

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

ACADEMIC COUNCIL

Minutes of Meeting

June 27, 2007

I. Chair's and Vice Chair's Announcements

- **John B. Oakley, Academic Council Chair**
- **Michael T. Brown, Academic Council Vice Chair**

Chair Oakley

Anti-Sexual Harassment Training: The second version of UC's anti-sexual harassment training, mandated by the state for all University supervisors including all faculty members, will be unveiled by the end of September 2007. UCSC Divisional Chair Crosby has volunteered to review the training materials on behalf of the Senate and provide feedback to UCOP.

Long Range Enrollment Planning: Provost Hume agreed at last week's Academic Planning Council meeting to extend invitations to the divisional Senate chairs to attend the Long Range Enrollment Planning Conference. All of the divisional Senates were represented at the conference except Berkeley. Attendees discussed enrollment planning principles and campus enrollment needs, as well as specific concerns pertaining to transfer and graduate students.

July 17-19 Regents' Meeting: The agenda appears to include discussion and consideration of the Regents' proposed restriction on tobacco-related research funding (RE-89). Some are concerned that an alternate funding restriction may be presented at the meeting as well. Other Regents' agenda items include updates on the Diversity Study Group and the Long Range Funding Options Task Force, a Monitor Group review update, a presentation on faculty salary scales, and an update on UC's collective bargaining efforts.

UCOP Executive Search Committees: Chair Oakley is currently serving on six search committees, including the Executive Vice President – Chief Financial Officer; three Vice Presidents (for Agriculture and Natural Resources, for Health Sciences and Services; and for Research and Graduate Studies); and two Vice Provosts (for Academic Personnel and for Academic Planning and Budget).

Vice Chair Brown

UC's 'a-g' Requirements – C & D Task Force: Vice Chair Brown reviewed a letter he has prepared on behalf of the Intersegmental Committee of Academic Senates (ICAS), to Chair Oakley and Provost Hume. The letter conveys an important message regarding the UC Senate's control over its 'a-g' requirements, while at the same time acknowledging that the other segments also have a stake in aligning UC's requirements with their own.

APM Reviews in 2007-08: A large number of APM revisions are expected to be forwarded to the Senate in 2007-08. These revisions have been made in response to the Regents' initiative to overhaul UC compensation policies.

II. Approval of the Agenda

ACTION: The Academic Council approved the order of the agenda, with one amendment, that, Agenda Item IV. BOARS Updates would be discussed immediately following Consultation with the Office of the President.

III. Consent Calendar

1. Minutes of May 23, 2007
2. University of California Retirement System (UCRS) Advisory Board
3. Regional Accreditation of Higher Education
4. Mathematics ('c') and Laboratory Science ('d') Requirements Task Force Nominations
5. Proposed Amendment to Senate Bylaw 181: Information Technology and Telecommunications Policy (ITTP) Committee
6. Proposed Academic Council Policy on Fiscal Impact Statements
7. Proposal to Repeal Academic Senate Regulation 458
8. Indirect Cost Recovery
9. Presidential Policy Addressing Religious Holiday Conflicts with Residence Hall Move-In Days
10. Draft Proposal on the Relationships Between (Pharmaceutical) Vendors and Clinicians
11. Open Access Policy

ACTION: The Academic Council approved the consent calendar by unanimous consent with the following changes: amendments were made to item 1, the May 23, 2007 minutes; item 4 will be revised and acted upon at the July meeting; and item 6 was moved to New Business, Agenda Item XVI.

IV. BOARS Updates

- Mark Rashid, BOARS Chair

1. UC Freshman Eligibility Reform

ISSUE: BOARS Chair Rashid presented the BOARS proposal to reform UC's Freshman Eligibility Policy to Council members. BOARS developed the proposal this year, and unanimously endorsed it at their May 4, 2007 meeting. The proposal includes replacing existing UC eligibility policy with a policy that establishes criteria for an entitlement to a review of a student's application, with admission to specific campuses continuing to be based on comprehensive review of the student's entire application.

