



Jim Chalfant
Telephone: (510) 987-0711
Fax: (510) 763-0309
Email: jim.chalfant@ucop.edu

*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

January 23, 2017

**AIMÉE DORR
PROVOST AND EXECUTIVE VICE PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Proposed Revised Policy on Professional Degree Supplemental Tuition

Dear Aimée:

As you requested, I distributed for systemwide Senate review the proposed revised Regents *Policy on Professional Degree Supplemental Tuition* (PDST, Regents Policy 3103), which incorporates existing Regents Policy 3104 (*Principles Underlying the Determination of Fees for Students of Professional Degree Programs*) into a revision of Policy 3103.

Nine Academic Senate divisions (UCB, UCD, UCLA, UCM, UCR, UCSB, UCSD, UCSC, and UCSF) and five systemwide committees (CCGA, UCAADE, UCORP, UCOLASC, and UCPB) submitted comments. These comments were discussed at Academic Council's January 18, 2017, meeting. They are summarized below and attached for your reference.

The most important comment to convey is the Academic Council's support for the main change, a shift from justifications for PDSTs based on other programs' charges, to justifications for PDSTs based on the needs of the program at UC. The consultation with both faculty and students in the program that follows from the evaluation of those needs is essential; and a number of responses from reviewers emphasized its importance.

Our understanding is that the new consolidated policy is intended to clarify, streamline, and add flexibility to current policy and eliminate the need for frequent approvals of exceptions to policy. It allows the Regents to approve PDST proposals on a multi-year basis, instead of annually; removes a fixed cap on the PDST level or proposed increase; eliminates the provisional cap for increases requiring programs to submit a new multi-year PDST plan to the Regents for approval; and eliminates the requirement that State-supported professional degree programs maintain total tuition and fees for CA residents at or below the total charged by comparable programs at other public institutions.

Many Senate reviewers expressed support for the effort to define in more specific and comprehensive terms the required elements of any proposal to increase a PDST. Several noted that the new requirement for multi-year planning will help streamline the PDST approval process by reducing the number of approvals that need to go before the Regents. Reviewers also expressed support for the

flexibility added by eliminating a fixed cap on PDST increases and relaxing other administrative barriers. In addition, many reviewers expressed strong support for the policy's continued focus on access, inclusion, and affordability in PDST programs; others noted that PDSTs provide critical resources that help support the educational mission of the University, particularly graduate students and research.

Opinion on these matters, however, was not uniform. Some reviewers expressed concern that the revisions could encourage large PDST increases, harm access and affordability, and damage the public mission of the University. While CCGA praised the increased flexibility, others cautioned that eliminating a firm cap on PDST increases and including private institutions as comparators could lead to "runaway tuition increases." Reviewers were concerned that the possibility of large increases could decrease the appeal of certain programs and have a disproportionate effect on URM students. Several reviewers also noted that the new relaxed rules for PDSTs could increase student debt and lead to further withdrawal of state support.

Reviewers note that the increased flexibility, with accountability, and a reasonable approval process may encourage the preservation of PDSTs, with all of their advantages, including return-to-aid, rather than their conversion into SSPs based on desired revenue generation rather than justified educational need. To guard against this outcome, it will be important, in implementation, for the justification for a PDST to be meaningful. Another important implementation detail will be clarity on return to aid.

Reviewers recommend that multi-year plans include an analysis of the long-term financial feasibility of a proposed PDST in the context of student debt, potential income, and the possibility of a public service career path. They want programs to implement increases that do not lead to a corresponding decline in state support for the PDST program. Reviewers urge UC to carefully consider the effect of PDST increases on access and affordability and to include language requiring justification of an increase to be "reasonable" and "necessary."

Several reviewers (UCB, UCD, UCR, and UCSB) recommend additional revisions defining the term of the "multi-year" plan required for PDST increase proposal to clarify whether the term will continue to be three years (per current policy) or some other length of time. UCD recommends that programs be required to review their PDST plans at least every five years, while CCGA proposes a maximum length of six years for any plan. UCD and UCSC also recommend further clarifications to the timeline and approval process for multi-year plans. Again, these comments reinforce the need for clear guidance in implementation.

Several reviewers commented on language in Section 4.e stating that "*The charging of PDSTs and increases in PDSTs shall not occasion corresponding declines in State support for the professional schools offering the degree programs that charge a PDST.*" UCSC recommends clarifying this statement to ensure that PDST revenues benefit students in the given PDST program, recognizing that some programs are not offered through a professional school. CCGA recommends maintaining the more inclusive language in the current policy: "Revenue from Professional Degree Supplemental Tuition will remain with the campuses and will not be used to offset reductions in State support."

Accordingly, several reviewers, including CCGA, stated their support for the proposed shift to a greater emphasis on "demonstrated programmatic needs" for determining a proposed PDST levels in a multi-year plan. The members of Academic Council voted on this point and supported it unanimously. Reviewers also recommend making explicit that these programmatic needs include library resources. Reviewers recommend that PDST proposals include an analysis of the implications of an increase on the programs' quality and should identify the program's set of public and private comparators *and their costs*. Several reviewers, including UCOLASC, UCB, and UCD, request

clarification about an inconsistency in the policy document and brief regarding whether additional justification will be required for proposed PDST increases greater than the “rate of inflation” as opposed to a “percent increase in the cost of living,” and how that rate will be calculated. Such details should be made clear to programs in the guidance they receive during implementation.

Diversity and the Public Mission

Several reviewers are concerned that the policy revisions, particularly the removal of the cap on increases, could hurt URM students, as many may find fees prohibitive, even with financial aid. Moreover, programs that charge a PDST are not eligible for fellowships on some campuses because those other fellowships are restricted to “academic” programs, putting some students at an even further disadvantage. Other reviewers, including UCORP, are concerned that increased financial dependence on student tuition and earmarking of PDST resources may reorient faculty away from the University’s research and public service missions.

Reviewers note that access and diversity must remain at the forefront of the PDST policy. UCAADE notes that the policy should emphasize that the justification for the proposed increase include attention to the ways in which the planned increase will impact URM and low-income students in these programs. It recommends new language in Section 2.b to address concern that departments with multiple professional degree programs may distribute PDST revenue in ways that support the department overall but do not return revenue to students in specific programs in an equitable manner. UCAADE also would retain a cap on increases in PDSTs, irrespective of justification. UCSC recommends reinstating language about measures like financial aid and loan forgiveness that can be taken to advance access, inclusion, and affordability.

Shared Governance

Several reviewers note that the language in the policy requiring “consultation with students and faculty about the plan,” is too vague. They recommend including more robust language to ensure broader student and faculty consultation on PDST proposals. Reviewers also note that the 2016 Work Group that drafted the policy included only one Senate representative and the lone student participant was not enrolled in a PDST program. UCD recommends including in the policy an explicit requirement for consultation with the elected student leaders from the respective PDST programs and with faculty executive committees. UCR notes that shared governance should compel the Regents to engage in more substantive consultation with students and the Senate before increasing tuition. CCGA recommends expanding consultation to relevant committees in divisional senates. Accordingly, documents governing implementation should address these matters specifically.

Thank you for the opportunity to comment. We look forward to reviewing a revised version of the policy. Please do not hesitate to contact me if you have any questions.

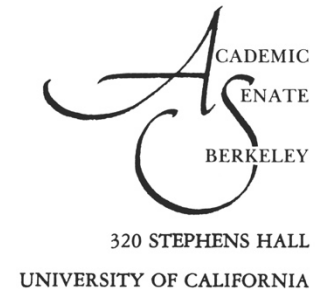
Sincerely,



Jim Chalfant, Chair
Academic Council

Encl:

Cc: Academic Council
Senate Director Baxter
Coordinator Glassman
Interim Associate Vice President Alcocer
Senate Executive Directors



January 11, 2017

JAMES CHALFANT
Chair, Academic Council

*Subject: Proposed revised professional degree supplemental tuition policy
(Regents Policy 3103 and 3104)*

Dear Jim,

On December 5, 2016, the Divisional Council of the Berkeley Division (DIVCO) discussed the proposal cited in the subject line, informed by reports from our divisional committees on Academic Planning and Resource Allocation (CAPRA), Educational Policy (CEP), and Graduate Council (GC). While we appreciate this attempt to simplify professional degree supplemental tuition (PDST) policy, our discussion and the committee reports highlighted a range of concerns.

CAPRA noted the following relatively minor considerations:

The description of departments needing to do “multi-year planning” may be unnecessarily vague. Our understanding is that, in the past, the time period from one review to another was 3 years, and that it will be changed to 5 years under the new policy. We encourage the authors to consider the reason for keeping the wording in the policy so ambiguous.

The language that a review is needed if the fee increase is “greater than inflation” would also benefit from some clarification about how the inflation rate would be defined

Graduate Council raised a number of more complex issues related to the policy and its relationship to graduate programs at UC Berkeley as a whole. It believes that given our budgetary constraints and the challenges facing our graduate programs, a more holistic approach to funding is needed.

