

ACADEMIC COUNCIL ANNUAL REPORT 2014-15

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Academic Council is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the President on behalf of the Assembly, and has the continuing responsibility through its committee structure to investigate and report to the Assembly on matters of University-wide concern. The Academic Council held eleven regular meetings and additional conference calls during the 2014-15 year to consider multiple initiatives, proposals, and reports. Its final recommendations and reports can be found on the [Academic Senate website](#). Matters of particular import for the year include:

BUDGETARY ISSUES

Monthly Budget Briefings

The President, Provost, and other senior UC leaders updated Council regularly about the progress of budget negotiations in Sacramento, the Long-Term Stability Plan for Tuition and Financial Aid, the Committee of Two process, the status of alternative funding plans for UC, enrollment planning, tuition policy, UCRP funding, investment priorities, and other budget matters. Administrators briefed Council on their efforts to inform and educate legislators and UC Regents about the University's cost-saving initiatives, options for adjusting cost drivers and revenues, and the revenue needed to maintain UC's excellence and accessibility. Council members emphasized the need for UC to educate students and policymakers about UC's research and graduate education roles and its efforts to support access for low-income students and California residents, and the need to reinvest in academic quality through measures such as reducing the student-faculty ratio; increasing funding for faculty start-up costs; providing competitive total remuneration for faculty; and increasing graduate student support to competitive levels. A subset of Council members also participated in monthly budget briefing teleconferences for faculty and senior administrators hosted by the Provost.

Budget Engagement Plan

Following the Regents' approval of the UC Long-Term Stability Plan for Tuition and Financial Aid, the Council Chair and UC Provost collaborated on an engagement plan for UC faculty. Campus Senate offices were asked to distribute a letter from the President to all faculty with information and talking points about the budget stabilization plan, which also encouraged faculty to talk publicly about how their teaching, research, and public service contributes to the University's excellence.

Senate Review of Programmatic Elements in the Budget Agreement

Council discussed a plan to ensure faculty involvement in the development and implementation of 14 academic initiatives included in the budget agreement with the state. These include developing three-year degree specifications for 10 of the top 15 majors on each campus; reviewing curricular requirements for 75% of majors and reducing, when possible, the number of required upper division courses to 45; revisiting current policies for awarding UC credit for AP exams and other placement tests; and using the Course Identification Numbering System as a supplemental numbering system for UC courses. Senate leaders identified specific initiatives in which Senate divisions and Systemwide committees should be involved or consulted, and asked Senate chairs to identify

appropriate review bodies and experts on each campus. BOARS and UCEP were asked to coordinate campus reporting and to lead efforts that require systemwide involvement.

Sustainable Investing Policy

The UC Chief Investment Officer joined Council in October and July to discuss UC's work to establish an Environmental, Social, and Governance (ESG) framework for a sustainable investment policy recommended by a Task Force convened by the Regents to consider the issue of divestment from fossil fuels. The Council chair and vice chair participated in the Task Force, and UCPB, UCFW, and UCFW's Task Force on Investment and Retirement (TFIR) analyzed its recommendations and agreed with concerns expressed about divestment. UCPB, UCFW, and TFIR also reviewed and supported a draft version of the framework.

Letter of Concern about Shared Governance and Senate Consultation

In August, Council forwarded to President Napolitano a statement of concern from UCPB about UCOP's failure to substantively consult with the committee on UC budget policy during the 2014-15 academic year and about the extent to which decisions with significant academic and monetary impacts were made without input from UCPB or other Senate committees. The Council letter also expresses concerns about a more general lack of shared governance in decision-making and highlights several instances in which the Senate was insufficiently consulted on issues where its advice would have made a positive difference,

FACULTY WELFARE ISSUES

Faculty Salaries Work Group

A joint work group (chairs of UCPB, UCFW, UCAAD, and UCAP, the UCB vice provost for academic personnel, the UCSC vice provost for academic affairs, and the UCSD associate vice chancellor for academic personnel) met to discuss options for distributing a 3% increase in the faculty salary pool included in the 2015-16 UC budget, as well as long-term solutions to the faculty salary lags noted in a 2014 comparative [study](#) of general campus faculty total remuneration. The work group sent the President two options for the 3% adjustment: apply the increase to 1) both the on-scale and off-scale components of ladder-rank faculty salaries or to 2) the on-scale portion of salary only. The work group did not reach consensus about a preferred option, but voted narrowly in favor of "Option 2" and agreed that the increase should be implemented at all campuses on an across-the-board basis. The Vice Provost for Academic Personnel also met with Council to discuss the recommendations as they were being developed.

