

DIVISIONAL COUNCIL
Minutes of Meeting
November 27, 2017

Pursuant to call, the Divisional Council met at 10:00 a.m. on November 27, 2017 in Room 362 of the Kolligian Library, Chair Susan Amussen presiding.

Present: Kurt Schnier, Wei-Chun Chin, Mike Dawson, Teamrat Ghezzehei, Tom Hansford, Ignacio López-Calvo, Shawn Newsam, David Noelle, Mukesh Singhal, and Anne Zanzucchi. Sean Malloy participated by telephone.

I. Chair's Report & Announcements

A. Academic Planning Council (APC; 11/8)

The Chair reported that the APC is the systemwide Provost's cabinet. It will meet four times this year. The new Provost, Michael Brown, is determining how best to use this group.

B. Academic Governance Cabinet (11/13)

The Chair reported that she is working with the Chancellor to determine how best to proceed in light of the feedback. One possibility would be to meet less frequently.

C. Senate/UCOP Leadership Budget Call (11/17)

The Chair reported that topics of discussion included the cost of attendance, the Sacramento budget landscape, and how to address AB97, which requires the system to enroll an additional 1,500 undergraduates in the absence of a firm understanding of what portion of the funds the state will provide. Members were updated on the unionization of graduate student researchers.

D. Academic Council Conference Call (11/17)

This topic was considered in executive session.

E. Provost Meeting (11/27)

The Chair reported that the Senate's desire to comment on the revised Incentive Plan for Revenue Generating Masters Program was discussed. The Vice Chair noted that it may be useful for the Senate and administration to develop procedures for the establishment of new policies with academic implications.

II. Executive Session

Action: Members were invited to submit comments to the Chair in anticipation of the November 29, 2017 Academic Council meeting.

III. Consent Calendar

The agenda and minutes were approved as presented. At the request of a member, the draft memo to the Deans' Council regarding executive session was removed from the consent calendar for discussion by the membership. The member suggested that the memo is ambiguous with respect to rationale, audience, and intended results. Ultimately, the discussion was re-scheduled for DivCo's December 11, 2017 meeting.

Action: Schedule the memo for discussion at the December 11, 2017 meeting.

IV. Consultation with the Director for Sustainability, Colleen McCormick

Director McCormick thanked Divisional Council for its comments on the campus' Sustainability Strategic Plan and the Climate Action Plan and expressed her interest in considering how she and the Senate might collaborate. In response to the concerns raised by DivCo about the resources for supporting sustainability-related initiatives, the Director reported that the Office of Sustainability has three staff and no programming budget. Funds for initiatives are cobbled together. The Director stated that both the Sustainability Strategic Plan and the Climate Action Plan were developed in light of these constraints, and articulate what is doable given this context. Members suggested it may be useful to the Office of Sustainability, and the campus more generally, to explicitly describe in each plan the resourcing strategy. A member asked about funding for sustainability-related initiatives on other UC campuses. The Director responded that initiatives are much better supported. The Director and members discussed the status of a longer-term funding strategy for sustainability initiatives on the campus, and a member suggested the Senate would be willing to review a proposed resourcing plan. A member invited the Director to consult with UGC and GC in light of the faculty interest in identifying curriculum that supports the campus' sustainability goals. A member asked about strategies for partnering with faculty, and the idea of a faculty advisory body to the Office of Sustainability was discussed. Following the discussion, members ultimately concluded that Divisional Council would endorse the Sustainability Strategic Plan and the Climate Action Plan as useful frameworks for continued campus development in these areas.

Action: Transmit to the Chancellor Divisional Council's endorsement of the Strategic Plan and the Climate Action Plans as frameworks.

V. Campus Review Item**A. Value to UCM Assessment**

D&E Chair Chin led discussion of committee comments on the draft guidelines for faculty retention titled "Value to UCM Assessment." Members recognized the need for such procedures and found the document a good starting point. Members noted that committees raised a number of similar concerns. These included the need for a proactive rather than reactive approach to retention, the desire for a tone that communicates the intention to retain faculty colleagues, the need to define terms like "excellence," and an increased emphasis on a faculty's contributions to UC Merced, particularly as relates to UC Merced's unique mission.