REPORT: BOARS Chair Rashid presented a PowerPoint presentation of the proposal, which included the following topics: overview of UC freshman admissions; review of UC eligibility; the realities of UC eligibility; the predictive power of "eligibility variables"; overview of the proposal; and principal arguments against the proposal.

DISCUSSION: Council Chair Oakley reminded Council members that the proposed action is to approve the proposal to be sent out for systemwide Senate review with a requested response date in the fall. Many Council members expressed support for the proposed action. Some objected, requesting that additional clarifying points be added before the proposal is sent out for review. One Council member objected, noting that her campus' concerns were not represented in the presentation today, and suggested that additional sections be added to the proposal concerning costs and benefits. One Council member expressed frustration that they did not have more time to discuss and understand the proposal, in order to convey complete and accurate information to their divisional

colleagues. Upon failure of a motion to return the proposal to BOARS for further amendments, Council members agreed to send out the proposal for systemwide review.

ACTION: The Academic Council approved the BOARS proposal to reform UC's Freshman Eligibility Policy to be distributed for systemwide Senate review, with a requested response date of December 5, 2007, by a vote of 17 in favor, 1 opposed, and 1 abstention.

2. Resolution on the Transcript Evaluation Service (TES)

ISSUE: BOARS has prepared a resolution requesting UCOP support for the Transcript Evaluation Service (TES), a pilot project administered by UCOP that analyzes transcripts to determine students' completion or trajectory of completion of UC's 'a-g' eligibility requirements. Currently, students and high schools are responsible for independently determining this information, a burdensome and costly task for many. UCOP ended the pilot project, which it viewed as a success, but has not further developed or expanded TES as of late. BOARS is unaware of the exact cost implications to fully fund TES, but believes that UCOP administrators would support this resolution upon its passage by the Academic Council.

DISCUSSION: Council members discussed the need and the importance of TES for under-resourced high schools and students. Council members agreed to discuss the cost implications with Provost Hume during the Senior Management Consultation period of this Council meeting. Following this ensuing discussion with Senior Management, Council learned that Provost Hume would agree to explore the costs of TES should he receive such a request from the Academic Council.

ACTION: The Academic Council endorsed the TES Resolution via unanimous consent, and agreed to request more information from Provost Hume regarding cost implications.

V. Creation of a Senate Task Force on Faculty Compensation Determination and Comparison

- **John B. Oakley, Academic Council Chair**
- **Susan French, UCFW Chair**

ISSUE: At the May Academic Council meeting, Council requested that UCFW, in consultation with UCAP and UCPB, draft a charge and suggested membership for the Senate Task Force on Faculty Compensation Determination and Comparison.

DISCUSSION: UCFW Chair French reviewed with Council members the recommended charge and membership list contained in Enclosure 13 of the Council agenda. Council Chair Oakley requested that the membership be amended to reflect UCAP Chair Croughan as Task Force chair, and appoint Professor Leibowitz to the group as well. The Task Force is expected to provide a progress report to the Council in October.

ACTION: The Academic Council approved the charge and membership list of the Senate Task Force on Faculty Compensation Determination and Comparison via unanimous consent.

VI. Consultation with the Office of the President – Senior Managers

- **Wyatt R. Hume, Provost and Executive Vice President, Academic and Health Affairs**
- **Katherine N. Lapp, Executive Vice President, Business Operations**

- **Bruce Darling, Executive Vice President, University Affairs**
- **Larry Hershman, Vice President, Budget**

Provost Hume:

President Dynes' Remarks: President Dynes, who is out of town, wished to note the following announcements: gratitude for Executive Vice President Lapp's engagement on behalf of the University during her first months at UCOP; the commendable work ongoing in Sacramento to secure UC's academic preparation and research budgets; progress on the issue of faculty salary increases; and the news of the appointment of Bob Grey as acting Chancellor at UC Riverside.