Statement on Plan for New Pension Options

Council discussed the provision in the state budget agreement that requires UC to develop new pension options for employees hired after July 1, 2016. Council members expressed strong concerns about the effect a new pension tier with a pensionable salary cap could have on the recruitment and retention of UC faculty. In August, Council sent President Napolitano a formal [statement](#) expressing concern about the decision to impose a cap and urging the Task Force charged by the President to design and develop the new retirement plan to consider options that will preserve the current value of benefits in the UC retirement system.

Health Care Benefits

The UCFW chair briefed Council on issues related to UC employee medical plans, including UCFW’s concerns about the long-term sustainability of UC Care and a plan to implement a new “self-funded” UC Care HMO plan. UCFW and its Health Care Task Force followed these issues closely, and will be monitoring the cost of UC Care, investigating the feasibility of a self-funded HMO plan, and considering strategies for ensuring that UC’s medical plans provide equivalent options at all campuses.

Request for Special Joint Health Care Task Forces

Council [endorsed](#) a UCFW recommendation that the administration establish two special joint Senate-administration task forces to investigate designated health care issues. The first would investigate equity of UC employee access to affordable, quality health care regardless of location. The second would investigate the most appropriate structure and provider for mental health care delivery – specifically, whether UC should continue to carve-out mental health care from its general health insurance plans or move to an integrated model.

GRADUATE EDUCATION ISSUES

Doctoral Education Conference Recommendations

Council discussed a set of [recommendations](#) for enhancing doctoral student support developed at an All-UC conference held in spring 2014 and subsequently refined by a Steering Committee. The recommendations included proposals and best practices related to non-resident supplemental tuition (NRST), competitiveness in net stipends, professional development, and diversity. The systemwide review of the recommendations revealed a general consensus for maintaining existing campus policies and practices around NRST and multi-year offers. The Council chair had hoped to present the recommendations to the Regents in January, but after Regents expressed disappointment that they would not be presented with a comprehensive action plan they could vote on, a decision was made to withdraw the item from the agenda.

Proposed Amendments to Senate Regulation 682

Following a systemwide Senate review, Council approved CCGA’s [proposed amendment](#) to SR 682 to change a provision specifying the interval between the filing of advancement to candidacy for a Master’s degree and the conferral of the degree. The revision eliminates the requirement that a Master’s degree candidate file in the academic term prior to the one in which the student anticipates completing work for the degree, allowing individual Graduate Councils to decide the timeframe for advancement to candidacy.

Degree Approvals

Following recommendations from CCGA, Council approved UC San Diego’s [proposed “simple” name change](#) from the School of International Relations and Pacific Studies to School of Global Policy and Strategy, UCLA’s [pre-proposal for reconstitution](#) to establish the Herb Alpert School of Music and redefine the School of the Arts and Architecture, UC Berkeley’s new [Master of Earthquake Engineering](#) (MEE), and UC Los Angeles’s new [Master of Applied Statistics](#) (MAS).

UNDERGRADUATE EDUCATION ISSUES

Innovative Learning Technology Initiative

The UC Provost briefed Council regularly on the [Innovative Learning Technology Initiative](#) (ILTI), ILTI's release of a third RFP to UC faculty for the development of online undergraduate courses, and the development of a communications "hub" to facilitate cross-campus registration and enrollment processes for systemwide online courses offered through ILTI

Meaning of a UC Degree

Council discussed Regent Kieffer's request to the Academic Senate for a series of presentations at Regents meetings on the "meaning of a UC undergraduate degree," how the meaning compares to other universities, and how it has changed over time. In March, the UCB Chancellor and Senate Chair made a joint [presentation](#) to the Regents on the origins and structure of American undergraduate education that helped address Regent Keiffer's request.

CCC Bachelor's Degree

Council discussed a new pilot program signed by Governor Brown that will allow up to 15 California Community Colleges to offer bachelor's degree programs in certain vocational fields not currently offered at a UC or CSU campus.

