

Division Council (DivCo)
Minutes of Meeting
November 3, 2016

Pursuant to call, the Division Council met at 12:00 p.m. on November 3, 2016 in Room 362 of the Kolligian Library, Chair Susan Amussen presiding.

Present: Kurt Schnier, Ignacio López-Calvo, Mukesh Singhal, Patti LiWang, David Kelley, Anne Zanzucchi, Rick Dale, and Jayson Beaster-Jones. Ramen Saha represented the Committee on Research. Lin Tian participated by telephone.

I. Chair's Report and Announcements—Chair Amussen

A. Meeting with the Provost/EVC (10/24)

The Chair and Vice Chair updated the Provost on CAPRA's progress with the faculty hiring plan. They also continued to emphasize the importance of attending to faculty morale, including taking into consideration the faculty's perspective when disseminating information to ensure appropriate contextualization and, in turn, interpretation.

B. Academic Council (10/26)

The Chair reported that the revised, and fairly uncontroversial, *Presidential Policy on Non-discrimination and Affirmative Action Regarding Academic and Staff Employment* and related revisions to APM 15 have been circulated for review. The revisions to APM 15 are technical and update the policy to reflect recent amendments to the California Fair Employment and Housing Act. Academic Council accepted recommendations from the University Committee on Education Policy (UCEP) on credit-by-examination with the goal of establishing common practices across the system. Academic Council met with the President who discussed the ongoing need to distinguish for the legislature and governor differences in the educational opportunities afforded by the UC and California State University systems; this includes the advantages of a research university education for California's students. There are concerns about the vulnerability of the UC budget to recession, given its dependence on short term market returns. There will be a request for a tuition enhancement. Academic Council also met with the Council of Vice Chancellors, which illuminated shared concerns and efforts across the system to respond to enrollment growth, coordinate enrollment planning, and identify strategies to fund new infrastructure. Academic Council also discussed campus-specific approaches to addressing the presidential expectation to establish a Peer Review Committee, one outcome of the President's joint committee on sexual harassment and sexual violence. This information will be useful to UC Merced as it addresses this mandate.

C. Associate Director of the Office of the Senate

Assistant Director, Fatima Paul, has been promoted to Associate Director of the Office of the Senate.

D. UC Merced Extension

Tammy Johnson, Director of Summer Session and Extension, and Lynn Reimer, Director of Education Programs for University Extension will join the next DivCo meeting to provide an update on Extension-related campus planning and implications for the Senate.

E. Other Considerations

A member inquired as to when the outcome of the dean review will be announced. The Chair and Vice Chair reported they continue to convey to the Provost a sense of urgency for action. FWF was asked to weigh-in on this topic by a faculty member. This raised a question about, what if any, role the Senate has in commenting on the resulting report. The analyst will research this question.

II. Consent Calendar

- A. Agenda approved as presented.
- B. The [October 20, 2016](#) meeting minutes approved as presented.

III. Committee Chairs' Reports

- [Academic Planning & Resource Allocation](#) (CAPRA) – Chair Mukesh Singhal
At its October 24 meeting, CAPRA updated the Provost and Vice Provost of the Faculty on the committee's progress regarding the faculty hiring plan and its efforts to model instructional demand at 10,000 students. The Chair of the General Education Subcommittee updated CAPRA on GESC's progress in revising the GE program. To support its instructional modeling efforts, CAPRA requested and received a copy of the draft curriculum proposal for the new General Education program. CAPRA consulted with the chair of the Adaptive Functional Matter search; the chair plans to return to talk with CAPRA. A member asked, and CAPRA representatives confirmed, that CAPRA is asking search committee chairs how the proposed hires address the programmatic needs of the campus. Chair Amussen emphasized that CAPRA's proposed strategy for aligning faculty growth with program and pillar-related hiring needs will be the major topic of discussion of the Meeting of the Division. In anticipation of this discussion, CAPRA's proposal for faculty hiring will be circulated to Division Council for discussion at its November 17 meeting.
- [Academic Personnel](#) (CAP) – Chair Ignacio López-Calvo
The annual CAP and Academic Personnel Office (APO) meeting for the faculty will take place November 16. At its November 8 meeting, CAP will discuss the topic of devolving to deans authority for appointing faculty at assistant three and below. Discussion will address the question of whether it is possible for faculty to request CAP review of these appointments, as circumstances warrant.
- [Committees](#) (CoC) – Chair Rick Dale
At its next meeting, CoC will continue to work to identify representatives for the SNRI review; a SSHA representative has been identified; two are pending one from SNS and one from SoE. CoC is also searching for a more senior faculty member to join the external review team for APO. CoC continues to search for a vice chair for CoR and a member and a vice chair for CAPRA. CoC is constantly, carefully prioritizing its work.
- [Committee on Research](#) (CoR)– Member Ramen Saha
At its November 2 meeting, CoR addressed four topics: the need for faculty members for the SNRI review team; the need to communicate with faculty about the topic of export control; CoR's survey regarding staff support for sponsored projects; and the request for CoR input on the FWF memos on incidental funds and startups. With respect to the latter, CoR is gathering information about how such funds are handled on other campuses. Regarding the topic of export control, CoR is working with the VCORED to develop a memo to faculty to provide direction about technologies subject to export control and responding to requests from the Department of Homeland Security for interviews regarding export control. This is important as heavy fines have been levied against some UC campuses. A member encouraged CoR to provide to faculty, as a preventative measure, a list of technologies subject to export control. There is also concern that the export control policy may interfere with graduate student education by restricting access of select students to educational opportunities. Given this, Chair Amussen advised CoR to bring Graduate Council into the conversation.
- [Rules and Elections](#) (CRE) – Chair Lin Tian
CRE has reviewed draft bylaws for School of Engineering. CRE has determined the content for its proposed guidelines on voting rights. CRE plans to meet in early December to further this document.

