

COMMITTEE ON ACADEMIC PLANNING & RESOURCE ALLOCATION (CAPRA)**Monday, November 21, 2016****1:30 – 3:00 pm****KL 362****Documents available at: UCM Box "[CAPRA AY 16-17](#)"****I. Chair's Report – *Mukesh Singhal***

A. November 17 Division Council meeting

II. Vice Chair 's Report – *Kurt Schnier*

A. Periodic Review Oversight Committee (PROC) updates

Division Council requested to PROC that the Senate Vice Chair (who is a CAPRA member per the Senate bylaws) serve as the CAPRA representative to PROC.

B. Enrollment Management Committee September and October meetings

III. Consent Calendar**Pg. 1-3****Action:** Approval of the November 7 draft meeting minutes**IV. Foundational FTE Requests – Criteria for Evaluation****Pg. 4-6****Discussion:** revise or keep last year's call. CAPRA will meet with the Provost/EVC on November 30 to discuss the criteria for evaluation.**V. Update on CAPRA's "10K by 2020" Projections Project – *Mike Colvin***

A. November 14 meeting with graduate group chairs

VI. Systemwide Review Items

A. Salary Equity Study Recommendations

Pg. 7-14

Last year, the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) conducted a review of salary equity studies produced by UC campuses between 2012 and 2015. Their findings and recommendations were submitted to Academic Council. Part of the recommendations was for each campus to provide feedback related to the following questions, to help UCAADE understand individual campus resources and other capabilities for conducting such studies:

- What are the unique strengths of your campus/academic units in conducting future salary equity analyses according to the proposed list of recommendations?

- What are the unique challenges your campus/academic units face that will make these recommendations overly burdensome and/or difficult to accommodate?
- What are your suggestions for prioritizing the enclosed list of recommendations and why (e.g., what parameters would be included in the most rigorous baseline model)?
- Who is responsible for conducting salary equity analyses on your campus? What, if any, capacity issues do you face that make conducting future salary equity analyses challenging?
- What other variables, not included here, should be considered in future salary equity analyses (e.g., accelerations, formal vs. informal (e.g., CAP vs. Dean) promotions)?
- What professional standards should be included in future salary equity analyses (e.g., team led by statistician)

Action: CAPRA to review and send any comments by Tuesday, November 29.

B. Professional Degree Supplemental Tuition (PDST) policy **Pg. 15-30**

There are currently two Regents policies regarding Professional Degree Supplemental Tuition (PDST), which is charged to students enrolled in designated graduate professional degree programs: 1) Regents Policy 3103 Policy on Professional Degree Supplemental Tuition and 2) Regents Policy 3104 Principles Underlying the Determination of Fees for Students of Professional Degree Programs.

The attached revisions seek to combined both policies into one and send to the Regents for approval in March 2017. One of the main revisions is to reaffirm the principles of PDST with regard to excellence, access, inclusion, and affordability.

Action: CAPRA to review and send any comments by Thursday, December 8.

C. Presidential policy on nondiscrimination and proposed revisions to APM 15 (Faculty Code of Conduct). **Pg. 31-56**

- The proposed modifications to the policy on nondiscrimination reflect recent amendments to the California Fair Employment and Housing Act (FEHA) and the Office of Federal Contract Compliance Programs' (OFCCP) pay transparency rule.
- The proposed modifications to APM 15/Faculty Code of Conduct add the California FEHA-related provisions to existing language under Title VII of the Civil Rights Act.
- Proposed Revisions to Merced Academic Policies & Procedures (MAPP)

Action: CAPRA to review and send any comments by Thursday, December 8.

VII. Campus Review Item

A. MAPP Revisions

Pg. 57-61

Attached is a request from the Senate Chair to review the Vice Provost for the Faculty's revised portion of the MAPP that addresses endowed chairs.

Background: last semester, the Senate Committee for Diversity and Equity (D&E) proposed new MAPP language for the selection and review of endowed chairs. It was endorsed by Division Council in late spring/early summer and transmitted to the VPF, with the request that he include it in the next cycle of MAPP review. At the October 18 D&E meeting, the VPF proposed revisions to D&E's original language. The attached draft reflects their conversation.

Action: CAPRA to review and send any comments by Tuesday, November 29.

VIII. Other Business