAT scores decreasing by 20 points. Those who abstained from the vote had similar reactions as those against. One member feared this was a step in the direction of eliminating the SAT. It is clear that opposition centered on maintaining the SAT, and this proposal does not intend to eliminate the SAT reasoning exam since it has recently been strengthened with the writing test.

The students liked the idea of a minimum SAT score and wanted to see a set standard. They were uncomfortable with the subjective nature of campus review and uneasy with the message sent to students regarding scholastic aptitude. They agreed this new proposal can potentially help high schools improve educational practice; however, there may be more effective, direct, and explicit routes to reform K-12 education. UC can have a major role in setting initiatives for the state.

Those in support feel the revised eligibility requirements maintain quality and reaches out to all high schools in California. They support the idea of having schools be more accountable in educating students with a-g requirements and this will lead to more prepared college students. One member opined that if students ranked high but did not have the appropriate a-g coursework, or could not send the top 12.5% to UC, this would renew parent and teacher interest in ensuring their schools did a better jobs of preparing students for college.

In conclusion, the proposal represents twin goals: seeking the best talent and broadly representing the state of California. Simulations in the proposal indicate UC will be better representative racially, ethnically, geographically; while raising GPAs. The prediction shows a 20 point difference in SAT scores, which is not scientifically significant for decision-making purposes. Standards will not be lowered as grades are a more predictive measure of freshmen achievement than SAT scores. This proposal identifies college-prepared students for UC while the selection processes for campuses will remain the same.

Thank you again for the opportunity to opine. Please contact me should you have any questions.

Sincerely,

A handwritten signature in black ink, reading "Sylvia Hurtado". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

Sylvia Hurtado
CUARS Chair

Cc: Jaime Balboa, CAO Academic Senate
Linda Mohr, Assistant CAO, Academic Senate



UNIVERSITY OF CALIFORNIA, MERCED
5200 N. LAKE ROAD
MERCED, CA 95344

To: Shawn Kantor
Chair Division Council

From: Undergraduate Council

Date: March 19, 2008

Re: UGC Response to the Revised BOARS Proposal to Reform UC's Freshman Eligibility Policy

UCM's Undergraduate Council strongly supports the revised BOARS proposed reform of eligibility policy in its final form as submitted to the Senate for review.

The BOARS undergraduate admission eligibility reform has a potential to expand the pool of qualified applicants for admission. This will be beneficial to UC Merced in the foreseeable future. However, we continue to have concern with the potential increase in resources needed to conduct comprehensive reviews and its financial impact. We appreciate the perspective provided by the new fiscal analysis in the revised proposal (Section V) to place the resource issue in context. We encourage Academic Senate to work with UCOP to insure that implementation of eligibility reform does not adversely impact divisions fiscally, particularly at Merced which lacks staff and infrastructure to absorb new demands. We hope that some aspects of comprehensive review can be performed centrally or shared among campuses to avoid unnecessary duplication of admissions functions at individual campuses.

Sincerely,

Peggy O'Day, Chair

cc: Senate Director Nancy Clarke
Senate Assistant Nancy Ortiz



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY COLLEGE BUILDING, RM 225

THOMAS COGSWELL
PROFESSOR OF HISTORY
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May 9, 2008

Michael T. Brown
Professor of Counseling/Clinical/ School Psychology
Chair, UC Systemwide Academic Senate
1111 Franklin St., 12th Floor
Oakland, CA 94607

Dear Michael:

RE: [Systemwide Senate Review of the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"](#)

The relevant committees of the Riverside Division have given the revised BOARS proposal very careful consideration. The Committee on Educational Policy [CEP], the Committee on Preparatory Education [CPE] and the Undergraduate Council [UC] each have had lengthy discussions of the document and prepared detailed reports. Likewise on April 25, members of all three committees, together with their colleagues on the Executive Council [EC], met in a special two hour meeting with Mark Rashid, the Chair of BOARS who kindly agreed to answer their questions. Finally on 28 April and again on 5 May, the Executive Council devoted the better part of its meeting to this topic.

The EC members acknowledged, and saluted, the endless hours that their colleagues on BOARS spent on this revision, and they were unanimous in their fervent desire that UC Riverside enlarge its pool of applicants and become a "selective" campus. Yet in the end, a majority decided that the revised BOARS proposal was not the best means to do so, and they formally rejected it. Having said that, I must note that this issue generated sharp divisions within individual members as well as among the entire committee; indeed in my two years as Divisional Chair, I have seen nothing fix the attention of my colleagues and stir their emotions as the revised BOARS proposal has. In seeking to explain our turmoil and our ultimate decision, I must begin with the three committee reports.

The members of the Undergraduate Council voiced considerable enthusiasm for the revision. They maintain that since the status quo "does not serve those campuses who need to search intelligently for good students with scores close to the cut-off," the revised BOARS proposal gave UC Riverside "the chance to better manage the quality of our undergraduate student body" while assisting "UCR's move to a fully selective admissions process." Although the UC members had been equally supportive of the original proposal, they noted with

satisfaction that BOARS had responded to earlier criticism about the perceived move away from a firm guarantee to the top 1/8th of the state's graduating high school class by refashioning another guarantee. Yet even in their endorsement of the general idea, the UC members were concerned about the cost of underwriting the comprehensive review of all files, and they were anxious about the short-term problems that might attend the shift to the new system and might result in a significant, if transitory, enrollment decline. These risks, however, were more than justified, the committee argued, since the new system would "improve the academic profile of our freshmen admits."

These risks -- and many others -- loomed large in, nay dominated, the deliberations of the Committee on Preparatory Education. Its members concluded that given the mounting difficulty of meeting the campus enrollment targets, "these changes will almost certainly lower the academic profile of UCR students," which "is already low." Since "in the last two years we have seen a discouraging decline in first-year retention rates, along with an increase in first-year academic difficulty," CPE felt that the lamentable situation "will almost certainly get worse" with the implementation of the new admissions scheme. After all, Riverside already admits "the highest proportion of students at the lower end of the applicant pool as measured by academic qualifications," and that proportion will likely grow larger still because of the constant pressure to the enrollment numbers and "because the policy reduces the minimum qualifications for entry into UC."

