

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

ACADEMIC COUNCIL
MINUTES OF MEETING
WEDNESDAY, OCTOBER 26, 2005
CSU EAST BAY, OPDCC2

I. Chair's Announcements

- Cliff Brunk, Chair, Academic Council

Council Chair Brunk welcomed the guests and alternates attending today's meeting, reviewed the Council agenda, and introduced two letters distributed to Council from Provost Greenwood dated October 25, 2005, regarding the California Institutes for Science and Innovation and the Academic Council Science and Mathematics Initiative Group. Council Chair Brunk's announcements also included the following: (1) UCPB and UCORP will be asked to review the *Draft Guidelines for Non-Competitive Funding* on behalf of Council due to the short timeframe for a Senate response; and (2) Vice President Doby is assembling the Student Mental Health Task Force, and Chair Brunk requested Council's assistance in naming two (or possibly more) Senate representatives to the group.

II. Consent Calendar

- Approval of the September 28, 2005 minutes
- Approval of the November 9, 2005 Assembly meeting agenda
- Approval of UCPB's Revised Resolution on Maintaining the Public Status of the University of California

ACTION: A motion was made to remove the following items from the Consent Calendar to New Business, Item X: (1) approval of the November 9, 2005 Assembly meeting agenda, and (2) approval of UCPB's Revised Resolution on Maintaining the Public Status of the University of California.

ACTION: The September 28, 2005 minutes were unanimously approved as written.

III. Senior Management (Leadership) Compensation, Proposals of the Regents' Committee on Finance 9/22/05 Item RE-61, *Policies on Universitywide and Senior Leadership Compensation, and Procedures for Senior Leadership Compensation*

- Cliff Brunk, Academic Council Chair
- John Oakley, Academic Council Vice Chair, and Academic Council Subcommittee on Faculty-Senior Management Salaries Chair
- Bob Miller, Mercer Human Resources Consulting Firm
- Randy Scott, Executive Director, UCOP-Human Resources and Benefits, Policy and Program Design
- Joseph Mullinix, Senior Vice President, UCOP-Business and Finance

ISSUE: Council first discussed Regents' Item RE-61 at its September 28, 2005 meeting, where Mr. Miller presented a condensed version of the Mercer report, "UC Total Remuneration: Current Situation and Planning for the Future," which entails the following three

recommendations: (A) work to bring all UC salaries up to market comparability over a ten year period; (B) adopt new procedures for setting salaries for senior leadership; and (C) augment funding of salaries over \$350,000 with private funds for 42 senior leadership positions. Chair Brunk invited Mr. Miller and Executive Director Scott to today's meeting to answer Council members' follow-up questions on RE-61. Council members are also expected to discuss the potential of a Council and/or Assembly resolution on RE-61 to convey a faculty viewpoint to the Regents at their November meeting, when the Regents will be acting on the issue.

DISCUSSION – RE-61.C: Chair Brunk provided a brief background on RE-61 and its three recommendations. Council members noted personal and widespread constituent opposition to RE-61.C and expressed the need for a clear Senate statement against private fundraising for senior management salaries regardless of the Regents' intentions to act or not act on RE-61.C at the November Regents meeting.

DISCUSSION – RE-61.A and RE-61.B: Senior Vice President Mullinix explained to Council the origin of RE-61 and Mercer's involvement in the report to the Regents. Mr. Miller then fielded questions and concerns from Council members regarding the Mercer report's methodology and assumptions made about UC's total remuneration. Despite Council members' problems with the Mercer report's methodology, members decided to move forward with adopting a broad Council resolution on UC's compensation priorities.

ACTION: A motion was made and seconded to approve the *Resolution of the Academic Council in Opposition to the Use of Private Funds for Senior Leadership Salaries*: "Council opposes RE-61.C on its own terms, and applauds the Regents withdrawing the item from further consideration."

ACTION: A motion was made and seconded to approve the *Resolution of the Academic Council on Proper Compensation Priorities*, a combination of a resolution submitted by four members of the Academic Council and a separate resolution submitted by the University Committee on Planning and Budget (UCPB).

