

## UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

## MINUTES OF MEETING

WEDNESDAY, JANUARY 15, 2014

Attending: Harry Green, Chair (UCR), Alan Terricciano, Vice Chair, (UCI), James Jones (UCD), Jean-Luc Gaudiot (UCI), Lynn Pulliam (UCSF), Shannon Jackson (UCB), Michael Stenstrom (UCLA), Jang-Ting Guo (UCR), Mary Hancock (UCSB), Christina Ravelo (UCSC), Myrl Hendershott (UCSD), David Kelley (UCM), Susan Carlson (Vice Provost, Academic Personnel), Janet Lockwood (Manager-Academic Policy and Compensation, Academic Personnel), Bill Jacob (Academic Senate Chair), Mary Gilly (Academic Senate Vice Chair), Martha Winnacker (Executive Director, Academic Senate), Brenda Abrams (Principal Policy Analyst)

**I. Announcements**

Chair Green announced that two documents were sent to the committee yesterday, a briefing for the new president and a report from the Moreno Committee. The president has a number of initiatives including one focused on carbon neutrality, an initiative to encourage and support undocumented students and a \$5M initiative to enhance hiring of post-docs. Another \$5M initiative is to support graduate students from historically black colleges as well as other graduate students who enhance diversity. The president has discussed issues related to tuition but has yet to propose any new plan to address it. The research and technology optimization initiative is focused on generating funds for UC through technology transfers. Another initiative is to increase the number of community college students transferring to UC. The chair of BOARS was not consulted before the transfer initiative was announced but he is now co-chairing a transfer action team. Chair Green reported that the UC process for awarding credit for student classwork does not satisfy WASC and UCEP is working on this. Problems with UC Care have been resolved for the most part for this year; UCFW will monitor for consideration of changes for next year.

**Discussion:** It was noted that some community colleges focus on vocational training while others prepare students to transfer into UC. A member indicated that many of his engineering students have come from community colleges and are over-represented at the top of his class. One reason it has been thought desirable to increase transfers is because the community colleges have diverse student populations. However, data show that the diversity of transfers is actually less than the UC overall. Regarding UC Care, problems continue at some campuses. UCSB reportedly does not have a tier one hospital and UCR is in a similar situation without a high-quality tier one hospital.

**II. Consent Calendar**

**Action:** The minutes were approved with one correction.

**III. Moreno Report**

Chair Green announced that the report from the Moreno workgroup can be shared with CAPs but not distributed any further. The president has not responded to the report which was submitted to her on December 23<sup>rd</sup>. Chair Green was a member of the workgroup which also included the Chair of UCP&T, and the UCB representative to UCAAD. The charge to the workgroup was reviewed. Provost Dorr and Senate Chair Jacob did a tremendous amount of work on this report for the president.

Based on the information gathered, there are clear structural differences at UCLA in comparison to other campuses. There are multiple ways to report discrimination at each campus and a recommendation is to have a central office with an identified non-discrimination officer to handle reports. The workgroup agreed that the current Ombuds office would be a good resource for information and complete confidentiality. The workgroup continually emphasized that this is not a P&T problem but did discuss the lack of information made public about what happens following a complaint to P&T. The president wants more information made public but it is not

clear how that can be achieved. The workgroup recommended a structure that will allow for systematic record-keeping so more accurate information about the extent of the problem can be determined. The record-keeping will also enable the central office to identify repeat offenders.

**Discussion:** The workgroup considered whether the sexual harassment officer should also be the discrimination officer, and the feasibility of having only one person in this role will vary by campus because of workload issues. One member indicated that the lack of information provided to the complainant may give him or her the impression that UC is only protecting itself. It was noted that the perpetrators usually know who the accuser is. A member pointed out that one recommendation raises the issue of rewarding contributions to diversity. Chair Green remarked that the proposed revision to APM 210 will undergo a systemwide review and the language that concerned UCAP will be removed, so the language in this report should not be a concern. Chair Green reported that the workgroup report was provided to General Counsel and Vice President Robinson and the chancellor and senate chair at UCLA who were to meet with the state attorney general to discuss the Moreno report.

#### **IV. UCAP Diversity Initiative**

This item was discussed in Executive Session and no minutes were taken.

#### **V. Consultation with the Academic Senate Leadership**

- *Bill Jacob, Chair, Academic Senate*
- *Mary Gilly, Vice Chair, Academic Senate*
- *Martha Winnacker, Executive Director, Academic Senate*

Chair Jacob and Vice Chair Gilly will have more regularly scheduled meetings with the president which is a positive development. Enrollment management was one topic discussed recently and the president is clearly learning about this subject. The chancellor of the CSU system and the chancellor of the community college system will join the president at the Board of Regents meeting next week. The goal of this and other planned joint appearances is to show a united front in advocating for higher education. Chair Jacob met with Vice Provost Carlson today and APM 210.1.d will be distributed for systemwide review possibly by the end of the month. Planning is underway for an April systemwide graduate student support conference to be co-chaired by Vice Chair Gilly.

Chair Jacob and Provost Dorr gave a presentation on the Moreno workgroup report to the Council of Chancellors last week. An important point is that the Senate has not opined on the workgroup report. The president plans to disseminate a letter to the chancellors affirming the commitment to carry out the work outlined in the report. Chair Jacob confirmed that the report can be shared with campus CAPs but no further. The reporting structure will be left to the campuses to determine and General Counsel Robinson reportedly recommended against housing the non-discrimination officer in the campus counsel office. Vice Chair Gilly commented that there is an emphasis on keeping track of informal complaints although the details of this have not yet been determined. According to Chair Jacob, the president's understanding of shared governance is improving. Chair Jacob mentioned that the status of UC Path is unclear at the moment. The agreements UCB and UCSF made with the federal government about charging summer salaries for benefits are only for one year.