The idea of increasing the percentage of ELC admissions from 4% to 12.5% further darkened CPE's already somber mood. The recollection of analyses done seven years ago haunted the committee; since it was then found that increasing ELC admissions to only 8% produced "severe... negative effects on the academic profile of the entering class," the members were distressed to find that the BOARS proposal used data at least five years ago and that it altogether failed "to compare adequate measures of the academic profile of entering classes at different levels of ELC."

Equally distressing was the possible public impact of the BOARS proposal: "if newspapers simply report that UC is reducing its minimum requirements for admission from a 3.0 to a 2.8 GPA, reducing the number of required a-g courses, and eliminating the SAT subject tests, this could lead to a widespread sense among the public that the University has significantly lowered its standards." Yet CPE noted with alarm that there was no evidence of any survey of parents and students about whether the new scheme "would make them more or less likely to enroll at UC." Nor was there any evidence of consultation with "important constituencies in the state," particularly with high school counselors.

Consequently, the CPE members felt that the BOARS proposal will produce only "increasing rates of academic difficulty and retention problems for first-year students, additional costs for UCR's preparation programs and for other programs designed to improve 'freshman success,' and greater disruption in the lives of students who find they must leave UCR, along with costs to their families." In short, their prediction of the likely impact on Riverside -- and on the entire system -- was dismal indeed.

Many of these concerns also figured prominently in the report from the Committee on Educational Policy, albeit in a somewhat muted form. Its members were “very concerned about the administrative and financial burdens involved in giving comprehensive review a more extensive role in the revised BOARS proposal,” and while the BOARS proposal attempted to alleviate this concern, the Riverside admissions officials only revived it with their insistence that “there will be substantial additional costs incurred by the new regime.” Furthermore in light of the mounting pressure for the campus to meet its steadily increasing enrollment targets, the CEP members were “particularly concerned about the potential for downward pressure on the quality of the students that will be admitted to UCR.”

Granted the new scheme would finally make several thousand excellent and hitherto ineligible students “visible,” but CEP doubted “whether the campus would be well positioned to compete for the very qualified students” among the newly “visible.” Their doubts are based on “recent history” which “has suggested some campuses may opt to use a larger pool of admissible students to increase their enrollment.” Consequently UC Riverside might well confront an “erosion in the quality of our enrolled students,” a baleful development which in turn would force the campus “to shift additional financial and other resources to preparatory education.”

These concerns, together with serious doubts about BOARS’s insistence that “eliminating the SAT Subject test requirement would eliminate a considerable financial and academic burden on high school students and their families, led CEP to conclude that “we would need to have a better understanding of how the revised BOARS proposal would affect admissions at the less selective campuses before we could fully endorse the proposal.”

The members of the Executive Council pondered these reports and, at various moments in its discussions, mirrored the wildly varying conclusions. They applauded their colleagues on BOARS for their devotion to this vital topic, and they welcomed the determined effort to make the UC admissions criterion less of a blunt instrument. Nevertheless serious doubts stayed the EC’s collective hand from signaling its assent.

First and foremost, the fabled “bright line” of minimum UC eligibility, which may appear in Oakland as an intellectual abstraction, is such a vivid reality to many in Riverside that it is possible to shave from its reflected glow. Since many faculty often have to deal with minimally qualified students who just barely made the cut-off, they understandably tremble at the prospect of replacing the bright line with a broad grey zone, which would allow hard-pressed admissions staff to dip lower still into the applicant pool.

To be sure, these apprehensions may be unfounded. *Towards that end, EC members as well as their colleagues on CEP and CPE would be immeasurably relieved if BOARS can explain clearly and precisely how the revised proposal will produce an entering UC class better prepared and/or more diverse.* Absent such an explanation, we are left wondering if the game is worth the candle. In 1867, the British Conservative government pushed thru the Second Reform Bill, a fundamental change in the political status quo, enfranchising large sections of the working class. Reactionary critics derided this measure as the “leap in the dark,” while more rational Tories argued it was a necessary concession in the face of growing radicalization and possible

revolution. The current BOARS proposal naturally brings the 1867 episode to mind, but in 2008, it seems as though we are being asked to leap in the dark without a clear compelling reason. Absent such an explanation, a majority could not approve the proposal.

It followed naturally enough that the EC members echoed CEP's lamentation over the proposal's "lack of transparency in presentation," as they puzzled over the precise goal of this exhaustive exercise. At bottom, it seemed to be largely about the 4-6,000 graduating seniors with relatively high academic indicators [GPAs over 3.2 and SAT scores over 1000] and without either the SAT Subject test or a few of the requisite a-g courses and thus currently ineligible for review. [In subsequent discussions, the students in question came to be referred to as the "upper right red dots" from Figure 2 on page 28 of the BOARS proposal]. The members of the EC heartily agreed with BOARS that the University needs to consider ways of admitting these students. Yet at the same time, they repeatedly wondered if it was not possible to develop any alternate scheme to do so without revamping the entire admissions status quo and plunging the state and several campuses into even a temporary state of confusion. Towards that end, a colleague posited the following alternates:

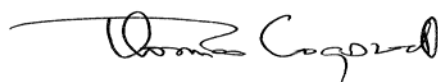
- (a) UC could examine the "A by E" policies of the campuses and attempt to reconstruct the A by E policy in a more efficient and equitable fashion;
- (b) UC could change eligibility in the local context by one percentage point, from 4% to 5% -- and then evaluate;
- (c) UC could create ETR for high GPA students -- for example, students who have a 3.5 GPA or above -- who are technically ineligible, because they have failed to satisfy one a-g requirement or because they have failed to take the subject tests;
- (d) UC could set a flat (but adjustable) admissions requirement. The start point could be at least a 3.2 GPA in 11 of 15 a-g courses (by junior year) and at least a 1000 score on the SAT Reasoning test;
- (e) UC could replace A by E with ETR.