Faculty Salaries: Provost Hume noted the President's acute attention to the need for UC to maintain competitive faculty salaries. Provost Hume then reviewed the work of the Work Group on Faculty Salaries, which lead to recommendations to increase faculty salaries and amend certain APM language. Provost Hume noted that the impending APM review process will not impede progress to increase faculty salaries; and in the meantime, he expects a COLA adjustment this year for those faculty who are on scale and off scale, as well as a market adjustment to move ladder-rank faculty salaries upwards. President Dynes has requested that the increases be implemented as soon as possible, and he intends to brief The Regents on this progress in July, with a full proposal to The Regents in October. In the long term, President Dynes' goal is to increase faculty salaries by 26% in four years, including a 2.5% COLA in October 2007, with a 4-8% salary scale adjustment; a similar shift in 2008; and a higher COLA in 2009 and 2010. The market adjustments will vary across the faculty ranks according to market realities. The Budget Office is currently determining the costs involved in increasing the salary scales, and Provost Hume is working with the Executive Vice Chancellors and Vice Chancellors of Academic Affairs to implement necessary budget changes at the campus level. Funding for the salary increases is expected to come from full funding of the Compact, plus commitments for extra money from the state at approximately 1% per year. Provost Hume stressed that budget tradeoffs will occur, potentially impacting campus funding for faculty recruitment and retention, as well as the faculty-student ratio.

Professional Schools Differential Fees: Provost Hume will present to The Regents in July an informational report on campus findings, requests, and needs concerning professional school fees. Many campuses are asking for fees well above the 7 to 10% included in the Compact. The Regents will need to approve the fee increases at a later date, which are to take effect in October 2008.

Education Abroad Program (EAP) Review: The EAP review has not yet concluded. The review committee, first charged at the end of 2006, has requested additional time to complete the review due to unexpected delays, and the addition of new Senate members. An interim EAP director has been appointed, Michael O'Connell (UCSB), and the search for a permanent director will resume after the review is completed.

Executive Vice President Lapp

2008-09 UC Budget: EVP Lapp plans to discuss the development of UC's 2008-09 budget with the Regents in July. She is currently working closely with Vice President Hershman on this project. She expects the budget to be based on the current Compact, including a 4% base adjustment, funding for enrollment, an additional 1% adjustment for shortfalls (academic support, and graduate student support), a proposal for student fees, proposals for increased

funding for faculty salaries and new research initiatives, and one-time funding for deferred maintenance and capital renewal. Various options are being considered in the 2008-09 budget to address the planned restart of contributions to UCRP.

Future Budget Planning Efforts: EVP Lapp plans to look at the 2009-10 budget and beyond, past the sunset date of the Compact, as well as the need for UC to better sell itself to the state and the Legislature. She will be traveling with Provost Hume during his academic planning visits to the campuses over the next year, with the UCOP budget and finance staff, to learn about campus needs in order to reflect those philosophies in UC's budget presentations. EVP Lapp then commended Vice President Hershman's tremendous work over the past 40 years with UC, noting that he has not been completely recognized for these efforts. Lastly, she observed that the Regents' University Funding Options Task Force is an important exercise for UC, to anticipate and discuss what will happen to the University if state funding is reduced, and to determine the impact of private fundraising.

Executive Vice President Darling

UC Budget Efforts: UC advocates are working hard in Sacramento to secure full funding of UC's budget. Regents, as well as corporate partners, students, and parents, have visited with Legislators and their staff to make UC's case for the importance of academic preparation programs, and the Governor's research and innovation initiatives.

State Legislative Hearing News: The Senate Rules Committee unanimously approved the appointment of two new Regents in early June. Also, today the Senate Education Committee is holding a hearing on SCR 52 (Yee) – a resolution on the governance of UCRP.