ADMISSIONS ISSUES

Transfer Streamlining and New Pathways

The Senate led an effort to implement a [Transfer Action Team](#) recommendation to streamline the transfer admission pathways from the California Community Colleges to UC by aligning the preparation requirements for specific majors across UC campuses. President Napolitano encouraged Council to facilitate the completion of 10 transfer preparation agreements by fall 2015 and 11 more the following year. Council members expressed support for aligning pre-major requirements, as a way to help students prepare simultaneously for multiple UC campuses and to help UC attract and enroll better prepared transfer students. Division chairs helped assemble lists of campus faculty and academic administrators responsible for evaluating and/or deciding transfer preparation requirements for the ten majors. Chair Gilly and Vice Chair Hare led three April workshops that brought together these campus representatives to identify a single set of major-specific lower division coursework for community college students to follow as preparation for transfer admission in each major at all nine campuses. BOARS, UCEP, and Division Chairs helped monitor the review and approval of the pathways on the campuses. UC Senate and administrative leaders met with CSU and CCC to discuss the new pathways. A [website](#) detailing the pathways went live on July 1, and the Senate office is scheduling meetings for 11 additional majors in October.

Berkeley Admissions Policy

Council discussed a recommendation from BOARS to the Berkeley Senate division that Berkeley delay implementation of its new freshman admissions policy for one year. Council members helped forge a compromise agreement in which Berkeley will implement its new scoring system as outlined in its policy, but for 2015-16 will only solicit letters of recommendation from applicants ranked as "possible" through the predictive index, as well as from any others ranked "possible" later in the review process. It is expected that UCB will work with BOARS in assessing the efficacy of the new procedure.

BOARS Proposal to Adjust the Eligibility Construct

Council discussed a BOARS proposal to adjust the “9-by-9”eligibility policy to “7-by-7,” and asked BOARS to simplify and clarify the proposal to help promote informed discussion at the campuses, before sending it back to Council for a possible systemwide review. BOARS decided ultimately to table the proposal.

ICAS Statement of Competencies in the Natural Sciences

Council forwarded comments from BOARS and UCEP to the Intersegmental Committee of Academic Senates (ICAS) regarding a draft *ICAS Statement of Competencies in the Natural Sciences Expected of Entering Freshmen* outlining the competencies expected of high school graduates in the context of the implementation of the Next Generation Science Standards (NGSS).

RESEARCH ISSUES

Guidelines for Pilot Program to Accept Equity for Access to University Facilities or Services

In June, Council sent a letter to the Interim Vice President for Research and Graduate Studies expressing [substantial concerns](#) about a pilot program that would allow the University to accept equity stakes (stock) for access to University facilities or services, and encouraging a major revision.

Operational Review of UCOP Office of Research and Graduate Studies

Council sent President Napolitano a [letter](#) noting that in the context of the search for a new Vice President for Research and Graduate Studies (ORGS), the current ORGS structure provides strong academic support for graduate academic programs and systemwide research initiatives. The letter recommended keeping systemwide research and graduate studies functions, along with any new entrepreneurialism and innovation functions, in the Office of Academic Affairs, and also reiterated Council’s [July 2014 request](#) that UCOP establish a target funding level of 3% of the overall systemwide research budget for faculty-led systemwide research programs.

UC Ventures and Innovation Council

The UC Chief Investment Officer joined Council in October to discuss “UC Ventures,” a \$250 million venture-capital fund that will evaluate and finance faculty startup proposals. The initiative and the need for ongoing Senate involvement were discussed. Council also discussed the role of the President’s new Innovation Council, a group of business leaders she has empanelled as advisers on technology and entrepreneurship. The Senate provided names for two of the Innovation Council’s five working groups.

UCORP Letter re the Compendium and MRPIs

Council endorsed and forwarded to the Academic Planning Council a recommendation from UCORP to exclude from [the Compendium](#) a description of multi-campus research programs and initiatives (MRPIs).

DIVERSITY ISSUES

Revision to APM 210-1-d (Review and Appraisal Committees)

In December, Council [rejected](#) a set of proposed [revisions](#) to APM 210-1-d that were intended to address confusion from campus CAPs about how to implement the APM’s provision regarding the

role of contributions to diversity and equal opportunity in the academic personnel process. The Council Chair subsequently charged a work group (chairs of BOARS, UCAAD, UCAP, UCEP, and the UCSD division) to propose improvements to the wording of APM 210-1-d that could be accepted. The work group based its efforts on broad agreement by reviewers that faculty efforts in promoting equal opportunity and diversity should be evaluated and credited on the same basis as other contributions, but should not be understood to constitute a “fourth leg” of evaluation, along with research, teaching, and service; and should not receive more credit than others simply on the basis of their subject matter. In May, Council [unanimously endorsed](#) the work group’s new revision, which was issued by the Office of Academic Personnel in July.