On mature reflection any of these schemes might well allow the existing admissions system sufficient flexibility to enrolling the phalanxes of "upper right red dots" without forcing all parties concerned into a period of chaos.

Many of those who voiced these concerns conceded that their fears might well be excessive. As one perspicacious colleague observed, the final decision came down to the fact that some were less optimistic than others. Another lamented the late arrival of UCOP's new strict attitude to managed enrollment which withholds any financial rewards from campuses that overenrolled; if implanted earlier, it might well have forestalled Riverside's recent enrollment shortfalls and so encouraged the "bulls" while calming the "bears" on campus.

As I report the EC's final decision, I must also convey our hearty applause for our colleagues on BOARS and for their determination to get this vital matter right. For my part, I am fairly certain that either a revised proposal with a clearer rationale or a more limited one designed to capture "the upper right red dots" would find favor. To the weary BOARS members, dismayed at the prospect of another revision, I can only echo Henry V at the siege of Harfleur - "Once more unto the breach, dear friends, once more..."

Yours faithfully,

A handwritten signature in black ink, appearing to read "Thomas Cogswell". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Thomas Cogswell
Professor of History; and
Chair of the Riverside Division

May 2, 2008

TO: Michael Brown, Chair
Academic Council

FR: Joel Michaelsen, Chair
Santa Barbara Division



RE: BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"

The Santa Barbara Division distributed the Revised BOARS Proposal to the Undergraduate Council, Council on Planning and Budget, Committee on Diversity and Equity, and the Faculty Executive Committees (FEC) of the Colleges of Letters and Sciences, Engineering, and Creative Studies

While there was not unanimity, the majority of the reviewing agencies were supportive of the basic proposal, although several areas of concern were noted. The Divisional Executive Council agreed to support the proposal and pass along the remaining concerns. In addition, the EC wanted to emphasize that fees collected from any increase in applications to UC should go directly to fund the work of Admissions Offices. Finally, we note that it will be challenging to communicate the change in eligibility requirements to the public, and we recommend that considerable effort be expended to develop ways to explain the changes clearly and consistently.

The Undergraduate Council overwhelmingly endorsed the revised proposal and said it was an improvement over the previous version. Undergraduate Council "endorses both the ends that the reform is attempting to achieve and the means to get there."

The Council on Planning and Budget and L&S FEC both had concerns about the potential financial risks in changing the eligibility requirements, especially in these times of financial constraint. CPB said that "If the model and/or assumptions are not accurate the actual numbers could vary significantly, exposing each campus to a potentially harmful financial and administrative burden." They recommend a gradual implementation that will allow for financial and administrative adjustments that may be required and strongly recommend that a greater portion of application fees go directly to campuses to cover the full cost of review. L&S FEC expressed concern that the minimum GPA for ETR of 2.8 might raise unrealistic expectations on the part of applicants.

The Engineering FEC dissented from the general support for the proposal. They remain particularly concerned and disappointed about the removal of the SAT subject exam requirement which they find to be a reliable predictor of performance in the college. For example, they note that over 90% of the students that enroll in the College of Engineering choose to take the Math level 2 subject exam, the College finds it useful for many reasons, including consideration of scholarships. Additionally, they are concerned that the removal of the SAT requirement may create an impression that UC is not as competitive as other institutions, thereby negatively affecting the ability of UC to attract the highest quality students.

As a final note, some faculty questioned the validity of the claim that SATs explain only 25% of the variance in performance because the full distribution of SAT scores is truncated by analyzing only UC attendees. It would be more accurate, if less impressive sounding, to condition that statement by stating that the SATs explain only 25% of the variance in UC grades among students who perform well enough on the SATs and other factors used to determine admissions, and who choose to enroll in UC.



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Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

May 2, 2008

Michael T. Brown, Chair
Academic Council

RE: UCSC Response to Revised BOARS Eligibility Proposal

Dear Michael,

The Santa Cruz Division has reviewed the revised BOARS proposal and received comments from three of our committees: Admissions and Financial Aid (CAFA), Educational Policy (CEP), and Planning and Budget (CPB). All committees continued to view the goals of the proposal as laudable: to create a pool of qualified students who better reflect the social and geographic diversity of California while at the same time holding to academic standards. In terms of the specifics of the proposal, one of our committees unambiguously endorsed the proposal, while two others declined to endorse it. Accordingly, our net consensus is not to endorse the proposal, for reasons outlined below. Having said that, all committees viewed the new proposal as a substantial improvement over BOARS' prior proposal, and particularly viewed the increased level of admission guarantee and expanded eligibility in the local context as considerable steps forward. Indeed, one of our committees was particularly gratified to see the extent to which our recommendations concerning ELC, which were motivated in part by the examination of data concerning same-school applications after the introduction of the 4% ELC, had been considered in revising the proposal.

As an important procedural aside, there was considerable agitation that the short timeframe, the complexity of the issues involved, the new character of almost all of the proposed changes, and sheer length of the report (as well as its arrival at Senate committees' busy time of year) produced inadequate time for discussion and consideration of the proposal—and I am troubled that only three of UCSC's committees chose to opine (five commented on the previous version). As a vexed and overworked committee put it, "changes to our admissions policy of the magnitude contemplated by BOARS have the potential to deeply transform UC in ways possibly good or bad. Given the complexity of the issues and their potential effects, this discussion should not be rushed."

The Ecology of UC's Applicant Pool

The overarching goals of removing impediments to allowing applications to be considered by UC and allowing consideration of applicants who are as academically qualified as those we currently deem

“eligible” is extremely well-motivated. However, whether (or the degree to which) the changes proposed will actually translate into an enhanced number of applications remains enigmatic. As an example of the not-straightforward feedback between changes in policy and application numbers, the proposal asserts that simply removing the SAT subject test as part of the requirements for UC eligibility would result in a “plummet” in the number of applications (proposal p. 27). A problem of this type, it seems, could be addressed by calibrating the remaining eligibility criteria in a way that produces the number of applicants desired—an actuarial approach already used in determining eligibility criteria.