Much of our discussion focused on how PDST funds may be used. We oppose any increase in limitations on how PDST funds are used. Further, we believe that these funds should remain on campuses at the unit level, and that units should have

flexibility in allocating funds to strengthen and support their graduate programs. This should be stated explicitly in the policy.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Powell', with a horizontal line underneath.

Robert Powell
Chair, Berkeley Division of the Academic Senate
Professor of Political Science

Cc: Sanjay Govindjee, Chair, Committee on Academic Planning and Resource Allocation
Max Auffhammer, Chair, Committee on Educational Policy
Whendee Silver, Chair, Graduate Council
Sumei Quiggle, Associate Director staffing Graduate Council
Deborah Dobin, Senate Analyst, Committee on Academic Planning and Resource Allocation
Linda Corley, Senate Analyst, Committee on Educational Policy



DAVIS DIVISION OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8502
(530) 752-2220
academicsenate.ucdavis.edu

January 10, 2017

Jim Chalfant
Chair, Academic Council

RE: Proposed Revisions to Regents Policies on Professional Degree Supplemental Tuition (PDST)

Dear Jim:

The proposal to incorporate Regents Policy 3104 into a revision of Regents Policy 3103 was forwarded to all standing committees of the Davis Division. Responses were received from the Committee on Planning and Budget, Graduate Council, and the Faculty Executive Committees of the School of Law, the School of Medicine, and the Graduate School of Management.

Overall, committees support the streamlining and greater flexibility proposed in the consolidated policy, as well as its focus on ensuring access, inclusion, and affordability for students in graduate professional degree programs. Committees recommended a few modifications to the content and approval process of PDST multi-year plans.

Committees recommend bolstering PDST planning content to include additional information on long-term financial outlooks for students and reasonable increases in PDST costs. "There is evidence that students graduating from some Professional Programs will not be able to pay off their education debt within the duration of their expected career," writes Graduate Council. "[We recommend] that PDSTs be reviewed for long-term financial feasibility for the students." In regards to increases in PDST costs, the FEC of GSM is concerned about using CPI as a benchmark, particularly for cases in which staff salaries and benefits outpace inflation: "In recent years, the CPI average has been 1.8%, while the average UCOP mandated salary increase for staff has been 3% annually. We hope that in cases such as these that a reasonable proposal backed up by financial data and a thorough student consultation will be approved even if it exceeds projected CPI." The FEC of GSM also wonders if the requirement to compare UC's professional degree programs to private institutions' programs during planning is truly necessary.

Committees recommend simplifying and clarifying the approval process for PDST plans. In an effort to avoid "dead time" in the approval process, the FEC of GSM questions "the net benefit to adding yet another level of approval at the Regents level....If it is necessary that the Regents be the approving authority, then perhaps the PDST proposals should go directly from the program to the Regents"; the FEC of GSM also recommends establishing a timeframe for each level of approval. Similarly, seeing as the "group or person responsible for transmittal of the PDST proposal to the various people and the order of review is not clear," Graduate Council recommends clarifying the approval flow for proposals. Graduate Council also recommends that programs be required to review their PDST plans at least every five years, as the new policy does not specify a minimum time frame.

In regards to student stakeholders involved in PDST planning processes, Graduate Council thinks the policy should require more explicit inclusion of students who are leaders in their respective programs. The old process required that student leaders be consulted during PDST planning or reviews, while the proposed policy is less defined, simply requiring “consultation with students and faculty about the plan,” which gives “the impression that students could be ‘hand-picked’ and thus not necessarily be representatives of student leadership within the Professional Program.” Likewise, in the case of multi-campus PDST planning, Graduate Council recommends adding language to the policy that ensures student and faculty representatives from each respective campus are consulted.

The Davis Division appreciates the opportunity to comment. Full committee responses are enclosed, including redline edits from Graduate Council (highlighting its own recommendations).

Sincerely,

A handwritten signature in cursive script that reads "Rachael E. Goodhue".

Rachael E. Goodhue
Chair, Davis Division of the Academic Senate
Professor and Chair, Agricultural and Resource Economics

Enclosed: Davis Division Committee Responses

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate
Hilary Baxter, Executive Director, Systemwide Academic Senate
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate

December 9, 2016

To: Provost Aimee Dorr, Executive Vice President for Academic Affairs
Re: RFC - Professional Degree Supplemental Tuition (PDST) Policy

Graduate Council discussed the proposed revisions to the Professional Degree Supplemental Tuition (PDST) Policies 3103 and 3104 and provides the following comments for consideration.

Graduate Council:

1. supports combining the two policies into a single policy and consolidating the wording to simplify the document.
2. supports the overall goals and philosophy of implementation and oversight.
3. recommends that professional programs that have a PDST plan be required to review that plan at least every five years. The original policy stated every three years (5.iii. - "for each program, at least every three years."). The new policy has no minimum time specified.
4. recommends retaining wording from the original policies regarding who should be consulted when professional programs propose changes to PDST. The original policy included wording that required student leaders be involved in the policy review process (7.D.ii – **"Information as to the views of the unit's student body and faculty on the proposed increase. This information may be obtained in a variety of ways ranging from consultations with elected student leaders and faculty executive committees to referenda. The information would be treated as advisory, but The Regents would view more favorably Professional Degree Supplemental Tuition proposals that enjoy the support of a unit's faculty and student body."**). The proposed policy wording (4.a.ix) **simply states**, "consultation with students and faculty about the plan", giving the impression that students could be **"hand-picked" and thus not necessarily be representative of student leadership within the Professional Program.**
5. recommends that wording be added to ensure that any proposed changes to multi-campus PDST plans involve consultation with student and faculty representatives from each campus.
6. recommends that PDSTs be reviewed for long term financial feasibility for the students. There is evidence that students graduating from some Professional Programs will not be able to pay off their education debt within the duration of their expected career.
7. recommends that all reviews of professional programs that have a PDST include an evaluation of the PDST, specifically justification for PDST, the financial burden on students, and the feasibility of students paying off their education debt within their career.
8. recommends clarification regarding the work-flow of the proposal. The original policy states that the professional program submits the PDST proposal to the Provost. The Chancellor reviews the PDST. The President consults with the Provost and submits the proposal to the Regents for approval. The group or person responsible for transmittal of the PDST proposal to the various people and the order of review is not clear in the original nor revised policy.

The proposed Policy 3103 is attached with **Graduate Council's** recommended edits highlighted.

Thank you for the opportunity to review and comment on the proposed revisions to the Professional Degree Supplemental Tuition (PDST) Policies 3103 and 3104

**Proposed Revised PDST Policy
October 18, 2016**

**Regents Policy 3103: POLICY ON PROFESSIONAL DEGREE SUPPLEMENTAL
TUITION**

Combined with

**Regents Policy 3104: PRINCIPLES UNDERLYING THE DETERMINATION OF FEES
FOR STUDENTS OF PROFESSIONAL DEGREE PROGRAMS**

1. Professional Degree Supplemental Tuition (PDST) shall be assessed to students enrolled in designated graduate professional degree programs in order to achieve and maintain excellence in the preparation of students for professional careers and effectively advance the mission and strategic academic plan of the graduate professional degree program charging a PDST.
2. Access and inclusion are among the University's core commitments, and affordability is a vitally important component of a public education system. Any initiation of, or increase in, PDST shall be justified by the programmatic and financial needs of the graduate professional degree programs and must be considered in the context of the University's commitment to access, inclusion, and affordability.
 - a. The University is committed to ensuring the inclusion of diverse populations in its programs, including its graduate professional degree programs. In keeping with this commitment, each program proposing to charge PDST shall describe comprehensive strategies for the inclusion of diverse populations, consistent with Regents Policy 4400 (Policy on University of California Diversity Statement).
 - b. Financial aid targeted for students enrolled in graduate professional degree programs is necessary to ensure access to the degree programs, to minimize financial barriers to the pursuit of lower-paying public interest careers, and to reduce restrictions on students' career options due to student debt. Each program proposing to charge PDST shall complement its proposed PDST plans with financial aid measures, such as scholarships, grants, and loan repayment assistance programs, to meet these goals adequately. Financial aid sources should be supplemented by an amount equivalent to at least 33 percent of new Professional Degree Supplemental Tuition revenue or by an amount necessary to ensure that financial aid sources are equivalent to at least 33 percent of all Professional Degree Supplemental Tuition revenue.

c. A detailed financial analysis of student debt and potential income in different sectors of the professional field should be conducted to assess the feasibility of a student to overcome the financial burden of the PDST.

3. The President or his/her designee is responsible for ensuring that graduate professional degree programs engage in appropriate multi-year planning of PDST levels within the context of principles and goals expressed in this policy and do so in consultation with graduate students, faculty, and program and administrative leadership.

