

DIVISIONAL COUNCIL

Minutes of Meeting

October 23, 2017

Pursuant to call, the Divisional Council met at 10:00 a.m. on October 23, 2017 in Room 362 of the Kolligian Library, Chair Susan Amussen presiding.

Present: Kurt Schnier, Mike Dawson, Teamrat Ghezzehei, Tom Hansford, Ignacio López-Calvo, Shawn Newsam, David Noelle, Mukesh Singhal, and Lin Tian. Sean Malloy participated by telephone. D&E was represented by Vice Chair Clarissa Nobile.

I. Chair's Report & Announcements**A. Meeting with Provost (10/16)**

Chair Amussen reported that she and the Provost primarily discussed the Academic Planning Work Group meetings.

B. Chancellor's Extended Cabinet (10/18)

Chair Amussen reported the cabinet received presentations on the downtown campus center and the campus's reaffirmation of accreditation. Cabinet discussed the campus's budget, which projects a deficit for FY 17-18. To address the anticipated deficit, units are being asked to try to reduce spending by 7%. The Chair noted that the Provost and Interim VCPB will update Divisional Council on the campus's budget at the November 6, 2017 meeting. Also discussed were revisions to the staff performance appraisal process necessitated by the implementation of UCPATH.

C. Meeting with the Chancellor (10/18)

Chair Amussen reported that she, the Vice Chair, and Chancellor discussed the campus's plans to address the anticipated campus deficit, including longer-term efforts to establish a healthy reserve.

D. UCOP Budget Call with Leadership (10/20)

Chair Amussen reported this is first year she is attending the UCOP Budget Call meetings. Topics of discussion included the system budget being prepared for presentation to the Regents in November, SB 201 which permits GSRs to unionize, and system-level enrollment. This coming year the system is funded to increase graduate enrollment by 500 students, the first increase of its type in many years. The system also hopes to contain undergraduate enrollment growth to the 1,500 students for which there will be funding.

II. Consent Calendar

The agenda was approved as presented.

III. UCPATH Consultation - *Andy Boyd, Executive Director, Business & Financial Strategic Initiatives, Brian Powell, Interim Vice Chancellor for BAS, and Autumn Salazar, Interim Director, SPO*

Members were provided with an overview of UCPATH, which will go live in December. First paychecks will be issued January 2. This new comprehensive payroll and personnel system requires revisions to campus personnel workflow. In light of this, the campus will be standardizing, and ultimately automating, personnel processes using the new document management system (Onbase). An immediate concern is ensuring that employee addresses are current because all paper paychecks will be mailed to home addresses, rather than delivered on campus. Campaigns are underway to ensure student and staff awareness, and to encourage conversion to direct deposit. A member asked if the UCPATH team was reviewing student data to ensure students update their addresses. Director Boyd stated the number of individuals receiving paper checks is being tracked, but that it is much more difficult to track address corrections. Director Boyd reported that

Student Affairs is undertaking a major campaign to prepare student employees. Preparations are also underway to ensure graduate student hiring can proceed without delays in paycheck receipt and, separately, to minimize delays in hiring students using new grant funds. Director Boyd also reported that, as part of the UCPATH transition, faculty effort reporting will be certified once this year, rather than each semester. Finally, UCPATH processes will not enable retroactive pay as a regular business practice. Rush checks will also be prohibited.

A member asked about the faculty merit review process, and merit raises, which are also often retroactive. Director Boyd reported that, as per the VPF, the system is considering shifting the merit start date to October 1. Members also asked whether the system is being tested against prior examples of problematic practices. Director Boyd reported that those events will form the basis for testing after workflows are built. To address unforeseen issues, hypercare will be in place for the first three months the system is live. Director Boyd also noted that the position management elements of UCPATH will enable campus financial planning in ways that are not possible with current practice.

IV. **Scholars at Risk Network**

CAP Chair López-Calvo provided background on the Scholars at Risk (SAR) network and the faculty request, endorsed by FWAF, that UC Merced maintain its membership in the SAR network, and that the campus expand its efforts to publicize this program. Members unanimously endorsed transmitting FWAF's memo to the Provost.

ACTION: The Chair will transmit DivCo's endorsement and FWAF's memo to the Provost.