Federal Legislative News: Yesterday the Department of Energy awarded a total of \$125 million for three joint bioenergy research institutes, which includes the Berkeley and Livermore labs, as well as the Berkeley and San Diego campuses. The Lawrence Livermore National Laboratory transition negotiations are ongoing, including discussions concerning the pension-plan transition for lab employees. A large research-innovation agenda, including a substantial increase in physical sciences research efforts, has been approved by the House. NIH budget negotiations are ongoing, with considerations of increases between 2.5 and 3.6%. Congress will soon consider the reauthorization of the Higher Education Act, where UC's main objective is to increase student financial aid levels for undergraduate and graduate students. Recent student financial aid scandals reported across the nation will mean a strong push for universities to move away from private lenders to direct-lending programs. UC's own campuses are divided as to their preferred choices. The President's immigration bill contains many provisions that concern UC, including potential impacts on UC's ability to recruit and retain foreign students with US graduate degrees, and UC's ability to recruit students with foreign graduate degrees. Lastly, Congress is debating a major overhaul of federal patent law, which would change the present "first to invent" law to a law that grants a patent to the "first to file" for the patent. This is a change that UC strongly opposes.

UC Private Fundraising: UC has raised \$1.3 billion this year in private fundraising, and expects to increase this amount to over \$2 billion in the next few years. UC has recently recruited Jeff O'Neill to work exclusively with private gifts at UCOP.

Vice President Hershman

UC Budget: Higher-level budget negotiations have not occurred until today. UC sees the Governor as in a strong position to succeed with his priorities. The state's main budget issues include: revenue projections that are down after the May Revise; a K-12 budget that may be in peril; and a \$5 billion structural budget deficit, according to the Legislative Analyst. The Governor wants to use transportation money to fund the budget, and to fund no cost of living adjustment for the aged and disabled. Currently the Budget Conference Committee meetings are on hold because of these outstanding issues. The good news for UC is that the Compact is expected to be funded, which includes support for cost of living increases, salaries, enrollment, student fee increases, the marginal cost formula, and that UC will also receive funding for almost all of its capital budget items. UC's main remaining issues include funding for student academic preparation, the labor institutes, and UC's research initiatives. Funding for the CalISIs and the Petascale project is tentative, as these subjects will likely be held for negotiations with the Governor.

UCRP Contributions: The Governor proposed budget bill language in the May revise that would have committed the state to fund its share of employer contributions to UCRP equal to the state's funding of PERS when contributions are reinstated. The Legislature did not act on this proposal due to concerns expressed by the unions. Resolution of this issue will likely occur in a future budget.

CPEC Faculty Salary Methodology Proposal: Both the Assembly and the Senate refused to include in the budget this year proposed language that would have altered the methodology CPEC uses to determine faculty salary comparisons among the Comparison Eight institutions.

Drew Nursing School: The Legislature has referred to Conference Committee the question of redirecting up to \$10 million in capital money out of UC's general obligation bonds to the Drew nursing school. In response, UC has proposed language that the school would have to be a UC nursing school conferring UC degrees. This would require UC approval of the Drew nursing program prior to its receiving such funding. This is a controversial issue, involving UCLA-Drew Medical School issues as well.

DISCUSSION:

Regents' Proposed Ban on Tobacco Funding (RE-89): Council members asked whether The Regents may be considering introduction of an alternate resolution at the July Regents' meeting. EVP Darling responded that he has not seen any drafts or other confirmation of this rumor.

Lawrence Berkeley National Lab: Language in the LBNL contract regarding extension of the award term of the contract is worrisome to faculty, as it could be perceived as welcoming the same action at the Livermore and Los Alamos labs. EVP Darling reported that the Office of General Counsel is working on a letter addressing these concerns. The issue is not to prevent the Department of Energy from extending the Berkeley lab contract, but to recognize distinctions between that contract and similar provisions in the contracts pertaining to the Livermore and Los Alamos labs. EVP Darling then proposed that he work with Chair Oakley, Vice Chair Brown, OGC and Lab Management personnel to discuss this issue in advance of the July Regents' meeting.