4. Each multi-year plan for charging a PDST shall be prepared by the professional degree program and submitted to the Provost. The Provost reviews the proposal and shares it with the Chancellor. The Chancellor endorses the proposal and forwards it to the President. The President submits the proposal to the Regents for approval. ~~by the campus, endorsed by the Chancellor, reviewed by the Provost, and recommended to the Regents by the President.~~ Each multi-year plan requires approval by the Regents in order to be implemented. Provosts at multiple campuses are responsible for coordinating multi-campus PDST proposals.

a. The Provost shall establish the format for the submittal of a multi-year plan that effectively addresses the requirements of this policy. At a minimum, the multi-year plan shall address the following topics:

- i. nature and purpose of the graduate professional degree program charging the PDST,
- ii. proposed PDST level for each year of the plan,
- iii. uses of the PDST funds,
- iv. contributions of the PDST funds to the excellence of the degree program,
- v. strategies for ensuring access, inclusion, and affordability,
- vi. identification of the program's set of public and private comparators,
- vii. analysis of the graduate professional degree program in relation to its comparators,
- viii. assessment of the graduate professional degree program's performance with respect to quality, access, inclusion, and affordability, and
- ix. consultation with students and faculty about the plan, which may be obtained in a variety of ways ranging from meetings with elected student leaders and faculty executive committees to referenda.

- b. The proposed PDST level for each year of the plan shall be based on demonstrated programmatic needs during the period of the multi-year plan and consistent with the University's commitments to quality, access, inclusion, and affordability. Justification is particularly needed for proposed increases greater than the rate of inflation at the time the multi-year plan is prepared.
 - c. The actual annual PDST levels in the approved multi-year plan shall be considered to have been approved at the time the multi-year plan was approved. A PDST level less than that approved in the multi-year plan shall also be considered to have been approved at the time the multi-year plan was approved. In order to charge a PDST greater than that in the approved plan, a new multi-year plan with the desired PDST in the first year shall be prepared and approved.
 - d. Graduate professional degree programs in the same discipline at different campuses may have PDSTs set at different levels. If there is a multi-campus PDST, then UC Student Association and Academic Senate faculty representatives from each campus should be consulted regarding any proposed changes to the PDST.
 - e. The charging of PDSTs and increases in PDSTs shall not occasion corresponding declines in State support for the professional schools offering the degree programs that charge a PDST.
5. Multi-year plans shall be reviewed at a minimum every five years and approved within a time frame that supports adequate planning and preparation for both students and their graduate professional degree program.
6. Reviews of Professional Programs that have PDSTs should include an evaluation of the PDSTs by the review committee. Reviewers should be asked to specifically consider justification for the PDST, the financial burden on students, and the feasibility of student's paying off program debt within a reasonable time.

Dec 1, 2016

Academic Senate Request for Consultation: Professional Degree Supplemental Tuition (PDST) Policy

GSM Faculty Executive Committee Response:

The GSM faculty executive committee supports the more streamlined PDST policy, and we appreciate that it provides programs with more flexibility in setting PDST.

The absence of a cap on PDST allows individual programs to consider the level of PDST necessary to achieve and maintain excellence within their respective programs. We support this change. That being said, we also appreciate the need keep PDST sufficiently low to help ensure access, inclusion, and affordability of the program. We believe that individual programs are in the best position to consider this tradeoff in setting PDST, and we appreciate that flexibility is being provided at that level.

We support the multi-year approval plan. All else equal, this should reduce administrative costs associated with the review and approval process. However, we question the net benefit to adding yet another level of approval at the Regents level. The approval process is excessive, including several levels at the campus level, the UCOP, and the Regents. If it is necessary that the Regents be the approving authority, then perhaps the PDST proposals should go directly from the program to the Regents. We want to avoid a scenario which adds “dead time” to the approval process, and in which Regents merely rubber-stamp serious analysis that other committees conduct. If that is the intent, then Regents should delegate approval to UCOP or to the Campus level. We are also concerned about the political nature of PDST and how that may interact with engaging the Regents.

We suggest that there be a defined timeframe for the various levels of approving authority’s responses. Absent a defined timeframe, we are concerned about long delays.

We are also concerned about the expectation of using CPI as a benchmark. Our most significant PDST costs are lecturer and staff salaries and benefits. In recent years, the CPI average has been 1.8%, while the average UCOP mandated salary increase for staff has been 3% annually. We hope that in cases such as these that a reasonable proposal backed up by financial data and a thorough student consultation will be approved even if it exceeds projected CPI.

The proposed policy reads as if a UC program should be compared to graduate professional degree programs at both public and private institutions. What is the justification for including both public and private? Is a comparison with private institutions necessary?

FEC: School of Medicine

January 3, 2017 1:31 PM

Rachael Goodhue
Chair, Davis Division of the Academic Senate

RE: Comments from the School of Medicine Faculty Executive Committee (FEC)
Professional Degree Supplemental Tuition

Dear Dr. Goodhue:

Thank you for allowing the School of Medicine Faculty Executive Committee to weigh in on the RFC for the Professional Degree Supplemental Tuition. This proposal has been discussed at one of our meetings. All of the members have received the proposal to read in detail. The revision reaffirms the principles and increases the predictability of PDST. One of our FEC members raised the issue of percentage contribution to revenue from the supplemental tuition being higher in the School of Medicine. We are most concerned that these fees as we work towards trying to improve the value of Medical education and reduce graduation student debt. Beyond that, we had no specific comments and generally support the proposal.

Thank you for your invitation to comment. If you need any further information, please contact me.

Respectfully,
Stuart H. Cohen, M.D.

January 10, 2017

Jim Chalfant
Chair, Academic Council

RE: Systemwide Senate Review: Professional Degree Supplemental Tuition (PDST) Policy

Dear Jim,

The Executive Board of the UCLA Academic Senate discussed the Professional Degree Supplemental Tuition (PDST) Policy at its meeting on December 8, 2016. The Executive Board solicited comments from the standing committees of the Senate, as well as the Faculty Executive Committees, to maximize faculty feedback; the individual responses from our various committees are available [online](#).

Members of the Executive Board and committees were in support of the proposal and the core values of access and inclusion. However, several concerns were expressed as follows:

The absence of any fixed cap may lead to misuse and abuse of professional fees. [Council on Planning and Budget](#) asks, "Does this mean that professional programs are given free rein to considerable tuition increases?" It is also unclear if a professional fees increase will result in state funds decrease. Further, the wording here is somewhat vague and there is some concern about a situation where state funds are cut in general and whether the wording protects professional programs from the effects of general cuts that other programs experience. The [College FEC](#) also commented "the inclusion of private institutions as comparators will only further increase fees due to the loss of a firm percentage cap."

The [Graduate Council](#) noted those most affected by the policy change – students – were insufficiently represented on the 2016 PDST Work Group. The Graduate Council recommends, "In terms of the draft language provided, members request that the Provost require that processes to ensure student consultation be explicitly robust and clear in the development of multi-year plan submission guidelines."

The Executive Board urges you to review the individual committee responses.

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

Sincerely,



Chair, UCLA Academic Senate

cc: Hilary Baxter, Executive Director, Systemwide Academic Senate
Leo Estrada, Immediate Past Chair, UCLA Academic Senate
Sandra Graham, Vice Chair/Chair-Elect, UCLA Academic Senate
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate
Shane White, Vice Chair, Academic Council

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OFFICE OF THE ACADEMIC SENATE
SUSAN AMUSSEN, CHAIR
senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343
(209) 228-7954; fax (209) 228-7955

January 10, 2017

JIM CHALFANT, CHAIR, ACADEMIC COUNCIL

Re: Proposed Revised Regental Policy Governing Professional Degree Supplemental Tuition

The proposed revised Regental policy governing Professional Degree Supplemental Tuition was distributed to the standing committees of the Merced Division of the Academic Senate and the school executive committees. The Committee for Diversity and Equity endorsed the revised policy. A number of committees appreciated the opportunity to opine but had no comment.

We thank you for the opportunity to opine.

Sincerely,

A handwritten signature in cursive script, appearing to read "Susan Amussen".

Susan Amussen, Chair
Division Council

CC: Divisional Council
Hilary Baxter, Executive Director, Systemwide Academic Senate
Laura Martin, Executive Director, Merced Senate Office

ENC (2)



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

DYLAN RODRIGUEZ
PROFESSOR OF ETHNIC STUDIES
RIVERSIDE, CA 92521-0217
TEL: (951) 827-6193
EMAIL: DYLAN.RODRIGUEZ@UCR.EDU

January 10, 2017

Jim Chalfant, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Professional Degree Supplemental Tuition (PDST) Policy

Dear Jim,

This policy has been reviewed by relevant committees in the UCR Division of the Senate, and the responses are as follows:

The Committees on Planning and Budget, Rules and Jurisdiction, Courses, and Educational Policy approve the PDST Policy with no additional comment. The Committee on Undergraduate Education examined the proposal and offered that it does not have impact on areas within their purview.

Graduate Council has reviewed the PDST Policy and expresses concern over the absence of a tuition cap, which can lead to increases based on desired revenue rather than a justified operative need. There is additional concern that increased PDST may decrease the appeal of certain programs. Further, some members of the Council suggest that Shared Governance should compel the Regents to engage in more substantive consultation with students and the Academic Senate before tuition increases are made. Finally, Graduate Council suggests that an analysis/projection of the implications of tuition increases on programs' quality should be part of the proposal for a PDST increase.