Faculty Salary Equity Studies

Council reviewed salary equity study reports submitted by campuses in response to the former UC President’s mandate that campuses define a campus-based methodology for assessing salary equity on the basis of gender and ethnicity and conduct a study at least once before 2015. UCAAD also briefed Council on issues it wants to pursue with respect to the reports.

Campus Climate Surveys

Provost Dorr briefed Council about a meeting of campus representatives assigned to coordinate responses to the [Campus Climate Survey](#) results, where goals, metrics for determining progress, and UCOP’s role were discussed.

Letter on Faculty Equity Advisors

UCAAD briefed Council on its discussions, conclusions, and recommendations about the use of Faculty Equity Advisors (FEAs) across the UC system.

GOVERNANCE

Senate Bylaw 128.D.2 (Vice Chairs)

Following a systemwide Senate review, Council recommended [amendments to Senate Bylaw 128.D.2](#) as proposed by the University Committee on Committees, which provide that the vice chairs for all standing systemwide committees whose membership is governed by SBL 128 be at-large members. The Assembly approved the amendment, which also eliminates the requirement that the vice chairs of committees not represented on Council be selected from among the divisional appointees of the corresponding local campus committee and regularizes the requirement that systemwide committee vice chairs have experience as members of their local committee.

Senate Bylaw 182 (University Committee on International Education)

Following a systemwide Senate review, Council declined to endorse [proposed revisions](#) to Senate Bylaw 182, proposed by the University Committee on International Education to formally expand UCIE’s charge to an advisory role on a broad range of systemwide international issues and activities. Council encouraged UCIE to explore other ways to meet its goals that may or may not involve a bylaw change.

Senate Bylaw 140 (University Committee on Affirmative Action and Diversity)

Council agreed to circulate for systemwide review UCAAD’s proposal to change its name to the University Committee on Affirmative Action, Diversity, and Equity.

OTHER BRIEFINGS

Presidential Briefings: President Napolitano joined most Council meetings with her Chief of Staff and Senior Policy Advisor to exchange views with Council members about a range of topics, including the University budget, political climate, transfer admission, diversity, health care and benefits, and alternative revenue sources for the University. The President also spent a portion of each meeting updating Council on the progress of her initiatives.

Visit from Regent Ortiz Oakley: Regent Eloy Ortiz Oakley visited Council in April to discuss the need for UC to create clearer transfer pathways from the community colleges, increase student and faculty diversity, and make better use of limited resources to serve the educational needs of Californians.

Guests from Governor's Office and DOF: Four guests from the Governor's Office and Department of Finance joined Council in April to discuss higher education issues, including online education; policies and practices for credit by examination; the faculty's role in managing costs and efficiencies; and persistency, time-to-degree, and career opportunities for graduate students.

Visit from New Senior Vice Presidents: The new Senior Vice Presidents for Public Affairs and Government Relations joined Council in January to discuss their respective roles and efforts to enhance systemwide and campus-based communications and advocacy efforts in order to increase the public's understanding of the University's work.

Visit from New Chief Operating Officer: UCOP's new Executive Vice President – Chief Operating Officer briefed Council on her role as leader of the departments of Human Resources, Information Technology Services, Energy & Sustainability, the UC Path Center, and UCOP administrative services.

President's Challenge Grant Program: The Director of UC Research Initiatives discussed President Napolitano's new Challenge Grant Initiative that will award a total of \$10 million over three years to faculty research proposals in a competitive peer review process administered by the Office of Research.

The Conversation: The Executive Director of the UC Research Grants Program Office and the Executive Director of University Relations & Development for the online publication "[The Conversation](#)" joined Council to discuss opportunities for UC faculty to contribute research articles to the *Conversation*, a new not-for-profit, faculty-driven, open source publication.

OTHER ISSUES

Statement on Academic Freedom and Civility

Council issued a [Statement on Academic Freedom and Civility](#), drafted and proposed by the University Committee on Academic Freedom, emphasizing the preeminent value of academic freedom in campus speech in response to concerns that recent efforts to encourage civil discourse

on campus have the potential to chill free speech. Chair Gilly asked Senate offices to disseminate the statement to faculty and make it available on academic freedom committee websites.