ACTION: The above resolutions will be (1) posted on the Senate website, (2) placed on the November 9, 2005 Assembly agenda, and (3) communicated to the Regents by the Faculty Representatives to the Regents, Council Chair Brunk and Council Vice Chair Oakley.

IV. Consultation with the Office of the President – Senior Management

- Robert Dynes, President
- M.R.C. Greenwood, Provost and Senior Vice President, Academic Affairs
- Joseph Mullinix, Senior Vice President, Business and Finance
- Bruce Darling, Senior Vice President, University Affairs
- Lawrence Hershman, Vice President, Budget
- Rory Hume, Executive Vice Provost, Academic Affairs

REPORTS: UC's senior managers presented the following reports to the Academic Council:

President Dynes

Visit to China. President Dynes expressed great optimism about his recent visit to China, where Chinese leaders are attempting to build a university system similar to that outlined in the

California Master Plan. President Dynes has made it a point to emphasize the “Ten Plus Ten” plan for California’s economic benefit, and the Governor is expected to do the same when he visits China in the near future. President Dynes saw an enormous reverence for higher education while in China, and heard from numerous students that “my dream is to attend the University of California.” He also discussed the California Institutes for Science and Innovation as premier examples of UC integrating its inter- and intra-campus strengths.

UC Merced. The local Merced community attended the UC Merced opening on Labor Day 2005 in large numbers and expressed great pride for the new UC campus, as did the 1000 entering students who marched in the opening procession.

Plight of Public Universities. President Dynes noted that people across California and the nation are beginning to realize that public universities, with UC at the forefront, are under extreme financial stress. He read a quote from the Sunday *New York Times* expressing this sentiment, and relayed figures showing the dramatic decrease in state spending for UC over the past 20 years, while at the same time state support for K-12 education and prisons, among other programs, has dramatically increased. President Dynes and other senior managers are actively communicating to state leaders the important connection between UC’s graduate and professional school students with the California economy.

Provost Greenwood

November Regents Agenda. Provost Greenwood is hopeful that the Regents will pass the UC budget. Other items on the Regents’ agenda include two presentations led by Academic Affairs: (1) a presentation on faculty hiring/promotion and the post-tenure review process, in consultation with Chair Brunk, and (2) a presentation on transfer and articulation.

California Institutes for Science and Innovation. Council was presented today with a revised version of the Provost’s September letter, incorporating UCPB Chair Glantz’s comments from the September Council meeting. Provost Greenwood also announced that the first institute to be reviewed will most likely be CalIT2, with more details forthcoming.

Campus Visits. Provost Greenwood noted that she and Vice Provost Hume are enjoying their campus visits and discussions with campus members focusing on graduate education and graduate student support. Also joining in the campus visits are members of the Committee on Professional and Graduate Education Planning. They have visited six campuses so far, and look forward to visiting the other four in the near future.

Earmarking Policy. Provost Greenwood repeated UC’s position against federal earmarking of funds for UC, and noted that the draft guidelines are currently out for review.

Academic Council Science Mathematics Initiative Group (SMIG). Council was also presented today with a revised version of the Provost’s September letter on the SMIG, incorporating all of the concerns expressed at the September Council meeting. Provost Greenwood looks forward to moving ahead with Council on this important initiative.

Senior Vice President Mullinix

November Regents Meeting. The annual actuarial study for UC’s pension plan and an asset liability study will be presented to the Regents along with recommendations concerning UC’s long term needs. Representatives from Mercer Human Resources Consulting will also be available at the Regents’ meeting to discuss RE-61 and UC’s overall compensation plan.

Compensation and Benefits Review. UCOP is continuing to review UC’s pension plan and the restart of employee contributions to UCRP, with consideration of a wide range of options.

Deloitte Consulting has been employed to study the impact of the Governmental Accounting Standards Board (GASB) accounting rules for retiree health plans.

UCOP Building Issues. UC issued an RFP early this year intending to consolidate all UCOP units into one location in Oakland, with the intention of realizing long-term savings in rent and other expenses. The Regents are expected to vote on a proposal at their November meeting.