More fundamentally, why would such a counter-intuitive “plummet” occur? The explanation given is that while such a relaxation in eligibility requirements might produce a “more meaningful” definition of the top 12.5%, it would pare down the number of eligible students who have positioned themselves to enter UC. Thus, the contention is that our present applicant pool is, to some extent, self-defined, and changing our definition of eligibility in simple ways would include students in the top 12.5% whose “aspirations do not include UC,” and whose inclusion within our eligibility construct would thus reduce our applications.

If these contentions about a self-defined applicant pool are correct, it is impossible to evaluate from the present proposal whether the effect of the proposed changes on our applicant pool would be positive, negative or neutral. The proposal would surely expand the number of those who *could* apply and whose applications would be eligible to review—but we have no idea how many of these *would* apply (and/or we would yield) versus those who would have, under the current construct, self-selected themselves and now might not be in the admit/yield pool. In short, if possible remedies to shortcomings in our current eligibility construct are being discarded because of perceived effects on the applicant pool, then it is incumbent on either the System or the proposers to assess the effects of the currently proposed changes on those who are actually likely to apply to UC (and attend UC) itself—and not simply focus on the interesting academic exercise of determining how large the new eligible-to-review (ETR) pool might be. Phrased another way, are the proposed policy changes likely to produce the intended outcomes?

In this context, it is essentially impossible to discern how different the future entering student body of a UC campus might be under the revised policies relative to that at present—one might imagine that, depending on how the ETR students are distributed, a couple of campuses might be markedly different or expanded by (perhaps) a few thousand individuals, while others might change scarcely at all. Such campus-specific aspects are likely to critically influence the desirability of UC for the proposed ETR contingent; but no analysis is presented of this possible interplay between likely individual campus admissions policies, the make-up of the ETR pool, and the resultant desirability of UC to this pool. The concern here is simple—if ETR evolves into a referral-pool like phenomenon, the yields from ETR could be quite small, and the overall goals of these admissions revisions placed in jeopardy.

In this context, there may well be a gap between the eligibility concept outlined in the proposal and the regulations and individual campus policies necessary to implement it. The proposal is silent on the implementation phase, which will surely have a critical, and (within this document) intentionally unexamined, effect on the concept of eligibility itself. It is difficult to endorse these recommendations in the absence of any information about implementation, without which the manner in which the goals of this proposal will be achieved cannot be assessed.

Obviously, UC could simply do the experiment to determine what the effects of the proposed changes in the eligibility construct would be. However, it would likely be more advantageous to do a survey of students that would have been (or would be) in the proposed ETR pool and quantitatively determine what

likely effects (rather than the “hope and expectation” [p. 2, BOARS submission letter] of a higher quality admit pool) the proposed changes would have on (at a minimum) our applicant pool. We recommend that, before markedly altering our eligibility, such an analysis (probably instituted/coordinated by UCOP) needs to be conducted.

Unanticipated Consequences

Two of our three committees were troubled by details/unexpected outcomes buried in the mass of data provided. Specifically, the simulations of ETR (see in particular the table on p. 138, and discussion on p. 43) show that the proportion of underrepresented minorities within the guarantee pool changes in modest but perhaps unanticipated ways: the percentage of African-Americans drops by ~10% between those currently eligible and those in the guarantee pool of the proposed construct (this is described as “essentially preserved” on p. 43). Notably, the Asian-American decrease in guarantees (~20%) is more pronounced. The origin of these shifts is unclear (as are the increases in white and Latino guarantees), and we are concerned that there are unanticipated demographic consequences here that we do not understand (for example, are urban schools in some way intrinsically disadvantaged by the new construct?), and that such shifts could impede the proposal’s stated goal of achieving desirable outcomes in terms of academic quality and demographics.

The hope for increased African-American representation comes from the remaining 2.5% of admitted students who are entitled to review but without a guarantee—of course, whether the addition of this new admission category will actually serve to increase the resemblance of our student body to state demographics remains uncertain and depends on factors such as who decides to apply and what the yield might be from new constituencies of applicants—factors that could be constrained by more detailed study, as suggested in the previous section.

Possible Future Unforeseen Consequences

The recommended changes take as a given the concept that UC will maintain an admission guarantee to the top 12.5% of California students (with the 12.5% being determined by a different algorithm than previously). Should UC, as a consequence of cuts to its state derived budget, choose to reduce the 12.5% admissions guarantee, then the most straightforward/painless means of reducing the incoming student population would be to reduce those students derived from the ETR pool. In this hypothetical (but not implausible) situation, UC would not deny admission to students whose eligibility is guaranteed, but rather to those students without a guarantee that the current proposal is designed to ensure prospectively have access to UC. The ramifications for the goals of this proposal of decreases in the admission guarantee could be profound--and it is quite possible that the net effect of this proposal in a reduced admission scenario would be to blur the line between eligibility and ineligibility, and soften the personal/familial impact of budget cuts to UC—a desirable outcome for our state’s politicians, but probably not for UC.

Transparency

Two UCSC committees found it hard to be confident that the revised policies would have the outcomes intended. Therefore, the proposal’s likelihood of success has to be weighed against its potential downsides. Although our division previously suggested that BOARS consider retaining a larger eligibility guarantee, it is striking how complex the proposal’s implementation of guarantees and ETR status is—and this is for academics with reasonable fluency with UC’s admissions process. Based on the difficulties that UCSC’s

committees had in puzzling out these new criteria, we are concerned that students, their families, and even high school counselors will feel substantially less secure in their understanding of what it takes to get into UC than they do now. This can be viewed as a distinct downside of these proposed changes—and that less transparency, rather than more, is an inevitable consequence of these changes. In this context, it is useful to recall the state legislature's own persistent calls for increased transparency from UC and ask ourselves whether the revised proposal is likely to satisfy that demand. A strong suspicion is that it will not. Rather, if the proposed changes are misunderstood or misinterpreted – which, given their complexity, is quite likely – they have the potential to create significant public relations problems for the university. Even if public relations concerns are dismissed – which would probably be ill-advised at the current juncture in the university's history – this lack of transparency raises substantive issues directly relevant to the goals of BOARS as well.