The Committee on Library and Information Technology reviewed the proposed revised policy and suggested two revisions. First, in Section 4.a.iii, to add "including Library & Information Technology resources required by the program" to the end of "uses of the PDST funds" in order to ensure equitable support of these critical campus resources. Second, in Section 5, to indicate the number of years that constitute a "multi-year plan" in the section stating that "Multi-year plans shall be reviewed and approved within a time frame that supports adequate planning and preparation for both students and their graduate professional degree program." Regents Policy 3103 previously stated that a multi-year plan would be limited to a maximum of three years.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "DR", is written over a light gray circular stamp that contains the text "UNIVERSITY OF CALIFORNIA, RIVERSIDE".


Dylan Rodríguez
Professor of Ethnic Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office



January 10, 2017

To: Dylan Rodriguez, Chair
Riverside Division

From: Leonard Nunney 
Committee on Library and Information Technology

Re: Systemwide Review. (Systemwide Senate Review) Professional Degree
Supplemental Tuition (PDST) Policy - Proposed Revised Policy

The Committee on Library and Information Technology reviewed the Systemwide Review-Professional Degree Supplemental Tuition (PDST) Policy - Proposed Revised Policy at their January 10, 2017 meeting. The Committee would like the following items considered in the revised policy:

1. Section 4.a.iii. – add “including Library & Information Technology resources required by the program” to the end of “uses of the PDST funds” to ensure equitable support of these critical campus resources.
2. Section 5 states, “Multi-year plans shall be reviewed and approved within a time frame that supports adequate planning and preparation for both students and their graduate professional degree program.” The number of years constituting a multi-year plan should be indicated. The new policy provides no definition of the meaning of “multi-year”. The previous Regents Policy 3103 indicated a maximum of three years.



November 23, 2016

To: Dylan Rodriguez, Chair
Riverside Division

From: Ryan Julian, Chair
Graduate Council

A handwritten signature in black ink that reads "Ryan Julian".

RE: Proposed Revised PDST Policy

The Graduate Council reviewed the proposed revised PDST policy at their last meeting. The Council was concerned that absence of a tuition cap favors maximum increases based on desired revenue rather than justified need. Members were also fearful that increased PDST will depress the appeal of the programs. Some members of the Council felt that in the spirit of shared governance, the Regents should have greater consultation with students, as well as consult with and obtain the approval of the Academic Senate before tuition increases are made. In addition, a careful analysis and projection of the impact of the tuition increases on program quality should be included in each specific proposal for a PDST increase.



OFFICE OF THE ACADEMIC SENATE
9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

January 12, 2017

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

SUBJECT: Review of Proposed Revisions to UC Policy on Professional Degree
Supplemental Tuition

Dear Jim:

The proposed revisions to the UC Policy on Professional Degree Supplemental Tuition were circulated to San Diego Divisional Senate standing committees for review. Overall, there were no objections to the proposed revisions. Comments from reviewers are summarized below.

Reviewers urged the University to carefully consider tuition increases to ensure that access and affordability are not unduly compromised. Additionally, reviewers encouraged the University to be vigilant in ensuring that “new and increased PDST income shall not result in [a] corresponding decline in State support for the professional school of the PDST program,” considering a decline in support may occur “through budgeted Office of the President assessments.” Reviewers also expressed support for a single PDST level for degree programs in the same discipline across UC campuses.

Sincerely,

Kaustuv Roy, Chair
Academic Senate, San Diego Division

cc: F. Ackerman
H. Baxter
R. Rodriguez

**Academic Senate
Santa Barbara Division**

January 12, 2017

To: Jim Chalfant, Chair
Academic Council

From: Henning Bohn, Chair
Santa Barbara Division



Re: Proposed Revised Regents Policy 3103 and 3104 Regarding Professional Degree Supplemental Tuition (PDST)

The Santa Barbara Division distributed the proposed revised policies to a broad range of Senate councils and committees. Comments were received from the following groups: Graduate Council, Council on Planning and Budget, Committee on Diversity and Equity, and the Faculty Executive Committees of the Gevirtz Graduate School of Education and the College of Letters and Science.

Graduate Council (GC), Council on Planning and Budget (CPB), Committee on Diversity and Equity (CDE), and the Education Executive Committee (EDUC) offered their support of the policy revisions. Several groups provided detailed comments, below.

CPB noted that our campus has only one program covered by the policies at present, but recognized nonetheless the criticality of PDST to all of UC's professional schools and its financial impact to the UC system as a whole. CPB recognized the policy change as generally positive with reasonable expectations and protections for return-to-aid for lower income students. While CPB also agreed with the allowance for Regental approval of a multi-year plan for programs charging PDST, it suggested that the timeframe for "multi-year plan" should be more specific.

EDUC emphasized its support of equity and access for underrepresented students, and also supported the confirmation that UC PDST fees remain lower than private university fees. Furthermore, EDUC asked that the programs continue to track the success rates of students who earn diplomas and go on to work in their respective fields.

The Letters and Science Executive Committee (L&S) recognized that a partial motivation for the revisions was concern over the accessibility of professional degree programs. As such, the absence of a cap on these tuition supplements raised concerns about runaway tuition increases. While L&S understood that several checks were considered (and proposed), it noted that they should be clearly defined and have sufficient authority to curtail unwarranted increases. The FEC suggested that it may be beneficial to add the frequency of increases as a criterion that would trigger additional scrutiny.

Further, L&S acknowledged that an important consideration of the policies were that such supplements not replace state budget shortfalls. However, programs are likely to provide strong arguments that budget shortfalls degrade program excellence, thus justifying an increase of supplemental tuition. The FEC wondered if there are specific and enforceable measures that can ensure that reductions in support from the state budget do not result in compensatory increases in supplemental tuition.

CC: Debra Blake, Executive Director, Santa Barbara Division



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

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

January 11, 2017

James Chalfant, Chair
Academic Council

RE: Proposed Revised Professional Degree Supplemental Tuition (PDST) Policy

Dear Jim,

The UC Santa Cruz Division has reviewed the proposed revisions to the Professional Degree Supplemental Tuition (PDST) policy. Our Graduate Council (GC), and Committees on Planning and Budget (CPB), and Affirmative Action and Diversity (CAAD) have weighed in on the proposed policy, which incorporates Regents Policy 3104: *Principles Underlying the Determination of Fees for Students of Professional Degree Programs*, into a revised Regents Policy 3103: *Policy on Professional Degree Supplemental Tuition*, and is intended to support “right sizing” of PDST levels from year to year, as well as establish a policy and process for PDSTs that is efficient for the campuses, Office of the President and the Regents.

Overall we view positively that the proposed policy continues to highlight the importance of maintaining access, diversity, and affordability in PDST programs, continuing the existing policy of ensuring that financial aid is maintained at a level as least equal to 33% of all PDST revenue.

Under the proposed policy, PDST programs are required to have multi-year plans for fee levels. These plans can include fee increases over the plan horizon, and programs are only required to submit a new plan if they request fee increases that are more than those called for in their previously approved plan. This simplifies the process, as each fee increase will no longer need to go to the Regents.

Review of the draft policy also raised the following recommendations for revisions:

1. CPB raised concern with section 4.e. of the proposed policy. This section states “4.e. The charging of PDSTs and increases in PDSTs shall not occasion corresponding declines in State support for the professional schools offering the degree programs that charge a PDST.” The specific mention of professional schools in the policy was viewed as problematic. At UCSC, there are PDST programs, such as the Applied Economics and Finance program--part of the Division of Social Sciences--that are not offered in a professional school. The old policy simply stated that PDST revenues should remain with the campus. The old language was too broad in that PDST revenues should be directed to benefit the students in the PDST programs, but the new language is too narrow in suggesting the policy applies only to PDST programs housed within a professional school. Indeed, we recommend that section 4.e be clarified to ensure PDST revenues flow back to benefit students in the PDST programs, an objective that would not be achieved if administrative units housing the programs redirected funds to other uses or if State funds were diverted on the argument that the program could rely on its PDST revenues. The latter would not be consistent with the fact that PDST programs are state-supported and not self-supporting programs.