UC Efficiency Measures. UCOP is currently discussing with the Regents' Grounds and Buildings Committee certain efficiency measures being instituted across UC relating to construction cost review, acquisition policies, accountability measures, and use of space.

Public Records Act Requests. UCOP has received multiple external requests for data on many types of Public Records Act requests. UC is responding to the requests to the extent required by law and intends to investigate any such allegations that may result, and act as appropriate.

Senior Vice President Darling

Congratulations to Stan Glantz. Senior Vice President Darling joined the other senior managers and Council in congratulating Stan Glantz (UCPB Chair (UCSF)) in his recent election to the Institute of Medicine.

Public Records Act Requests. Data has been requested on senior management compensation, and UCOP's home loan program. Senior Vice President Darling expects certain newspaper articles to appear before the November Regents meeting.

Federal Budget. Senior Vice President Darling expressed that UC is experiencing difficult times in the federal budget arena, specifically related to savings and tax cuts amounting to a huge shift in expenditures, with expected cuts to Medicare and Medicaid, subsidies for student loan lenders, other subsidy programs, and changes to student loan interest rates. At present, the House and the Senate are undergoing reconciliation of the Higher Education Act and UC looks forward to more funds being made available for students and student loan programs.

Vice President Hershman

2006-07 UC Budget Plan. Vice President Hershman will present the 2006-07 UC budget for approval at the November Regents meeting. The budget follows UC's commitment to the Compact, including increases in student fees for undergraduate, graduate and professional school students, and UC expects the same commitment from the state despite its five to six billion dollar fiscal problem. The budget plan also includes an increased compensation plan for faculty and staff, up four percent for continuation costs, merit pay, and COLAs, and funding for enrollment increases. UC is continuing to pursue the following initiatives related to the 2006-07 budget: changes in the marginal cost formula, lowering the student-faculty ratio, increasing support for graduate students and return-to-aid for undergraduates, committing savings from UC's strategic sourcing initiative to graduate student support, eliminating non-resident tuition for students who have advanced to candidacy, permanent funding for student academic preparation programs, and committing state funding to UC's capital programs.

Professional School Fees. The 2006-07 budget plan includes one budget-year of fee increases, however discussions are taking place over the next several months with UC's senior managers regarding future fee increases and consensus on a statement of guiding principles on fee levels, differences from campus to campus, and long range planning.

Executive Vice Provost and Vice President Hume

Collaborations with the Senate. The following four collaborative activities with the Senate were announced, with more details to come in the upcoming months: (1) review of the UC Education Abroad Program (UCEAP); (2) review of activities in support of research within UCOP; (3) review of the Health Sciences strategic plan; and (4) establishment of a broadly constituted systemwide information technology coordination and planning group.

DISCUSSION: Council members discussed with the senior management a wide variety of topics, including UC's efforts on behalf of minority recruitment, Senate responsibilities to Public Records Act requests, and other topics as follows:

Science Mathematics Initiative (SMI). President Dynes noted the importance of SMI, UC's crucial role in instituting this novel program, and that he is fully devoted to SMI's success. Funding estimates show that the program will cost approximately \$25,000 per student in addition to the cost of producing a baccalaureate, and funding support is expected from the state and federal governments, private enterprise, the campuses, and chancellors' fundraising efforts. State industry has already contributed five million dollars to SMI. Concerning Senate review of the SMI program, Provost Greenwood noted that this is the purpose of the Academic Council Science Mathematics Initiative Group (SMIG), and that systemwide Senate review of SMI is not intended at the present time.

Graduate Education. One Council member questioned Provost Greenwood concerning the role of the Senate in developing strategies for increasing graduate student support. Provost Greenwood directed Council members to the Graduate and Professional School Funding Committee, chaired by Professor Attiyeh, and recognized that perhaps the committee's charge needs to be reevaluated. Another Council member questioned senior management on its efforts to confront the larger issues of graduate student education, including the Compact's effect on graduate student fees, privatization and the shift away from public support of UC towards private support, and the decline in UC quality. President Dynes was adamant that UC's first priority is graduate education and the governor is aware of these issues, that the Compact is a floor and not a ceiling, and that the stage has been set with state leaders to increase support of UC's graduate enterprise. Senior Vice President Darling noted that his goal is to increase both public and private support, and invited interested Council members to review a presentation he made to the Regents on these issues.