Divisions of Agriculture and Natural Resources: Provost Hume reported that in response to the Senate's repeated requests for a review of DANR, the review process is expected finally to begin in the fall.

California Policy Research Center (CPRC): Council members noted that recommendations concerning the future of the Center were presented at the recent Academic Planning Council meeting. The Center's review committee has suggested that the Center be relocated to Sacramento. Provost Hume acknowledged that he has accepted this recommendation, and is making the necessary moves to begin the transition. They are looking at the UC Sacramento complex as a possible site for relocation of the California Policy Research Center's research functions. The complete transition timetable is unknown, as a response is still pending from the CPRC director.

Faculty Salaries Plan: Some Council members requested Provost Hume to reconvene the Faculty Salary Scales Work Group in order to discuss the progress being made regarding the funding of the plan, funding sources under consideration, and other implementation details. Provost Hume agreed with this suggestion, noting that a meeting could be planned following the July Regents' meeting. In addition, Provost Hume noted that his staff is continuing to look at the health sciences faculty salary scales. The Work Group should also follow-up on remaining retirement issues. Other Council members expressed concerns about the suggested changes to APM 620, which Provost Hume said he would raise with the Work Group for further discussion.

Drew Nursing School: Council members asked why the nursing school is not planned to be located at UCLA. Vice President Hershman responded that this issue is still up for negotiation. One Council member pleaded that funding from the UCLA campus not be pulled in order to fund this initiative.

Academic Preparation: Council members asked for clarification on this issue, and its place in the UC core budget. Vice President Hershman confirmed that academic preparation is indeed part of the core budget, under an agreement that was reached last year with the Legislature and the Department of Finance. UC was surprised this year when the programs were not included in the budget, and is working to put this issue to rest during the current budget cycle.

Communications between UCOP and the Campuses: Council members expressed concern about UCOP administrators misrepresenting Senate positions during a visit to a particular campus. Provost Hume acknowledged this concern, and noted he will explore the matter with his staff.

Monitor Group Concerns: One Council member noted concerns about the Monitor Group's unduly strict limitation of the number of faculty leaders to be surveyed at his campus. Provost Hume noted the issue, and said he would follow up with the appropriate people.

VII. General Discussion

[In lieu of general discussion, Council concluded discussion of and took action on agenda item IV, above.]

VIII. The Intersegmental Committee of Academic Senates (ICAS) Resolution for the Proper Use of the California High School Exit Exam (CAHSEE)

- **John B. Oakley, Academic Council Chair**

- **Michael T. Brown, ICAS Chair**

ISSUE: ICAS decided at its April meeting to distribute a proposed Resolution on the Proper Use of the CAHSEE to the three segments of higher education for full review and comment. Council agreed to distribute the Resolution for systemwide Senate review at its April meeting. The Senate staff, in consultation with Chair Oakley and Vice Chair Brown, drafted a proposed recommendation based on the responses received (included in Enclosure 14 of the Council agenda).

DISCUSSION: Council Chair Oakley reviewed the proposed recommendation, and the Council expressed support following a brief discussion.

ACTION: The Academic Council approved the following position on the ICAS-Proposed Resolution on the Proper Use of the California High School Exit Exam (CAHSEE) via unanimous consent:

The Academic Council is unable to support the proposed ICAS Resolution on the Proper Use of the CAHSEE in its present form. The Academic Council commends the proposed resolution's intent to draw needed attention to the effects of the CAHSEE, particularly as it impacts students who are powerless to control the quality of education they receive from the state. The Academic Council believes further consideration is needed regarding the goals of the proposed resolution, the evidence and research needed to support its conclusions, and the best means for consensus building among the three segments of higher education in California.

