



**FALL MEETING OF THE MERCED DIVISION OF THE ACADEMIC SENATE
AGENDA**

THURSDAY, DECEMBER 17, 2020

2:00-3:30PM

Zoom Information:

<https://ucmerced.zoom.us/j/2092286312>

Meeting ID: 209 228 6312

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ORDER OF BUSINESS

- I. CHAIR'S REPORT & ANNOUNCEMENTS** – *Division Chair Robin DeLugan* **10 MIN**
- II. CONSENT CALENDAR¹** **5 MIN**
- A. Approval of the Agenda
 - B. Approval of [Draft Minutes of the May 7, 2020 Meeting of the Division](#) (pg. 4-14)
 - C. Annual Committee Reports AY 19-20
 - [Divisional Council](#) (pg. 15-20)
 - [Committee on Academic Personnel](#) (pg. 21-29)
 - [Reserve Committee on Academic Personnel](#) (pg. 30-33)
 - [Committee on Academic Planning and Resource Allocation](#) (pg. 34-39)
 - [Committee on Research](#) (pg. 40-46)
 - [Committee on Rules and Elections](#) (pg. 47-49)
 - [Diversity and Equity](#) (pg. 50-52)
 - [Faculty Welfare and Academic Freedom](#) (pg. 53-57)
 - [Graduate Council](#) (pg. 58-61)
 - [Library and Scholarly Communication](#) (pg. 62-68)
 - [Undergraduate Council](#) (pg. 69-72)
- III. CAMPUS UPDATE** – *Chancellor Muñoz & EVC/Provost Camfield* **20 MIN**
- IV. PROPOSED REVISION TO [SENATE REGULATION PART II. SECTION 2. A.-RESIDENCY REQUIREMENT](#)** – *Parliamentarian Viney* (Page 73) **10 MIN**

Background: The Registrar has requested the Senate align the Division's residency requirement, outlined in UCM [Senate Regulation II.2.A](#), with Systemwide [Senate Regulation 630](#). The Division's residency requirement is currently less restrictive than SR 630.

The Undergraduate Council (UGC), the Committee on Rules and Elections (CRE), and the School Executive Committees were the lead committees for the review of this Senate Regulation revision.

¹ Agenda items deemed non-controversial by the Chair and the Vice Chair of the Division, in consultation with the Divisional Council, may be placed on a Consent Calendar under Special Orders. Should the meeting not attain a quorum, the Consent Calendar would be taken as approved. (Quorum = the lesser of 40% or 50 members of the Division.) At the request of any Divisional member, any Consent Calendar item is extracted for consideration under "New Business" later in the agenda. Christopher Viney, Secretary/Parliamentarian.

[UGC](#) and [CRE](#) endorsed the revisions in December 2019, available on pages 74 and 77.

ACTION REQUESTED: The Merced Division votes to endorse the proposed revision to [Part II. Section 2.A](#) of the Regulations.

V.	STANDING COMMITTEE CHAIRS REPORTS	15 MIN
	Admissions and Financial Aid Committee , Chair Abbas Ghassemi	(oral)
	Committee on Academic Planning and Resource Allocation , Member Jessica Trounstine	(oral)
	Committee on Academic Personnel , Chair Ashlie Martini	(oral)
	Committee on Committees , Chair Wei-Chun Chin	(oral)
	Committee on Diversity and Equity , Chair Jesus Sandoval-Hernandez	(oral)
	Committee on Faculty Welfare and Academic Freedom , Chair Carolin Frank	(oral)
	Committee on Research , Chair Kara McCloskey	(oral)
	Committee on Rules and Elections , Chair Christopher Viney	(oral)
	Graduate Council , Chair Hrant Hratchian	(oral)
	Library and Scholarly Communication , Chair Maria DePrano	(oral)
	Undergraduate Council , Chair Matt Hibbing	(oral)
VI.	ANTI-RACISM DIVISIONAL COUNCIL WORKGROUP – Chair DeLugan (pg. 81-82)	10 MIN
VII.	QUESTION AND ANSWER WITH SENATE LEADERSHIP	10 MIN
VIII.	PETITION OF STUDENTS	5 MIN
IX.	NEW BUSINESS	5 MIN

Glossary of [UC Merced](#) and [Systemwide Academic Senate](#) Committee Acronyms

AFAC – Admissions and Financial Aid Committee
CAP - Committee on Academic Personnel
CAPRA - Committee on Academic Planning and Resource Allocation
CoC - Committee on Committees
COR - Committee on Research
CRE - Committee on Rules and Elections
D&E - Diversity and Equity
DivCo - Division (al) Council
FWAF - Faculty Welfare and Academic Freedom
GC - Graduate Council
LASC - Library and Scholarly Communication
P&T - Privilege and Tenure
RCAP – Reserve Committee on Academic Personnel
UGC - Undergraduate Council

BOARS - Board of Admissions and Relations with Schools
CCGA - Coordinating Committee on Graduate Affairs
COUNCIL - Academic Council
UCAADE - University Committee on Affirmative Action, Diversity, and Equity
UCACC - University Committee on Academic Computing and Communications
UCAF - University Committee on Academic Freedom
UCAP - University Committee on Academic Personnel
UCEP - University Committee on Educational Policy
UCFW - University Committee on Faculty Welfare
UCIE - University Committee on International Education
UCOC - University Committee on Committees
UCOLASC - University Committee on Library and Scholarly Communication
UCOPE - University Committee on Preparatory Education
UCORP - University Committee on Research Policy
UCPB - University Committee on Planning and Budget
UCPT - University Committee on Privilege and Tenure
UCRJ - University Committee on Rules and Jurisdiction



SPRING MEETING OF THE MERCED DIVISION OF THE ACADEMIC SENATE
MINUTES OF MEETING
THURSDAY, MAY 7, 2020
3:00 – 4:30 P.M.
ZOOM

I. Chair's Report and Announcements – *Division Chair Tom Hansford*

Chair Hansford thanked the Senate office staff, Senate committees, and the UC Merced administration for their work this academic year. He thanked CAP for issuing its recent campus wide memo about flexibility in faculty personnel reviews due to the negative impacts of the COVID-19 pandemic. He added that CAP's memo served as a model for other UC campuses to follow. Chair Hansford also acknowledged and thanked UGC and GC for developing the campus's emergency educational continuity policy.

II. Consent Calendar

A. Approval of the Agenda

B. Approval of Draft Minutes of the December 12, 2019 Meeting of the Division

Action: The Consent Calendar was approved as presented.

III. Campus Update – *Interim Chancellor Brostrom & EVC/Provost Camfield*

Interim Chancellor Brostrom announced that over 200 students are still residing on campus, in addition to several designated personnel in the areas of housing, dining, and residential life. He thanked those university employees who contributed to the emergency fund to help students acquire the needed technology for remote learning. The Interim Chancellor confirmed that the campus will conduct summer session remotely; he also announced there is a 20% increase in summer session enrollment. Interim Chancellor Brostrom encouraged faculty members to join the virtual commencement ceremony later this month and thanked the faculty for their creativity in arranging this event.

EVC/Provost Camfield announced that local health authorities are using a model from one of UC Merced's faculty members, so the campus is doing an excellent job in collaborating with local health officials. He stated that he is hopeful that in-person instruction will resume by fall 2020 in accordance with health and safety rules, but he acknowledged that some

courses and research will be difficult to conduct remotely. The campus is currently examining scenarios to reduce density in the classrooms.

Interim Chancellor Brostrom added that the campus is working with UCSF and UCD on potential coronavirus treatment so that Merced hospitals are not overloaded in the case of a campus outbreak.

With regard to the budget, Interim Chancellor Brostrom announced that UC medical centers and the general campuses have lost \$1.2 billion through April as a result of the COVID-19 pandemic. UC Merced has lost over \$11 million due to cancelled housing contracts. Some of this budget shock will continue through the fall semester. Some of the losses can be recovered through the federal CARES act and FEMA reimbursements. Medical facilities at UCLA and UCSF have begun to reopen for elective surgeries which will increase their revenue. UC Merced is disproportionately affected by the state budget; the true nature of the state budget will not be known until July when tax revenue is received by the state. (The traditional May Revise of the state budget was delayed until July to align with the extended IRS tax filing deadline.) The budget forecast is negative given that there is a 26% decline in the national GDP and an estimated state deficit of \$55 billion. One option to mitigate the budgetary impact of the COVID-19 pandemic is to borrow through a Federal Reserve program since borrowing rates are currently favorable.

Interim Chancellor Brostrom announced that Statements of Intent to Register (SIR) at UC Merced are higher than normal which is positive news. However, the enrollment situation on other UC campuses is unknown. If other UCs are not able to enroll international students, they may reopen their applicant pools and that will affect UC Merced's enrollment. The Interim Chancellor stated that wages for all policy-covered staff will be frozen next year as will salary scales for academic appointments. The UC will work with the union to try to agree to freeze wages for represented employees. In July and August, the UC may have to explore other cost-saving methods.

EVC/Provost Camfield announced that the 2020 project is progressing on time, however, the supply chain for certain materials is experiencing delays. He also announced that VPDGE Marjorie Zatz is the new interim VCORED as current VCORED Sam Traina will retire from this position and return to the faculty. The EVC/Provost stated that Professor Jeff Gilger was named the new dean of SSHA. Finally, the name of the next UC Merced Chancellor will be announced at the upcoming Regents meeting May 19 – 21.

Interim Chancellor Brostrom stated that the Regents will be discussing the standardized testing issue at their upcoming meeting. Also, the name of the new UC President will be announced by the Regents in June.

In response to a faculty member asking for clarification about the option to borrow money to cover the budget deficit, Interim Chancellor Brostrom explained that the issue is not the fees but rather the terms offered by the Federal Reserve program. If the UC borrows this year, the university would have to pay it back quickly; if the UC borrows from the markets, the university could pay it back over 7-10 years which is more favorable. He added that the

federal government will allow the UC to delay FICA payments until 2021 and 2022 which represents a 7% savings to the UC right now. That 7% savings may help the UC avoid having to make destructive cost-cutting measures.

A faculty member pointed out that UC Merced usually experiences large melt over the summer, more so than other UC campuses, and asked how that will impact our SIR. EVC/Provost Camfield answered that that is difficult to predict, but the current pattern indicates a positive trajectory. Interim Chancellor Brostrom stated that UC Merced needs to engage in heavy admissions outreach and faculty are encouraged to help.

A faculty member asked whether faculty should begin planning for potential pay cuts or furloughs. Interim Chancellor Brostrom replied that he does not support furloughs; they were ineffective the last time the UC instituted them due to inequities between funding sources. He acknowledged that pay cuts are still on the table. He reiterated his aforementioned statement about wage freezes, staff position control, and FICA deferments. The Interim Chancellor stated that these are his preferences but it is unclear whether any or all of these methods will be used.

IV. Bylaw Revisions - *CRE Chair, Secretary/Parliamentarian Christopher Viney*
A. Amendments to UCM Senate Bylaw I.III.5-Divisional Representatives

The Committee on Rules and Elections (CRE) has proposed revisions to Senate Bylaw I.III.5 pertaining to Divisional Representatives. The need for these amendments was occasioned by circumstances that emerged during the last Election cycles and a difficulty experienced obtaining a sufficient number of nominations to develop a slate of candidates that met the requirements of UC Merced's Senate Bylaw I.III.5. B.

The proposed amendments were approved by the Divisional Council on April 20, 2020 and were hyperlinked to today's Meeting of the Division agenda.

The Merced Division is asked to vote to endorse the proposed amendments to Senate Bylaw I.III.5-Divisional Representatives. If approved, these amendments will be effective June 17, 2020, 41 days after approval by the Division, per Senate Bylaw.

Action: An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 60-0-3.

B. Proposal to Establish the Admissions and Financial Aid Subcommittee of UGC as a Senate Committee

UGC has proposed the establishment of the Admissions and Financial Aid Subcommittee (AFAS) of UGC as a stand-alone Senate Committee: The Admissions and Financial Aid Committee (AFAC), starting in AY 2020-2021. A description of the background and rationale are provided in a UGC memo that was hyperlinked on today's Meeting of the Division agenda.

The proposal was endorsed by Divisional Council in March 2020 and distributed to Senate and School Executive Committees for comments. CAPRA supports the proposal and offered comments which were hyperlinked to today's Meeting of the Division agenda. The SSHA Executive Committee, the SNS Executive Committee and the Diversity and Equity Committee endorse the proposal. CAP, CoR, FWAF, GC and LASC declined to comment.

The Merced Division is asked to vote to endorse the proposed Senate Bylaw for an Admissions and Financial Aid Committee. If approved, this Bylaw amendment will be effective June 17, 2020, 41 days after approval by the Division, per Senate Bylaw.

Action: An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 64-0-2.

V. Resolution to Address Climate Change – *Professor Roger Bales*

Professor Roger Bales presented a Resolution to Address Climate Change at the January 22, 2020 Divisional Council meeting. The proposed Resolution was distributed to several Senate committees, and several comments were provided. Professor Bales addressed these comments and presented a revised version of the Resolution. All information is provided via hyperlink on today's Meeting of the Division agenda.

The Merced Division is asked to vote to endorse Professor Bales' Resolution to Address Climate Change.

A faculty member recommended coordination of climate change efforts among the existing campus committees dedicated to this topic.

Action: An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 60-0-2.

VI. Standing Committee Chairs Reports

CAPRA:

- CAPRA regularly consults with the EVC/Provost on the impacts of COVID-19 on the university budget.
- CAPRA regularly consults with the APAPB on academic planning and also received updates on the campus budget from the Office of Financial Planning & Analysis.
- This semester, CAPRA issued a joint memo with the EVC/Provost to deans and division leads about the goals that were submitted for Phase I and the goals' alignment to the Academic Planning Working Group criteria and indices.
- CAPRA is currently consulting with the APAPB and EVC/Provost on guidelines and a timeline for Phase II of academic planning.

- CAPRA opined on a number of campus and systemwide review items, including the joint Senate/administration Budget Working Group's proposed model for summer session faculty compensation; CoR's revised ORU policy; and the UC Washington Center Current State Assessment Report (the UCDC).
- The CAPRA chair participates in the monthly meetings of the University Committee on Planning & Budget (systemwide version of CAPRA).

CAP:

- This semester, CAP conducted its normal business of reviewing faculty personnel cases. The committee will meet until June 19.
- This semester, CAP issued a memo to Senate faculty, alerting departmental personnel committees, chairs, and deans of the need to take impacts of the required adjustments into account when reviewing future personnel cases that include the activities of the Spring 2020 semester (or possibly beyond, depending upon the duration of significant virus-related disruptions). The memo stated that CAP intends to take these difficulties into account when reviewing faculty personnel cases that cover the time period impacted by the virus (a length of time as yet unknown). CAP recommended that faculty explain negative impacts when preparing self-statements in the future and potentially note these on CVs as well.
- CAP opined on systemwide and campus review items, including the VPF's proposed policy for faculty FTE transfer to Division-level appointment and a white paper from UC senior international officers entitled "Recognizing International Activities as Part of the Merit, Tenure, and Promotion Process at the University of California".
- The CAP chair participates in meetings of the University Committee on Academic Personnel and hears systemwide updates on policy and non-case related issues.

RCAP:

- On behalf of Reserve CAP chair Jan Wallander, CAP Chair Van Dyke reported that Reserve CAP is holding its last meeting at the end of this month. Reserve CAP is a standing committee of the Senate that is charged with reviewing all appeals of Senate faculty members, cases of current CAP members, and cases of CAP members who termed off in the year prior.

CoC:

- Pursuant to Senate Bylaw II.III.3, the Committee on Committees oversees the appointments of the Senate Chair, Vice Chair, the Secretary/Parliamentarian, the Chairs, Vice Chairs, and members of each of the senate standing committees. The at-large members of DivCo and the CoC members are elected. CoC also appoints senate faculty representatives on ad-hoc and joint senate-administration committees, task forces, and working groups. The Chair of CoC serves as the Merced Representative on the UCOC and attends systemwide meetings.

- CoC met five times this semester. Major accomplishments include the following.

This Spring the CoC devoted much of its time on populating next year's slate of committee memberships and responding to various campus and systemwide requests. The committee has nominated representatives in response to the following campus requests:

1. Faculty Co-Chair for the Faculty Advisory Committee for I.T
 2. Faculty representatives on the review committees for the
 - i. Five Year Review of School of Engineering Dean Matsumoto (four nominees) and the
 - ii. SMG Review of University Librarian Haipeng Li (four nominees)
 3. Faculty Representatives for the Search Committees for the Extension's Director of Education Programs and for the Director of Admissions and Outreach search committee
 4. Faculty Member for the Equity, Diversity and Inclusion Grant Review Committee
 5. Academic Resilience working group (requested by the Provost)
- At the systemwide level, CoC discussed and nominated representatives as relevant to some of the following UCOC requests:
 1. Vice Chair of the Systemwide Academic Senate
 2. President's Global Climate Leadership Council
 3. Editorial Committee
 4. California Air Resources Board's Scientific Review Panel on Toxic Air Contaminants
 5. Systemwide Library and Scholarly Information Advisory Committee (SLASIAC)
 6. Shared Library Facilities Board (SLFB)
 - CoC also reviewed nominations for Senate Awards and selected two faculty members for the Spiess Award for Distinguished Service to the Academic Senate and the Senate Award for Distinguished Scholarly Public Service. Names of the winners will be announced later in today's meeting.
 - CoC Chair Hirst reported next year's Senate leadership and thank these faculty members for taking on these critical roles.
 - Chair of the Academic Senate: Robin DeLugan
 - Vice Chair of the Academic Senate: LeRoy Westerling
 - Secretary/Parliamentarian: Christopher Viney
 - CoC thanks all faculty members for their willingness to serve on senate committees and ad-hoc senate/administrative committees and working groups. Faculty participation is essential to ensuring the faculty's experience and expertise are reflected in the university's planning and decision making.

- During Spring 2020, the Committee on Diversity and Equity (D&E) reviewed and finalized the revisions to the Faculty Retention Feasibility Assessment at the Divisional Council's request. D&E also worked with the Periodic Review Oversight Committee to best address diversity, equity and inclusion in self-studies and during the external review team visits.
- D&E continued its effort to increase accountability in the Faculty Searches, in consultation with the Faculty Equity Advisors, the Associate Vice Provost for Faculty Zulema Valdez, and the Associate Chancellor and Chief Diversity Officer Dania Matos.
- D&E also consulted with Vice Chancellor and Chief External Relations Officer Ed Klotzbier and his staff on the possibility of an Endowed Chair for Diversity and Equity.
- Most recently, D&E issued a memo to the Department Chairs regarding equity concerns during the COVID-19 emergency, given that there are those on whom a disproportionate burden fall, due to professional and/or personal circumstances. In the memo, D&E urged Department Chairs to communicate to department members that they understand and will consider the difficulty that faculty are facing in upcoming reviews.