2. Graduate Council agreed with the explicit language that requires PDST levels to be based on demonstrated programmatic needs during the period of the multi-year plan (item 4b), and that the PDST plan should identify the program's set of public and private comparators, and include an analysis of the graduate professional degree program in relation to its comparators (items 4.a.vi and 4.a.vii, respectively). Graduate Council recommends, however, that minor language be added to item 4.a.vi to include information of the comparator's cost, so that divisional Councils can more readily evaluate both the structure and costs of comparator programs relative to the proposed UC PDST program. The revised language could read: "identification of the program's set of public and private comparators and their costs." We recognize and agree that those comparator costs need not be used to establish PDST levels, but the information is nonetheless relevant and informative in review of the PDST.
3. CAAD recommends clarification regarding how "consultation" is defined in section 3 of the proposed policy: "The President or his/her designee is responsible for ensuring that graduate professional degree programs engage in appropriate multi-year planning of PDST levels within the context of principles and goals expressed in this policy and do so in consultation with graduate students, faculty, and program and administrative leadership." Specifically, the level of consultation (divisional, systemwide) should be specified.
4. Under section 4b, CAAD members believe that the revisions do not go far enough in preventing increases in fees and recommends that in the absence of a hard cap on fee increases in a given year, there should be language that would require justification of an increase to be "reasonable" and "necessary."
5. CAAD pointed out a lack of clarity regarding the review of PDST programs. In streamlining the proposed policy, it has become less clear what the timeframe for reviewing and approving PDST multiyear plans will be under the revised policy. The policy should further revise the timeline and process for multiyear plans.
6. CAAD expressed disappointment that the language from the previous Regents Policy 3103 section 7.C regarding specific material measures that can be taken to advance access, inclusion, and affordability—i.e. financial aid and loan forgiveness—was not retained in the revised policy. In addition, language regarding a strategy for inclusion of underrepresented groups appears to have been weakened in the new policy. CAAD recommends revisiting this language to incentivize these measures.

Sincerely,



Ólöf Einarisdóttir, Chair
Academic Senate
Santa Cruz Division

cc: Don Smith, Chair, Graduate Council
Abel Rodriguez, Chair, Committee on Planning and Budget
Miriam Greenberg, Chair, Committee on Affirmative Action and Diversity

Office of the Academic Senate

500 Parnassus Ave, MUE 230
San Francisco, CA 94143-0764
Campus Box 0764

tel: 415/514-2696

academic.senate@ucsf.edu

<https://senate.ucsf.edu>

Ruth Greenblatt, MD, Chair
David Teitel, MD, Vice Chair
Arthur Miller, PhD, Secretary
Jae Woo Lee, MD, Parliamentarian

January 13, 2017

Jim Chalfant, PhD

Chair, Academic Council

Systemwide Academic Senate

University of California Office of the President

1111 Franklin St., 12th Floor

Oakland, CA 94607-5200

Re: Review of the Proposed Revisions to Regents Policy concerning
Professional Degree Supplemental Tuition

Dear Jim,

The San Francisco Division of the Academic Senate has reviewed the proposed revisions to the Regents policy governing Professional Degree Supplemental Tuition (PDSTs). Overall, the UCSF Senate feels that these revisions are acceptable and appropriate. In making this statement however, we would emphasize three important points: 1) The UCSF Senate reaffirms the key principles governing the PDSTs, which include access, inclusion, and affordability; 2) PDSTs should not off-set reductions in state-support; and 3) most PDSTs are very important for the educational programs as UCSF.

A notation of excellence was in the initial introductory materials. However, APB members believe that it is difficult to continue to provide "excellence" as well as "inclusion and affordability" without having enough resources to cover gaps in costs. Moreover, the demonstration of "excellence" is central to the accreditation of health professional schools, for which the demonstration of specific quality achievements is required. Thus, we recommend that "excellence" be added as a fourth key principle governing PDSTs.

In order show the educational importance of PDSTs, our letter provides evidence for the way that these PDSTs mostly support professional graduate programs at UCSF by School at UCSF.

Dentistry: PDST funds are distributed to the Departments according to their relative teaching loads. A major proportion of these funds are used to pay faculty who teach the students who pay this tuition. The funds are used to support about half of the cost of the predoctoral Dentistry education program. Without those fees the Dentistry program could not exist. They are used to pay for such things as running the preclinical simulation laboratory, augmenting the clinical teaching programs which

otherwise could not be provided. The bottom line is that these funds are used to directly support the core program, namely the DDS predoctoral education program.

Medicine: The SOM Dean's Office of Medical Education relies on PDST revenue to fund its operations. In Fiscal Year (FY) 2016, the total UCSF SOM student tuition and fees revenue was approximately \$27.3M and PDST made up \$13.2M or 49%, of which \$3.4M was allocated to the Student Financial Aid (SFA) Office as return-to-aid for students. While SOM Dean's Office retained \$9.8M of the PDST revenue, \$3.1M was allocated to Fresno Dean's Office for their operations. The remaining \$6.7M PDST was made available for the Office of Medical Education (OME) operating budget.

Nursing: At UCSF's SON, the PDST supports three critical expense areas: financial aid, instructional support, and faculty salaries and benefits. In 2015-2016, 339 Master of Science students were assessed PDSTs, out of 500 students in all programs in the School. The majority of PDST revenue went to Student Financial Aid (\$1,133,277), Student Services (\$653,000) and Instructional Support (\$788,544) with the remaining allocated to faculty salaries and benefits (\$825,000). Reduction in PDST would directly impact these functions. The School of Nursing engaged in significant cost-cutting measures during the recession and continues to engage in continuous improvement of fiscal stewardship. Thus, any reduction in PDST will directly affect students through reduction in financial aid, student services, educational opportunities, and adequate clinical supervision.

Pharmacy: Currently, 33% of the Pharmacy School's revenue from the PDST is allocated to student financial aid. The remaining funds are used to support the School's education curriculum. The Pharmacy Faculty Council also noted the School of Pharmacy's PDST fees are in sync with other schools at UCSF and in sync with the School of Pharmacy at UC San Diego.

Thank you for the opportunity to review this important Regental policy. If you have any questions on UCSF's comments, please do not hesitate to let me know.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ruth Greenblatt', is positioned above the typed name.

Ruth Greenblatt, MD, 2015-17 Chair
UCSF Academic Senate

Encl. (4)

CC: David Teitel, Vice Chair, UCSF Academic Senate

Communication from the Academic Planning and Budget Committee
Chad Christine, MD, Chair

December 15, 2016

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate
FROM: Chad Christine, Chair of the Academic Planning and Budget Committee
CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office
RE: Review of the Professional Degree Supplemental Tuition Policy

Dear Chair Greenblatt:

The members of the Academic Planning and Budget Committee have reviewed the proposed revised policy that would incorporate Regents Policy 3104: Principles Underlying the Determination of Fees for Student of Professional Degree Programs into a revision of Regents Policy 3103: Policy on Professional Degree Supplemental Tuition (PDST). Overall members believe that proposed revisions are acceptable. Committee members have provided the following comments:

The PDST and State Support: APB members fully support the statement that the PDST should not off-set reductions in state-support. In the past, the governor and state legislature have allowed PDST revenue to supplement cuts in state support, and the committee believes this should never happen again. To reinforce the commitment stated in the policy, APB members recommend that UC leaders work with the current governor and state legislature on a formal agreement that the PDST will not be used to supplement cuts in state support.

Including Importance of Excellence Throughout the Policy: Members noted that the proposed changes include the emphasis on the value of these funds in supporting the continued excellence of our programs. Yet in the final section under the model communication there is the statement: "The proposed revised Regents Policy 3103 affirms that "Any initiation of, or increase in PDST shall be justified by the programmatic and financial needs of the graduate professional degree programs and must be considered in the context of the University's commitment to access, inclusion, and affordability," which has deleted the word "excellence" from the grouping of "access, inclusion, and affordability". The notation of excellence was in the initial introductory materials. Committee members agree that it is difficult to continue to provide "excellence" as well as "inclusion and affordability" without having enough resources to cover gaps in costs.

APB members appreciate the opportunity to review the proposed policy revision on the PDST. If you have any questions about the committee's comments, please contact me, or Academic Senate analyst Artemio Cardenas artemio.cardenas@ucsf.edu.

Sincerely,
Chad Christine, MD
Chair of the Academic Planning and Budget Committee

Communication from the School of Medicine Faculty Council

Lydia B. Zablotska, MD, PhD, Chair

December 20th, 2016

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate

FROM: Lydia B. Zablotska, Chair of the School of Medicine Faculty Council

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Review of Professional Degree Supplemental Tuition Policy Revisions

Dear Chair Greenblatt:

In response to your request, the School of Medicine Faculty Council has reviewed the proposed Professional Degree Supplemental Tuition (PDST) policy revisions and collected data on the PDST revenue and allocation within our school. Overall, the Faculty Council supports the policy revisions and reaffirms the idea of increasing the predictability of PDST levels in the future. Based on the financial reports provided by the School of Medicine (SOM) Medical Education Office, the PDST revenue supports essential educational activities such as financial aid, student services, educational support in the form of faculty and staff salaries, and the accreditation process. Council members believe that any proposals to cap or cut PDST without another source of state revenue would steadily erode our ability to provide the type of medical educational programs that consistently keep UCSF in the top of the best medical schools for both primary care and research. Council members believe that reducing PDST revenue will have a negative impact on students, faculty and staff at the UCSF SOM.

Financial Summary

The SOM Dean's Office of Medical Education relies on PDST revenue to fund its operations. In Fiscal Year (FY) 2016, the total UCSF SOM student tuition and fees revenue was approximately \$27.3M and PDST made up \$13.2M or 49%, of which \$3.4M was allocated to the Student Financial Aid (SFA) Office as return-to-aid for students. While SOM Dean's Office retained \$9.8M of the PDST revenue, \$3.1M was allocated to Fresno Dean's Office for their operations. The remaining \$6.7M PDST was made available for the Office of Medical Education (OME) operating budget. Further details are included below.