IX. Position Description for the Vice President – International Affairs

- **John B. Oakley, Academic Council Chair**

ISSUE: CCGA, UCEP, UCIE and UCPB have considered the proposed reclassification and change in title of the current Director of International Strategy Development, to become the Vice President for International Policy. The Senate staff has drafted a recommended position, inclusive of the views of the four Senate committees, included in Enclosure 15 of the Council agenda.

DISCUSSION: Council Chair Oakley reviewed the draft letter with Council. One Council member commended the letter, and its inclusive representation of all of the views expressed by CCGA, UCEP, UCIE and UCPB.

ACTION: The Academic Council approved the draft letter on the proposed Vice President for International Affairs position via unanimous consent.

X. ACSCONL – ACSCOLI Updates

1. Lab Contracts

- **John B. Oakley, Academic Council and ACSCONL Chair**

REPORT: Council Chair Oakley is working with University Counsel to prepare documents on the lab contracts for posting on the Senate's website. He expects that these documents will be vetted through the Academic Council at the July meeting.

2. Transition from ACSCONL to ACSCOLI

- **John B. Oakley, Academic Council and ACSCONL Chair**

- **Michael T. Brown, Academic Council Vice Chair, ACSCONL Member**

ISSUE: Council is to determine the membership of ACSCOLI, after already approving a charge and timeline for ACSCOLI at the Council's April and May meetings.

DISCUSSION: Council members deliberated over the suggested membership for ACSCOLI. Concern was expressed about ACSCOLI's effectiveness and the purported direction and role of ACSCOLI now that UC appears to be involved in an arrangement vastly different from originally represented to the faculty in 2005. Council members proposed that the ACSCOLI members should be standing members of Council, and that ACSCOLI should exist as a subcommittee of UCORP. Council Chair Oakley responded, noting that crucial role he expects ACSCOLI to play in the oversight of the labs, notwithstanding the new lab governance models. He added that Council had already approved ACSCOLI's charter, and thus determined its structure. Council members debated whom to appoint to ACSCOLI as members additional to the ex officio members, based on a list of nominees received from UCOC.

ACTION: The Academic Council unanimous appointed the following members to ACSCOLI:

Effective July 1, 2007 through August 31, 2007

- 1. John Oakley, Academic Council Chair and Chair of ACSCOLI, (UCD)**
- 2. Michael Brown, Academic Council Vice Chair (UCSB)**
- 3. Mary Croughan, Immediate {2005-06} Academic Council Past Chair's Designee (UCSF)**
- 4. Chris Newfield, UCPB Chair (UCSB)**
- 5. Wendy Max, UCORP Chair (UCSF)**
- 6. John Oakley, Academic Senate Representative to the Advisory Board of the Lawrence Berkeley National Laboratory (LBNLAB)**
- 7. Michael Colvin, member-at-large, and Academic Senate Representative to the Science and Technology Committee of the LANS LLC Board of Governors (S&T)**
- 8. Nasr Ghoniem, member-at-large (UCLA)**
- 9. Eugene Haller, member-at-large (UCB)**
- 10. Daniel Simmons, member-at-large (UCD)**
- 11. Claire Yu, member-at-large (UCI)**

Effective September 1, 2007

- 1. Michael Brown, Academic Council Chair (UCSB)**
- 2. Mary Croughan, Academic Council Vice Chair and Chair of ACSCOLI (UCSF)**
- 3. Wendy Max, Immediate {2005-06} Academic Council Past Chair's Designee (UCSF)**
- 4. Chris Newfield, UCPB Chair (UCSB)**
- 5. Jose Wudka, UCORP Chair (UCR)**
- 6. John Oakley, Academic Senate Representative to the Advisory Board of the Lawrence Berkeley National Laboratory**
- 7. Michael Colvin, member-at-large, and Academic Senate Representative to the Science and Technology Committee of the LANS LLC Board of Governors**
- 8. Nasr Ghoniem, member-at-large (UCLA)**
- 9. Eugene Haller, member-at-large (UCB)**
- 10. Daniel Simmons, member-at-large (UCD)**
- 11. Claire Yu, member-at-large (UCI)**

XI. University Committee on Academic Freedom (UCAF) Issues

- **John B. Oakley, Academic Council Chair**

- 1. Proposed Student Freedom of Scholarly Inquiry Principles**
- 2. Reimbursement of Legal Fees**

ACTION: These items were deferred to the July Academic Council meeting.