FWAF:

- advised the Associate Vice Provost for Faculty on the new Peer Mediation Program and helped promote it by making brief presentations at departmental meetings.
- opined on a systemwide report on UC affiliations with non-UC entities, highlighting the difficult balance between faculty welfare and academic freedom.
- held several consultations during this period:
 - First, with Chief Campus Counsel, on the definitions of Academic Freedom and of Free Speech. FWAF is drafting a campus statement on Academic Freedom, and will submit it for Divisional Council's review in AY 20-21;
 - Second, with the Vice Provost for Faculty, on flexibility related to the stop the clock policy in the APM during the COVID-19 emergency; and
 - Third, with the Associate VPF, on supporting faculty during the COVID-19 emergency. This led to the issuance of a joint statement of support with the VPF, and a parent support group hosted by the FWAF Chair.
- conducted the faculty survey on co-working space for partners.

- also discussed, and plans to finalize, a proposal to DivCo to add a Teaching Professor on CAP. In response to CRE's request for standing committees to review their bylaws, FWAF has requested adding a retiree to committee.

CoR:

- CoR once again administered the annual Senate faculty grants program. The committee received a total of 35 grant proposals: 11 from SNS, 7 from SoE, and 17 from SSHA. 25 of these proposals were awarded.
- CoR spent much of the semester revising the ORU policy which it had submitted to Division Council in the last academic year. The revised policy has undergone two additional rounds of review this year. The final version, which takes into account input from Senate committees, School Executive Committees, and ORU directors, along with a list of Frequently Asked Questions, will be transmitted to Division Council soon.
- CoR's other main project this semester was drafting a two-part initiative for restructuring and enriching campus-wide research support.
 - Part one of the initiative proposes to create two components of the research awards program; one that supports the faculty research activity at the local scale (in the Schools/Departments) and one that supports campus-wide research activities.
 - Part two of the initiative addresses campus research workforce development by proposing that graduate students may support their research by taking on functions that address critical needs the campus currently has or cannot fulfill. Specifically, the CoR proposes two types of functions that may be implemented under the approved category of Graduate Student Assistant Researcher (GSAR): 1) Instrument/facility fellows and 2) Departmental/Research program support positions.

The initiative was generally well-received by Division Council and other campus stakeholders. CoR is currently awaiting additional feedback from Division Council members and then plans to submit a final version of the proposal.
- The committee regularly consults with the VCORED on the impacts of COVID-19 on the campus research mission and on plans for the relaunching of campus research activities. The CoR Chair also serves on the Research Relaunching Work Group which includes VCORED Traina, VPDGE Zatz (future interim VCORED), and other faculty members.
- The committee held a consultation with the Interim Chancellor, EVC/Provost, VCORED, and Associate Provost for Academic Planning & Budget on a potential indirect cost return policy.

- The CoR chair participates in meetings of the University Committee on Research Policy and hears systemwide updates on research activities, UC Lab Fees program, and the review of MRUs.

CRE:

- In keeping with the goal established in August 2019 during the Senate/Administrative Governance Retreat, the Committee on Rules and Elections has initiated the review of the Manual of the Academic Senate (the Bylaws and Regulations of the UCM Senate Division).
- The UCM Division Bylaws were written in 2003-2004 and a review was initiated by the Senate Committee on Rules and Elections in 2008. This review resulted in suggestions for amendments which were implemented in 2010. Although a few amendments have been proposed and implemented over the past 10 years – to address immediate needs, CRE recently identified a few areas that may need to be revised to address the needs of a growing campus.
- On February 25, CRE discussed the need for a review of Senate Manual and initiated the process by inviting Senate committee chairs to review and offer comments on their respective committee Bylaws. CRE thanks the Senate committee chairs who offered suggestions for Bylaw amendments.
- In the Fall, CRE will propose amendments as relevant, for consideration by the Senate.

GC:

- During Spring 2020, Graduate Council led efforts to reduce faculty and staff workload related to the CRF process. Starting in Fall 2020, some modifications will face a shorter review process; syllabi will not be required for graduate courses; and Curriculog will be more user-friendly.
- Also expected this Fall, CatCourses will auto-populate information on 12 policies and resources required for inclusion in syllabi, and faculty will no longer need to update this information individually. A message will go out to all faculty when this change is implemented this Summer.
- GC formed a joint Working Group with the Curriculum Advisory Board of the Teacher Preparation Program, and Dean of Graduate Education, to institutionalize increased academic oversight of the TPP.
- GC consulted with UGC on creating the Emergency Course Continuity Policy and its addendum, issued a statement on the health and safety of graduate students, and policies on modifications to grading and graduate program requirements.
- GC reviewed the ranking of Recruitment Fellowship applicants, is reviewing End of Year Fellowship applications, and anticipates reviewing the ranking of Continuing Fellowships shortly.

- GC worked with FWAF on the creation of a joint administration/faculty working group on advisor/advisee conflict management, who's launch was delayed by the pandemic.
- Most recently, GC is considering options to expand Cooperative Extension Specialists' engagement in graduate student mentorship, in consultation with CRE and other campuses, to present a proposal to Divisional Council in Fall 2020.
- GC is grateful for sustained engagement from staff, administration, and UGC, without which progress on the course request process and CatCourses would not have been possible.

LASC:

- LASC's main item of business this semester is the OSTP RFI regarding Public Access. LASC collaborated with CoR and provided a response on March 18, 2020. In this memo, LASC and CoR affirmed that the public should have free and immediate access to peer-reviewed findings of publicly funded Research. However, LASC and COR also stressed that the financial burden of making research open access should not fall on the principle investigator.
- In February, LASC encouraged faculty members to participate in a systemwide poll to assess the impact of our research community's lack of immediate access to Elsevier journals.
- LASC wrote a memo to DIVCO arguing that consultation with the University Library should be part of the development of new programs.
- Last, the LASC Chair attended a Division Council meeting this semester to update Council on LASC activities.

UGC:

- UGC Chair Sharping took this opportunity to encourage faculty and staff to engage in self-care.

VII. Senate Awards

Senate Chair Hansford announced the following award winners:

- Dr. Fred Spiess Award for Distinguished Service to the Academic Senate – **Kathleen Hull, SSHA**
- Senate Faculty Distinguished Undergraduate Teaching Award – **Carrie Menke, SNS**
- Distinguished Undergraduate Teaching Award for Non-Senate Faculty – **Yolanda Pineda Vargas, SSHA**
- Senate Distinguished Graduate Teaching/Mentorship Award – **Zulema Valdez, SSHA**
- Senate Distinguished Early Career Research Award – **Kirk Jensen, SNS**
- Senate Distinction in Research Award –

YangQuan Chen, SoE

- Senate Distinguished Scholarly Public Service Award –
Mayya Tokman, SNS
- Senate Excellence in Faculty Mentorship Award –
Arnold Kim, SNS
- Senate Award for Contributions to Diversity –
Dalia Magaña, SSHA

VIII. Petitions of Students
No petitions were presented

IX. New Business
No new business was raised

There being no further business, the meeting adjourned at 4:30 p.m.
Attest: Tom Hansford, Senate Chair

DRAFT

**DIVISIONAL COUNCIL
MERCED DIVISION OF THE ACADEMIC SENATE
ANNUAL REPORT 2019-2020**

The Divisional Council (DivCo) held a total of 19 meetings with respect to its duties as outlined in the Merced Division Bylaw I.IV.3. Over the course of the year, committee guests included the following:

- Chancellor Nathan Brostrom
- EVC/Provost Camfield
- Sam Traina, Vice Chancellor, Office of Research and Economic Development
- Nicole Pollack, Chief Human Resources Officer
- Kurt Schnier, Associate Provost for Academic Planning and Budget
- Maggie Saunders, Executive Director, Space Planning and Analysis
- Phillip Woods, Director of Physical and Environmental Planning
- Roger Bales, Professor, School of Engineering
- Paul Maglio, Director, Division of Management and Information, School of Engineering
- Valerie Leppert, GE Program Chair

Many of DivCo's agenda items were delegated for preliminary review by the appropriate Senate Committees, followed by full DivCo review. The issues that DivCo considered this year are described briefly below.

APM 230 Visiting Appointments

The proposed revisions to APM-230 Visiting Appointments were distributed for comment to the standing committees and School Executive Committees of the Merced Division. At its October 2, 2019 meeting, Divisional Council endorsed forwarding for Academic Council's consideration the comments from the Committee on Research (CoR). In sum, CoR noted that the proposed, revised policy is at odds with long-established traditions, in certain academic fields, in which a "stand-alone" visiting position (without appointment elsewhere) is part of regular professional development. Two possible negative impacts were identified. The use of a non-traditional title may affect the caliber of applicants, as applicants may not recognize the position for what it is, or applicants may elect to accept a position with a more recognizable title. Reciprocally, when appointees under the new title apply for faculty positions, their experience may not be fully understood by other institutions that maintain the visiting title. CoR members also wondered why individuals at one UC campus are unable to hold a visiting title at another UC campus. In other words, why the use of the visiting title is restricted to individuals in the Professional Research, Project Scientist, and Specialist series who hold academic or research positions at institutions other than the University of California.

Proposed Revised Presidential Policy on Copyright Ownership

At its November 13 meeting, DivCo discussed Senate committee comments. Like the committees, DivCo supported the revised policy. DivCo members also highlighted for consideration several suggestions made by committees. In Section II – Definitions, provide examples of Academic Authors to clarify who is an Academic Author and who is not. DivCo members, for example, wondered if University Librarians would be considered Academic Authors under this policy. In Section III A.3. – Student Works, clarify what constitutes "unusual circumstances" with respect to the statement "For the purposes of this section, a student's financial aid is not considered Significant University Resources. Absent unusual circumstances, copyright ownership of theses or dissertations authored by University students resides with such students." And additional recommendation was to clarify definitions so that faculty understand the

policy implications of various funding sources, including, for example, research account funds derived from startups and grant monies from the Academic Senate research grant program. Finally, DivCo members recommended considering developing a workflow/decision guide to help faculty and students navigate and comply with this policy as it relates to other relevant policies, like the patent and open access policies, and topics like intellectual property.

Proposed Revised APM - 120, Emerita/Emeritus Titles

These changes were being proposed in order to conform to Regents Policy 1203: Policy on Emerita/Emeritus Title Suffix. The major revisions were gender inclusive title suffix, criteria for the recommendation of non-tenured Senate faculty, disqualification criteria, new subsection for Deans and Faculty Administrators, definition of “retirement” for Savings Choice participants, clarification of curtailment authority, rescission and incorporation of Appendix A (the previous Appendix A documents relating to space resource allocation are proposed for rescission, as the key principles of the documents have been incorporated into the policy text in APM - 120-80-d).

Proposed Revisions to APM Sections 240 and 246

The proposed changes aligned with previous revisions and provide some clarification regarding the Deans and Faculty Administrators. To align with previous revisions to APM -025, Conflict of Commitment and Outside Activities of Faculty Members, language has been added in Sections 240-20-c and 246-20-c to clarify that both uncompensated and compensated activities are reported and count toward the time limit, but that vacation days are deducted only for compensated activities.

UC Washington Center Assessment Report

Last academic year, President Napolitano announced she would like to begin the consultation process on whether and how to transition selected systemwide programs to campuses. As part of that process, Chair Bhavnani led a review of the UC Washington Center (UCDC) to gain a better understanding of its current state and determine the best options for UCDC’s future. DivCo members agreed with CAPRA’s comment about the need for funding for UC Merced students to participate in the UCDC program. DivCo members also agreed with CAPRA that discussions should be held with the Office of Development and Alumni Relations on this topic and Chair Hansford conveyed this suggestion to EVC/Provost Camfield. CAPRA also offered comments regarding possible organizational structures, the high costs of the program, and recommends expanding the UCDC scholarships to increase UC Merced students’ ability to participate. UGC was interested in obtaining further information regarding transitioning to a single host campus versus remaining with UCOP. At its February 3, 2020 meeting, Divisional Council endorsed forwarding for Academic Council’s consideration comments from CAPRA and UGC.

Work Group Comprehensive Access

The WGCA report was distributed for committee review on January 27, 2020. It was formed to develop recommendations that would uphold UC values when UC health systems affiliate with non-UC health systems. This followed a UCSF decision to halt a planned affiliation with the Catholic Hospital entity Dignity Healthcare, over concerns that Dignity’s restrictions on services for women and LGBTQ+ people are inconsistent with UC values. The Working Group did not arrive at a consensus, nor did all members feel they could endorse the final report. Following the transmittal of the Working Group Chair’s report on December 20th, several Working Group members submitted additional letters further stating their perspectives, and in some cases, raising additional questions. A more thorough analysis of the impacts associated with current and potential future affiliations, including affiliations with employee health plan providers, was recommended before any decision was finalized. Comments were requested via a web-based form on the WGCA website or emailed to president@ucop.edu. Feedback and impact analyses

had been compiled over the next several months and then prepared to make a recommendation to the Board for its consideration at the May regents meeting.

White Paper on Recognizing International Activities in Merit, Tenure and Promotion

The White Paper was prepared by Michael Lazzara, Associate VP for Academic Programs, Global Affairs at UCD, and UC Senior International Officers. They presented an argument for why the University of California should consider changing the APM to include language that allows for a faculty member's international activities to be recognized in the merit, tenure and promotion reviews. CAP Chair Van Dyke summarized CAP's comments for DivCo and the comments from other Senate committees and School Executive Committees. Two themes common to all the responses were: 1) faculty are already recognized and credited in the personnel review process when they engage in international activity, however 2) international activities should not be valued more than community engaged scholarship, moreover, faculty whose disciplines do not lend themselves to international collaborations should not be disadvantaged in the review process.

Report of the Standardized Testing Task Force

In January 2019, at the request of President Napolitano, former Senate Chair May empaneled the STTF to examine the University's current use of standardized testing for admissions and consider whether the University and its students are best served by UC's current testing practices, a modification of current practices, another testing approach, or the elimination of testing. DivCo discussed the comments received from Senate committees and School Executive Committees. UGC Chair Sharping briefly summarized the report for DivCo members and the recommendations contained therein. DivCo members praised and endorsed the carefully written report.

BOARS Recommendations to Eliminate ACT/SAT

BOARS has engaged in a narrower review of the requirement for all applicants to the UC system to submit scores from the SAT Essay or ACT Writing Test and recommended that the UC eliminate this requirement as soon as is feasible.

UGC Chair Sharping summarized for DivCo members the comments received from Senate committees and School Executive Committees. DivCo members agreed with the BOARS recommendation that the ACT/SAT Essay Writing Test Requirement be eliminated as soon as feasible.

Proposed Presidential Policy on Gender Recognition and Lived Name

The new Presidential Policy on Gender Recognition and Lived Name was drafted in response to the passage of SB-179, Gender Recognition Act. It was proposed that the policy be fully implemented by UC campuses and locations by July 1, 2021, and it includes the following key issues: i. The University must provide three equally recognized gender options on university-issued documents and information systems — female, male and nonbinary. ii. The University must provide an efficient process for students and employees to retroactively amend their gender designations and lived names on university-issued documents and in information systems. iii. The legal name of university students, employees, alumni and affiliates, if different than the individual's lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person's legal name.

Revised Presidential Policy on Travel Regulations

The proposed revisions to the Presidential Policy on Travel Regulations were distributed for Senate committee and School Executive Committee review and comment on April 6, 2020. The main revisions consisted of the following: a) Incorporation of the Internal Audit Recommendations regarding documentation necessary to support first or business class travel, and the need to document the

business purpose of each day of the trip; b) Update the policy for the new IRS business mileage reimbursement rate effective January 1, 2020; c) Substitution of gender-neutral language throughout the policy; d) Addition of a new section on sustainable travel; and e) Clarification of what is included in the foreign per diem and link to the Department of State website in Appendix B. FWAF Chair Frank informed DivCo members that that FWAF endorsed the policy with no additional comments. DivCo also endorsed the proposed, revised policy.

Proposed Revisions to Presidential Policy on Protection of Human Subjects in Research

The policy pertains to the treatment and repatriation of Native American and Native Hawaiian human remains and cultural items under the University's stewardship and the University's compliance with the federal Native American Graves Protection and Repatriation Act (NAGPRA), its accompanying regulations, and the California Native American Graves Protection and Repatriation Act (CalNAGPRA). D&E was the lead Senate review committee, and DivCo agreed with D&E's recommendation to endorse the revised policy.

Proposed Revised Presidential Policy on UC Seismic Safety

The Seismic Policy was revised per the guidance of the UC Seismic Advisory Board (SAB). The SAB is a council of structural and geotechnical engineers with seismic expertise appointment by the Office of the President to advise the University. CAPRA served as the Senate's lead review committee. Senate Vice Chair DeLugan summarized the revised policy and CAPRA's comments for DivCo. A DivCo member asked for a definition of an acceptable level of earthquake safety. The policy did not describe to whom the level is acceptable. CAPRA also pointed out that mitigation of seismic safety issues should not be the only concern of construction, facilities, and maintenance, since other needs are more pressing at UC Merced and also speak to the issue of campuses fulfilling their mission.

DivCo also opined on the following systemwide items:

- Proposed revisions to APM sections 240, Deans, and 246, Faculty Administrators (2/4).
- Faculty Salary Data (12/19).
- UCM Librarians Association and Unit-18 Faculty Representation on Senate Committees (11/5).

Divisional Council took the following actions on the following items:

- Transmitted to the Standing Committees, a memo asking for each committee to discuss the merits of adding, as a guest or consultant, a representative of the Librarians Association of the University of California – Merced (LAUC-M) (8/19).
- Transmitted to the EVC/Provost and APAPB Schnier, CAPRA's comments regarding representation of the Associate Provost for Planning and Budget on the Committee on Academic Planning and Resource Allocation (CAPRA) (9/13).
- Endorsed the change in name of the Chemical Sciences major and minor to Chemistry, proposed by the faculty of the Chemistry and Chemical Biology Department (10/14).
- Transmitted to Academic Council, the Senate's comments on the revised *Presidential Policy on Native American Cultural Affiliation and Repatriation* (10/14).
- Transmitted to Academic Council, CoR's comments on the APM-230 Visiting Appointments, stating the negative impacts the policy has on individuals with a "stand alone" visitor appointment (10/14).
- Transmitted to VCoRED Traina, the Senate's response to structural questions regarding the reorganization of sponsored projects raised during the September 18 consultation with Divisional Council (10/18).