Open Access Policy Funding

In March, Council sent a [letter](#) to UCOP in support of continued funding for the systemwide implementation of the [Open Access Policy](#) adopted by the Senate in 2013. Council also reviewed and discussed the University Committee on Library and Scholarly Communication's 6-month implementation review report for the policy.

ACSCANR Role in ANR Funding Task Force

Council sent a [letter](#) to President Napolitano and Executive Vice President Brostrom conveying the Academic Council Special Committee on Agriculture and Natural Resources' (ACSCANR) concerns about a proposal to change the source of ANR's funding and ACSCANR's expectation that it will participate in the work of a Task Force being appointed to examine ANR's future financial and business structure.

Proposed Presidential Policy on Sexual Harassment and Sexual Violence

Council conveyed the [substantial concerns](#) expressed by Senate reviews about a proposed Revised Presidential Policy on Sexual Harassment and Sexual Violence.

REVIEW OF THE ACADEMIC PERSONNEL MANUAL (APM)

In addition to APM 210-1-d, Council reviewed several proposed modifications to the Academic Personnel Manual. In November, Council [endorsed](#) the final review revisions to Whistleblower Protection Policy and APM 190 Appendix A-2. In December, Council asked for [additional clarifications](#) to proposed revisions to APM 080, which clarify procedures for separating faculty members who are unable to perform their duties due to a disability or medical condition, and APM 330, which clarify the duties and responsibilities of individuals appointed to the Specialist title series. Council later [endorsed](#) the modifications to APM 080 during the final review stage. In December, Council sent [comments](#) about proposed revisions to APM 133-17-g-j, 210-1-c, 220-18-b and APM 760-30-a, which expand the permitted reasons for stopping the eight-year service limitation "tenure clock" to other personal circumstances, and later [endorsed](#) the final review revisions to APM 133-17-g-j. Council [requested](#) additional modifications to a set of proposed revisions to APM – 360 (Librarian Series), and 210-4 (Instructions to Review Committees).

REVIEW OF ADMINISTRATIVE PROPOSALS AND INITIATIVES

Council reviewed two formal policy proposals from the administration in addition to those already recorded in this report.

- [Revisions to the UC Policy on Copyright and Fair Use](#)
- [Proposed Presidential Policy on Open Access](#)

SENATE POSITIONS ON STATE AND FEDERAL LEGISLATION

The Senate office sent comments about several bills to UCOP's Issues Management, Policy Analysis & Coordination unit. The position of the Senate on these bills was as follows:

- An Oppose position on State Constitutional Amendment No. 1 (SCA-1), which would remove UC's constitutional autonomy.

TASK FORCES AND SPECIAL COMMITTEES

Council members participated on the following task forces and special committees:

- Academic Planning Council
- Chancellor Stewardship Review Committees
- Chancellor and Administrator Search Committees
- Innovative Learning Technology Initiative Steering Committee
- President's Sexual Violence and Sexual Assault Response Task Force
- Regents Task Force on Divestment in Fossil Fuel
- Faculty Salaries Work Group
- Retirement Options Task Force

RELATIONS WITH OTHER GOVERNING BODIES

The Board of Regents: The Academic Council Chair and Vice Chair executed their roles as faculty representatives to the Regents throughout the year, acting in an advisory capacity on Regents' Standing Committees, and to the Committee of the Whole.

ICAS: The Senate Chair and Vice Chair and the chairs of BOARS, UCOPE, and UCEP attended meetings of the Intersegmental Committee of the Academic Senates (ICAS), which represents the faculty Senates of the three higher education segments.

ACKNOWLEDGEMENTS

We express our sincere gratitude to all members of the University of California Office of the President for their hard work and productive collaboration with the Academic Senate over the past year. In particular, we thank the senior UC managers who, as consultants to the Academic Council, were vital to our meetings: President Janet Napolitano; Provost and Executive Vice President Aimee Dorr; Executive Vice President and Chief Financial Officer Nathan Brostrom; Vice President for Budget and Capital Resources Patrick Lenz, and Vice Provost for Academic Personnel Susan Carlson, Associate Vice President for Budget and Capital Resources Debbie Obley, Chief Operating Officer Rachael Nava, Chief Investment Officer Jagdeep Bachher, Senior Vice President for Public Affairs Julie Henderson, and Senior Vice President for Government Relations Nelson Peacock.

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