Student, Faculty and Accreditation Support

The Office of Medical Education has provided the following summary on types of services that the PDST revenue supports:

1. The AsSET unit (Admissions, Student Experience) staff are responsible for evaluating the 8000+ applications we receive to medical school, arranging interviews for 500+ candidates and then selecting the 160+ students that matriculate annually. AsSET also provides mental health and disability services (including 2 mental health clinicians and one disabilities specialist), manage student well-being & advising for 650 students; orchestrate major events (orientation, white coat ceremony, graduation) and manage all student organizations) The AsSET team carries responsibilities for ensuring compliance with the student safety, wellbeing and advising accreditation standards.
2. The ACE Team (Assessment, Curriculum and Evaluation) staff are responsible for course management for the Foundations 1 and Essential Core Curriculum, including room scheduling for 300+ students for classroom activities; student calendar and assignment schedules; reader/syllabus construction; orchestration of in room technology services; secure exam administration; grading and standard setting; maintenance of student assessment processes and data, remediation through special curricular programs for selected students; management of coaches and coaching; and continuous improvement of all of the above. They manage programmatic use of the Kanbar Teaching

and Learning Center, specifically the simulation center. The ACE team carries the responsibility for ensuring compliance with accreditation standards for curriculum, assessment and grading.

3. The CFE (Center for Faculty Educators) team supports employed and volunteer faculty educators in their curricular, scholarship and career development goals. This team supports the Academy of Medical Educators in soliciting, evaluating and awarding institutional innovations grants, selecting new Academy members, managing Academy Events, including the new member event and manages the AME matched endowed chair program. In addition, they support all faculty development activities including medical education grand rounds, faculty development workshops, the Teaching Scholars Program, the educational PhD program and the annual Educational Showcase. Finally, they provide administrative support for external grants, ongoing scholarly projects of UCSF Faculty and the Health Professions Education Pathway, and professional support for publications and presentations. They also run the Volunteer Clinical Faculty board and provide services for the VCF.
4. The TEE (Technology Enhanced Education) team provides specialized educational instructional and administrative technology support for medical education and for other UCSF Schools. SOM developers and support personnel design and manage administrative technology, including our curriculum management system (Ilios-designed by SOM and used by SOP and SON), EValue for evaluations, Student Performance Dashboards (the most accessed dashboards in the institution), iRocket (customer facing course management software, in collaboration with the Library), Blinc (videocapture software used in the Kanbar Simulation Center). TEE professional staff also provide instructional design support to faculty who are converting course content to on line videos.
5. The Graduate Medical Education (GME) / Continuing Medical Education (CME) office staff are two staff units that manage the curricular, accreditation and resident support activities of over 1400 residents per year; maintain appropriate affiliation interfaces with SF Veterans Administration (VA) Hospital and Zuckerberg San Francisco General Hospital (ZSFGH); orchestrate the scheduling, advertising, enrollment and continuing medical education accreditation requirements for hundreds of CME courses annually and for mini medical school; provide administrative support for innovations projects related to GME and for faculty engaged in MOC (maintenance of certification). They are responsible for assisting 50+ ACGME accredited programs to maintain their accreditation status and also for managing institutional accreditation standards, including preparation for annual Clinical Learning Environment Review (CLER) visits.
6. OME (Office of Medical Education) staff supports human resource functions, budget and finance responsibilities, and other business operations for the Med Ed enterprise, manage the LCME accreditation process, support the Vice Dean and Associate Dean's administrative work and support institutional initiatives with educational components (i.e. Differences matters and Dean's Leadership Retreat, among other initiatives).
7. In addition, funds from the centralized OME budget are allocated to clinical departments for staff that manage core and required clerkship experiences and fourth year courses.

Overall, Council members support the PDST as a vital source of funding for medical education at the UCSF SOM. Without this stream of revenue, SOM would be unable to provide medical education at its current levels and will be forced to downsize existing programs (including enrollment). Members believe that our students deserve access to the very best education and we need a steady stream of funding to support excellent faculty and staff who both design and deliver courses and provide the ideal learning environments for California's future physician workforce.

Sincerely,

Lydia B. Zablotska, MD, PhD
Chair of the School of Medicine Faculty Council

Communication from the School of Nursing Faculty Council

Audrey Lyndon, PhD, RN, FAAN, Chair

December 15th, 2016

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate

FROM: Audrey Lyndon, Chair of the School of Nursing Faculty Council

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Review of Professional Degree Supplemental Tuition Policy Revisions

Dear Chair Greenblatt:

The members of the School of Nursing Faculty Council have reviewed the proposed revised policy that would incorporate Regents Policy 3104: Principles Underlying the Determination of Fees for Student of Professional Degree Programs into a revision of Regents Policy 3103: Policy on Professional Degree Supplemental Tuition (PDST).

The Council appreciates the opportunity to consult on the policy revision and is supportive of the proposed changes. In particular, the commitment to multi-year planning on a time frame that supports administrative and student planning and the inclusion of both private and public comparator programs are appreciated. These aspects of the policy are expected to support effective program administration within the UCSF School of Nursing. The Council would like to emphasize the importance of including private comparators in evaluating PDST levels. As requested by the Division, the Council would like to provide some background information on the PDST for the Nursing Master of Science program to support the need for continued PDST in the face of uncertain permanent state funding.

At UCSF's SON, the PDST supports three critical expense areas: financial aid, instructional support, and faculty salaries and benefits. In 2015-2016 339 Master of Science students were assessed PDST, out of 500 students in all programs in the School. The majority of PDST revenue went to Student Financial Aid (\$1,133,277), Student Services (\$653,000) and Instructional Support (\$788,544) with the remaining allocated to faculty salaries and benefits (\$825,000). Reduction in PDST would directly impact these functions. The School of Nursing engaged in significant cost-cutting measures during the recession and continues to engage in continuous improvement of fiscal stewardship. Thus, any reduction in PDST will directly affect students through reduction in financial aid, student services, educational opportunities, and adequate clinical supervision. The present total tuition and fee comparison for resident and non-resident students is shown in Table 1.

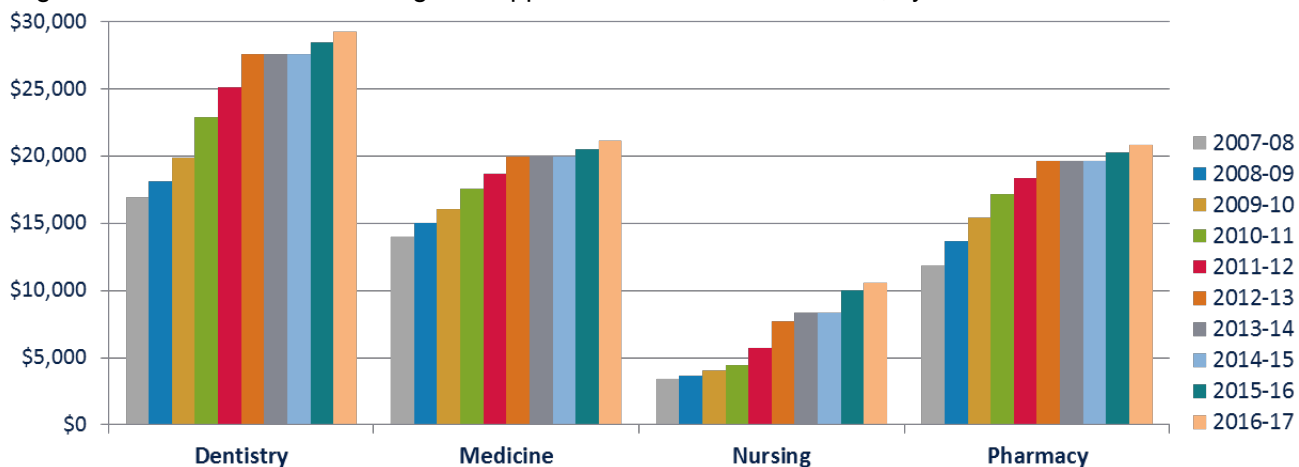
Table 1. Comparator Schools Total Tuition and Fees

	2015-16	2016-17	%
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			Increase
Residents			
University of Pennsylvania (private)	\$42,016	\$44,117	5%
John Hopkins University (private)	\$39,688	\$41,672	5%
Columbia University (private)	\$37,978	\$39,117	3%
Oregon Health Sciences University (public)	\$27,526	\$28,077	2%
University of Washington (public)	\$25,461	\$25,461	0%
University of Michigan (public)	\$21,282	\$21,708	2%
Public Average	\$24,756	\$25,082	1%
Public and Private Average	\$32,325	\$33,359	3%
University of California, San Francisco	\$26,803	\$27,799	4%
Nonresidents			
University of Washington (public)	\$45,804	\$45,804	0%
University of Michigan (public)	\$43,014	\$43,874	2%
Oregon Health Sciences University (public)	\$32,588	\$33,239	2%
Public Average	\$40,469	\$40,973	1%
Public and Private Average	\$40,181	\$41,304	3%
University of California, San Francisco	\$39,048	\$40,044	3%

Our Master of Science programs in Nursing are designed to educate advanced practice registered nurses, and as such are clinically intensive. Students in our PDST programs are required to be supervised for at least 500-1060 hours of clinical training and often have specific faculty to student ratios for clinical rotations that we are required to maintain by various regulatory agencies. As noted in the attached materials, the four UC Schools of Nursing have maintained a coordinated approach to PDST requests since 2009-2010. At UCSF, the PDST for Nursing is approximately half that charged by Pharmacy, and less than half the PDST of Dentistry and Medicine (Figure 1).