- Endorsed D&E's proposed revisions to the call for the Senate Award for Contributions to Diversity, supporting the recommendation to exclude members of D&E from eligibility for the award and appreciating the suggestion that all committees adopt a similar provision for awards under their jurisdiction (10/21).
- Endorsed to the Library and Scholarly Communications Committee (LASC) proposed revisions to Division Bylaw II.IV.4.A to increase the membership (10/21).
- Conveyed to the EVC/Provost, Divisional Council's comments to two questions on the Scholars at Risk Network (SARS) request, with the recommendation that the campus' and faculty's interests in the SAR Network would be best served if Primary Representative responsibilities were handled by a staff member, perhaps located in the Vice Provost for the Faculty's Office (10/21).
- Transmitted to GE Executive Committee Chair Leppert, comments on the proposed permanent bylaws for the General Education program, focusing on two issues raised by committees: vote apportionment for non-Senate faculty and the voting threshold for making changes to the program. (10/31).
- Conveyed to Vice Provost and Dean of Graduate Education Zatz, Divisional Council's approval of the Proposal for a Program of Graduate Studies in Cognitive and Information Sciences for the M.S. Degree (11/14).
- Transmitted to Associate Vice Chancellor and Chief Information Officer Kovalchick, Divisional Council's comments on the charter for the Faculty Advisory Committee for Information Technology, noting how essential I.T. is to meeting faculty and campus goals for research and teaching (11/26).
- Transmitted to the Faculty Advisory Committee on Sustainability (FACS) Chair, Divisional Council's varying comments regarding the structure for Phase 2 of the FACS (11/26).
- Transmitted to Academic Council, Divisional Council's comments on the revised Presidential Policy on Copyright Ownership (11/26).
- Conveyed to the PROC Co-Chairs Divisional Council's endorsement for the Associate Provost for Academic Planning and Budget to replace the Executive Vice Chancellor and Provost as the administrative co-chair of PROC (12/6).
- Transmitted to the Director of Transportation, Parking and Fleet Services, a memo from the Committee on Faculty Welfare and Academic Freedom (FWAF), recommending a change to how authorization for parking reciprocity is handled (12/9).
- Transmitted to the EVC/Provost, VPDGE, and VPF, Divisional Council's endorsement of a memo, jointly developed by the Committee on Faculty Welfare and Academic Freedom (FWAF) and Graduate Council (GC), urging the development of infrastructure, including policy, procedures, and support structures, for resolving disputes between faculty members and graduate students (1/9).
- Transmitted to Interim VPDUE Zimmerman, Divisional Council's endorsement of Undergraduate Council's approval for a B.S. Degree in Civil Engineering, effective Fall 2021 (1/24).
- Conveyed to Professor Roger Bales, Divisional Council's endorsement of the Resolution regarding the University of California's engagement in carbon neutrality (1/31).
- Transmitted to the VPF, Divisional Council's comments on the MOU and proposal to establish a policy for faculty FTE transfer to Division-level appointments (1/31).
- Conveyed to AVC Pollard, Divisional Council's approval for four new Endowed Chairs (2/4).
- Transmitted to Academic Council, Divisional Council's comments and recommendation for an amendment on the proposed revisions to APM-120 Emerita/Emeritus Titles (2/4).
- Transmitted to Academic Council, Divisional Council's comments on the UC Washington Center Current Assessment Report and Proposal for Future State (2/4).

- Transmitted to the EVC/Provost, Divisional Council's endorsement of Diversity & Equity's proposed revisions to the guidelines for faculty retention procedures (2/24).
- Conveyed to Academic Council, Divisional Council's endorsement of the BOARS recommendation to eliminate the SAT Essay/ACT Writing Test (3/23).
- Transmitted to Academic Council, Divisional Council's endorsement on the *Report and Recommendations of the Standardized Testing Task Force* and the Task Force's additional statement regarding the role of standardized testing in admissions to the UC system (3/23).
- Transmitted to Academic Council, the Committee on Diversity & Equity's comments, and FWAF's, GC's, and the School of Natural Sciences Executive Committee's endorsement of the new Presidential Policy on Gender Recognition and Lived Name (4/8).
- Conveyed to Academic Council, the Committee on Faculty Welfare and Academic Freedom's endorsement of the proposed revisions to the Presidential Policy on Travel Regulations (4/28).
- Transmitted to Academic Council, The Committee on Research's and The School of Natural Sciences Executive Committee's comments on The Proposed Revisions to Presidential Policy on Protection of Human Subjects in Research (5/19).
- Conveyed to Academic Council, Diversity & Equity's comments, recommendations, and the responses to the survey regarding the use of use of Diversity, Equity, and Inclusion statements (6/12).
- Transmitted to Academic Council, Divisional Council's comments on the Proposed Revisions to Presidential Policy, UC Seismic Safety Policy, including CAPRA's recommendation that mitigation of seismic safety issues should not be the only concern of construction, facilities, and maintenance, since other needs are more pressing at UC Merced and also speak to the issue of campuses fulfilling their mission (6/12).
- Conveyed to Academic Council, Diversity & Equity's endorsement of The Revised Presidential Policy on Native American Cultural Affiliation and Repatriation (6/17).
- Transmitted to Academic Council, Divisional Council's comments on the recommendations put forth by the Task Force on Faculty Disciplinary Standard (6/18).
- Conveyed to Academic Senate, Divisional Council's endorsement of the Diversity & Equity memo regarding anti-Black racism and the mistreatment of minoritized populations (6/24).

**COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT
2019-2020**

TO THE MERCED DIVISION OF THE ACADEMIC SENATE:

The Committee on Academic Personnel (CAP) is pleased to report on its activities for the Academic Year 2019-2020.

I. CAP Membership

This year the CAP membership included five members from UCM and four external members. The UCM members were Nella Van Dyke, Chair (School of Social Sciences, Humanities, and Arts), David F. Kelley, Vice Chair (School of Natural Sciences), Heather Bortfeld (School of Social Sciences, Humanities, and Arts), Ashlie Martini (School of Engineering), and Manuel Martín-Rodríguez (School of Social Sciences, Humanities, and Arts). The external members were Philip Roeder (UCSD, Political Science), Charles Glabe (UCI, Biology), Reza Abbaschian (UCR, Materials Science and Engineering), and Michael Saler (UCD, History).

The CAP analyst this year was Simrin Takhar.

II. CAP Review of Academic Personnel Cases

CAP is charged with making recommendations on all Senate faculty appointments and academic advancements, including merit actions, promotions to tenure, promotions to Professor, and advancements across the barrier steps Professor V to VI and Professor IX to Above Scale. CAP, however, does not review appointment or advancement cases at Assistant Professor III and below, appointment or advancement cases at Assistant Teaching Professor III and below, short-form advancement cases at any rank, or appointment cases for Assistant Adjunct Professors steps I – VI. These actions are handled at the department/dean level, unless there is a disagreement between the department faculty and the dean, in which case, the file in question is reviewed by CAP as an independent body.

Policies and Procedures

CAP adheres to systemwide policies and procedures as described in the UC Academic Personnel Manual ([APM](#)). Policies and procedures not outlined in the APM, but practiced at other UC campuses, were generally observed at Merced.

The Merced Academic Personnel Policies & Procedures ([MAPP](#)) document is also a useful resource for faculty members, administrators and department chairs. The MAPP is an evolving resource. The Academic Personnel Office (APO) issues to the campus any proposed revisions to the MAPP usually on an annual basis. These proposed revisions also undergo Senate review, by all Senate committees, including CAP.

Review Process

CAP's review process begins when the committee receives files from APO, where they have been analyzed, vetted, and classified to facilitate further, efficient processing. The cases, as well as reviewer assignments, are distributed to the committee one week prior to CAP's meeting and ensuing discussion of the files. CAP typically reviews fewer cases in the Fall and many more in the Spring. One lead reviewer and one secondary reviewer are assigned to report on each case; however, all members are expected to

read and discuss the files. Reviewer assignments are made according to members' areas of expertise. Reviewers serve not as advocates of their areas, but as representatives who act in the best long-term interests of the campus. Committee members who participate in a prior level of review for a file are recused from CAP's respective review of the file.

CAP convenes for two-hour teleconference meetings on Friday mornings. Reports from the primary and secondary readers on each case are followed by a thorough committee discussion, as well as a vote on the proposed action. CAP's quorum for all personnel actions is half plus one of its membership. On rare occasions, a vote on a case is deferred and the file is returned for further information or clarification. After the meeting, the CAP analyst and Chair prepare draft reports on the dossiers. These are then distributed to the committee for review, consultation, and approval. The final version of the report is sent as a letter to the Executive Vice Chancellor/Provost (EVC/Provost) and to the Vice Provost for the Faculty (VPF). If the EVC/Provost determines that no further deliberation is necessary, the substance of CAP's report and those of other levels of review are summarized by Academic Personnel in a letter that is transmitted to the dean of the candidate's school.

For the vast majority of the cases, the above process ends CAP's review of the file. The EVC/Provost and VPF communicate with CAP to discuss any disagreements with CAP's recommendation on particular cases. In spring semester, CAP was notified that the interim Chancellor formally delegated to the VPF the administrative authority to make final decisions on the following cases: Professor series reappointments and advancements (exceptions: Professor VI and Above Scale); mid-career appraisals (actions already delegated to the deans are excluded); and Professor series appointments at the levels of Assistant Professor IV-VI.

Recommendations

Appendix A provides a simple numerical summary and analysis of the CAP caseload for the 2019-2020 academic year. CAP reviewed a total of 77 cases during the year compared to 74 the year prior. The committee agreed with the School recommendations without modification on 55 (71%) of the reviewed cases (see Table 2). For 6 other cases, CAP voted against the recommendation. For 15 cases, CAP recommended a modification of the proposed action from the department or dean (e.g., a higher or lower step or a higher or lower mid-career appraisal rating).

Tables 1A – 1F detail caseloads and their respective outcomes according to the proposed personnel actions. Table 2 provides aggregate recommendations by the academic units.

CAP recommendations are transmitted to the EVC/Provost and VPF for a final level of review and approval. On rare occasions, the EVC/Provost or VPF go against CAP's recommendation, whereupon, he/she is expected to meet with CAP to discuss his/her decision to overturn the committee's recommendation. This year, the EVC/Provost or VPF overturned 2 CAP recommendations.

III. CAP Communications

In spring semester, CAP issued a memo to the Senate faculty regarding the impact of the COVID-19 pandemic on research productivity. The memo encouraged departmental personnel committees, chairs, and deans of the need to take impacts of the required adjustments into account when reviewing future personnel cases that include the activities of the spring 2020 semester (or possibly beyond, depending upon the duration of significant virus-related disruptions). The memo also assured faculty that CAP intends to take these difficulties into account when reviewing faculty personnel cases that cover the time

period impacted by the virus (a length of time as yet unknown). CAP recommended that faculty explain negative impacts when preparing self-statements in the future and potentially note these on CVs as well.

CAP also sent a memo to the EVC/Provost requesting he abide by [MAPP 2014](#) - Preparation of the Case Review File - Section L "Higher levels of review" which states "Should the EVC/Provost disagree with CAP's recommendation, he or she will consult with CAP before issuing a final decision."

Over the course of the 2019-20 academic year, CAP identified a number of sections of the Merced Academic Personnel Policies and Procedures (MAPP) manual that could use some revision. At the end of the year, CAP submitted a memo to the Provost and Vice Provost of Faculty describing changes we recommend for their consideration as they work with the Academic Personnel Office to revise the MAPP.

IV. Counsel to EVC/Provost and VPF

The CAP Chair briefly discusses each week's cases, after CAP has voted on its recommendations, with the EVC/Provost and VPF. These discussions mostly focus on individual cases.

V. Academic Personnel Meetings

Fall Meeting

As is tradition at UCM, the EVC/Provost and the VPF requested CAP's presence at a fall academic personnel meeting. The meeting, held on October 9, 2019 was also attended by Senate faculty and administrators. CAP was represented by Vice Chair David F. Kelley and members Heather Bortfeld, Ashlie Martini, and Manuel Martín-Rodríguez. The committee participated in two discussion sessions. The morning session was held with Assistant Professors, Assistant Teaching Professors, and Academic Personnel. This session began with a brief introduction to the academic personnel review process and proceeded to a question-and-answer period. The afternoon session included all Senate faculty (tenured and non-tenured), CAP members, EVC/Provost, VPF, Department Chairs, and Academic Personnel. Detailed minutes from both sessions are available from the CAP analyst. Significant discussion items raised by faculty concerned criteria for promotion, the evaluation of teaching, and extramural funding success.

VI. Academic Senate Review Items

The Division Council transmitted to CAP various campus and systemwide proposals and documents for review. The EVC/Provost and VPF did not distribute proposed revisions to the MAPP for campus review this year.

VII. Acknowledgments

CAP would like to acknowledge its working relationship with EVC/Provost Gregg Camfield and VPF Teenie Matlock. The committee would also like to acknowledge APO, the Deans, the Department Chairs, and the AP staff in each school for their dedication to excellence in the personnel review process at UC Merced, as well as the Senate analyst who supports CAP.

Respectfully,

Nella Van Dyke, Chair (UCM)
David F. Kelley, Vice Chair (UCM)
Heather Bortfeld (UCM)

Ashlie Martini (UCM)
Manuel Martín-Rodríguez (UCM)
Philip G. Roeder (UCSD)
Charles Glabe (UCI)
Reza Abbaschian (UCR)
Michael Saler (UCD)

APPENDIX A

**2019-2020 COMMITTEE ON ACADEMIC PERSONNEL
TABLES 1A-1F FINAL RECOMMENDATIONS BY ACTION TYPE**

	CAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
TOTAL PERSONNEL CASES	55	15	6	1	77

TABLE 1A APPOINTMENTS	CAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
Assistant Professor	2	1	1	0	4
Associate Professor	4	0	0	0	4
Professor (includes 2 Endowed Chairs)	4	2	0	0	6
Teaching Professor	1	0	0	0	1
Total	11	3	1	0	15
% CAP Agreed with Proposal					73
% CAP Agreed or Modified Proposal					93

TABLE 1B PROMOTIONS	CAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
Associate Professor	9	6	0	0	15
Associate Teaching Professor	2	1	0	0	3
Professor	5	0	0	1	6
Professor VI	1	0	0	0	1
Above Scale	0	0	0	0	0
Teaching Professor	1	0	0	0	1
Total	18	7	0	1	26
% CAP Agreed with Proposal					69
% CAP Agreed or Modified Proposal					96

TABLE 1C Advancements/Merits	CAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
Assistant Professor	4	2	0	0	6
Associate Professor*	6	0	2	0	8
Associate Teaching Professor	1	0	0	0	1
Professor	2	2	1	0	5
Teaching Professor	0	0	1	0	1
Total	13	4	4	0	21
% CAP Agreed with Proposal					62
% CAP Agreed or Modified Proposal					81

*Includes a Performance Improvement Plan Review

	CAP Recommendation				
TABLE 1D MID-CAREER APPRAISALS	Agreed	Modification	Disagreed	Pending	TOTAL
Assistant Professor	11	1	0	0	12
Total	11	1	0	0	12
% CAP Agreed with Proposal					92
% CAP Agreed or Modified Proposal					100

	CAP Recommendation				
TABLE 1E REAPPOINTMENTS	Agreed	Modification	Disagreed	Pending	TOTAL
Assistant Professor	2	0	0	0	2
Total	2	0	0	0	2
% CAP Agreed with Proposal					100
% CAP Agreed or Modified Proposal					100

	CAP Recommendation				
TABLE 1F OTHER	Agreed	Modification	Disagreed	Pending	TOTAL
Assistant Professor	0	0	0	0	0
Associate Professor	0	0	0	0	0
Professor (Career Equity Review)	0	0	1	0	1
Total	0	0	1	0	1
% CAP Agreed with Proposal					0
% CAP Agreed or Modified Proposal					0

**TABLE 2
FINAL RECOMMENDATIONS ON SCHOOL PROPOSALS
2019-2020**

School	Number Proposed	CAP Recommendation					% CAP agreed w/unit without modification	% CAP agreed w/unit or modified up or down
		Agree	Modify-Up	Modify-Down	Disagree	Pending		
Engineering	26	17	3	1	4	1	65	81
(MCA)	4							
Natural Sciences	21	16	0	4	1	0	76	95
(MCA)	7							
Social Sciences, Humanities, and Arts	30	22	2	5	1	0	73	97
(MCA)	1							
TOTALS	77	55	5	10	6	1	71	91
(MCA)	12							

**TABLE 3
CASES REVIEWED BY CAP 2005-2020**

	2005-2006	2006-2007	2007-2008	2008-2009
Total Cases	61	56	82	61
Total Appointments	43	32	45	22
Total Promotions	3	2	2	3
Total Merit Increases	14	22	35	33
Total Other	1	0	0	3

	2009-2010	2010-2011	2011-2012	2012-2013
Total Cases	63	96	90	98
Total Appointments	13	34	33	30
Total Promotions	10	17	18	13
Total Merit Increases	40	39	38	47
Total Other	0	6	1	0

	2013-2104	2014-2015	2015-2016
Total Cases	128*	92	148
Total Appointments	50	16	38
Total Promotions	16	16	22
Total Merit Increases	58	57	87
Total Other	4 1 MCA only 3 reappointments *1 case pending	3 reappointments	1 reappointment

	2016-2017	2017-2018
Total Cases	105	95
Total Appointments	20	10
Total Promotions	20	26
Total Merit Increases	59	30
Total Other	6 4 MCA only 2 Endowed Chair reappointments	29 26 MCA only 2 reappointments 1 Performance Improvement Plan review

	2018-2019	2019-2020
Total Cases	74	77
Total Appointments	18	15
Total Reappointments	0	2
Total Promotions	25	26
Total Advancements/Merits	22	21
Total Mid-Career Appraisals	8	12
Total Other	1 (Career Equity Review)	1 (Career Equity Review)

**RESERVE COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT
2019-2020**

TO THE MERCED DIVISION OF THE ACADEMIC SENATE:

The Reserve Committee on Academic Personnel (RCAP) is pleased to report on its activities for the academic year 2019-2020.

I. RCAP Membership

This year's RCAP members were Jan Wallander, Chair (School of Social Sciences, Humanities, and Arts), Arnold Kim (School of Natural Sciences), Roland Winston (School of Natural Sciences and School of Engineering), Martha Conklin (School of Engineering), Tanya Golash-Boza (School of Social Sciences, Humanities, and Arts), and Michael Dawson (School of Natural Sciences).

The RCAP analyst was Simrin Takhar.

II. RCAP Review of Academic Personnel Cases

RCAP is charged with reviewing personnel files of current CAP members, or those who termed off the committee in the preceding academic year, and appeals by faculty members.

Policies and Procedures

RCAP adheres to systemwide policies and procedures as described in the UC Academic Personnel Manual ([APM](#)). Policies and procedures not outlined in the APM, but practiced at other UC campuses, were generally observed at Merced.

The Merced Academic Personnel Policies & Procedures ([MAPP](#)) document is also a useful resource for faculty members, administrators and department chairs.