Chair Jacob described the work of the transfer action team which will produce recommendations in March. UCAP received an update on online education. The current emphasis is on serving UC students across the campuses rather than non-matriculated students. There are now about twenty courses that are available for UC students on any UC campus, and the provost is hoping to build on this.

**Discussion:** A member believes that faculty are given minimal incentives to offer courses through ILTI. About thirty courses will be offered through the two rounds of ILTI requests for proposals. Chair Jacob commented that intellectual property issues are being addressed at the campuses.

#### **VI. Proposed Revisions to APMs 025, 670 and 671**

Chair Green reviewed the proposed revisions and did not identify many issues that would be of concern to UCAP. Chair Green would like the committee representatives from campuses with medical centers to share any concerns.

**Discussion:** Vice Chair Terricciano pointed out that it is not clear how a faculty member can calculate or measure electronic consultation.

**Action:** The representatives will ask medical center faculty at their campuses to review the proposed changes and identify any concerns.

## **VII. Consultation with the Office of the President**

- *Susan Carlson, Vice Provost, Academic Personnel*
- *Janet Lockwood, Manager-Academic Policy and Compensation, Academic Personnel*

Manager Lockwood reported that APM 210.1.d will be released for systemwide review in two weeks along with the APM dealing with stopping the clock. Vice Provost Carlson indicated that the letter prepared by UCAAD's chair with Chair Green will be sent out as background information with the review of the changes APM 210.

Vice Provost Carlson shared the campus progress reports on the salary equity studies with UCAP. It was decided that campuses will provide three reports and the recent reports showed improvements. The vice provost noted that the UCD study is tailored to UC. The next progress reports are due in March. The first report on the negotiated salary trial program is still being prepared. It will include basic data about participants in the trial. A consultant has been selected to conduct the total remuneration study. The study will be limited to ladder rank faculty and the general campus, and Academic Personnel is currently gathering the materials for this process. Results of the study may be available in June. Academic Personnel is also working on the president's post-doctoral initiative. Funding for training for department chairs on how to increase diversity may be set aside. The fifth ADVANCE roundtable is April 23<sup>rd</sup> and the vice provost will send the announcement to the analyst to forward to the members.

**Discussion:** UCSB and UCI already conduct annual salary equity studies and UCR is moving toward this. It was noted that having a medical school complicates how the equity studies are conducted. If the negotiated salary trial program is approved, it is not clear where it will be included in the APM. The vice provost suggests that the NSTP would be closer to APM 025 than it is to the health sciences compensation plan. A member asked about the dissemination of information from the ADVANCE conferences. Vice Provost Carlson will provide the link to the website where videos of the presentations are posted. A member recommended that there should be communication between the group conducting the salary equity studies and the group looking at diversity issues. Chair Green indicated that UCAP will share any ideas the members have about ways to increase diversity.

## **VIII. Proposed Revisions to APM 035 Appendices A-1 & A-2**

The proposed revision is to modify an existing policy so that it applies to everyone at UC and this will become a presidential policy. Chair Green reviewed the proposed revisions and did not find any significant issues for UCAP.

**Discussion:** Members agreed to recommend changing the first sentence in the definition of sexual harassment to "Sexual harassment "are" unwelcome sexual advances." A member asked if the policy should include more information about how police investigations interact with or are informed by University investigations into the same incidents of sexual harassment. The third paragraph in the definition of sexual harassment be changed to read: "Consistent with the University of California Policies Applying to Campus Activities, Organizations, and Students, Policy 100.00 on Student Conduct and Discipline, Section 102.09, sexual harassment of one student by another is defined as unwelcome conduct of a sexual nature..."

## **IX. Campus Reports/Member Item**

**Irvine:** The CAP is discussing the vetting of appointments of endowed chairs and the representative would like to know if other CAPs do this. UCSB's CAP will look at a new hire becoming an endowed chair but not at current faculty. UCLA's CAP reviews a minor report. UCB's CAP uses a checklist to expedite vetting the appointment. UCD's CAP closely reviews the renewals of these appointments. UCSC gets the dean and/or department chair letter but not the full bio bib. UCR's entire CAP reviews the whole packet and meets to vote.

**Santa Cruz:** The EVC and chancellor have stated that the expectation is that all faculty will teach at all levels. At UCLA this varies by department. UCI reviews the dean's recommendation to determine what type of teaching is appropriate. UCM has the same standard as UCSC. UCD gleans from the chair letter whether the expectations are being met. At UCSB, there are departmental workload norms but there is no campus wide expectation of teaching at each level, although the CAP does ask questions if there is not some mix of undergraduate and graduate teaching. The EVC and chancellor include a statement about teaching expectations in decision letters and department chairs face challenges when figuring out teaching load and assignments.

The CAP letters automatically go to the candidates at UCD, UCSD and UCB and by request at UCSB. About 85% of faculty at UCSB now request copies of whatever letters are in the file. At UCB the candidate can use the online system to track his or her own case.

**San Francisco:** The campus has approved having two non-Senate faculty on CAP so there is now a health sciences professor or an adjunct. The CAP has had trouble reviewing HS and adjunct faculty in the past.

**Los Angeles:** The campus has a clinical CAP that only handles the HS faculty. The clinical CAP asked the CAP how publications should be considered in clinical promotions because so few people in this series publish. At UCD, the file does not include publications.

## **X. New Business**

There was no New Business.

## **XI. Executive Session**

There was no Executive Session.

Meeting adjourned at: 2:35 PM  
Minutes prepared by: Brenda Abrams  
Attest: Harry Green