Figure 1: UCSF Professional Degree Supplemental Tuition 2007-2017, by School



There is a projected statewide nursing shortage of as many as 221,000 nurses by 2030, thus the University would ideally be maintaining or increasing enrollments to meet demand for both educating new nurses and educating new faculty to teach nurses. As noted in the briefing

materials provided by UCOP, PDST professional programs primarily enroll California residents. Furthermore, over 80% of California residents who graduate from UC's Nursing programs remain in California 5 years after graduation – the highest in-state retention within UC professional degree programs. However, the UC Schools of Nursing have faced shortages in permanent state funding that reduced enrollment overall by 7%, despite the addition of new programs in nursing. UCOP has acknowledged that faculty compensation in the Schools of Nursing is not sufficient to recruit and retain faculty to meet programmatic demands. The UCSF School of Nursing projects a substantial number of retirements over the next decade, which will exacerbate the problem of faculty recruitment and retention if resources are not sufficient to meet compensation needs. Current permanent state funding has not kept pace with expenses for clinical education, and will remain a critical source of funding unless and until state funding is substantially increased.

If you have any questions about the Council's review, please contact me, or Academic Senate analyst Artemio Cardenas artemio.cardenas@ucsf.edu.

Sincerely,

Audrey Lyndon, PhD, RN, FAAN
Chair of the School of Nursing Faculty Council

School of Pharmacy Faculty Council
Communication from the Chair

December 21, 2016

To: Ruth Greenblatt, Chair, Academic Senate
From: Deanna Kroetz, Chair, School of Pharmacy Faculty Council
Re: Comments on Proposed Revisions to Regents Policy 3103: Professional Degree Supplemental Tuition

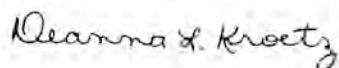
Dear Chair Greenblatt,

The School of Pharmacy (SOP) Faculty Council reviewed the proposed policy revisions to Professional Degree Supplemental Tuition (PDST) and the SOP's revenue and expenditure report for the PDST.

Currently, 33% of the School's revenue from the PDST is allocated to student financial aid. The remaining funds are used to support the School's education curriculum. The Council also noted the School of Pharmacy's PDST fees are in sync with other schools at UCSF and in sync with the School of Pharmacy at UC San Diego. These funds are vital to continue providing quality education and return on investment that our UC-educated workforce provides to the State of California.

The Council's consensus is that the revisions will help the administration and planning functions of the School of Pharmacy and therefore, has no opposition to the proposed revisions.

Sincerely,



Deanna L. Kroetz, PhD



COORDINATING COMMITTEE ON GRADUATE AFFAIRS (CCGA)

Kwai Ng, Chair
kwng@mail.ucsd.edu

ACADEMIC SENATE

University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

January 9, 2017

ACADEMIC COUNCIL CHAIR JIM CHALFANT

Dear Jim:

CCGA reviewed and discussed the proposed revised PDST policy at its recent meeting on the 4th of January, 2017. This letter summarizes the key points of our discussion.

(1) CCGA supports the policy's goals of allowing for a more predictable structure for adjusting PDST level. The new policy attempts to promote more transparency and accountability of how the additional revenue generated from PDST is used, in exchange for greater certainty for programs to adjust PDST within the parameter set out by an approved multi-year plan.

(2) The proposed policy removes the six per cent threshold that necessitates the submission of a new multi-year plan. As we understand, currently requests for increases of PDST that are five per cent or less fall under the purview of the President's delegated authority by the Regents. CCGA supports the removal of the threshold. This allows programs to possibly propose multi-year plans that peg the rate of PDST increase to indexes that measure local cost of living or cost of higher education. The lifting of the threshold offers programs more flexibility and certainty in charging PDST. The support of CCGA is primarily motivated by the fact that we have seen some graduate programs who would have applied for a PDST in the past opt for the self-supporting route instead, because the process for PDST approval has been viewed by some as overly lengthy and onerous. It is important for PDST to remain a viable option for graduate professional degree programs.

(3) The old policy caps the length of a multi-year plan to three years. The proposed policy does not mention a definite limit to the length of a multi-year plan. It is however good policy that a multi-year plan not be allowed to run perpetually. CCGA believes a limit of six years strikes the right balance between providing an appropriate revenue planning horizon for PDST programs and maintaining accountability and oversight. CCGA proposes a maximum length of six years for any multi-year plan to be written into the policy.

(4) CCGA also supports the proposed shift towards emphasizing "demonstrated programmatic needs" for determining PDST level in a multi-year plan. While the fees charged by comparable programs (comparators) may continue to serve as a reference for analyzing costs and performance of UC programs, it is paramount for a program to show demonstrated needs and to state concretely how the proposed PDST will be used to address those needs.

(5) Relatedly, we suggest Section 4.a.vii be amended as follows: "vii. analysis of the graduate professional degree program in relation to its comparators and their costs"

(6) The proposed policy keeps the existing clause that students and faculty will be consulted for any new multi-year plan. CCGA believes consultation should be expanded to relevant committees in divisional academic senate, such as graduate council and P&B committee (to be decided by individual campuses).

(7) The proposed policy writes: “The charging of PDSTs and increases in PDSTs shall not occasion corresponding declines in State support for the professional schools offering the degree programs that charge a PDST.” (4c)

While CCGA agrees that State support should not be reduced in light of PDST, how can this commitment be enforced from a budgetary standpoint? The more inclusive language in the old policy seems to work just fine: “Revenue from Professional Degree Supplemental Tuition will remain with the campuses and will not be used to offset reductions in State support.”

Thank you for the opportunity to comment on the policy.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Ng', is placed over a light gray rectangular background.

Kwai Ng
Chair, CCGA

cc: Shane White, Academic Council Vice Chair
CCGA Members
Hilary Baxter, Academic Senate Executive Director
Jocelyn Banaria, Academic Senate Associate Director
Michael LaBriola, Academic Senate Analyst

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY,
AND EQUITY (UCAADE)
Amani Nuru-Jeter, Chair
Email: anjeter@berkeley.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

January 10, 2017

JAMES A. CHALFANT
ACADEMIC COUNCIL CHAIR

Dear Jim:

UCAADE submits the following comments in response to the proposed revisions to Regental policy governing Professional Degree Supplemental Tuition (PDST).

We agree with and endorse the proposal to streamline these two policies (Regent's Policy 3013 and 3104) into one (Regent's Policy 3013) in the interest of simplifying and clarifying understanding of said policies, and ensuring consistency in University policy overall. Our comments are both general and based on concerns about impacts on underrepresented minority (URM) and low-income students.

According to Display 2 in the Overview of PDST programs, a growing number of URM and low-income students stand to be affected by any policy governing professional degree programs. The number of URM and low-income students in professional degree programs has grown from a quarter in 1999 to a third in 2014, and is estimated to continue its upward trajectory with Chicano/Latino students potentially the most heavily impacted.

To this end, UCAADE provides the following comments:

- Overall: Concern about the absence of a fixed cap on PDST level or PDST increase and the ways in which this may adversely impact URM and low-income students and consequently student diversity.
- 2b: we recommend the following revision, "Each program proposing to charge PDST shall complement its proposed PDST plans with financial aid measures, such as scholarships, grants, and loan repayment assistance programs, to meet these goals adequately. Financial aid sources for students in the specified professional degree program should be supplemented by an amount equivalent to at least 33 percent of new Professional Degree Supplemental Tuition revenue or by an amount necessary to ensure that financial aid sources are equivalent to at least 33 percent of all Professional Degree Supplemental Tuition revenue.

Motivation for the proposed change: There is a concern that some departments with multiple professional degree programs may have the flexibility to distribute PDST revenue in ways that support the department overall but do not return revenue to students in specific programs in an equitable manner.

- 3: Who is the President's designee?
- 4: We endorse the oversight of the Regents in approving multi-year plans for the PDST and emphasize the need for justification for the proposed PDST level.

We appreciate the opportunity to opine on the revised Regental policy.

Sincerely,

A handwritten signature in black ink, appearing to read 'Amani M. Nuru-Jeter', is written over a light gray rectangular background.