Review Process

RCAP's review process begins when the committee receives files from APO, where they have been analyzed, vetted, and classified to facilitate further, efficient processing. The cases, as well as reviewer assignments, are distributed to the committee one week prior to RCAP's meeting and ensuing discussion of the files. One lead reviewer and one secondary reviewer are assigned to report on each case; however, all members are expected to read and discuss the files. Reviewer assignments are made according to members' areas of expertise. Reviewers serve not as advocates of their areas, but as representatives who act in the best long-term interests of the campus. Committee members who participate in a prior level of review for a file are recused from RCAP's respective review of the file.

If the RCAP lacks sufficient expertise in the faculty member's research area, the committee membership temporarily expands to include external (UC) experts, as occurred in the review of three of the four cases in AY 2019-2020.

Reports from the primary and secondary readers on cases are followed by a thorough committee discussion, as well as a vote on the proposed action. RCAP's quorum for all personnel actions is half plus one of its membership. After the meeting, the RCAP Analyst and Chair prepare draft reports on the dossiers. These are then distributed to the committee for review, consultation, and approval. The final version of the report is sent as a letter to the Executive Vice Chancellor/Provost (EVC/Provost) and to the Vice Provost for the Faculty (VPF). After the meeting, the RCAP chair, EVC/Provost, and VPF meet to discuss the case. If the EVC/Provost determines that no further deliberation is necessary, the substance of RCAP's report and those of other levels of review are summarized by Academic Personnel in a letter that is transmitted to the dean of the candidate's school.

For the vast majority of the cases, the above process ends RCAP's review of the file. The EVC/Provost communicates with RCAP to discuss any disagreements with RCAP's recommendation on particular cases.

Recommendations

Appendix A provides a simple numerical summary and analysis of the RCAP caseload for the 2019-2020 academic year. RCAP reviewed four cases this year.

Tables 1-3 detail caseload and outcome according to the proposed personnel action. Table 2 provides aggregate recommendation by the academic unit.

RCAP recommendations are transmitted to the EVC/Provost for a final level of review and approval. On rare occasions, the EVC/Provost goes against RCAP's recommendation, whereupon, he meets with RCAP to discuss his decision to overturn the committee's recommendation. This year, the EVC/Provost did not overturn any of RCAP's recommendations.

Respectfully,

Jan Wallander, Chair (SSHA)
Arnold Kim (SNS)
Roland Winston (SNS/SOE)
Martha Conklin (SOE)
Tanya Golash-Boza (SSHA)
Michael Dawson (SNS)

APPENDIX A

**2019-2020 RESERVE COMMITTEE ON ACADEMIC PERSONNEL
TABLES 1-3 FINAL RECOMMENDATIONS BY ACTION TYPE**

	RCAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
TOTAL PERSONNEL CASES	4	0	0	0	4

TABLE 1A APPOINTMENTS	RCAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
Associate Professor	0	0	0	0	0
Professor – Endowed Chair	1	0	0	0	1
Professor VI	0	0	0	0	0
Above Scale	0	0	0	0	0
LSOE	0	0	0	0	0
Total	1	0	0	0	1
% RCAP Agreed with Proposal	100				100
% RCAP Agreed or Modified Proposal					0

TABLE 1B ADVANCEMENTS	RCAP Recommendation				TOTAL
	Agreed	Modification	Disagreed	Pending	
Associate Professor	0	0	0	0	0
Professor*	3	0	0	0	3
Professor VI	0	0	0	0	0
Above Scale	0	0	0	0	0
LSOE	0	0	0	0	0
Total	3	0	0	0	3
% RCAP Agreed with Proposal	100				100
% RCAP Agreed or Modified Proposal					0

***One of the advancements included the review of an appeal of a denied advancement.**

**TABLE 2
FINAL RECOMMENDATIONS ON SCHOOL PROPOSALS
2019-2020**

School	Number Proposed	RCAP Recommendation					% RCAP agreed w/unit without modification	% RCAP agreed w/unit or modified up or down
		Agree	Modify-Up	Modify-Down	Disagree	Pending		
Engineering	1	1					100	100
Natural Sciences								
Social Sciences, Humanities, and Arts	3	3					100	100
TOTALS	4	4	0	0	0	0	100	100

**TABLE 3
CASES REVIEWED BY RCAP 2019 -**

	2018-2019	2019-2020
Total Cases	1	4
Total Appointments	0	1 (Endowed chair)
Total Promotions	1	0
Total Merit Increases	0	3 (1 Appeal review)

**COMMITTEE ON ACADEMIC PLANNING AND RESOURCE ALLOCATION (CAPRA)
ANNUAL REPORT
AY 2019-2020**

To the Merced Division of the Academic Senate:

The Committee on Academic Planning and Resource Allocation (CAPRA) held a total of 16 regularly scheduled in-person meetings and conducted some business via email with respect to its duties as outlined in UC Merced's Senate Bylaw [II.IV.1](#).

CAPRA also benefited from regular consultation with the EVC/Provost who attended meetings this academic year.

Areas of Focus

Academic Planning

The new, multi-year campus academic planning process marked the end of CAPRA's traditional function of reviewing individual faculty FTE requests and making allocation recommendations to the EVC/Provost. Much of this academic year was focused on determining CAPRA's current and future role in the integrated academic planning and budgeting process. In general, CAPRA, in evaluating five-year plans from Schools and Divisions (the latter defined as the Library, future Gallo School, Graduate Division, and Undergraduate Education) would make recommendations to the EVC/Provost on the allocation of sums of funding to the Schools and Divisions to be used for faculty positions and ultimately, both faculty and staff positions. CAPRA would evaluate the five-year plans from an institutional perspective and make recommendations that would benefit the university as a whole. Ideally, CAPRA would achieve a balance of resources across Schools and Divisions for diversity in research, and excellence in general education, graduate education, research, and undergraduate teaching, in addition to grant dollars.

The original academic planning timeline, as determined by the EVC/Provost earlier in AY 19-20, was as follows:

- Phase I, early spring 2020 – CAPRA reviews the School/Division aspirations and goals. By March 2020, CAPRA received submissions from the School of Natural Sciences, the School of Engineering, the School of Social Sciences, Humanities and Arts, the future Gallo School, Library, and the Graduate Division. CAPRA did not receive a plan from Undergraduate Education.
- Phase II, fall 2020 – CAPRA reviews the School/Division draft five-year plans which they develop using the criteria outlined in last year's report from the campus Academic Planning Working Group.

- Phase III, spring 2021 – CAPRA evaluates School/Division final academic plans and makes recommendations to the EVC/Provost on the allocation of sums of money. The EVC/Provost would have the final decision on resource allocation.

However, the outbreak of the global COVID-19 pandemic in spring 2020 altered the academic planning timeline. The full scope of the negative impact on the UC's budget caused by the pandemic will not be revealed until July or August 2020 when the state budget is issued. (This year's May Revise of the state budget was postponed to July to align with the delay in the tax filing deadline.) Though CAPRA received from Schools and Divisions the required documents for Phase I in March 2020, the committee took no formal action. Phase II of the academic planning timeline was delayed to the end of September or early October 2020.

In late spring 2020, the EVC/Provost and CAPRA issued a joint memo to Schools and Divisions regarding the aspirations and goals they submitted as part of Phase 1 of the academic planning process. CAPRA appreciated the considerable work performed by the Schools and Divisions. However, CAPRA recognized that the proposed relationships between goals, indices, and criteria are likely to be revised as Schools and Divisions establish strategies for meeting these goals. Therefore, in the joint memo, CAPRA and the EVC/Provost encouraged Schools and Divisions to 1) review each others' aspirational goals and assess their relationships to the indices of success; 2) consider how the School/Division's goals may complement those of other Schools/Divisions to support in the collective the campus's aspirations outlined by the Academic Planning Working Group report indices and criteria; and 3) prioritize their own goals.

Given that it would be impossible for Schools/Divisions to have new budget information in time to meet the original deadline for phase II submission, CAPRA consulted with the EVC/Provost in late spring 2020 on a revised academic planning timeline. It is anticipated that by September or October 2020, Schools/Divisions will submit essential elements of their five-year plans; by mid-October, the plans would be provided to the EVC/Provost and CAPRA for review. By mid-November, the EVC/Provost and CAPRA would provide to campus their reviews of School/Division plans together with proposed funding priorities and campus funding estimate for upcoming years with the caveat that they are re-evaluated annually given fiscal uncertainties. Between November 2020 and the end of January 2021, Schools/Divisions would discuss synergies and feedback on initial plans/costs in light of campus funding estimates. Between the end of January and mid-March 2021, Schools/Divisions would revise their plans and estimate costs. Finally, by the end of March 2021, the revised plans and costs would be submitted to the EVC/Provost and CAPRA.

In late spring semester 2020, the Senate leadership proactively sought remedies to counter anti-Black racism, systemic inequalities, and mistreatment of minoritized populations. CAPRA opined on the role it could play in furtherance of this effort. Given that CAPRA will eventually advise the EVC/Provost on resource allocations in terms of overall funding to each

School/Division, the committee decided it could be more intentional about how resources are distributed to foster more inclusivity and diversity on campus.

This academic year, CAPRA members participated in academic planning town hall meetings for faculty which were organized by EVC/Provost Camfield and Associate Provost for Academic Planning and Budget (APAPB) Schnier. The town hall meetings held in fall semester clarified for faculty the new academic planning process while the town halls in the spring semester were intended to elicit feedback from faculty on how to proceed with Phase II of planning in light of the COVID-19 pandemic.

Budget Impact of COVID-19 Pandemic

EVC/Provost Camfield kept CAPRA members updated on the impact of the COVID-19 pandemic on the UC. Campus auxiliary services were significantly affected, as the university had to return money for parking, student housing, and dining. On a positive note, UC Merced is receiving \$13 million from the federal Coronavirus Aid, Relief, and Economic Security (CARES) Act. Half of the funds are earmarked for students while the other half may be used to mitigate deficits caused by the cancellation of student housing and dining contracts. Expenditures for new technology that the campus had to make in order to transition to online instruction can also be made from CARES funds. Other COVID-19 related expenses will be reimbursed by FEMA. CAPRA was informed that APAPB Schnier and the Office of Financial Planning & Analysis conducted stress testing and analyzed potential scenarios in the context of the COVID-19 pandemic. They developed a simulation model that examines revenue flows for the campus contains variables including current enrollment, retention, state appropriations, grant dollars per faculty member, and auxiliary expenses and revenue. The true extent of the budget deficits will not be realized until July or August when the state receives tax revenue.

In spring 2020, UC President Napolitano announced the freezing of faculty salary scales, however, faculty will still receive raises as part of their normal merit/advancement process. Salaries of non-represented UC employees will also be frozen next year.

Campus Budget

CAPRA also consulted with AVC for Financial Planning & Analysis Bianca Khanona on the campus financial overview for fiscal years 2019 and 2020 as well as the 2021 budget planning process.

AVC Khanona also updated CAPRA members on capital planning, specifically:

- The final delivery of the 2020 Project is scheduled for May 2020. The project is on time and on budget. The construction timeline has not yet been impacted by the COVID-19 pandemic.

- Seven backfill projects are in progress and one is in the construction phase. (Backfill projects refer to renovating existing campus space as a result of the 2020 Project space assignments for faculty.)
- The campus will be implementing Oracle, a financial accounting system that will replace UC Merced's use of the UCLA's financial system.

AVC Khanona also shared with CAPRA members budget forecasting numbers for 2021 excluding enrollment and contracts and grants.

Space Planning and Allocation

CAPRA's other main function besides advising the EVC/Provost on academic planning is advising on space planning and allocation. The committee was kept informed on these topics by Director of Space Planning & Analysis Maggie Saunders.

Director Saunders presented to CAPRA members the Capital Financial Plan (CFP) which each campus submits to UCOP, and contains the campus's capital priorities for the next six years. The CFP focuses on the current fiscal year (2019-2020) and the next five fiscal years (2019-2020 through 2024-2025) and represents critical capital, capital renewal, and environmental projects in the near-term planning horizon. Director Saunders and the EVC/Provost requested CAPRA's input on the next fiscal year's campus capital priorities before the next iteration of the CFP is submitted to UCOP.

Director Saunders also provided the following updates to CAPRA on the 2020 project and backfill space projects:

- 2020 buildings will be delivered on time and on budget.
- The move to the new administration building will occur in June/July.
- Move in to BSP will begin:
 - July/Aug – Basement and 1st Floor
 - Nov/January – 2nd, 3rd & 4th Floor
- COB1 Backfill Project – completed end of August
- COB2 Backfill Project – primarily moves, September
- SE1 & SE2 Backfill Projects – Spring 2021

The general obligation bond was rejected by voters during the 2020 California primary, so the campus is working on alternative sources of money for the Health and Behavioral Sciences (HBS) building through both private and public-private partnerships.

Consultation

APAPB

In addition to regularly consulting with APAPB Schnier on academic planning, CAPRA held discussions with him on various items on which he requested the committee's input, namely his proposed graduate student funding model which seeks to implement incentives in order to provide more resources to graduate programs. APAPB Schnier also welcomed CAPRA's review of the budget guidelines and analysis. Additional models will be presented to CAPRA by the APAPB in the future including transfer and retention and budget drivers.

Space Planning & Analysis

As mentioned above, CAPRA was kept informed on 2020 space and backfill space issues through consultations with Director of Space Planning & Analysis Maggie Saunders.

Representation on Campus Committees

CAPRA had representation on the Senate Library & Scholarly Communications (LASC) Committee, the Enrollment Strategy Committee, the Periodic Review Oversight Committee, and the Joint Council (deans and Vice Chancellors).

University Committee on Planning and Budget (UCPB) updates

The CAPRA chair represented the committee on UCPB and kept CAPRA members updated on topics raised by this systemwide committee. The major topics of discussion on UCPB this year were the UC pension plan, faculty salaries, proposed cohort tuition plan, reviews of multi-campus research units, and the impact of the COVID-19 pandemic on UC faculty, graduate and undergraduate students, graduate student research, and budget.

Campus Review Items

- CAPRA reviewed and endorsed:
 - Proposed name change for Chemistry major and minor
 - Proposed revisions to Merced Division bylaws – LASC Membership
 - Proposal to establish a stand-alone Senate Admissions and Financial Committee

- CAPRA reviewed and commented on:
 - Vice Chancellor for Research & Economic Development's request for input on the Sponsored Research Services redesign
 - Proposed MS degree in Cognitive and Information Sciences

- Draft charge for proposed Faculty Advisory Committee for IT
- Faculty Advisory Committee on Sustainability – Phase II
- Proposed B.S. degree in Civil Engineering
- Resolution to address climate change
- VPF’s proposal for faculty FTE transfer to Division-level appointments
- Interim Policy for Enrollment Management of Impacted Programs
- EVC/Provost’s proposed summer session faculty compensation model
- Senate Committee on Research’s revised policy on the establishment, disestablishment, and review of ORUs
- Proposed revisions to Merced Division Bylaw II.IV.1 – CAPRA. CAPRA’s proposed revisions to its own section of the Division bylaws were intended to more efficiently encourage undergraduate and graduate student participation while being cognizant of their workload and competing demands.
- Request from the Senate Chair on measures to counter anti-Black racism, systemic inequalities, and mistreatment of minoritized populations.

Systemwide Review Items

- CAPRA reviewed and commented on:
 - UC Washington Center Current State Assessment Report and Proposal for Future State

Respectfully submitted:

CAPRA members:

Patti LiWang, Chair (SNS) – UCPB representative

Sarah Kurtz, Vice Chair (SOE)

Robin DeLugan, Senate Vice Chair (SSHA)

Jessica Trounstine (SSHA)

Kathleen Hull (SSHA)

Kevin Mitchell (SNS)

Reza Ehsani (SOE)

Student Representatives:

Shayna Bennett, GSA (fall 2019)

Jonathan Anzules, GSA (spring 2020)

Senate Staff:

Simrin Takhar

COMMITTEE ON RESEARCH (COR)
ANNUAL REPORT
AY 2019-2020

To the Merced Division of the Academic Senate:

During the 2019-2020 academic year, the Committee on Research (COR) held a total of 16 meetings in order to conduct business with respect to its duties as outlined in UC Merced's Academic Senate [Bylaw II.III.7](#). Beyond these in-person meetings, some additional business was completed via electronic mail discussions.

Areas of Focus

Administering the Academic Senate Annual Faculty Research Grants Program

One of the main recurring responsibilities of COR is administering the Academic Senate faculty research grants program. As in the previous year, \$175,000 was made available for the program by the EVC/Provost. Ultimately, the call for proposals remained largely unchanged from last year's version. A call for proposals was electronically issued to all Academic Senate faculty members on November 13, 2019 with a deadline for submissions of January 24, 2020. COR members ranked the 35 received grant proposals and selected 25 awardees according to the stated criteria in the call for proposals. All of the funds (\$175,000) that were allocated to the Senate for the grants program were used. Grant recipients, together with their deans, EVC/Provost, and appropriate School staff, were notified electronically with award letters on February 13.

As detailed in the section below "Research Enhancement", COR is requesting that the administration increase the funding for the Senate faculty grants program next year.

Revision of Academic Senate Policy on the Establishment and Review of Organized Research Units

This year, COR successfully finalized its two-year effort to revise the Senate policy on the establishment, disestablishment, and review of organized research units (ORUs).

In response to feedback provided to COR at the end of the last academic year by Senate committees, School Executive Committees, and ORU directors, COR revised the policy and re-submitted it to Division Council on March 4, 2020. The revised policy was then issued for a second campus review by Division Council on March 9, 2020. Additional feedback was provided to COR by Senate committees and ORU directors in April 2020. The final version of the policy, which took into account the most recent set of comments, was submitted to Division

Council on May 13, 2020. Division Council approved the policy on May 28, 2020. The approved policy, which also includes a Frequently Asked Questions section, was widely distributed to the campus and posted on the Academic Senate website.

Research Enhancement Proposal

One of COR's main efforts this year was drafting a two-part initiative for restructuring and enriching campus-wide research support. The first of the two-part initiative concerned the Senate faculty grants program. In addition to requesting additional funding for the program, COR proposed to create two components of the research awards program; one that supports the faculty research activity at the local scale (in the schools/departments) and one that supports campus-wide research activities. COR suggested an annual funding level of \$2,000 per Senate faculty which would be equivalent to restoring the existing faculty grants program to \$1,000 per Senate faculty and provide another \$1,000 per Senate faculty for campus-wide projects, such as shared instrumentation, conceptualization grants for larger scale centers, or programs that serve the broader campus community.

The proposal was reviewed and endorsed by the Deans of SNS, SoE, and SSHA, as well as Graduate Council, and VPDGE Zatz. COR submitted the proposal to Division Council on April 7, 2020.