In the context of public relations, our committee that supported the proposal stated that, if adopted, the new system must be discussed entirely in terms of the advantages it will bring to California, rather than in terms of shortcomings of the current system or modifications of the current system. The expansion of ELC may well provide exactly this opportunity: the revised criteria will hopefully ensure that students throughout California, high achievers in each California school, will have the opportunity to join UC, bringing a broader geographic and demographic distribution to the University. This approach is supported by the proposal's data that relative success within one's local context is a strong indicator of success at the University of California.

Cost of Admissions Review

We do not believe that there is as much flexibility in the local use of the \$60 application fee that flows to the campus as the proposal suggests. Although in theory there will be no change in cost of review, UCSC was not persuaded by the argument that the new review processes would not raise costs, should a higher volume of student applications have to be processed, or the assessment/evaluation level for the applications received increased. It is thus likely very optimistic (and perhaps unrealistic) to assert revenue neutrality.

Conclusions

UCSC does not endorse the proposed BOARS revisions at this time, although our negative view is more nuanced and not unanimous, as compared with our reaction to BOARS' original proposal. Our sense is that there remain a number of unexamined issues and possible consequences that could profoundly affect the ability of the proposed changes to achieve their explicit goals, and we believe that, in this instance, understanding these issues and consequences is of paramount importance – the alternative is taking a rapidly- (and perhaps even a hastily-) considered experimental approach. We fear that this is an instance where the gap between hoped-for effects and actual effects could be large—and it is incumbent upon UC to fully understand the likely actual effects to the maximum degree possible before instituting this change. In short, as we describe above, more information is needed for us to be convinced that these changes will achieve their proposed goals (or, alternatively, to show us that our concerns are well-motivated). Despite our negative recommendation, we greatly appreciate the work by BOARS and view the current proposal as a great improvement over the initial iteration that called for changes in our eligibility construct.

Sincerely,

A handwritten signature in black ink, reading "Quentin Williams". The signature is written in a cursive, flowing style with a large initial "Q".

Quentin Williams, Chair
Academic Senate
Santa Cruz Division



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
Pauline Yahr, Chair
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April 21, 2008

**MICHAEL T. BROWN, CHAIR
ACADEMIC SENATE**

RE: BOARS' Revised Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

At its April 3, 2008, meeting, the University Committee on Affirmative Action and Diversity (UCAAD) discussed BOARS' Revised Proposal to Reform UC's Freshman Eligibility Policy. The committee concurs with BOARS' assertions that, currently, UC's student demography is not reflective of the state's populace and that the expanded pool of eligible students could take positive steps to redress that shortfall. Further, the committee believes that redefining the pool of high school students guaranteed admission will not unfairly exclude qualified students who must, under the revised proposal, now go through comprehensive review. Nonetheless, we have two suggestions to improve the proposal:

While it is implied that demographic analyses will be undertaken regularly to determine whether UC's student body proportionately reflects the state's population, there are no specified measures of success or of required reporting. Such metrics should be explicit.

The committee also feels that should this proposal be implemented but *not* achieve its goals, another round of review and revision could be embarrassing and harmful. Accordingly, we suggest that the revised proposal be adopted on an interim basis, say for a five-year trial, after which it could be decided whether to refine the proposal further or adopt it officially as UC policy.

Thank you for the opportunity to work with you on this important matter.

Sincerely,

Pauline Yahr, Chair
UCAAD

cc: UCAAD
María Bertero- Barceló, Executive Director, Systemwide Academic Senate



UNIVERSITY COMMITTEE ON EDUCATIONAL POLICY (UCEP)
KEITH WILLIAMS, CHAIR
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May 8, 2008

MICHAEL BROWN, CHAIR
ACADEMIC COUNCIL

Re: BOARS' (Revised) Proposal to Reform UC Freshman Eligibility Policy

Dear Michael,

At its April and May meetings, UCEP reviewed a revised proposal from the Board of Admissions and Relations with Schools (BOARS) to reform UC freshman eligibility policy. UCEP would like to express a strong consensus of support for the overall intent of the revised proposal and for most of the specific changes proposed for the admissions policy. The committee was evenly split with regard to the specific implementation of guaranteed admission, with half endorsing the BOARS proposal as described, and the other half in favor of a reduced guarantee related to Eligibility in the Local Context (ELC).

When UCEP reviewed the original version of BOARS' Entitled to Review (ETR) proposal in December 2007, we unanimously supported the recommendations for eliminating the SAT-II testing requirement and for modifying the a-g requirement. UCEP also suggested some alternative modifications to current policy that we noted would be substantially similar to BOARS' proposal, but would retain a transparent statewide guarantee of admission to a larger proportion of students than the current 4% ELC guarantee.

We are pleased that BOARS' revised proposal maintains the two former recommendations and incorporates UCEP's December 2007 suggestion to increase the proportion of students offered a guarantee. Our committee would like to state again that we believe BOARS' goals – broadening the eligibility pool, encouraging selection of the very best students for admission to UC, and increasing admission from underrepresented and low-income groups – are appropriate. We also believe these goals are achievable in the context of this proposal, as BOARS is basing their projections on legitimate, well-substantiated data that predict success convincingly.

UCEP maintains its unanimous support of BOARS' revised approach to completion of a-g courses, and its recommendation to eliminate the SAT II requirement, which BOARS has shown to be academically unjustified given the minimal influence those test scores have in predicting freshman GPAs at UC. We view these absolute requirements as an inherent inflexibility in the current system that is forcing UC to exclude small but significant cohorts of high school

graduates. BOARS' models indicate that some of these students are highly qualified and have academic potential that exceeds that of other students admitted under the guarantee. The inclusion of specific a-g requirements and a GPA threshold as part of the ETR criteria is appropriate, but we support the perspective that failure to complete all 15 a-g courses is not automatic cancellation of admissions.