V. **Update on [WSCUC Reaffirmation of Accreditation](#)**

ALO Martin reviewed the final steps of the reaffirmation process to take place this year, including the results of the Offsite Review (i.e. the "Lines of Inquiry"), which took place on October 3, and expectations and preparations for the Accreditation Visit scheduled for February 27 – March 1. The ALO noted that the review team has requested to meet with Senate leadership, which will include Divisional Council.

VI. **Committee Chairs' Reports**

- [Undergraduate Council](#) (UGC)
Via written report, the Chair Zanzucchi reported that the Provost joined UGC's most recent meeting to discuss General Education and academic planning. UGC is also considering the systemwide review items.
- [Graduate Council](#) (GC)
Chair Ghezzehei reported that, at GC's most recent meeting, the Acting Dean of SSHA and the VPDGE briefed GC on the causes, and efforts to remediate and prevent reoccurrence, of the recent graduate student funding delays in SSHA. GC also recently issued a memo to the VPDGE and graduate group chairs reiterating that policy prevents Graduate Division from offering courses. The memo outlined several avenues by which interdisciplinary courses could be offered under existing policy. GC is also reviewing proposed revisions to the graduate program review policy. GC has canceled its October 30 meeting to enable members to attend the space retreat.
- [Faculty Welfare and Academic Freedom](#) (FWAF)
Chair Malloy reported that DivCo will be receiving two memos from FWAF: one providing a negative review of the Trial Negotiated Salary Program and a joint memo with D&E on hiring and faculty diversity. A FWAF representative will join the Provost's October 27, 2017 meeting with the authors of the memo urging action on hiring black faculty in STEM. The FWAF Chair will be meeting with the VPF to discuss the faculty liaison role.

- [Diversity and Equity](#) (D&E)
Vice Chair Nobile reported that D&E is jointly authoring with FWAF a memo to DivCo on diversity in faculty hiring. With CAP, D&E is drafting a request to the VPF to clarify the MAPP regarding the consideration of faculty contributions to diversity in personnel cases. D&E has written to the Faculty Equity Advisors to ensure they are attending to diversity as described in Regents Policy 4400: Policy on University of California Diversity Statement.
- [Rules and Elections](#) (CRE)
Chair Tian reported that CRE held its first meeting of the year on October 11, 2017 where it reviewed proposed revisions to the Honors regulations and to UGC's bylaws. This fall, D&E plans to address the Senate's comments on its voting rights document.
- [Committee on Research](#) (CoR)
Chair Noelle reported that CoR is the process of developing recommendations to the VCORED on the policy for limited submission grant proposals. CoR's intention is to increase the time faculty have to prepare a proposal. The CoR Chair also will be meeting with the VCORED to clarify policy on the review of the research centers following questions about the policy and process under which the Center for the Humanities will be reviewed. The chairs of CoR and CAPRA plan to discuss ongoing concerns regarding the availability of bridge funding for faculty.
- [Committees](#) (CoC)
Chair Hansford reported that CoC has appointed a vice chair to CRE, an additional humanist to CAP, and a new SNS representative to the General Education Subcommittee of UGC. CoC continues to pursue two faculty representatives to the Student Conduct Hearing Board, ideally one each from SSHA and Engineering. CoC next meeting is October 30.
- [Academic Personnel](#) (CAP)
Chair López-Calvo reported that he attended a conference on gender and racial bias in personnel reviews in team science disciplines. A member requested the chair share any resources that summarize the research in this area.
- [Academic Planning & Resource Allocation](#) (CAPRA)
Chair Singhal reported that CAPRA has submitted a proposal to the Provost to complete the FTE proposal process earlier this academic year. CAPRA will consider revisions to the criteria for foundational hires pending the results of academic planning. The campus Director of Sustainability, Colleen McCormick, joined CAPRA to discuss the campus's Climate Action Plan and Sustainability Strategic Plan. The Chair reported that CAPRA supports both plans but is concerned that the plans do not explicitly consider campus funding for these efforts. CAPRA has endorsed the recommendations to extend and expand the Negotiated Salary Trial Program. It has also endorsed the proposed revisions to Division bylaw establishing a Reserve CAP.

Attest: Susan Amussen, Senate Chair