In a memo to Division Council in July 2020, COR emphasized that the impacts of the COVID-19 pandemic on research make an increase of intramural research funding critical. The memo pointed out that faculty have been spending start-up, grant and other funds to keep their students, postdocs and research staff employed during the pandemic lock-down. Federal, state and private funding levels are at risk to decrease due to the economic impacts of the pandemic; funding has been directed to eliminating COVID-19, diminishing funds for other research areas. The restrictions in place to mitigate the spread of COVID-19 slow down research, in some cases they may force faculty to switch research directions completely. The additional intramural funding requested by COR could be part of a broader strategy that enables the UC Merced research community to leverage its creativity and potential for innovation for emerging from this crisis strong and competitive and with the thrust needed to continue on the trajectory to becoming a R1 institution.

The second of the two-part initiative addressed research workforce development, specifically graduate students. COR proposed that graduate students – under the existing title Graduate Student Assistant Researcher – may support their research by taking on functions that address critical needs the campus currently has or cannot fulfill. These functions include serving as instrument/facility custodians and taking on departmental/research program support positions.

Division Council endorsed CoR's memo and CoR transmitted it to the Chancellor and EVC/Provost in July 2020. The research enhancement proposal will be a carry over item for the next academic year.

Senate Awards for Distinguished and Early Career Research

COR is responsible for the review of nominations for the annual Academic Senate awards for Distinguished Research (tenured) and Distinguished Early Career Research (untenured). In order to execute this duty, COR formed two subcommittees, one for each award, and these subcommittees each selected one nominated individual for receipt of the corresponding award. As in previous academic years, COR was struck by the outstanding nominees in both categories. The awardees were recognized at the May 7, 2020 Meeting of the Division of the Academic Senate which was held via Zoom.

Research Impact of COVID-19 Pandemic

One of the many committees that was empaneled in spring semester 2020 to address the impacts of the COVID-19 pandemic was the Research Relaunch Work Group. The work group, whose membership included COR Chair Scheibner, VCORED Traina, and VPDGE (and future, interim VCORED) Zatz, was tasked with focusing on restarting campus research activities for all fields: laboratory-based STEM fields, field work, the social sciences, and the humanities and the arts. The work group conducted a research webinar for all campus faculty in April 2020, and COR benefited from updates provided by the work group in early summer.

In May 2020, the Research Relaunch Work Group shared with COR its draft plan for the reopening of campus research activities by late summer 2020. The draft plan, which shared several similar elements to the plans from other UC campuses, required faculty PIs to craft work plans dictating the work flow of their research groups with special attention to abiding by density and other health and safety rules. The faculty's plans must be submitted for approval to department chairs and deans, then the VCORED, and ultimately the Chancellor (unless the Chancellor designates the VCORED as final authority). Faculty will be responsible for managing their research plans.

In a memo to Division Council in July 2020, COR outlined the ways in which the COVID-19 pandemic has drastically impacted the research community. Various campus work groups have been working to enable the campus to start the process of re-opening research buildings and providing researchers the opportunity to slowly and safely ramp up their operations. The campus shut-down has caused issues for, if not damage to, the research capabilities of research groups. In order to help the campus research community through this difficult time and emerge as competitive as possible from this crisis, COR highlighted various issues for Division Council and urged the administration to consider COR's corresponding recommendations for action:

- Issues
 - Depletion of research funds to ensure continued employment for students, postdoc and/or staff during shut-down.
 - Reduction and redirection of research funding.
 - Access restrictions to research facilities, labs and offices (on-campus and off).
 - Research training.
 - Inequity of measures to mitigate the spread of COVID-19.
- Recommendations
 - Additional funding streams. This includes internal research funding; lobbying for federal and state programs that provide research funds to mitigate the impacts of COVID-19 on the research productivity and careers of researchers; and providing additional avenues for graduate students, postdocs and research staff to remain on the job.
 - Research training and access to research resources.
 - Inequity of measures to mitigate the spread of COVID-19.

Division Council endorsed the memo and CoR transmitted it to the Chancellor and EVC/Provost in July 2020.

Consultation and Monitoring

Consultation with VCORED

Throughout the academic year, COR members benefited from updates on various research-related issues from ex-officio committee member, VCORED Traina.

- Sponsored Projects Services Redesign initiative. (The COR chair served on the Sponsored Project Services Redesign Advisory Board.)
- Continuing scrutiny by the federal government on faculty international interactions and the negative impact on faculty research and on the competitiveness of the US.
- MRPI competition updates.
- Implementation of the reduction of the composite benefit rates for postdoctoral researchers, which was initiated by COR in AY 18-19.
- Impact of COVID-19 on research enterprise
 - updates on the multi-phase relaunching of campus research activities in summer 2020.
 - updates from the federal government's efforts to support the UC's needs during the pandemic, including additional funds and potential, automatic no-cost extensions to federal grants.

Consultation with Associate VCORED Deborah Motton

AVC Motton kept COR members updated during the academic year on the efforts to restructure the Sponsored Projects Office (SPO), specifically the training of staff, improved pre-award processes, and a revamped website. After consultations with AVC Motton, in spring 2020, COR issued a memo to VCORED Traina requesting the establishment of a working group of COR members, SPO staff, and departmental research administrators to convene on a quarterly basis for the purpose of creating a forum that encourages constructive discussions on the pre-award process. COR suggested that the working group begin its activities at the beginning of the 2020 fall semester.

AVC Motton, in conjunction with VCORED Traina, also kept COR members informed of complications surrounding the research enterprise as a result of the COVID-19 pandemic. One major complication is faculty who sought to hire international graduate students or international research staff with extramural funds.

Consultation with VPDGE (Interim VCORED) Zatz

In June 2020, VPDGE (and future, interim VCORED) Zatz updated COR members on the efforts to restructure the Sponsored Projects Office and the future of the pre-award process.

Consultation with Committee on Research Computing

In spring 2020, the campus Committee on Research Computing, which is comprised of computational faculty members from various disciplines, shared with COR a draft proposal for to establish a COVID-19 Emergency Research Software and Cyberinfrastructure Support Fund. The proposal suggested that a Research Software and Cyberinfrastructure Support Board would be created to develop a faculty proposal/request process, review such requests, and make final funding recommendations to the Director of Cyberinfrastructure and Research Technologies. CoRC intended to submit their draft proposal to the administration.

Consultation with Director of Sponsored Research Services

The Director of the Sponsored Projects Office Jue Sun updated COR members in fall 2019 on the multi-phase sponsored projects redesign process.

Consultation with Interim Chancellor Brostrom, EVC/Provost Camfield, and APAPB Schnier

One of COR's main interests is indirect cost return. The committee invited Interim Chancellor Brostrom, EVC/Provost Camfield, and Associate Provost for Academic Planning & Budget

(APAPB) Schnier to a meeting in early spring 2020 to discuss their proposed, indirect cost return policy. They agreed with COR that if the campus wants to encourage faculty to apply for large, significant grants, the campus must support the faculty with more indirect cost return funding. Another motivation for revising the indirect cost return policy is the realization that much of indirect cost return is currently used for capital planning. While this is an important area for campus growth, the campus also needs to ensure that more money is returned to faculty, deans, and the EVC/Provost. The Interim Chancellor informed COR that the new indirect cost rate proposal from HHS is anticipated in 2021-22.

Representation on Campus Committees

COR was represented on the Senate Library and Scholarly Communications (LASC) Committee, Export Control Work Group (empaneled by VCORED Traina), Sponsored Projects Office Redesign Advisory Board, and the Research Relaunch Work Group.

University Committee on Research Policy Updates

The COR Chair represented UC Merced on the systemwide University Committee On Research Policy (UCORP). He kept the COR membership informed of UCORP's main topics of discussion throughout the academic year, including:

- UC Lab Fees program.
- Periodic review of two MRUs.
- Guidelines on managing and streamlining the use of research data across the UC system.
- Updates from the UC Office of Research and Innovation and the Associate Director of UCOP Research Policy Analysis and Coordination.
- White House OSTP request for information on open access and availability of research. (COR collaborated with LASC on a joint memo to Division Council supporting open access.)
- Impact of COVID-19 on UC research
 - Support of graduate students.
 - Discussion of non-resident tuition waivers for international graduate students.
 - Federal economic stimulus relief for the UC system.
 - Relaunching research activities on the UC campuses.
 - Discussion of each campus allowing an exception to the APM by granting additional tenure clock stoppages due to the negative impact of the COVID-19 pandemic.

Campus Review Items

- COR reviewed and endorsed:
 - Proposed Name Change for Chemistry Major and Minor

- Proposed Revisions to Merced Division Bylaws – LASC Membership
- Proposed M.S. Degree in Cognitive and Information Sciences
- COR reviewed and commented on:
 - Structural Questions from VCORED Traina on the Sponsored Research Services Redesign
 - Draft Charge for Proposed Faculty Advisory Committee for IT
 - Phase II – Faculty Advisory Committee on Sustainability
 - Senate Chair’s request for input on the Senate’s potential role in addressing anti-Black racism and the mistreatment of minoritized populations.

Systemwide Review Items

- COR reviewed and commented on:
 - Proposed Revisions to APM 230 (Visiting Appointments)
 - Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation
 - Revised Presidential Policy on Copyright Ownership
 - Resolution to Address Climate Change
 - White Paper on Recognizing International Activities as Part of the Merit, Tenure, and Promotion Process at the University of California
 - Proposed Revisions to Presidential Policy on Protection of Human Subjects in Research

Respectfully submitted:

COR members:

Michael Scheibner, Chair (SNS) – UCORP representative

Kara McCloskey, Vice Chair (SoE) – fall 2019

Roummel Marcia, Vice Chair (SNS) – spring 2020

Anand Subramaniam (SOE)

Stephen Wooding (SSHA)

Miguel Carreira-Perpiñán (SOE)

Brad LeVeck (SSHA)

Shilpa Khatri (SNS)

Xuecai (Susan) Ge (SNS)

Ex officio, non-voting member:

Samuel J. Traina, Vice Chancellor for Research and Economic Development

Staff:

Simrin Takhar

COMMITTEE ON RULES AND ELECTIONS

ANNUAL REPORT 2019-2020

To the Merced Division of the Academic Senate:

In academic year 2019-2020, the Committee on Rules and Elections (CRE) conducted business via teleconference, email, and in-person meetings with respect to its duties as outlined in UCM [Senate Bylaw II.III.7](#).

The Committee on Rules and Elections (CRE) issues formal Legislative Rulings to resolve disputes or clear up ambiguities regarding Senate authority, procedures, or jurisdiction. Legislative Rulings are binding unless modified by subsequent legislation or action from the Board of Regents. CRE also prepares and reports to the Division, or to any of its Faculties, such changes and additions to their Bylaws and Regulations proposed by other committees or by individuals; edits and publishes the Manual of the Merced Division at such intervals as it deems expedient; and determines whether a person meets the conditions for membership in the Division.

The Divisional Council received regular updates on CRE activities from CRE Chair Christopher Viney. The Chair of CRE also serves as the [Division Secretary/Parliamentarian](#).

The issues that CRE considered and acted on during 2019/2020 are summarized below.

Elections

The first Call for Nominations for four positions on the Committee on Committees (CoC) and two At-Large members of the Divisional Council (DivCo) was distributed to Senate members on January 14, 2020.

Complete forms were due to the Senate Office on January 27, 2020. Having received an insufficient number of nominations, the Call was extended to February 10, 2020. Following the extension to the deadlines, the Senate Office received only one nomination. Per Division [Bylaw I.III.5.B](#):

“Before February 1 each year, the Secretary will initiate the election of the Divisional Representatives.

Election of Divisional Representatives will be by ballot in accordance with Bylaw Part II. Title III. 3. C. If the total number of nominations received is not equal to at least twice the number of positions to be filled, the Committee on Committees will make nominations, if any, up to at least the number of positions to be filled.”

Subsequently, to meet the Bylaw requirement, Senate faculty were invited, on February 12, 2020, to consider self-nominating for the four (4) vacant positions on the [Committee on Committees](#) (CoC) and two (2) At-Large positions on the [Divisional Council](#) (DivCo). In response to this request, four faculty agreed to serve on CoC and one faculty member agreed to serve on DivCo, At-Large.

On May 5, 2020 DivCo endorsed the following course of action:

- i. Exempt the Senate Elections from Division Bylaw [Part I. Title III. 5. B.](#), which requires the total number of the nominations for open At Large positions be equal to at least twice the number of positions to be filled.
- ii. Proceed with the Elections with the existing nomination slate.

On May 7, CoC convened and endorsed one (1) additional nomination for CoC, and two (2) for the At-Large DivCo positions.

The Election ballots were distributed on May 13, 2020. The ballot closed Thursday, May 21, 2020.

The Bylaws state that: “Candidates receiving votes on at least 35% of the ballots cast are to be declared elected. If more candidates receive votes on at least 35% of the valid ballots cast than there are vacancies to be filled, those having the highest percentage are to be declared elected. If fewer candidates receive votes on at least 35% of the valid ballots cast than there are vacancies, a second mail ballot must be taken. It must list the nominees not elected but receiving the highest percentage on the first ballot, but not to exceed twice the number of remaining vacancies. Those receiving the highest percentage on the second ballot are to be declared elected for such vacancies as exist. A tie for the last vacancy is broken by lot.”

A tally of the results revealed that:

The five (5) CoC nominees did not receive votes on at least 35% of the ballots cast. Therefore, there were five (5) nominees and four (4) vacancies remaining for CoC.

With regard to the DivCo, At-Large seat, Professor Justin Yeakel received at least 35% of the ballots cast, therefore, he was declared elected.

There were two (2) nominees and one (1) vacancy remaining for the DivCo At-Large seat. As a result, second ballots were distributed on May 29, 2020, and closed on June 5, 2020. Results were announced on June 8:

Elected Members of the [Committee on Committees](#) for two-year terms:

- Professor Sarah Depaoli – SSHA
- Professor Alexandra Main – SSHA
- Professor Peggy O’Day – SNS
- Professor Mukesh Singhal – SOE

Elected [Divisional Council](#) At-Large Members:

- Professor Jessica Trounstine (one-year term) – SSHA
- Professor Justin Yeakel (two-year term) - SNS

Memorial to the UC Regents

A Memorial to the Regents may be initiated by either the Assembly or by a Division. If a Memorial is initiated and approved by a Division, then the Memorial is sent to the Chair of the Assembly and the Chairs of all other Divisions. If at least three Divisions representing at least thirty-five percent of the membership of the Academic Senate have notified the Chair of the Assembly that the Memorial has been approved by their Divisions, the proposed Memorial shall be voted upon by all voting members of the Senate.

The [Fossil Fuels Memorial](#) was proposed by the San Francisco Division of the Academic Senate. The Memorial petitioned the Regents to divest UC’s endowment portfolio of all investments in 200 publicly traded fossil fuel companies with the largest carbon reserves.

On April 17, members of the Merced Division of the Academic Senate were invited to vote on the Memorial. The vote closed on Wednesday, May 1. The Memorial was approved with 101 votes in favor, 10 opposed, and 6 abstentions. In accordance with [Senate Bylaws](#), the results were reported to systemwide Senate Chair May and all UC Senate members were invited to vote on the Memorial. UCM Senators were invited to vote on June 5, 2019. The voting period closed on June 20, 2019. A total of 89 ballots were returned with 83 in favor and 6 against. There were no invalid ballots. In keeping with Senate Bylaw 90, the outcome of the vote was reported to Andrew Dickson, Secretary/Parliamentarian on the Assembly of the Academic Senate, on June 25, 2019.

CRE COI Policy

CRE revised its [Conflict of Interest Policy](#), where the number of representative circumstances in which faculty might consider recusal was increased from seven to eight, and the list of such circumstances was reorganized into philosophical points and practical points.

CRE Proposals to Amend UCM Bylaws

During the Fall 2019 semester, CRE members discussed and approved amendments to Senate [Bylaw I.III.5](#) – Divisional Representatives. The need for these amendments was occasioned by circumstances that emerged during the last Election cycles (aforementioned in this report), and a difficulty experienced obtaining a sufficient number of nominations to develop a slate of candidates that met the requirements of UC Merced’s Senate Bylaw I.III.5.B. The proposed amendments were transmitted to DivCo on February 18, 2020.

On May 7, 2020, the Merced Division approved an amendment to Bylaw II.IV with the establishment of a new stand-alone Senate committee: the Admissions and Financial Aid Committee, or AFAC, which was formerly a subcommittee of the Undergraduate Council named the Admissions and Financial Aid Subcommittee. The relevant Bylaw is available [here](#) (Bylaw II.IV.2)

All CRE legislative actions and rulings can be accessed on the Committee’s webpage:

- <https://senate.ucmerced.edu/AppendixI>
- <https://senate.ucmerced.edu/AppendixII>

Items Reviewed by CRE

CRE opined on the following campus review items.

CRE endorsed the

- i. Proposed revisions to UCM’s [Bylaw II.IV.4.A](#) addressing the membership and duties of the Committee for Scholarly and Library Communication

CRE commented on the

- ii. Proposed revisions to the Bylaws of the Sociology Department
- iii. DivCo request to consider the merits of including representatives from the UCM Librarians Association and the Unit-18 Lecturer faculty
- iv. Proposed Permanent Bylaws for the General Education Program
- v. Resolution to Address Climate Action
- vi. UGC Proposal for a Stand-Alone Admissions and Financial Aid Committee
- vii. Proposed revisions to the APM 120-Emerita/Emeritus Titles
- viii. Proposed Amendment to UCM’s [Senate Regulation II.2.A](#) – Residency Requirement

The following items will be revisited in the future:

- i. Campus wide Conflict of Interest Policy
- ii. Revisions to Division Bylaws

Respectfully submitted,

Christopher Viney, Chair, Merced Division Secretary/Parliamentarian

Anna Song, Vice Chair

Christine Isborn, Member

Nathan Monroe, Member

Staff: Fatima Paul

COMMITTEE FOR DIVERSITY AND EQUITY ANNUAL REPORT

AY 2019-2020

To the Merced Division of the Academic Senate:

The Committee for Diversity and Equity (D&E) acts for the Division in all matters of equality and diversity in general, and in particular in reference to underrepresented faculty populations. This includes initiating studies and reports on campus diversity and equity, and evaluating institutional policies and procedures as they relate to equity and diversity. D&E maintains liaison with the [University Committee on Affirmative Action, Diversity and Equity](#) (UCAADE).

Professor Asmeret Asefaw Berhe, Chair of D&E, served as the Merced Representative on UCAADE and provided regular updates at committee meetings.

D&E held a total of 8 regular in person/zoom meetings and one special in-person meeting, and conducted some business via email with respect to its duties as outlined in UC Merced's Senate Bylaw [II.III.6](#). The committee's major actions and discussions are highlighted in this report.