- [Diversity and Equity](#) (D&E) – Chair Golash-Boza (absent; provided a written report)
Zulema Valdez has been approved as the Faculty Equity Advisor for SSHA. She replaces Teenie Matlock. D & E is preparing a memo to the school deans regarding the need for transparency in the appointment of faculty administrative positions, noting there are gender differences in the types of appointments held, with men more likely to hold higher-paying administrative appointments. D & E is also clarifying its role in academic program review and is in the process of inviting an external speaker for spring semester.
- [Faculty Welfare and Academic Freedom](#) (FWAF) – Chair Jayson Beater-Jones
At its November 7 meeting, FWAF will address the topics of startup and incidentals funds following feedback from DivCo and will consult with CIO Ann Kovalchick and Associate Chancellor Putney on, respectively, cyber security and the draft charge for a Policy Advisory Committee. FWAF is preparing to distribute a survey on the need for after school programming by the ECEC.
- [Graduate Council](#) (GC) – Chair Ramesh Balasubramaniam (absent; provided a written report)
Graduate Council is reviewing each graduate group's policies and procedures as well as the revised Graduate Advisor's Handbook. GC is also drafting guidelines that would address a proposal to permit graduate students to TA for graduate courses. Finally, GC proposed, and DivCo unanimously endorsed, an email from DivCo to faculty encouraging faculty to consider donating to the *William Shadish Memorial Graduate Student Fellowship Fund* if they are considering a donation on Giving Tuesday. The communication should emphasize that the fund is one of many excellent options.
- [Undergraduate Council](#) (UGC) – Chair Anne Zanzucchi
UGC has been reviewing and approving revisions to catalog content stemming from curriculum review associated with the Budget Framework Initiative. UGC will be reviewing, with the goal of approving, the new General Education Program Learning Outcomes. UGC is also revising its policy for the review and approval of new and revised undergraduate courses. The most substantial revision is to clarify expectations related to online courses. Finally, in January, UGC will be addressing academic planning needs for minors in collaboration with CAPRA and Graduate Council.
- [P & T](#) – Chair Patti LiWang
At the October UCPT meeting, it was reported that the number of Title IX complaints has increased across the system. Concerns were expressed that chancellors are increasingly suspending faculty members from campus immediately upon registration of a Title IX-related complaint, citing the safety risk criterion of policy. This is raising questions about broadened interpretation of policy. A lack of statistics makes this difficult to determine empirically, however.

IV. Discussion Item: Summer Session Salary Cap Memo – Anne Zanzucchi

DivCo discussed the October 27, 2016 memo from Deans Council outlining a new compensation formula for Summer Session. Both substantive and procedural concerns were raised. Substantive concerns included the decision's potential impact the quality of undergraduate education and student success through the policy's effects on enrollment management, instructional planning, pedagogy, curricular supervision, and faculty perceptions of the value, monetary and symbolic, placed on undergraduate instruction. Procedural concerns focused on the importance of shared governance and consultation as processes leading to better policy and the potential precedence set by the lack of consultation on matters of educational policy with relevant committees, in this particular instance, School Executive Committees and Undergraduate Council. The Chair will draft a memo summarizing DivCo's discussion, including a request to delay implementation in order to address potential negative impacts and strengthen policy.

V. Systemwide Review Items

A. Draft New Presidential Policy on International Activities

DivCo discussed comments received from CoR and UGC. CAP, CAPRA, CRE, D&E, FWAF, GC appreciated the opportunity to opine, but declined to comment. CoR was pleased to see revisions to the policy that reflected prior feedback, but recommended that clarifying information about mundane international activities be moved into the body of the policy document. CoR also expressed concern about the way “risk” is defined, noting that the policy could interfere with academic freedom by allowing vague concerns over potential future political or financial effects of an international activity to raise unreasonable approval barriers to standard research activities that involve an international component. UGC recommended a stronger statement of the UC’s commitment to ethics, with the goal of communicating that faculty, students, and staff maintain the same ethical standards abroad and at home. With respect to faculty, UGC proposed that this might be addressed by explicitly referencing in the policy APM 015 – the Faculty Code of Conduct. The FWAF Chair noted that UCAF will raise concerns about conflating values with academic freedom. The Chair will draft a transmittal memo to Chair Chalfant summarizing committee comments.

B. Proposed Revisions to APM 015, APM 016 and Senate Bylaw 336

DivCo discussed comments received from CRE and D & E. CAP, CAPRA, CoR, FWAF, GC, P & T, and UGC appreciated the opportunity to opine, but declined to comment. CRE recommended that policy language be further refined to address potential ambiguities about whether the time lines for reporting an alleged violation, and separately initiating disciplinary action, apply exclusively to allegations of sexual harassment and sexual violence or if they apply to allegations of any violation of the Faculty Code of Conduct. D & E endorsed both sets of revisions, but suggested the language in APM 015 and 016 be made consistent throughout the document with regard to reasons for discrimination, sexual harassment, and sexual violence. The Chair will draft a transmittal memo to Chair Chalfant summarizing committee comments.