Amani M. Nuru-Jeter, Ph.D.
Chair, UCAADE

cc: Shane White, Academic Council Vice Chair
Hilary Baxter, Academic Senate Executive Director
UCAADE Members



UNIVERSITY COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATION
Eric Bakovic, Chair
ebakovic@ucsd.edu

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

December 14, 2016

JIM CHALFANT, CHAIR
ACADEMIC COUNCIL

Re: A PROPOSED REVISED POLICY ON PROFESSIONAL DEGREE SUPPLEMENTAL TUITION (PDST).

Dear Jim,

UCOLASC has reviewed the proposed revised policy on Professional Degree Supplemental Tuition and the following comments were provided. Comments 1-5 were provided by the committee's undergraduate and graduate student representatives (who are to be thanked for their thoroughness); comment 6 raises an issue discussed in relation to PDSTs at our Fall committee meeting.

1. The members appreciate that the revised policy foregrounds access, inclusion and affordability as the second major item in the policy text. The PDST Working Group should be commended for highlighting those issues and summarizing them succinctly in the revised policy.
2. The multi-year planning strategy sounds like it would save a lot of bureaucratic work, but more importantly, is much more specific and comprehensive in what it requires each professional degree program to account for when submitting a fee increase proposal. In particular, Item 4.a.v. (directly relevant to access, inclusion, and affordability) is much more specific now in the way it is stated compared to the old policy, and all the other required components of a multi-year proposal are also now much clearer.
3. It is not clear whether the revised policy would encourage or discourage exorbitant fee increases. The old policy automatically allowed any annual fee increase up to 6% to take place without any review. By our calculations, over 10 years of annual increase, this could raise a fee by 80% without any oversight. Furthermore, the policy brief states that the policy revision was partly intended to "[e]stablish policy that works well without resorting to frequent approvals of exceptions to policy." This implies that exceptions to the 6% rule were frequently sought under the old policy, so the old 6% rule may not have

done much to keep fee increases in check. Instead, it may have merely created a lot of bureaucratic work while allowing exorbitant fee increases to happen.

UCOLASC suggests that it would be helpful to know how often exceptions were processed in the past, how many fee increases were approved, and what the percentages of those increases were. Going forward, if the revised policy is approved, it would be important to keep similar data on PDST multi-year plan reviews so that there is basis for assessing whether the new policy actually alleviates bureaucratic burden and whether it encourages or discourages fee increases.

The revised policy appears to require review of every single fee increase via the multi-year plan. This requires that all fee increases be justified according to the meaningful parameters in Item 4a of the Revised Policy, rather than just going by a flat 6% rule. Overall, this is an improvement in the committee's view.

However, the revised policy and the policy brief are inconsistent regarding their guidance for what might be considered an exorbitant/problematic increase. The revised policy says that "[j]ustification is particularly needed for proposed increases greater than the rate of inflation at the time the multi-year plan is prepared," while the policy brief says that this benchmark is the "percent increase in cost of living." Cost of living and rate of inflation are two different things that would yield different numbers depending on when and how they are assessed. If rate of inflation were used, it would need to be specified which rate is used (over the past 12 months? past 5 years? etc.). The same would need to be specified for cost-of-living increase, along with a location for where this cost of living is assessed. On the plus side for discouraging exorbitant fee increases: both cost of living and inflation rates are generally a lot lower than 6% annually (assuming annual CPI and cost-of-living increase rates are used as the benchmark).

One last thing that could potentially lead to exorbitant fee increases under the new policy: since a program will be allowed to implement lower fee increases than proposed without needing to submit a new multi-year plan, the committee wonders if this would lead to program padding of the plans submitted; i.e., that programs might submit a plan for as high a fee increase as they think they can get and find ways to justify a figure rather than do a real assessment of financial need. This could lead to programs submitting plans for higher and higher fee increases as a kind of safety precaution, and then, having received an approval, charge the maximum approved fee increase each year anyway even if a lower fee could be supported. Could there be anything implemented to safeguard against this? What would incentivize programs to keep fees as low as circumstances allow?

4. The revised policy is very vague about its impact on state funding. The Policy Brief listed this as a concern: "Potential for further withdrawal of state funds for the degree program." However, the only mention of impact upon state funds in the Revised Policy is this: "The charging of PDSTs and increases in PDSTs shall not occasion corresponding declines in State support for the professional schools offering the degree programs that charge a PDST." What do the two things mean together?
5. Both the old and revised policies are vague as to when/why it is appropriate for a program to compare its tuition/fees to private versus public programs. The revised policy asks programs to justify their tuition/fee rates by comparing them not only to those at public institutions, but also to those at private institutions. This appears to be a holdover from the old policy. However, the old policy also stated that any plans submitted for exception to the 6% increase needed to make "[a]ssurances that in any program directly supported by State 19900 funds, the total in-state tuition and fees charged will be at or below

the total tuition and/or fees charged by comparable degree programs at other comparable public institutions.”

This goes back once again to the policy’s ambiguity around its impact on state funding, compounded by the vagueness around why/when it is appropriate to compare UC’s Professional Degree programs to private programs.

6. Finally, and more directly related to UCOLASC’s charge, at our Fall meeting some members of the committee expressed concerns about the impact of Professional Degree programs on campus libraries. Specifically, for every new such program there is a need to ensure that the relevant campus library’s staff, holdings, and subscriptions are sufficient to meet the needs of that program. In the old policy, there is mention of the “the amount of resources required to sustain academic quality at, and enrollments in, the particular professional degree program,” and in the revised policy, there is mention of “demonstrated programmatic needs during the period of the multi-year plan and consistent with the University’s commitments to quality, access, inclusion, and affordability.” Both “resources required” (in the old policy) and “programmatic needs” (in the revised policy) *might* be understood sufficiently broadly to cover each library’s commitment to support all campus programs. However, it is the opinion of the committee that this understanding should be made explicit, perhaps by including a non-exhaustive list of potential “programmatic needs” and specifying library resources among them.

UCOLASC appreciates the opportunity to comment on this matter. Please don’t hesitate to contact me with any questions.

Sincerely,

A handwritten signature in black ink, reading "Eric Bakovic". The signature is fluid and cursive, with the first letter "E" being large and stylized.

Eric Bakovic, Chair, UCOLASC



UNIVERSITY COMMITTEE ON RESEARCH POLICY (UCORP)
Isaac Martin, Chair
Email: iwmartin@ucsd.edu

University of California
Academic Senate
1111 Franklin Street, 12th Fl.
Oakland, California 94607-5200

December 9, 2016

JAMES A. CHALFANT
CHAIR, ACADEMIC COUNCIL

Re: Proposed Policy on Professional Degree Supplemental Tuition

Dear Jim,

On Monday, November 14, the University Committee on Research Policy (UCORP) met and discussed the proposed policy on Professional Degree Supplemental Tuition.

Committee members felt strongly that the topic of graduate student funding has important bearing on the research done at the University. Many students in professional degree programs are required to do research. Adequate research resources need to be made available to them. To the extent that the proposed policy provides a more reliable mechanism to secure those resources, UCORP supports the proposed policy.

UCORP members also wished to communicate several concerns about the funding context in which this policy is put forward. Many committee members expressed the view that professional degree programs should be better supported by the state, and urged that the proposed policy on PDST not be taken as grounds for relaxing the University's advocacy on behalf of increased state support. Some expressed the concern that increased financial dependence on student tuition may have the effect of reorienting faculty away from the research and public service missions of the university, to a narrower customer service orientation towards currently enrolled students. The concern was also expressed that the earmarking of additional resources required by the proposed PDST policy may obligate those resources in ways that require faculty to take time away from the research mission.

Regards,

Isaac Martin
Chair, University Committee on Research Policy

cc: Academic Council Vice Chair Shane White
Academic Senate Director Hilary Baxter
UCORP members



UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)
Bernard Sadoulet, Chair
sadoulet@berkeley.edu

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

January 11, 2017

**JIM CHALFANT, CHAIR
ACADEMIC COUNCIL**

RE: Proposed Revised Policy on Professional Degree Supplemental Tuition (PDST)

Dear Jim,

The University Committee on Planning and Budget (UCPB) has reviewed the proposed revised policy on Professional Degree Supplemental Tuition (PDST). Overall, we find the improved accountability for PDST increases laudable, specifically the requirement for a justification for increases and the 5-year planning that the policy will encourage. The flexibility of this new policy will also be useful. Nonetheless, we do have two concerns.

First, the drafting committee did not include all stakeholder groups; the lone student participant was not enrolled in a PDST program. UCPB members reported that Professional Degree graduate students are concerned about the lack of an absolute cap or benchmark.

Second, in spite of the need for justifications, and the constraints from the market, this policy could lead to a large increase of the PDSTs over the years, as the most likely scenario is for each program to request the maximum increase every time. Should that occur, access and affordability will suffer greatly. Some UCPB members posited tying increases to cost of living or comparator averages to minimize the likelihood of maximum increase. Others remarked that such a cap would work against the desired flexibility of this policy. In any case, UCOP and the Academic Senate should keep monitoring the PDST evolution.

Please let us know if you have questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Bernard Sadoulet".

Bernard Sadoulet, Chair
UCPB

cc: UCPB
Hilary Baxter, Executive Director, Systemwide Academic Senate