XII. UCOP Proposed Principles for Policy Setting and Compensation Governance

- **John B. Oakley, Academic Council Chair**

ISSUE: The UCOP proposed principles were prepared by the UCOP Governance Work Team in response to The Regents' call to follow-up on the UC compensation audits that were conducted last year. The Work Team's directive was to correct UC policies, and make them consistent for UC administrators who are also Senate members. The Regents retained Mercer Human Resource Consulting to assist in the project, which includes four work groups; Chair Oakley and Vice Chair Brown are participants in the two currently most active work groups. The proposed principles include existing, modified, and new policy-setting and compensation-governance principles, many of which are of interest to the Senate.

DISCUSSION: Council Chair Oakley reported that because the principles could be discussed by The Regents in July, he would like some Senate committees to review the principles as soon as possible to identify possible areas of concern. Council members then discussed the role of the Senate in advising the President on compensation matters. Many Council members noted the document's lack of express recognition of the Senate and its role in University governance.

ACTION: Council Chair Oakley will work with the chairs of UCFW and UCAP and encourage feedback from those committees, focused on a set of specific recommendations to include express reference to the Senate in the Proposed Principles, in time for the July Regents' meeting. The Academic Council will formally act on these recommendations at its July meeting.

XIII. UC Committee on Latino Research (UCCLR) Request to Change Its Status to That of a Multi-Campus Research Unit

- **John B. Oakley, Academic Council Chair**

ACTION: This item was deferred to the July Academic Council meeting.

XIV. Stewardship Review

- **John B. Oakley, Academic Council Chair**

ISSUE: Council members requested this item be placed on the agenda to discuss the stewardship review process for UC senior managers.

DISCUSSION: Vice Chair Brown raised the issue of stewardship review in light of the fact that currently, there is no formal process for the review of senior managers except for deans and chancellors. He suggested that the Council might want to consider discussing whether to craft a

review process for evaluating the performance of particular senior managers. Council members then discussed their experiences with performance reviews of campus administrators, including best practices and outcomes. Some members suggested conducting a thorough review of existing processes first, before drafting new procedures. Council members then debated the advantages and disadvantages of learning the outcomes of a particular review. Council Chair Oakley framed the discussion by focusing on the possible need for performance reviews of senior managers in relation to executive compensation decisions. Council members noted that this is only an initial discussion of the topic, and additional consideration is warranted at future meetings.

ACTION: Council Chair Oakley will work with Vice Chair Brown and UCAP Chair Croughan to create an action plan for the consideration of this topic for the July Council meeting.

XV. UCORP Indirect Cost Recovery

- Wendy Max, UCORP Chair

ACTION: This item was deferred to the July Academic Council meeting.

XVI. New Business

A. From Consent Calendar: Proposed Academic Council Policy on Fiscal Impact Statements

ACTION: This item was deferred to the July Academic Council meeting.

B. Update: Senate Concurrent Resolution 52 (Yee)

REPORT: Council Chair Oakley updated Council members on current activities of the Senate involving SCR 52. He also briefly reviewed the content of the testimony provided at the Senate legislative hearing today in Sacramento by Bob Anderson, chair of the Senate Task Force on Investment and Retirement (TFIR). Chair Oakley also suggested that UCFW prepare a statement on the UC Retirement Plan and performance of the UC Treasurer, for consideration by the Council in July, with the intent that it be distributed widely to UC faculty.

Meeting adjourned at 4:30p.m.

Attest: John Oakley, Academic Council Chair

Prepared by: Michelle Ruskofsky, Academic Council Analyst