Faculty Equity Advisors

Per the "[Roles and Appointment Mechanisms of Faculty Equity Advisors](#)", Faculty Equity Advisors (FEAs) are appointed to work with search committees to ensure they follow recognized best practices to help develop a diverse applicant pool. The FEAs serve as advisors to the search, helping with the search plan and evaluation criteria; they also provide advice on resources that might be shared with candidates at the time of interviews. FEAs are appointed for a two-year term by D&E, the school deans and Vice Provost for the Faculty (VPF), and undergo training to help them support their colleagues in this important task.

The AY 19-20 FEAs were:

- SNS: Professors Clarissa Nobile and Nestor Oviedo
- SOE: Professor Victor Muñoz
- SSHA: Professors Tanya Golash-Boza and Ramesh Balasubramaniam

On February 3, 2020, D&E met with FEAs to discuss how best to establish an accountability mechanism for ensuring that diversity goals are met in the faculty search process, including the use of the proposed FEA checklist created by D&E. Based on this meeting, D&E issued a memo, on February 27, 2020, to the VPF's office, delineating eight recommendations for the FEA program.

D&E's pursuit for accountability in diversifying UC Merced faculty culminated in a memo to the campus administrative leadership, issued on June 15, 2020, in which D&E highlighted UCAADE recommendations, as well as recommendations from the external review team for equity, diversity and inclusion (EDI) at UC Merced, whose implementation would strengthen UC Merced's FEA Program, and lead to more diverse faculty and administrative leadership.

Given that the current FEAs' terms run through AY 20-21 except for one of SSHA FEAs (Tanya Golash-Boza), coupled with the significantly reduced number of faculty searches projected during AY 20-21, no calls for new FEAs were issued during AY 19-20.

Senate Award – Contributions to Diversity

D&E revised the Call for the Senate Award for Contributions to Diversity in Fall 2019 to specify that members of D&E are not eligible for this award.

D&E received three nominations for the award in AY 19-20, compared to one nomination in AY 18-19, which was the first year this award was offered, achieving the same level of nominations as Senate awards for mentorships and for Senate service.

Periodic Review Oversight Committee (PROC)

D&E responded to PROC's request for guidance regarding UC Merced's priorities for diversity, equity and inclusion in the context of academic program reviews. During Fall 2019, D&E suggested revisions to PROC's self-study template and reviewed the proposed Diversity Plan Form. In Spring 2020, D&E provided PROC with a self-study template that incorporates important elements from the Diversity Plan Form, so that the consideration of diversity, equity, and inclusion is an integral part of the self-study, rather than being addressed separately.

D&E also issued a memo on April 13, 2020, to PROC on how best to address equity, diversity and inclusion during the external review team visits. As a result, PROC issued a memo to D&E with a commitment to allocate time for discussion of EDI goals and practices during external team visits.

Responding to COVID-19 Emergency

During the COVID-19 emergency, D&E expressed its support for those faculty on whom a disproportionate burden fall, due to professional and/or personal circumstances. On April 20, D&E issued a memo to the Department Chairs regarding equity concerns during the COVID-19 emergency, urging them to communicate to department members that they understand and would consider the difficulty that faculty are facing in upcoming reviews. D&E received one response, from a SSHA department chair.

DEI Statement in Faculty Hiring and Review Process

In response to the Academic Council and Chair Hansford's request for information on the use of DEI statements in faculty hiring and review processes, D&E surveyed department chairs, school deans and FEAs. In its memo, issued on June 1, 2020, D&E concurred with a respondent on the need for measures to further institutionalize the values of Diversity, Equity and Inclusion on our campus to contribute to the positive impacts that DEI statements have already made. D&E also recommended, following the UCAADE recommendations and Academic Council's endorsement of the recommendations, that the use of DEI statements be also considered in personnel reviews for retention/promotion at UC Merced.

Campus and Systemwide Review Items

D&E opined on various campus and systemwide review items, including:

a) campus

- Proposal for a Master's Degree Program in Cognitive and Information Sciences at UC Merced
- Senate Representation of Unit 18 faculty and Librarians Association of the University of California-Merced
- Proposed Reading/Review/Recitation (RRR) Week Policy at UC Merced

b) systemwide

- Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation
- Proposed Revisions to APM 230 – Visiting Appointments
- Proposed Revised APM-120 – Emerita/Emeritus Titles
- Proposed Presidential Policy on Gender Recognition and Lived Name
- Working Group Report on Comprehensive Access
- Proposal from BOARS to eliminate the ACT/SAT Essay Writing Test requirement for undergraduate admission
- The Report and Recommendations of the UC Academic Council Standardized Testing Task Force

Consultations

D&E consulted with the Associate Vice Provost for Faculty Zulema Valdez, and the Associate Chancellor and Chief Diversity Officer Dania Matos, on the effectiveness of the FEA program in increasing diversity among the faculty, and the need for accountability mechanisms at UC Merced, in the context of the UCAADE recommendations for Equity Advisors Programs issued in August 2019. D&E also consulted with Vice Chancellor and Chief External Relations Officer Ed Klotzbier and his staff on the possibility of establishing an Endowed Chair for Diversity and Equity.

D&E looks forward to future collaborations with the senate and administrative leaderships.

Respectfully submitted,

Asmeret Asefaw Berhe, Chair and UCAADE representative (SNS)

Irene Yen, Vice Chair (SSHA)

Humberto Garcia (SSHA)

Jesus Sandoval-Hernandez (SSHA)

Marie-Odile Fortier (SOE)

Sora Kim (SNS)

Teenie Matlock, Vice Provost for Faculty, ex-officio

Fatima Paul, Senate Executive Director

Naoko Kada, Senate Senior Analyst

COMMITTEE ON FACULTY WELFARE & ACADEMIC FREEDOM (FWAF)
ANNUAL REPORT
AY 2019-2020

To the Merced Division of the Academic Senate:

In AY 2019-2020, FWAF held a total of 4 regularly scheduled and one special in-person meetings, and one regularly scheduled zoom meeting, in order to conduct business with respect to its duties as outlined in UC Merced's Senate Bylaw [II.IV.5](#). Additional business was conducted via electronic discussions by email as well as by collaborative document editing through Google applications.

Areas of Focus

Peer Mediation Program

FWAF regularly consulted with Associate Vice Provost (AVPF) for the Faculty Zulema Valdez on efforts to diversify the faculty, encourage faculty mentoring, improve campus climate and conflict resolution, build a faculty learning community around improving pedagogy, and create a stronger environment of inclusiveness. This academic year FWAF advised the AVPF on the newly launched Peer Mediation Program, providing feedback for the draft application and application process, and helped promote the program by making brief presentations at departmental meetings. A total of ten tenured faculty members applied to participate in the one-week long program.

Faculty-Graduate Student Conflict Resolution

FWAF collaborated with the Graduate Council (GC) in collection of information to address issues that have arisen from the apparent lack of formal, universal conflict resolution mechanism involving faculty and graduate students. FWAF had a joint meeting with GC representatives in an executive session, and issued a joint memo to the Divisional Council (DivCo) in December 2019 calling for the establishment of an infrastructure to support the resolution of faculty-graduate student disputes. A working group, led by the EVC/Provost's Office, is scheduled to convene in Fall 2020 with FWAF participation.

Teaching Professor

During AY 18-19, FWAF issued a memo to DivCo recommending that the campus draft a policy that sets a campus-wide workload standard for the Teaching Professor series, wherein Teaching Professors will have less teaching load than Unit18 lecturers, and more than the Professor series. In November 2019, EVC/Provost responded to the memo, which stated that he would encourage

the school deans and the VPDGE to instruct department and graduate chairs to work in concert to develop teaching expectations for their units that do, in normal circumstances, put the Teaching Professors' teaching responsibilities below that of non-senate lecturers in any given year.

FWAF also supported the proposal to add a Teaching Professor to the membership of the Committee on Academic Personnel (CAP). The suggestion to add a Teaching Professor to CAP's membership was originally made last academic year, following the substantial revision of APM-285 which governs the appointment and promotion of the Lecturer with Security of Employment series. During AY 2019-20, FWAF presented a proposal to DivCo to consider the addition of a Teaching Professor to the CAP reviews of Teaching Professors, and consulted with the Committee on Rules and Elections (CRE). FWAF anticipates further consultation with relevant Senate committees (CRE, Committee on Committees, and Committee for Diversity and Equity) next academic year, prior to submission of a revised proposal to DivCo.

Child Care

An ongoing issue for FWAF is its advocacy for solutions to the challenges of after-school, holiday, and summer child care for UC Merced employees. In AY 16-17, FWAF issued a survey to all faculty, staff, post docs, and graduate students to elicit input on after-school and holiday child care. The results of the survey were transmitted to academic and administrative leadership. In AY 2018-19, FWAF engaged in conversations with then-AVC for Auxiliaries Enterprises and Fiscal Innovation Alan Coker. Due to his departure in October 2019 without a permanent successor, and the onset of COVID-19 crisis in March 2020, FWAF was unable to engage in further conversations with the administration during AY 2019-20.

During the COVID-19 emergency, FWAF advocated for faculty with young family and expressed concern about childcare availability, resulting in a joint memo with the office of the Vice President for Faculty (VPF), and a support group meeting for parents via an online platform.

The child care issues will be carried over into the next academic year for FWAF's discussion.

Co-working Space for Faculty Partners

In spring 2020, DivCo received a request from a faculty member to consider the creation of a co-working space for faculty spouses. At DivCo's request, FWAF conducted a faculty survey on co-working space for partners. The results, which were favorable to the idea, were presented to DivCo. Due to COVID-19, further discussion of this item was postponed.

Consultation

Consultation with Ombuds

Campus Ombuds Callale Concon attended the November 2019 FWAF meeting with the Chief of Staff to the EVC/Provost, Rich Shintaku, to discuss how to raise the campus awareness on the Policy on Prohibition of Abusive Conduct and Acts of Violence by University Employees and Non-Affiliates. In addition to making suggestions to raise the campus awareness of the policy, including the suggestion that it may be best to offer trainings to new hires in the first semester when they often have their teaching release, FWAF members shared their perspectives and concerns about faculty morale, conflicts between faculty members as well as between faculty members and students, and the skepticism about the effectiveness of the current complaint system. Ombuds Concon acknowledged the prevailing skepticism and expressed her desire to change it and encourage accountability.

Consultation with Vice Provost for the Faculty

FWAF consulted with ex-officio, non-voting committee member, VPF Teenie Matlock, on flexibility related to the stop the clock policy in the APM 133, as well as policy developments on the optional exclusion of teaching evaluations and on review of research productivity, during the COVID-19 emergency.

Consultation with Associate Vice Provost for the Faculty

FWAF benefited from consultation with Associate VPF Zulema Valdez. She shared with FWAF her main initiatives/activities this academic year:

- 1) Launching the one-week long Peer Mediation Program for tenured faculty, wherein participants would earn a certificate in conflict resolution.
- 2) Providing various support groups for faculty, especially during COVID-19 emergency, including the new Faculty Mentor-Mentee Program in Spring 2020 and a parents support group formed after ECEC closure due to COVID-19, and online continuation of the “Faculty write in” and the Women of Color groups, offering ways to connect with people.
- 3) Workshops on conflict resolution involving interaction with students. The VPF’s office hosted multiple half-day workshops, aimed at supporting faculty members to develop skills to engage well with disruptive/volatile students and with their claims of free speech rights.

Consultation with Chief Campus Counsel

FWAF consulted with Chief Campus Counsel Elisabeth Gunther on the definitions of Academic Freedom and of Free Speech, in preparation for drafting a campus statement on Academic Freedom, which, when ready, will be submitted to the Divisional Council for review. Counsel Gunther elaborated on the distinction between academic freedom, which belongs to the institution, and freedom of speech, which is a right of individuals as private citizens and thus may not apply to academics performing their jobs as employees. On the other hand, student speeches

in classrooms are protected by their rights to freedom of speech. FWAF members and Counsel Gunther discussed the implications of this distinction regarding faculty and student speech, with the Counsel advising that instructors set ground rules that would enable them to have control over student conduct involving speech, since conducts, but not speeches, can be disciplined.

Systemwide Committee Updates

- University Committee on Faculty Welfare (UCFW). FWAF member Jayson Beaster-Jones was the UCM representative to the UCFW, and kept FWAF members informed of the major items of discussion this academic year:
 - 1) Divesting from fossil fuel industry, as one of the measures for the University to address climate change.
 - 2) Provision of childcare that meets faculty needs
 - 3) Diversity requirements in faculty searches. At another UC campus, a cluster hire was conducted with diversity materials being used as the first criteria. As a result, 75% of candidates were disqualified. There was criticism of how the University is advocating for one particular kind of idea of diversity. It was also mentioned that discussion of including diversity as the 4th component of faculty personnel reviews has taken place at some campuses.
 - 4) Issues of importance to retirees. An observation was made that other campuses have a retiree as a member of a Senate committee responsible for faculty welfare. As a result, FWAF recommended to CRE, as part of its proposed revisions, that Bylaws be modified to add a retiree to FWAF membership.

- University Committee on Academic Freedom (UCAF). FWAF Chair Frank represented FWAF on UCAF and updated FWAF members on the following major topic of discussion:
 - 1) Academic Freedom Statement. Concerns were expressed that instructors were being forced to share intellectual property, and that the University might be moving toward online instruction, prompting UCAF to draft a statement on academic freedom.
 - 2) Statement on Grading, Online Teaching, and Shared Governance in Time of Crisis. FWAF drafted a campus statement based on the UCAF statement. As other Senate committees issued statements to similar effects prior to FWAF's finalization, the FWAF statement was not circulated outside the committee.

Systemwide Review Items

- FWAF reviewed and endorsed:
 - Proposed Revisions to APM 120 - Emerita/Emeritus Titles
 - Proposed Presidential Policy on Gender Recognition and Lived Name

- FWAF reviewed and commented on:
 - Report of the Working Group on Comprehensive Access. FWAF opined on Working Group on Comprehensive Access Chair's Report of Findings and Recommendations, with opinions from Working Group Members and UC Legal. The central question was whether UC should affiliate with entities that do not share its commitment to equity, diversity and inclusion, and academic freedom. FWAF's review highlighted the difficult balance between faculty welfare, which would be adversely affected by severing of affiliations with non-UC medical service providers, and academic freedom, which these affiliations may infringe upon.

Campus Review Items

- FWAF reviewed and endorsed:
 - Proposed Revisions to Merced Division Bylaws – LASC Membership
 - Reading/Review/Recitation (RRR) Week policy
- FWAF reviewed and commented on:
 - EVC/Provost's Proposal for Summer Session Faculty Compensation

Respectfully submitted:

FWAF members:

Carolin Frank (SNS), Chair, UCAF representative

David Jennings (SSHA), Vice Chair

Mehmet Baykara (SOE)

Néstor Oviedo (SNS)

Tea Lempiala (SOE)

Jayson Beaster-Jones (SSHA), UCFW representative

Ex officio, non-voting member:

Teenie Matlock, Interim Vice Provost for the Faculty

Staff:

Simrin Takhar

Naoko Kada

GRADUATE COUNCIL ANNUAL REPORT 2019-2020

During the academic year 2019-2020, the Graduate Council (GC) met seventeen times in person/via zoom and conducted some business via email with respect to its duties as outlined in UCM Senate Bylaw [II.IV.3.B](#). Over the course of the year, guest attendees included Vice Chancellor, Office of Research and Economic Development, Sam Traina; Associate Dean, Graduate Division, Chris Kello; Assistant Dean, Graduate Division, Jesus Cisneros; Graduate Division staff member, Eric Cannon; Associate Registrar, Josh Reinhold; Associate Provost for Academic Planning and Budget, Kurt Schnier; Assistant Director for International Students and Scholars, the Office of International Affairs, Becky Mirza; and UGC Chair, Jay Sharping. University Registrar Erin Webb participated in meetings as a consultant to the committee. Library representative Jerrold Shiroma also joined GC meetings, first as a guest, then as a consultant on a pilot basis. A summary of Graduate Council's business for the year follows.

GC ADMINISTRATIVE ORGANIZATION

GC operated with two standing subcommittees that met primarily via email throughout the year. The CRF Subcommittee reviewed all requests for new graduate courses and modifications to existing courses, with its recommendations presented to the Council as a whole. Likewise, the Policy Subcommittee made recommendations to the Council as a whole regarding all graduate-related policies, including Graduate Group Policies and Procedures.

Subcommittee memberships were as follows:

CRF Subcommittee: Chih-Wen Ni (SoE), Ahmed Arif (SoE), and Stephanie Woo (SNS)

Policy Subcommittee: LeRoy Westerling (SoE), Hrant Hratchian (SNS), Alexander Theodoridis (SSHA) and Linda-Anne Rebhun(SSHA)

Vice Chair Hratchian led GC's oversight of graduate fellowships and awards. To manage workload associated with recruitment and continuing fellowships, applicant reviews were conducted by a panel of faculty members recruited from graduate groups. GC reviewed the panel's rankings and made a final recommendation to the Graduate Dean. Applications for the Outstanding Teaching Award and the Shadish Award were reviewed by the GC membership itself, again with recipient recommendations made to the Graduate Dean. As in prior years, GC devolved responsibilities for more specialized, smaller fellowships entirely to the Graduate Division.

PROPOSALS FOR NEW PROGRAMS OR REVISIONS TO EXISTING PROGRAMS

Over the course of the year, GC approved the following:

- A proposal to establish a Master of Science in Cognitive and Information Sciences Degree Program. This proposal was approved by CCGA on February 5, 2020, and the systemwide Provost on March 12, 2020.

GRADUATE COURSE REQUESTS

GC approved 67 requests for new courses or revisions to existing courses, including one University Extension course, and 16 requests for discontinuation of courses.

GRADUATE STUDENT APPOINTMENTS AS INSTRUCTOR OF RECORD FOR UPPER DIVISION COURSES

GC considered, and approved jointly with UGC, 29 requests to appoint graduate students as instructors for upper division courses. GC also approved requests for five reappointments.

NON-SENATE FACULTY APPOINTMENTS TO INSTRUCT GRADUATE COURSES

GC approved one petition for a non-Senate faculty member to teach a graduate course.

GRADUATE EDUCATION POLICIES

GC undertook the following actions regarding graduate education policy:

- *Course Proposals Review:* GC led a work group in 2019-2020 to review CRF policy and the

Curriculog course request management system, with the goal of increasing the efficiency of the course proposal review process. GC Chair Westerling co-chaired the workgroup with UGC Chair Sharping, and GC member Shawn Newsam participated as a member of the workgroup. Building upon the report issued during AY 18-19, which was based on interviews conducted with the support of an IT project manager and in collaboration with the Registrar's Office, and drawing from subsequent survey of stakeholders representing all user types, GC revised its policy on course proposals, which are reflected in the revised Curriculog workflows and form contents, to go into effect in August 2020.