In our letter supporting the previous BOARS proposal, we had also advocated stronger language making it clear that completion of the a-g requirements was nevertheless expected, and failure to do so could be grounds for cancellation of admission. The revised proposal makes it clear that full completion of the 15 a-g courses is required, but also softens the requirement by not making the eligibility cancellation automatic and suggesting the use of Admission by Exception if a campus wishes to maintain admission for a student who, for what would presumably be an appropriate reason, did not complete all the required courses. UCEP appreciates the need to maintain a strong a-g requirement while still allowing for reasonable exceptions.

As in the original proposal, California high school students would gain ETR status – thereby securing a review at any UC campus to which they apply – by completing 11 of 15 a-g requirements with a 2.8 or better GPA by grade 11 and taking either the SAT Reasoning or ACT with writing. The revised proposal maintains the ETR construct, but students designated ETR will have an additional eligibility guarantee if their performance on combined test score and honors-weighted a-g GPA index places them within the top 5% of the state or if their GPA places them within the top 12.5% of their high school class. BOARS projects that expanding ELC from 4% to 12.5% will yield an additional 5% over the statewide eligibility pool, conferring a guarantee of UC admission to about 10% of California high school graduates. The additional 2.5% of admission slots would come from the remaining ETR pool.

UCEP believes ETR will allow the University to review a larger pool of qualified applicants and admit a more appropriate representation of the “top 12.5%” than occurs under the current system. The new, more explicitly stated guarantee also makes the revised proposal more transparent than the original. ETR will allow UC to incorporate the full context of students' qualifications and experiences into eligibility and admissions decisions through comprehensive review, open the UC door to a larger cohort of deserving students, and maintain a predictable guarantee of admission to a high percentage of the very best students. It appears likely that the students who will receive a statewide admission guarantee under the new system will be of higher quality overall than under the current system, based on models of GPA, SATs, and diversity. We also think it will help UC attract excellent students who are now choosing to attend other four year institutions.

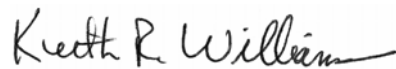
As mentioned above, half of UCEP endorsed the BOARS proposal as presented, while the other half endorsed all elements of the proposal except the 12.5% (ELC) / 5% (statewide) guaranteed admission ratio. The dissenting half felt that increasing the ELC eligibility pathway from 4% to 12.5% was too dramatic a change. They favored reducing the percentage of students given a guarantee through ELC to some amount lower than 12.5%, perhaps to between 8% and 10%, with a possible increase in the statewide guarantee percentage as would be appropriate to keep the overall guarantee at a level close to 10% in the revised proposal.

UCEP notes that if passed by the Senate and the Regents, the new policy will require some

training and education of high school counselors, students, parents, and other interested constituencies. The committee is also concerned that many members of the general public, and perhaps faculty, staff and administrators within UC itself, will have difficulty understanding the rationale for the proposed changes. We urge BOARS to develop materials that will communicate the reasons for the changes in a straightforward and convincing fashion. Since it will likely be several years before ETR can be enacted, we also urge BOARS to update their predictive models each year as more information becomes available from CPEC and elsewhere. We also recommend that BOARS consider designating the specific state and ELC percentage values specified in the policy as “suggested” levels that will be fine-tuned as new information comes available.

Finally, the University must also commit appropriate resources to the campuses, either from application fees or other sources, which will allow them to offset any increase in workload and help the newly admitted students achieve success within this new admission construct. On top of that, and regardless of the ultimate decision on this policy, we believe there should be a more careful and transparent accounting of the application fees.

Sincerely,

A handwritten signature in black ink, reading "Keith R. Williams". The signature is fluid and cursive, with a long horizontal stroke at the end.

Keith Williams
Chair, UCEP

cc: UCEP members
Executive Director Bertero-Barceló



UNIVERSITY COMMITTEE ON PREPARATORY EDUCATION (UCOPE)
Jan Frodesen, Chair
frodesen@linguistics.ucsb.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

May 5, 2008

**MICHAEL T. BROWN, CHAIR
ACADEMIC SENATE**

RE: BOARS' Revised Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael,

The University Committee on Preparatory Education (UCOPE) has reviewed BOARS' revised proposal to reform UC's freshman eligibility construct. As you know, the majority of UCOPE members endorsed the original proposal, while at the same time a number of concerns expressed by the minority were detailed in the December 4, 2007 memo. Our discussion of the revised version focused on the major changes to the admissions guarantee construct.

UCOPE members can not support the proposal in its present form. We laud BOARS' goal to expand eligibility for comprehensive review. However, the committee was not persuaded by BOARS' data and simulations regarding the qualifications of students who would be guaranteed admission under the newly proposed construct. Some members strongly felt that expanding the within-school admission guarantee would not, as the proposal indicates, result in better qualified students overall. UCOPE is concerned that the new admissions construct could overburden some campuses with students who need additional academic support to be successful at the university, especially as this provision is to be implemented via the referral-pool mechanism. Absent guarantees of additional resources to meet this potential need, UCOPE fears that some students will "fall through the cracks" and not receive the full benefit of a UC education. Thus, while UCOPE members understand that BOARS cannot predict the number of students who might need additional academic support under the proposed guaranteed admission construct, we believe that the proposal needs to address contingencies such as this.

If, however, BOARS does not believe this need could result from its revised admissions construct, the proposal needs to provide stronger evidence for that claim.