California Institutes for Science and Innovation (Cal ISI). UCPB Chair Glantz requested that the Provost's office provide a detailed policy in advance of the following week's meeting on the Cal ISIs, in addition to the Provost's letter received by the Council prior to today's Council meeting.

V. Regent Eric G. Juline

- Eric G. Juline, Regent

INTRODUCTION: Following a welcome and introductions from Council Chair Brunk, Regent Juline expanded upon his biography and professional background. He then detailed his most recent work as president of the Alumni Associations of the University of California (AAUC), and as past president of the UCLA Alumni Association. This year, the AAUC is focusing on four main projects: UC Day, students and student relations, an annual report/case statement for alumni relations, and an all-UC event for alumni support. Lastly, Regent Juline requested Council and the faculty's support of alumni relations in the following areas: (1) support alumni

fundraising endeavors and their advocacy work on behalf of all UC students, faculty and academic departments; (2) support the student cultivation process from students' first year through graduation; (3) encourage faculty to relay personal stories about alumni relations and support to their students; and (4) widely communicate to all interested parties UC's message to increase graduate student support, and its importance to the California economy.

DISCUSSION: Council members queried Regent Juline and the Regents' general understanding of the crisis in graduate education and the notion of privatization. Regent Juline expressed ways in which faculty could be more effective in communicating these issues to the Regents, including more analytical and scholarly pieces on areas of broad concern to the UC community. One Council member questioned Regent Juline's approach to alumni relations with the Academic Senate and the campus Senates, and the AAUC's approach to UC fundraising. Regent Juline noted that some campus Alumni Associations have faculty as members, and that faculty could work with their campus foundations to better support their capital campaigns. Lastly, Council members inquired into the Regents' understanding and approach to faculty housing issues and the quality of UC's doctoral programs. Chair Brunk then expressed his gratitude on behalf of the Council to Regent Juline for attending today's meeting and for his passionate advocacy as a member of the Board of Regents.

VI. The Establishment of an Academic Council Science Mathematics Initiative Group

- Cliff Brunk, Academic Council Chair

ISSUE: Council is continuing its discussion begun at the September Council meeting of the formation of an Academic Council Science Mathematics Initiative Group (SMIG), including the appointment and selection of SMIG's membership, chair and details of SMIG's charge.

DISCUSSION: Council Chair Brunk briefly recapped the timeline of SMIG-related activities since the September Council meeting, including Provost Greenwood's resubmitted letter to Council, now dated October 25, 2005. Some Council members noted issues with the letter's wording about the Senate's authority in approving courses and curriculum, but Council decided to accept the Provost's letter regardless. Council members then discussed the specific crafting of SMIG's background, charge, membership and term provisions contained in the charge document (see agenda enclosure 9). Council generally felt the need to create a bottom-up approach to SMI, and consensus was built around having SMIG be representative of each of the ten divisions and the creation of an eleven-member group. Council then moved into executive session

ACTION: A motion was made and seconded to make the following changes to the Academic Council Science Mathematics Initiative Group charge and membership document: (1) edit the second paragraph of the SMIG "Background" provision (2) add a sunset clause to the SMIG "Membership and Term" provision; and (3) add new language to the SMIG "Charge" provision.

ACTION: A motion was made and seconded to edit the SMIG "Membership and Term" provision to read as follows:

1. The SMIG will consist of eleven members of the Academic Senate, including ten divisional representatives, with one member selected from each campus, and one at-large SMIG Chair.

2. **The ten members of the SMIG will be selected by the Chair of the Academic Council in consultation with the interim SMIG Chair, Alice Agogino (UCB), from a list of member nominations submitted by each of the ten divisions.**
3. **The SMIG Chair will be appointed by the Chair of the Academic Council, in consultation with the interim SMIG Chair, and with final concurrence of the Academic Council.**
4. **The interim SMIG Chair will serve for the first three meetings of the SMIG.**

VII. The Selection of the 2006-07 Academic Senate/Council Vice Chair

- John Oakley, Academic Council Vice Chair

ISSUE: Council had requested a review of the process and criteria for the selection of the 2006-07 Academic Senate Vice Chair, and a discussion of this year's selection process and nomination schedule.