- *Graduate Group Policies and Procedures*: GC revised its policy and template for Graduate Group Policies and Procedures, in such a way that, by using the template, Graduate Group P&Ps will align with the existing policies governing graduate education (such as minimum unit requirements). GC also established the order by which Graduate Group P&Ps will be reviewed starting in Fall 2020, so that all Graduate Group P&Ps will be on a three-year review cycle after the initial review.
- *CatCourses Auto-Populated Contents*: GC collaborated with UGC and IT on a proposal to auto-populate critical policies to all courses in CatCourses. The goal is to ensure students have access to accurate information, and to reduce the time faculty must invest ensuring that policy information in their syllabuses is up to date. The policy contents were reviewed and revised by the relevant units prior to GC and UGC approvals. These contents will be made available by IT for all Fall 2020 courses.
- *Faculty-Graduate Student Conflict Resolution*: GC and FWAF issued a joint memo urging the creation of a transparent infrastructure for the resolution of faculty-graduate student conflicts after a careful, confidential review of incidents where graduate students left their advisors' labs without communication with their advisors. A working group comprised of faculty and administration representatives was scheduled to convene in Spring 2020; due to COVID-19, the working group will convene in Fall 2020.
- *Educational Oversight of the Teacher Preparation Program (TPP)*: At the request of the TPP Curriculum Advisory Board (CAB) members, GC led the creation of a TPP Workgroup. The Workgroup is chaired by incoming GC Chair Hratchian. The Workgroup met twice in March 2020, before the COVID-19 emergency forced postponement of further deliberations.
- *COVID-19 Emergency Educational Policies*: GC collaborated with UGC in drafting the Emergency Course Continuity Policy (approved by DivCo 3/6/20), which provides instructional flexibility by allowing the transition to online modality without going through the standard approval process. GC issued a memo to Graduate Group Chairs on March 18, encouraging the Chairs to carefully assess the safety and appropriateness of the working conditions for graduate students and postdocs. GC also issued an addendum to the ECC policy (3/31/20) that allows students to request S/U grading for all courses until the third week after the final day of instruction. Additionally, GC issued the Emergency Educational Continuity Policy (4/14/20), which grants automatic approval for graduate groups to modify program requirements, provided that they meet the minimum requirements set forth in Graduate Policies and Procedures Handbook. The intent of this policy is to afford graduate groups flexibility in facilitating students' continued timely progress toward their degrees. GC also issued a memo to the administration on July 16, 2020, expressing its concerns about the negative impact of the unavailability of childcare on graduate students and postdoctoral scholars.

GRADUATE GROUP POLICIES AND PROCEDURES AND BYLAWS

GC approved, effective fall 2020, revisions to the Policies and Procedures of the following programs:

- Economics
- Interdisciplinary Humanities
- Physics
- Psychological Sciences

GC also approved, effective immediately as of February 2020, the Policies and Procedures of the following program:

- Materials and Biomaterials Science and Engineering.

GC approved, effective immediately as of November 2019, the Bylaws of the following program:

- Materials and Biomaterials Science and Engineering.

SENATE AWARDS

GC recommended Zulema Valdez for the Senate's Distinguished Graduate Teaching / Mentorship Award.

GRADUATE PROGRAM REVIEW

GC's PROC Liaison, Maria DePrano, kept GC abreast of the academic program review processes for the Chemistry and Chemical Biology and Cognitive and Information Sciences programs. This includes making recommendations regarding the charge to the associated program review teams and discussion of the resulting team reports. Via GC's PROC liaison, GC also made recommendations on the proposed changes to the charge template for program review teams, and on simultaneous review of closely aligned undergraduate and graduate programs.

REVISIONS TO DIVISION BYLAWS

Per CRE's request, GC recommended revisions to Division Bylaws pertaining to Graduate Council to best align with systemwide Bylaws and current campus practices, including the additional language to encompass postdoctoral educational policymaking, and advising of Extension on post-baccalaureate matters, in its duties.

CONSULTATION WITH ADMINISTRATION

Over the course of the year, GC consulted with the administration on various topics, select highlights are as follows:

- *Graduate Student Funding Model*: GC consulted with Associate Provost for Academic Planning and Budget, Kurt Schnier, on the further development of a graduate student funding model. APAPB made presentations at two GC meetings in Fall 2020. GC members recommended that model be revised so that the drivers are not costs, as it had been presented, but instead respond to funding, especially grants. It was also suggested that the model clearly differentiate between self-funded and traditionally funded students; and numerically demonstrate the incentives for funding students with external grants, and for having large Master's programs (which in the current model receive less funding per student).
- *Graduate Education during COVID-19 Emergency*: GC closely collaborated with the Graduate Division throughout the year, and especially during the covid-19 emergency period in response to the rapidly changing educational environment and life circumstances for graduate students. GC issued two joint memos with the Graduate Dean to Graduate Group Chairs, one summarizing policies put into effect during COVID-19 emergency and emphasizing the importance of communication between graduate programs, advisors and students, and the other on federal policies regarding international students and the university and campus plans of response. GC also consulted the Office of International Affairs regarding the impact of COVID-19 induced changes in educational programs on international graduate students.

CAMPUS AND SYSTEM REVIEW ITEMS & OTHER SENATE CHAIR REQUESTS FOR COMMENT

GC offered comment or otherwise took action on the following review items.

Campus Review Items

- Endorsed with comments *Proposed Revisions to Bylaws II.IV.4.A – LASC Membership* (9/13/19)
- Commented on the proposed *Charter For A Faculty Advisory Committee For Information Technology* (10/22/19)
- Endorsed with comments *Faculty Advisory Committee On Sustainability, Phase 2* (10/28/19)
- Commented on the *Proposal For A Bachelor of Science in Civil Engineering* (11/14/19)
- Commented on the *Proposed Resolution to Address Climate Action* (11/27/19)
- Commented in support of the revised *Proposal For A Bachelor of Science in Civil Engineering* (12/16/19)
- Commented on the draft *Memorandum of Understanding for Division-Level Faculty Appointment* (1/10/20)
- Commented on the proposed Interim Policy for Enrollment Management of Impacted Programs, developed by the Undergraduate Council(UGC) and its Admissions and Financial Aid and Scholarships

(AFAS) subcommittee (2/6/20)

- Endorsed with comments *EVC/Provost's Proposal for Summer Session Faculty Compensation* (3/12/20)
- Commented on the *Proposed Addendum to the Emergency Course Continuity Policy* (3/24/20)

System Review Items

- Endorsed with comments the proposed revisions to *Presidential Policy on Copyright Ownership* (10/28/19)
- Endorsed the proposed *Presidential Policy on Gender Recognition and Lived Name* (3/20/20)
- Endorsed the *Recommendations of the University Task Force on Faculty Disciplinary Standards* (6/16/20)

Other

- Endorsed with comments the Committee on Research's *LEAP Research Initiative* (4/6/20)
- Provided GC response to DivCo request for ideas for Senate actions to address anti-Black racism and the mistreatment of the minoritized populations, which was in part prompted by the June 3 faculty and student Petition to Value Black Lives at UC Merced (6/15/20)

Respectfully submitted,

LeRoy Westerling, Chair and CCGA Representative (SoE)

Hrant Hratchian, Vice Chair (SNS)

Maria DePrano (SSHA)

Chih-Wen Ni (SoE)

Stephanie Woo (SNS)

Shawn Newsam (SoE)

Ahmed Arif (SoE)

Linda-Anne Rebhun (SSHA)

Alexander Theodoridis (SSHA)

Ex-Officio

Marjorie Zatz, Vice Provost and Dean of Graduate Education

Student Representative

Brandon Batzloff (Fall 2019)

Ritwika Vallomparambath Panikkassery Sugasree (Spring 2020)

Senate Staff

Naoko Kada, Senior Senate Analyst

Laura Martin, Executive Director, Academic Senate (Fall 2019)

**COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATION (LASC)
ANNUAL REPORT
AY 2019-2020**

TO THE MERCED DIVISION OF THE ACADEMIC SENATE

In AY 2019-2020, LASC held a total of three regularly scheduled in-person meetings in order to conduct business with respect to its duties as outlined in UC Merced's Senate Bylaw II.IV.4. Some additional business was completed via electronic mail discussions.¹

Areas of Focus

LASC focused on four main issues this academic year:

1) *Approval of Proposed Changes LASC Bylaws*

In the last academic year, Divisional Council endorsed LASC's proposed revisions to LASC's bylaws for campus review. The proposed revisions included change in the composition of the committee to being broadly representative of the schools from being composed of a representative each from the Committee on Academic Planning and Resource Allocation (CAPRA), the Committee on Research (COR), Undergraduate Council (UGC), and Graduate Council (GC); specifying the position of the vice chair; removing the Chief Information Officer (CIO) as an ex-officio member (at the CIO's request) and; revising Bylaw II.IV.4.B.2 addressing the committee's role in the Library's budget. The proposed bylaw revisions were issued for campus review in fall semester 2019. At the December 12, 2019 Meeting of the Division, the proposed revisions to the LASC bylaws were approved by vote of the Senate faculty. The new bylaws took effect in January 2020.

2) *Consultation with the Library During the Review of New Programs*

In previous academic years, LASC noted that when Schools submit proposals for the establishment of new undergraduate or graduate programs, the proposals often state that no Library resources would be required. It came to LASC's attention again that the Library is not consulted prior to the proposals' development. After new programs are approved, the Library's budget is negatively impacted, as they must locate new journals and books to support the new program. The library also sincerely endeavors to support all UC Merced programs successfully achieve their teaching and research goals. In a previous academic year, LASC requested to the-then Senate Chair that the process for the approval of new programs be revised to include Library consultation. The process was

¹ LASC cancelled the fourth meeting scheduled for late spring 2020 semester because faculty members were overworked teaching remotely in response to the COVID-19 pandemic.

not revised. This academic year, LASC asserted its commitment to change the process to ensure that the Library is consulted prior to a proposal being submitted to the Senate.

LASC expressed their ongoing concern with meaningful integration of Library input into formal assessment of resource implications of proposals for new undergraduate programs, graduate programs, Organized Research Units (ORUs), or schools' proposals on the Library and to recommend two Senate actions to help alleviate such problems.

First, LASC strongly recommended that a mechanism be put in place for the UC Merced campus for consultation with the Library for proposals of new graduate programs, ORUs, and schools similar to that required by the UC Merced UGC. That is, every new program, ORU, or school program proposal should demonstrate and document early consultation with the Library as part of the review and approval process. This documentation should include a letter from the University Librarian summarizing the resource implications of the proposal and the Library's capacity to meet the program's scholarly and instructional needs.

Currently, only new undergraduate program proposals require consultation with the Library. UGC's "Review and Approval of Undergraduate Degree Programs" (Section II.4) requires that the Library be consulted, and that evidence of the consultation be presented in the program.

Conversely, no requirement for consultation with the Library is necessary for a proposal of new graduate programs, ORUs, or schools, although the CCGA Handbook does request that library resource implications be considered for graduate program proposal (Appendix B) and establishing ORUs (Appendix S). Since CCGA and by extension UC Merced's Graduate Council do not require Library consultation, program proposal authors do not do so.

Second, while LASC appreciated the UGC policy requiring consultation with the Library and demonstration of said consultation, this requirement did not seem to have been fulfilled. Thus, LASC recommended that the UGC requirement that the Library be consulted be documented in the proposal and that proposals lacking such documentation be rejected for Senate review until such consultation has been completed.

If these recommendations for undergraduate programs and new graduate programs, ORUs, and schools were instituted, Library resource needs and the success of the new programs -- and students in those programs -- would be more adequately assessed and support.

A follow-up meeting was held with the chairs of LASC, UGC, GC, and CAPRA in late April in which the participants agreed that the lack of consultation created budgetary problems with the library. The chairs of UGC and GC agreed that proposal templates, which will be finalized next academic year, will incorporate consultation with the library. The resource implications will be discussed in a CAPRA meeting next fall. LASC and

CAPRA will work together to find effective ways to approach resource allocation for the library in the future.

3) *Collaboration with Senate Committee on Research (COR) on OSTP Memo*

Chair DePrano informed LASC that the Executive Director of the California Digital Library reported about the Office of Science and Technology Publications (OSTP) at the White House Request for Information (RFI). The OSTP requested policy input on whether or not to remove the one-year embargo on publicly-funded research, thus creating a zero-embargo.

LASC and CoR collaborated on a memo to the OSTP to affirm that the public should have free and immediate access to peer-reviewed findings of publicly-funded research. Open access to scholarly research publications is a broadly held value at the UC. The memo stated that the UC Faculty have demonstrated our strong support of open access through our 2013 Academic Senate Open Access Policy. UC faculty lead our system's open access initiatives in partnership with the University Libraries and are critical leaders of UC's pursuit of open access transformation of scholarly publishing.

The memo added that LASC was in strong support of the reduction of the current twelve-month post-publication embargo period to a zero-embargo policy for author-accepted manuscripts. LASC also affirmed that such a policy represents a deliberate step forward in alignment with UC's mission to serve society and to provide long-term benefits through the transmission of research and knowledge.

LASC stressed in the memo that the financial onus of making articles open access should not be on the Principle Investigator's grant. LASC recommended that the federal granting agencies implement solutions such as the National Institutes of Health (NIH) has done with the Consolidated Appropriations Act of 2008 (H.R. 2764) in which electronic copies of peer-reviewed research and findings from NIH-funded research are deposited in open PubMed Central database.

LASC suggested in the memo that federal granting agencies could implement a "pay for publishing performance" program in which publishers should demonstrate to the funding agencies and public research institutions how effective they have been in disseminating research funded by the taxpayer. In other words, for federally funded research the federal funding agencies should pay the publishers to disseminate the research.

4) *Library Support for Research during the COVID-19 Pandemic*

LASC worked with the University Librarian and the UC Merced Library to address faculty concern about accessing library materials and Interlibrary Loan materials during the late spring and summer 2020 physical shutdown of the library and ILL due to the COVID-19 pandemic Shelter-in-Place order in spring 2020 and the continuing infection spread during summer 2020 in Merced county and California.

Initially in late May and early June 2020, LASC worked with the library to respond to specific questions from IH leadership regarding ILL book borrowing and E-book access. A memo explained that the ILL system across the nation and the world has been temporarily stopped because of the pandemic. E-book access is limited by specific contracts negotiated between campus libraries and publishers. Access to UC Merced library books was not possible at that time because library staff were not allowed into the library building.

At the UC Merced Townhall on July 9, 2020, IH faculty addressed access to the UC Merced Library collection, ILL books and materials, and E-book access. In response Library administration organized a meeting with select IH faculty members scheduled for July 29, 2020. The LASC chair emailed those select IH faculty members asking them what they specifically needed. The LASC chair also addressed IH faculty members and graduate students at a July 15, 2020 IH meeting asking what specific problems humanities scholars are having, so that the library can work to solve them. Library leadership (Haipeng Li, Donald Barclay, and Eric Scott) and the LASC chair met on July 17, 2020 to prepare for the Faculty Research Support Meeting to be held on July 29, 2020.

An email was also sent to the IH faculty and graduate students to notify them of solutions that already existed and to ask if there were additional issues. A few immediate solutions: 1) graduate students can email their oral exam reading lists to the Head of Collections, Jim Dooley, to see if the books could be purchased in order to expedite exam preparations; 2) digital ILL borrowing exists; 3) curbside pickup of UC Merced library collection materials started in late July.

The Faculty Research Support meeting was held on July 29, 2020. Haipeng Li began the meeting with an overview of campus reopening in terms of the Library. For instance, the Building Readiness Workgroup has finished preparing the Library to be reopened. But, the Emergency Operational Work Group is still working on operational aspects for the library. Meanwhile, the pandemic has worsened significantly in Merced county.

Faculty attending the meeting asked specific questions regarding E-book ILL borrowing; problems with E-book format; borrowing of ILL print materials; borrowing special collections materials; delivery of print materials via a driving service, or sending print materials via mail; and the use of UC campus libraries in other cities. Regarding E-book ILL borrowing faculty were asked to make purchase recommendations to Jim Dooley. The library has no control over E-book format. Borrowing ILL print material, however, is still not possible because of the pandemic. But, digitalization of chapters or essays in print materials in collections of other UC campus libraries is possible. Borrowing special collections material may also be possible or digitalization of a limited amount of a special collections item may be possible. Mail delivery of books may be possible and will be investigated.

Consultation with University Librarian

LASC benefited from consultation and input from Librarian Li on an array of topics including updates on Library periodic review, Library strategic planning, the Elsevier polling, Elsevier negotiations status and open access, the systemwide Integrated Library System, developing the Sierra Nevada / Central Valley Archival Hub in special collections, the development of a Special Collections facility, and Library processing needs.

The UC Merced Library also kindly provided three days of special Interlibrary Loan materials pickup during the Winter Intercession, when the library was technically closed, as requested by UC Merced faculty.

Consultation with Librarian Elizabeth Salmon

Librarian Elizabeth Salmon made a presentation about Zero Cost Course Materials initiative.

Review Items1) *Faculty Advisory Committee for IT Draft Charge*

LASC reviewed the draft charge for the proposed, faculty advisory IT committee. LASC supported the empaneling of such the committee, however, raised the following points:

LASC strongly agreed with Divisional Council that the increasing administrative burden on faculty members caused by using these various applications is unsustainable. However, it was unclear to LASC how much control IT had over the decision to implement the applications and whether the proposed faculty advisory committee for IT would help resolve the problem of the proliferation of new software applications. To the extent that the proposed advisory committee can guide the campus on these decisions, LASC recommended that decisions on the purchase of future software applications should occur within the context of integrated campus planning, such as acquiring software that has multiple uses.

Second, LASC was concerned that the campus is not appropriately taking into account the security implications surrounding the use and ownership of faculty, student, and campus data in the campus software applications. LASC hoped the faculty advisory committee will address this serious issue.

2) *Proposed MS Degree in Cognitive and Information Sciences*

LASC reviewed the proposal to create an M.S. degree in Cognitive and Information Sciences. The committee was unclear whether the Library was consulted to help the Department of Cognitive and Information Sciences determine whether current or future faculty hires will require additional library acquisitions. LASC strongly encourages such consultation. LASC also noted that the proposal did not appear to take into account

library staff resources needed to support information literacy and ensure graduate student success in this proposed degree.

3) *Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation*

In its memo to Divisional Council, LASC stated that the committee has no reason to believe that UC Merced is currently in possession of NAGPRA-eligible items; consequently, our campus does not have a standing committee dedicated to oversight of these items in the manner of other UC campuses. Moreover, LASC did not envision the need to empanel such a committee at UC Merced.