Sincerely,

Jan Frodesen, Chair
UCOPE



UNIVERSITY COMMITTEE ON PLANNING AND BUDGET
Christopher Newfield, 2007-2008 Chair
cnewf@english.ucsb.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
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Fax: (510) 763-0309

May 7, 2008

MICHAEL T. BROWN
ACADEMIC COUNCIL CHAIR

Re: UCPB Comments Regarding the BOARS' Revised "Proposal to Reform UC's Freshman Eligibility Policy"

Dear Michael,

The University Committee on Planning and Budget (UCPB) has reviewed the revised BOARS Eligibility Proposal (January 11, 2008). We support the Proposal's apparent motive of reviewing students who would be eligible for UC admission but are excluded on purely technical grounds. We also approve of the general idea of enlarging the pool of qualified students so that it better reflects the diversity and demographics of the state, while maintaining or strengthening academic standards.

Nonetheless, our discussion was mixed. The committee found the proposal difficult to understand. Though the first set of recommendations (on the changes in the SAT subject test, GPA and a-g courses) are clear, and met with general support, we found the third recommendation (on the changes in the admissions guarantee) extremely complex and difficult to follow. The simulations provided for the last recommendation are also hard to assess. Overall, given the complexities of the proposed expanded admissions guarantee, members felt that the basic transparency and communicability of the new requirements to internal and external stakeholders have been sacrificed. The original rationale for the proposal and the problems it was intended to address appear to have been lost under the weight of unduly complex new standards.

The proposed change in the admissions guarantee to the top 5% statewide and 12.5% in local context is intended to increase the size and diversity of the pool. At the same time, there is an extra 2.5% who are eligible for review but not guaranteed admission. Decisions about this fraction have been relegated in the proposal to the campuses, increasing local discretion. This twin change raises the question of the perceived problem that these measures are intended to solve. Various factors, including overall size, diversity and quality of the pool, have all been invoked, but it is not clear how or why the change in the guarantee will affect these outcomes, either individually or as a group. A related issue is the perception that UC is losing students due to technicalities in the admissions requirements, but it was not clear to us whether and how the changes in the a-g portion will act in concert with the numerical changes in the eligibility construct to produce the desired effect. We are concerned that the proposed policies taken together amount to a step backwards on the criterion of transparency.

Although we appreciate the detail of the data provided, it is difficult to assess, and the assessment we did achieve led us to some apparent anomalies. For example, the simulations of “Entitled to Review” (ETR), Table 4 (p. 29) shows a decrease in the proportion of eligible African American students and an increase in Asian American and white students. Is this a desired outcome in relation to diversity? The new eligibility guidelines increase the percentage of local control (to 12.5% within schools), but do not address why the specific percentage was chosen. The apparent problem with the previous figure was that it was too low, but the rationale for the new number is not clear.

Another apparent anomaly is generated by the relation between the guarantee, which is narrowed, and the new ETR, now the key concept giving significantly broader discretion to the campuses over the enlarged pool. At the same time, the simulations in Appendix V (pp. 134, 138) show very much the same proportion of figures for eligibility in all categories (with and without the guarantee). The same large numbers appear to hold under all conditions, changing only slightly at the margins. The simulations thus raise the question of how much the proposal would change the current situation, and to what end.

Given our questions about the purpose and implementation of the third dimension of the proposal, and about its interaction with the other two elements, UCPB is unable to endorse the BOARS proposal in its current form. We appreciate the enormous effort of the BOARS committee, and strongly support the proposal’s background goal of expanded access and opportunity.

Sincerely,

Christopher Newfield
UCPB Chair

Copy: UCPB
Executive Director Bertero-Barceló



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
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May 17, 2008

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

Re: Board of Admissions and Relations with Schools' Revised Proposal to Reform UC's Freshman Eligibility Policy

Dear Michael:

In response to your request of February 28, the San Diego Division sought and received comment from the appropriate Divisional committees on BOARS' Revised Proposal to Reform UC's Freshman Eligibility Policy. The revised proposal was discussed by the Divisional Representative Assembly on April 29. Responses were mixed; reviewers' strength of endorsement ranged from enthusiastic to cautious, while some declined to support the revised proposal.

Appreciation was expressed for the initiative BOARS has taken in trying to remedy unintended inequities in the existing eligibility construct and for the great care BOARS exercised in formulating its revised proposal, attentively addressing many of the objections raised in the initial review process. Reviewers understand that BOARS' determination to adopt more equitable approaches to UC eligibility policies is driven by the goal of having the undergraduate student population better reflect the overall state population. The Divisional Committee on Admissions noted with strong approval that the revised proposal leaves the responsibility for incorporating the criteria into the admissions process in the hands of the individual campuses; this is a vital component of any proposed change to the eligibility construct, now or in the future.

Reviewers unanimously supported the effort to reduce eligibility requirements that have little predictive power for success at UC, but pose significant obstacles for underrepresented minority applicants or those applicants who are educationally or economically disadvantaged relative to the overall applicant pool; e.g., the SAT II test requirement.

Some reviewers noted with approval BOARS' studies indicating that the combination of the new guarantee and the Entitled to Review (ETR) construct would not lead to a lowering of average academic standards. Others remained concerned that this approach could significantly change the composition of the eligible pool and negatively affect the ability of some of the State's best graduating seniors to attend UC, while not achieving the desired diversity goals. The overall goal of constructing a freshman eligibility policy that chooses the very best students for UC must be maintained.

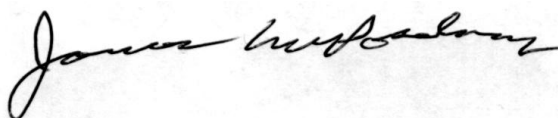
The additional financial impact of the proposal, and especially the ETR construct, remains unclear. It was felt that a more in-depth analysis of the actual costs to the campuses and to the University needs to be presented and considered before the proposal can go forward.

Reviewers unanimously supported the return of the admissions guarantee. This was also the aspect of the revised proposal that engendered the most comments. The split between the top 5% of graduating seniors statewide and the top 12.5% of each high school graduating class (Eligibility in the Local Context, ELC) is designed to lead to an admissions guarantee for 10% of California's graduating seniors. Many reviewers, however, found the 5%/12.5% division to be too drastic a change, and one that was not well explained or well supported in the revised proposal. Different schema were suggested, such as a 9%/9% split, or limiting the ELC portion to 6 or 7%, with a corresponding change in the statewide-percentage that would still achieve the goal of an admissions guarantee to 10% of graduating seniors.