DISCUSSION: Council members briefly discussed the selection and nomination processes used in the past couple Vice Chair election cycles. Council Vice Chair Oakley expressed the need to resolve the nomination process as soon as possible to avoid a nomination that occurs too early in the year versus too late in the year. Council members agreed that more detailed information and a draft proposal would be helpful to shape the discussion at the November Council meeting.

ACTION: Council members will be provided with (1) a proposal for the 2006-07 Academic Senate Vice Chair selection process, and (2) procedures used in the past two years for the Academic Senate Vice Chair selection process, before the November 30 Council meeting.

VIII. The Implementation Task Force on Reporting Faculty Instructional Effort Final Report

- Cliff Brunk, Academic Council Chair

ISSUE: The Implementation Task Force on Reporting Faculty Instructional Effort Final Report was prompted a number of years ago by a Bureau of State Audits report examining whether UC was fulfilling its obligation with regard to instituting new courses. In response, President Atkinson instituted a "1000 New Courses" program, which UCOP began to implement with much campus chagrin. Thereafter, task forces were instituted to change the metric on how the institution of new courses was assigned to the campuses, as well as reported to the state. The first task force established a "total instructional effort" concept, and a follow-up task force modified the categories reported. Now the "total instructional effort" concept is due for implementation, as detailed in the final report of the Implementation Task Force on Reporting Faculty Instructional Effort, at issue here. Council Chair Brunk reported that a significant amount of Senate input and review was sought during the Task Force report's development, and included in the final report. Council Chair Brunk expressed his preference that the Council forego recommending another round of Senate review, and instead endorse the report and begin implementation of its recommendations in order to see what, if any, problems may exist.

DISCUSSION: Council members inquired into the level of campus Senate review incorporated into the final Task Force report, and Council Chair Brunk replied that to his knowledge, the UCLA Senate chair and vice chair provided input at the campus level. Another Council member provided comments on the report's framework related to the class equivalence calculations, the

course-to-FTE figures, and the specific FTE denominator used. A number of Council members agreed that systemwide Senate review of the final Task Force report is unnecessary at this moment, but that review of the implementation processes by the campuses two years after they have begun implementation would be beneficial.

ACTION: A motion was made and seconded to (1) endorse the Implementation Task Force on Reporting Faculty Instructional Effort Final Report, and (2) recommend to the campuses to begin the implementation process with a review of the process in two years.

IX. Joint Senate-Chancellors Meeting

- Cliff Brunk, Academic Council Chair
- Academic Council Members

REPORT: Council Chair Brunk reported that the joint Senate-Chancellors meeting will take place on April 5, 2006, and that Council members should submit agenda items to him as soon as possible.

DISCUSSION: Due to other pressing agenda items, discussion of the joint Senate-Chancellors meeting agenda did not take place.

ACTION: Discussion of the April 5, 2006 joint Senate-Chancellors meeting and possible agenda items will continue at a future Council meeting.

X. New Business

ACTION: A motion was made and seconded to include present agenda Item XI (New Business – Proposed Assembly Resolution(s) on RE-61 (action)) as Item VII.A.1 (Academic Council Report) on the November 9, 2005 Academic Assembly agenda.

ACTION: A motion was made and seconded to (1) approve the UCPB Revised Resolution on Maintaining the Public Status of the University of California, as written, (2) forward the resolution to President Dynes and the Long Range Guidance Team, and (3) post the resolution on the Academic Senate website.

Meeting adjourned at 4:30 p.m.

Attest: Clifford Brunk, Academic Council Chair
Prepared by: Michelle Ruskofsky, Policy Analyst

Distributions:

1. M.R.C. Greenwood, Provost, October 25, 2005 letter to Clifford Brunk, Chair, Academic Council re: California Institutes for Science and Innovation.
2. M.R.C. Greenwood, Provost, October 25, 2005 letter to Clifford Brunk, Chair, Academic Council re: Academic Council Work Group on the Science and Mathematics Initiative.