

**Committee on Academic Planning and Resource Allocation (CAPRA)**  
**Minutes of Meeting**  
**November 21, 2016**

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 1:30 pm on November 21, 2016, in Room 362 of the Kolligian Library, Chair Mukesh Singhal presiding.

I. “10K by 2020” Project Updates

Committee member Colvin provided updates on the subcommittee’s enrollment and space 2020 projections project. Using the data from IRDS and the schools, Professor Colvin scaled up to 9,000 students, mapped these numbers to the buildings the campus will have by 2020 (as provided by AVC Rider), and analyzed the point in time where the campus will face challenges supporting this number of students. CAPRA members then discussed to what extent classroom size puts pressure on potential faculty hires. Members agreed that trade-offs will have to be made, that is to say, the campus will either have to serve more students in the classroom by offering larger class sizes, or hire additional faculty beyond what was originally listed in the Provost/EVC’s 6-year hiring plan.

Professor Colvin is listed on the agenda for the November 28 Meeting of the Division where he will deliver a five-minute presentation on the preliminary data CAPRA has received for this project. CAPRA members suggested that he also tie in this model to the discussion on the strategic academic focusing initiative (SAFI) which is also on the November 28 agenda. Essentially, this projections model may help the campus determine whether hiring through the SAFI pillars are serving the pedagogical needs of the campus.

II. CAPRA’s Proposed Hiring Plan

CAPRA submitted its proposed hiring plan to the Provost/EVC, Senate Chair, Division Council, and Deans Council on November 7 and requested input before November 22. The proposed plan will be a discussion item at the November 28 Meeting of the Division where the CAPRA chair will provide a brief overview of the plan with a period of discussion and questions to follow. CAPRA members

agreed that any feedback that is received from the faculty over the Thanksgiving holiday can be summarized by the CAPRA chair at the Meeting of the Division.

CAPRA members then held a discussion about the SAFI process in its current form and agreed that the campus's margin for error is very thin. If the process ultimately does not go well, then a "course correction" may be too late. While discussing the Provost/EVC's previous memos and communication to the campus regarding SAFI versus foundational hiring, CAPRA members came to a consensus that it would be helpful to provide a one-page document for distribution at the Meeting of the Division to be used as a reference guide to CAPRA's proposed hiring plan.

CAPRA members agreed that a final recommendation on faculty hiring should be submitted to the Provost/EVC shortly before winter break. On November 30, the committee is meeting with the Provost/EVC to discuss CAPRA's proposed criteria for the evaluation of foundational FTE requests. The goal is for the Provost/EVC to submit a hiring plan to the campus in early spring semester. In previous years, this has occurred in mid-spring, which often proved too late for several disciplines to begin the faculty recruitment process.

**ACTION:** Member Schnier will draft the one-page guideline for CAPRA's approval. Hard copies will be available at the Meeting of the Division.

### III. Vice Chair's Report

Vice Chair Schnier updated CAPRA members on recent Enrollment Management Committee (EMC) and Periodic Review Oversight Committee (PROC) meetings. For the latter, he has officially been named CAPRA's representative.

EMC discussions have included issues surrounding retention as well as recruitment; and at PROC, members discussed providing CAPRA with information that could be used when CAPRA formulates its criteria for the evaluation of FTEs.

## IV. Consent Calendar

- November 7 draft meeting minutes

**Action:** approved as presented.

## V. Criteria for Evaluation of Foundational FTE requests

Prior to this meeting, CAPRA members reviewed last year's criteria for the evaluation of foundational FTE requests. After a brief discussion, the committee agreed that no revisions need to be made. This document will be the basis of the November 30 meeting with the Provost/EVC, as he could not attend today's meeting to hold this discussion.

## VI. Systemwide Review Items

- Salary Equity Study Recommendations

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 members to re-review this item and discuss via email. Comments are due to the Senate Chair by November 29.

- Presidential policy on nondiscrimination and proposed revisions to APM 15 (Faculty Code of Conduct).

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.

**ACTION:** Tabled until the December 5 meeting. Comments are due to the Senate Chair by December 8.

- Professional Degree Supplemental Tuition (PDST) policy

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 proposed revisions seek to combine 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:** Tabled until the December 5 meeting. Comments are due to the Senate Chair by December 8.

VII. Campus Review Item

Proposed revisions to MAPP related to the Committee for Diversity and Equity's proposed language on the appointment and reappointment/renewal of endowed chairs.

CAPRA members agreed with the overall components of the proposal, but disagreed with the Faculty Equity Advisor (FEA) serving as a member of review committees for endowed chairs. The FEA should only serve in an advisory role, similar to the way they currently serve in normal faculty searches.

**ACTION:** CAPRA to send a memo to the Senate Chair by the deadline of November 29.

There being no further business, the meeting was adjourned at 3:00 pm.

Attest:

Mukesh Singhal, CAPRA Chair