The Divisional Committee on Admission suggested that an evaluation of the effects of the current Eligibility in the Local Context (ELC) construct could be enlightening for future discussions. For example, a comparison of performance data of admitted freshmen after their first year (UCSD GPA, units taken, retention) before and after the implementation of ELC could be very informative. It would also be useful to know whether the implementation of ELC demonstrably caused weak high schools to offer more a-g courses and whether test taking (SAT, ACT) by students in those schools increased. The Committee also suggested that the effects of changes to the University of Texas admissions guarantee be examined, even though the University of Texas version was somewhat different.

We look forward to continuing discussions on this vital matter.

Sincerely,

A handwritten signature in black ink, appearing to read "James W. Posakony". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

James W. Posakony, Chair
Academic Senate, San Diego Division

VIII. REPORTS OF STANDING COMMITTEES (CONTINUED)

Academic Council (continued)

- Michael T. , Chair

4. Apportionment of Representatives to the Assembly, 2008-2009 (information)

In accordance with [Senate Bylaw 105. A. 4.](#), the Academic Council at its March 26, 2008 meeting approved the apportionment of the 40 Divisional Representatives for 2008-09. On the basis of Divisional Academic Senate membership as of March 2008, [the Webster Method of Calculation](#) was used to determine the number of Divisional representatives. The apportionment of representatives for 08-09¹ is as follows:

DIVISION	NUMBER OF REPRESENTATIVES/DIVISION
Berkeley	5
Davis	6
Irvine	4
Los Angeles	9
Merced	1
Riverside	2
San Diego	4
San Francisco	4
Santa Barbara	3
Santa Cruz	2
TOTAL:	40

¹ 08-09 Apportionment of Representatives differs from the 07-08 in that Berkeley lost a representative and Irvine gain a representative.

VIII. REPORTS OF STANDING COMMITTEES (continued)

Academic Council (continued)

- Michael T. Brown, Chair

5. Assembly Meeting Schedule, 2008-2009 (information)

In accordance with [Senate Bylaw 110.A.3.b.](#), the following dates for the 2008-2009 Assembly meetings were set in consultation with the President of the Senate and the Academic Council.

<u>Meeting Dates (Wednesdays)¹ and Locations²</u>	<u>Submission Receipt Date³</u>
October 15, 2008	September 12, 2008
November 5, 2008	October 24, 2008
December 10, 2008	November 9, 2008
January 14, 2009	January 3, 2009
February 11, 2009	January 10, 2009
March 11, 2009	February 7, 2009
April 22, 2009	March 19, 2009
May 13, 2009	April 9, 2009
June 17, 2009	May 14, 2009

¹ Since [Senate Bylaw 110.A.3.b.](#) requires that regular meetings be noticed by July 1, more meetings than may be necessary have been scheduled. Most will be held via teleconference, but in keeping with the wishes of Assembly members as noted in the May 10, 2006 meeting, the first face-to-face meeting will be held as early as possible in new academic year pending a substantive Agenda.

² Face-to-face meetings will be held in Oakland.

³ Final date on which the Secretary/Parliamentarian can receive reports and other submissions for inclusion in the *Notice of Meeting*.

VIII. REPORTS OF STANDING COMMITTEES (continued)

B. University Committee on Committees (UCOC) (information)

- **Jerry Powell, Chair**

Appointment of the 2008-2009 Systemwide Senate Committees Chairs and Vice Chairs

The University Committee on Committees has made the following appointments of Chairs and Vice Chairs for 2008-2009:

Academic Freedom (UCAF)

Chair: Patrick Fox (SF)
Vice Chair: Rusty Russell (R)

Academic Personnel (UCAP)

Chair: Steve Plaxe (SD)
Vice Chair: Alison Butler (SB)

Affirmative Action (UCAAD)

Chair: Francis G. Lu (SF)
Vice Chair: Ines Boechat (LA)

Board of Admissions and Relations with Schools (BOARS)

Chair: Sylvia Hurtado (LA)
Vice Chair: William Jacob (SB)

Coordinating Committee on Graduate Affairs (CCGA)

Chair: Farid Chehab (SF)
Vice Chair: Ken Rose (SB)

Editorial

Chair: Donald Brenneis (SC)
Vice Chair: Caroline Ford (LA)

International Education (UCIE)

Chair: Errol Lobo (SF)
Vice Chair: Vincent Resh (B)

Educational Policy (UCEP)

Chair: Stephen McClean (SB)
Vice Chair: Taradas Bandyopadhyay (R)

Faculty Welfare (UCFW)

Chair: Helen Henry (R)
Vice Chair: Shane White (LA)

Information Technology and Telecommunications Policy (ITTP)

Chair: Lisa Naugle (I)
Vice Chair: Jackson Beatty (LA)

Library (UCOL)

Chair: TBA
Vice Chair: TBA

Planning and Budget (UCPB)

Chair: Patricia Conrad (D)
Vice Chair: Norman Oppenheimer (SF)

Preparatory Education (UCOPE)

Chair: Deobrah Willis (R)
Vice Chair: Jonathan Alexander (I)

Privilege and Tenure (UCP&T)

Chair: Ching C. Wang (SF)
Vice Chair: Catherine Soussloff (SC)

Research Policy (UCORP)

Chair: James Carey (D)
Vice Chair: John Laursen (R)

Rules and Jurisdiction (UCR&J)

Chair: Daniel Hirshberg (I)

IX. UNIVERSITY AND FACULTY WELFARE REPORT (none)

X. PETITION OF STUDENTS (none)

XI. UNFINISHED BUSINESS (none)

XII. NEW BUSINESS

*If you need additional information regarding this meeting, please contact the Academic Senate at:
Telephone#: 510-987-9458 or Fax #: 510-763-0309*

Next scheduled meeting of the Academic Assembly: October 15, 2008. Meeting venue to be determined