However, in the event that UC Merced may be in a position to potentially acquire NAGPRA-eligible items, our campus would greatly benefit from external expertise available at other UC campuses or from a systemwide committee. LASC therefore suggested that the Presidential Policy include a reciprocity provision that allows campuses like UC Merced who lack the administrative infrastructure to oversee proper disposition of NAGPRA-eligible items to be able to seek assistance from colleagues at other UCs.

4) *Proposed Revised Presidential Policy on Copyright Ownership*

LASC acknowledged the complexity of the issue. In some research areas, students effectively work as research assistants in the context of a PI project (whether or not the project is explicitly funded by a sponsor). The fundamental intellectual contribution is the PI's and the students often work on development, such as experiments, simulations, etc.

Systemwide Updates

LASC Chair DePrano represented the committee on the systemwide University Committee on Library and Scholarly Communications (UCOLASC) and kept LASC informed of updates throughout the year. The main items of discussion at UCOLASC meetings included updates on Dryad, the Systemwide Integrated Library System, increased funding for Library collections, Elsevier negotiations, and open access issues. LASC Chair DePrano voted to endorse the Springer-Nature Open Access Agreement in an emergency UCOLASC meeting in Spring 2020. LASC Chair DePrano also voted to endorse restarting negotiations with Elsevier in an emergency UCOLASC meeting in Summer 2020.

Respectfully submitted:

LASC members

Maria DePrano, Chair and GC representative (SSHA) – UCOLASC representative
Kathleen Hull (SSHA) – CAPRA representative
Miguel Carreira-Perpiñán (SoE) – CoR representative
Rowena Grey (SSHA) – UGC representative

Ex officio, non-voting members

Haipeng Li, University Librarian

Student Representative

Farhana Sharmin, Graduate Student Representative

Staff

Simrin Takhar

Melanie Snyder

UNDERGRADUATE COUNCIL (UGC) ANNUAL REPORT 2019-2020

To the Merced Division of the Academic Senate:

The Undergraduate Council (UGC) and its standing subcommittees held a total of 14 regularly scheduled meetings and conducted some business via email with respect to its duties as outlined in UC Merced's [Senate Bylaw II.IV.2](#). The Chair of UGC attended Divisional Council meetings and provided regular updates at each UGC meeting.

The structure of UGC and the issues that the Council considered this year are described below.

Undergraduate Council Organization and Representation on Systemwide Committees

- Divisional Council Representative: UGC Chair Jay Sharping
- Admissions and Financial Aid: This subcommittee was chaired by UGC Vice Chair and BOARS Representative Matt Hibbing.
- University Committee on Preparatory Education: UGC member Jesus Sandoval-Hernandez
- University Committee on Educational Policy: UGC Chair Jay Sharping
- University Committee on International Education: UGC member Michelle Leslie
- Periodic Review and Oversight Committee Representative: UGC member Susan Amussen (Fall) and Chih-Chun Chien (Spring)
- Library and Scholarly Communications Committee: UGC member Rowena Gray.
- Budget Working Group: UGC member Sholeh Quinn
- CRFs Subcommittee: Chair Jay Sharping and members Glynis Gawn and Eva de Alba.
- Online Undergraduate Degree Task Force: Jay Sharping

Ad-hoc subcommittees were formed for the reviews of nominations for the Undergraduate Distinguished Teaching Awards for Senate and for Non-Senate Faculty, and for the review of the AY 20-21 Catalog. The names of the Awards recipients are available here:

https://senate.ucmerced.edu/senate_awards

UGC received regular updates on systemwide activities from UC Merced faculty serving on Board of Admissions and Relations with Schools (BOARS), the University Committee on Educational Policy (UCEP), the University Committee on International Education (UCIE), the University Committee on Preparatory Education (UCOPE), the Committee for Library and Scholarly Communications (LASC), the Periodic Review Oversight Committee (PROC), and the Admissions and Financial Aid Subcommittee (AFAS).

Another important function of the Undergraduate Council is to review and comment on all issues relevant to undergraduate education and occasionally on issues with a more general nature. Topics discussed and/or acted upon by the Council in consultation with other Senate committees, School leads, and/or the Administration throughout the year have included:

AY 20-21 Catalog and CREs

- The SOE, SNS, SSHA, and GE substantive changes to the Catalog were approved by UGC in March 2020.
- UGC approved 66 course request forms.

Campus and Systemwide Review Items

UGC opined or acted on the following items:

- Put forth a proposal for establishing the Admissions and Financial Aid Subcommittee as a stand-alone committee: the Admissions and Financial Aid Committee. The proposal was approved at the May 7, 2020 Meeting of the Division.
- Proposed an interim policy for enrollment management of impacted programs (8/28).
- Approved a request from the Chemistry and Chemical Biology Department to Change its name to Chemistry (9/19).
- Endorsed proposed revisions to [Senate Bylaw II.IV.4.A](#) – LASC Membership (9/30)
- Offered comments on the proposal for a Master’s Degree in Cognitive Sciences (10/4)
- Opined on the proposed Charge for a Faculty Advisory Committee for IT (10/17)
- Opined on the Proposed structures for Phase 2 of the Faculty Advisory Committee on Sustainability (11/1)
- Approved the Regents Scholars Selection Criteria and Scoring Rubric proposed by the Admissions and Financial Aid Subcommittee and the Office of Admissions (11/7)
- Endorsed a Resolution to Address Climate Action (12/2)
- Endorsed an amendment to UCM [Senate Regulation II.2.A](#)-Residency Requirement (12/9) – The amendment will be voted on at the Fall 2020 Meeting of the Division
- Approved the proposal for a B.S. in Civil Engineering, effective Fall 2021 (12/18)
- Responded to PROC’s request to consider allowing departments to undergo simultaneous reviews for closely aligned undergraduate and graduate programs, specifically, Economics and Management and Business Economics. (4/22)
- Offered comments on courses that would fulfill the American History and Institutions Requirement for the 21-22 Catalog (5/6)
- Approved a request from the registrar to add the transcript notation *Emergency Course Continuity Policy Enacted* (5/7)
- Relayed to UCOPE recommendations regarding the administration of the AWPE (5/29)
- Recommended to the Schools that departments/schools establish their own best approach regarding the adoption of a Reading/Review/Recitation Week at UC Merced (6/12)
- Put forth recommendations related to support for undocumented students (7/2)
- Collaborated with GC on the review and implementation of a proposal for auto-populating course offerings in Cat Courses. The goal is to ensure students have access to accurate information, and to reduce the time faculty must invest ensuring that policy information in their syllabuses is up to date. The policy contents were reviewed and revised by the relevant units prior to GC and UGC approvals. These contents will be made available by IT for all Fall 2020 courses.
- Commented on the SNS proposal for a Biology Pre-Major (5/8)
- Drafted the COVID-19 Emergency Course Continuity Policy (approved by DivCo 3/6/20), which provides instructional flexibility by allowing the transition to online modality without going through the standard approval process. All actions related to the ECC policy can be viewed [here](#).

- The UGC Chair shared with DivCo members ideas for Senate actions to address anti-Black racism and the mistreatment of the minoritized populations, which was in part prompted by the June 3 faculty and student Petition to Value Black Lives at UC Merced (6/15/20)
- The UGC Chair served on the Instructional Resiliency Initiative working group tasked with preparing UC Merced for modified instruction during the fall 2020 semester and beyond if needed.

Petitions

- UGC considered and approved 28 requests from the Graduate Council to appoint graduate students as instructors of record for upper division undergraduate courses.
- UGC reviewed and provided recommendations on 2 Entry Level Writing Requirement petitions submitted by the Office of Undergraduate Education.
- UGC considered 2 petitions to waive the minimum degree requirement.

General Education Items

UGC offered comments and recommendations on the following GE items:

- Commented on the Proposed Draft GE Program Bylaws
- Endorsed the GEEC requests a) that the UCEAP updated programs fulfill the GE language requirement and b) the co-curricular Intellectual Badges for “Shakespeare in Yosemite” (UCEAP and Shakespeare in Yosemite)
- Commented on the expanded GE Designation Descriptions
- Commented on revised descriptions of the GE Badges and Approaches to Knowledge

Systemwide Review Items

UGC provided comments on the following systemwide items:

- Proposed Revised Presidential Policy on Copyright Ownership
- Opined on the White Paper Recognizing International Activities as Part of the Merit, Tenure, and Promotion Process at the University of California
- UC Washington Center Review
- BOARS Recommendation to Eliminate the ACT/SAT Essay Requirement
- Academic Council’s Standardized Testing Task Force (STTF)
- Proposed Presidential Policy Gender Recognition and Lived Name

Respectfully Submitted,

Jay Sharping, Chair, School of Natural Sciences, UCEP representative

Matthew Hibbing, Vice Chair, School of Social Sciences, Humanities and Arts, BOARS representative

Susan Amussen, School of Social Sciences, Humanities and Arts

Rowena Gray, School of Social Sciences, Humanities and Arts

Eva De Alba, School of Engineering

Michelle Leslie, School of Natural Sciences and UCIE Representative

Jesus Sandoval-Hernandez, School of Social Sciences, Humanities and Arts, UCOPE Representative

Abbas Ghassemi, School of Engineering

Michael Beman, School of Natural Sciences

Chih-Chun Chien, School of Natural Sciences

Glynis Gawn, School of Social Sciences, Humanities and Arts
Angelo Kyrilov, School of Engineering
David Kaminsky, School of Social Sciences, Humanities and Arts
Staff: Fatima Paul

COMMITTEE ON RULES AND ELECTIONS (CRE)

REPORT TO THE MERCED DIVISION

DECEMBER 17, 2020

TO BE ADOPTED

- Proposed changes to the UCM Senate Regulation II. 2. A – [Residency Requirement](#)

PRESENT	PROPOSED
A minimum of 24 of the last 36 units in academic residence is required prior to the award of the bachelor’s degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.	A minimum of 24 of the last 36 30 units in academic residence is required prior to the award of the bachelor’s degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.

JUSTIFICATION

UC Merced’s Residency Requirement, Part II. Section 2. A., requires undergraduate students to take a minimum of 24 of their last 36 units in residence whereas [Systemwide Senate Regulation 630](#) requires an undergraduate students to take a minimum of 24 of their last 30 units in residence. This proposal seeks to change the UCM Senate Regulation to require undergraduate students to take a minimum of 24 of their last 30 units in residence, although the academic policy still allows for Dean exceptions.

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SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION
UNDERGRADUATE COUNCIL (UGC)
MERCED, CA 95343

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
(209) 228-7930

December 9, 2019

To: Senate Chair Hansford

From: Undergraduate Council

Re: Proposed Amendment to UCM [Senate Regulation II.2.A](#)-Residency Requirement

Members of the Undergraduate Council have reviewed the proposed amendment to UCM's Senate Regulation II.2.A. The following summarizes comments provided by two lead reviewers.

UGC's investigation of Residency Regulations at UC Merced, did not reveal any documented rationale for having a Regulation which is different from Systemwide [Senate Regulation 630.A](#). It seems that the impact of this change will be minimal as long as students have accurate information when they are planning their final two years of study.

UGC recommends approval of this amendment as it will bring UCM's Regulation in line with Systemwide Regulation 630.A.

Copy: UGC
CRE Chair
Senate Office



OFFICE OF THE REGISTRAR

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OFFICE OF THE REGISTRAR
5200 NORTH LAKE ROAD | MERCED, CA 95343
TEL: 209-228-7178 | EMAIL: REGISTRAR@UCMERCED.EDU

TO: Tom Hansford, Chair, Divisional Council

FROM: Erin Webb, University Registrar

RE: Regulation Review Request | Part II. Section 2. A. Residency Requirement

DATE: October 15, 2019

With this memo, I write to request Senate review of the enclosed proposal to align our local Residency Requirement with systemwide Senate Regulation (SR) 630. Our local Residency Requirement is currently less restrictive than the systemwide regulation.

Our local Residency Requirement, Part II. Section 2. A., included in the attached proposal, requires an undergraduate student take a minimum of 24 of their last 36 units in residence. Conversely, the systemwide regulation requires an undergraduate student take a minimum of 24 of their last 30 units in residence. This proposal seeks to change our local regulation to require an undergraduate student to take a minimum of 24 of their last 30 units in residence, although the policy still allows for Dean exceptions.

Since academic year 2014-15, had this more restrictive policy had been in effect, 101 students would have been in violation. That is about 20 students per academic year. However, had this policy been in place, advisors would have directed student to stay within policy limits.

Your consideration of this proposed policy is appreciated. If approved, the more restrictive policy would effective Fall 2020 and apply to all students. An update would be appreciated by February 1, 2020 to ensure the policy can be implemented and included with the 2020-21 Catalog copy.

[SR 630.A](#)

Except as otherwise provided in this section and SR 614, 35 (or 24 semester) of the final 45 (or 30 semester) units completed by each candidate for the Bachelor's degree must be earned in residence in the college or school of the University of California in which the degree is to be taken. (Am 9 Mar 83; Am 23 May 01)

[Part II. Section 2. A. Residency Requirement](#)

A minimum of 24 of the last 36 units in academic residence is required prior to the award of the bachelor's degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.

Recommended Line Through Change to UC Merced Regulation

A minimum of 24 of the last ~~36~~30 units in academic residence is required prior to the award of the bachelor's degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343
(209) 228-7930

December 10, 2019

To: Tom Hansford, Chair, Divisional Council

From: Christopher Viney, Chair, Committee on Rules and Elections

Re: Proposed Amendment to UCM Senate Regulation II.2.A-Residency Requirement

Members of the Committee on Rules and Elections have reviewed the proposed amendment to UCM's [Senate Regulation II.2.A – Residency Requirement](#) put forth by the Registrar.

In keeping with its duties¹, CRE's review focused on and is limited to the compliance of the proposed amendment with the Code of the Academic Senate.

Consultation with the Registrar revealed that UC Merced does not currently have an approved variance to [Systemwide Senate Regulation 630](#) and the current UCM Senate Regulation is less restrictive than the Systemwide Regulation.

In light of this context, CRE considered two possible courses of action to regularize matters:

- i. either bring our Senate Regulation (II.2.A) in to line with UC Systemwide Senate Regulation 630,
- ii. or request that UC Merced be granted a variance to UC Systemwide Senate Regulation 630.

In the absence of a compelling reason to request a variance, an amendment to UC Merced's Senate Regulation II.2.A seemed to be the most appropriate course of action. Furthermore, CRE also noted that one possible reason for our current version of Senate Regulation II.2.A – a small palette of classes during the earliest years of this campus – is no longer the issue that it once was.

Recommendation: CRE approves the proposed amendment to UCM Senate Regulation II.2.A – Residency Requirement (approved language is provided on page 2).

¹ CRE Bylaw II.III.7.2.2 provides that CRE “Reviews all changes in Bylaws and Regulations submitted to the Divisional Assembly or to a Faculty of the Merced Division by other committees or by individuals to verify and ensure conformity of such proposed legislation with the format and content of the Code of the Academic Senate.”

Present Language:

A minimum of 24 of the last 36 units in academic residence is required prior to the award of the bachelor's degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.

Approved Amendment:

A minimum of 24 of the last ~~36~~30 units in academic residence is required prior to the award of the bachelor's degree. Under certain circumstances, the appropriate dean or Vice Provost for Undergraduate Education may grant exceptions, such as when a student attends classes at another UC campus as an approved visitor or participates in one of the following: UC Education Abroad, UC Washington Center Program or UC Sacramento Center.

Cc: CRE Members
Associate Director Paul
Senate Office



OFFICE OF THE REGISTRAR

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TO: Tom Hansford, Chair, Divisional Council

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Your consideration of this proposed policy is appreciated. If approved, the more restrictive policy would effective Fall 2020 and apply to all students. An update would be appreciated by February 1, 2020 to ensure the policy can be implemented and included with the 2020-21 Catalog copy.

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[Part II. Section 2. A. Residency Requirement](#)

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OFFICE OF THE ACADEMIC SENATE
ROBIN DELUGAN, CHAIR
senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

NOVEMBER 20, 2020

**CHAIRS OF SENATE COMMITTEES
(CAPRA, CAP, RCAP, COR, D&E, FWAFF, GC, UGC, LASC, CoC)**

Dear Colleagues,

On June 11, 2020, members of Divisional Council were invited to reflect upon concrete ideas for a Senate action plan to address anti-Black racism and the mistreatment of minoritized populations. A working group of Divisional Council was established and was tasked with drafting a short, coherent action plan. The action plan [was approved](#) by members of Divisional Council on September 28, 2020 and subsequently [updated on October 22, 2020](#).

As noted in section I of the Action Plan (“Policies and Procedures”):

“DivCo’s Anti-Racism workgroup from last summer (Robin DeLugan, Josue Medellin-Azuara, Erin Hestir, Christopher Viney,) will review the Senate Bylaws and Senate policies overall. All Senate committees will review their own Bylaws.”

At the October 23 DivCo meeting, we discussed and agreed to the immediate following tasks:

- All Senate committees to review their respective Senate Bylaws. A review of academic policies and Regulations will ensue once the Bylaw review process is completed. The review of Bylaws should consider the following:
 - i. identify how these documents may impede the overarching goal,
 - ii. identify accountability, enforcement, or reporting mechanisms that are in place or that should be in place, and
 - iii. identify missing elements.
- Merced Academic Personnel Policies and Procedures (MAPP): all Senate Committees to review the newly updated MAPP once received from the EVC/Provost’s office. As of November 17, 2020, we have been notified that the Academic Personnel Office is working on revisions to the MAPP. The Senate will be invited to review the proposed revisions in the near future.

The goal of this exercise is to intentionally maximize and promote equity, diversity, inclusion; reduce, and eventually eliminate anti-Black racism and other forms of racism and inequities. The timeline is as follows:

- December 4, 2020: Committees respond with proposed revisions to their Bylaws

- December 11, 2020: The DivCo working group provides an update at the DivCo meeting
- December 17, 2020: The Fall meeting of the Division will include a discussion of matters related to Diversity, Equity, and Inclusion

With this memo, I ask you to please submit proposed revisions to your respective committee Bylaws. This request for Bylaw revisions is in addition to the request submitted by the Committee on Rules and Elections [on February 25, 2020](#). Comments received in AY 19-20, in response to CRE's request can be accessed [here](#). AY 20-21 comments are available [here](#). It is our understanding that CoC, D&E and GC Bylaw revisions are currently being reviewed by members of those committees. All revisions will be considered by the Committee on Rules and Elections this semester, and by the campus community in the Spring.

The ultimate goal of this exercise is to align the efforts of the Senate with broader campus initiatives related to developing recommendations and identifying solutions.

Thank you for responding with your proposed Bylaw revisions by December 4, 2020. Please send your feedback to fpaul@ucmerced.edu

Sincerely,



Robin DeLugan
Chair, Divisional Council

CC: Divisional Council
Senate Office