Action: The Chair will draft a memo to the Provost and Deans' Council for the membership's consideration prior to transmittal.

VI. Proposed Revisions to Bylaw II.IV.2 – Duties of Undergraduate Council

UGC Chair Zanzucchi summarized the proposed revisions to UGC's bylaws, noting that the revisions address updates to UGC's responsibilities and are intended to organize UGC's diverse responsibilities around functional areas. The UGC Chair noted that UGC's responsibilities are often associated with distinct committees on other campuses. Members suggested several revisions with intention of increasing the durability of the bylaws as the campus evolves.

Action: UGC will reconsider the proposed revisions in light of Divisional Council's comments.

VII. Proposed Revisions to Senate Regulations II.4 – HONORS

UGC Chair Zanzucchi summarized the origin of the proposed revisions to the Division Regulations establishing standards for awarding high and highest honors in the major. Members unanimously endorsed the draft revisions for campus review.

Action: The Chair will circulate the proposed revisions to the standing committees and school executive committees.

VIII. D&E and FWF Memoranda on Faculty Hiring

The FWF and D&E Chairs led discussion of the two memos jointly authored by FWF and D&E: a general statement of principles related to diversity and excellence titled “Diversity, Hiring, Retention, and Excellence at UC Merced” and a more specific set of recommendations for immediate action titled “Diversity in Faculty Hiring.” Members found the documents helpful, noting they advance faculty and campus values while offering recommendations that are flexible, implementable, and concrete. A member expressed the desire for the principles document to address implicit bias. The FWF Chair agreed to revise the document, returning it for consideration at the next DivCo meeting.

Action: The “Diversity, Hiring, Retention, and Excellence at UC Merced” document will be revised and resubmitted for Divisional Council’s endorsement at the December 11 DivCo meeting. The “Diversity in Faculty Hiring” memo will also be considered at that time.

IX. Committee Chairs’ Reports

- [Academic Planning & Resource Allocation](#)

The CAPRA Chair reported that, at its November 16 meeting, CAPRA discussed with the CoR Chair the need for discretionary funds to support faculty research. As part of this work, CAPRA and CoR are also looking into the use of indirect cost returns on campus. Members consulted with the Director of Space Planning and Analysis, Maggie Saunders, on upcoming space allocation process.

- [Academic Personnel](#)

The CAP Chair reported that CAP continues to work with D&E on a memo to the Vice Provost of the Faculty addressing the need for a consistent approach to evaluating faculty contributions to diversity. The Chair also attended a retreat to strengthen the evaluation of team science in the personnel process. Recommendations stemming from the retreat will be shared with UCAP with the goal of developing systemwide guidelines.

- [Committees](#)

The CoC Chair reported that CoC has recommended three Senate representatives each to the Administrative Policy-Academic Degree Programs Working Group and the Academic Senate Editorial Committee. CoC is also on track to release the Senate Service Preference Survey in December.

- [Committee on Research](#)

The CoR Chair reported that CoR is working with CAPRA to highlight the need for research discretionary funds for faculty. Relatedly, CoR is researching the use of indirect cost returns to the campus. CoR is revising the criteria, and streamlining the proposal process, for the Senate grants program. A goal is to complete the process earlier than in past years. CoR awaits feedback from the Provost and VCORED to initiate the periodic review of the Center for the Humanities.

- [Rules and Elections](#)

Via a written report, the Chair reported that CRE has a full complement of members. The committee has reviewed the proposed revisions to the new RCAP bylaw, and has been advising SSHA faculty on

bylaws and voting rights. Chair Tian has been a member of the working group that drafted bylaws for the new General Education program.

- [Diversity and Equity](#)
The D&E Chair reported that D&E continues to work on the joint memo with CAP to clarify faculty contributions to diversity in the personnel process.
- [Faculty Welfare and Academic Freedom](#)
The FWAF Chair reported that, at its next meeting, FWAF will consult with campus counsel, Associate Chancellor Putney, and the Director of Campus Climate on a new draft policy addressing protests and outside speakers. FWAF will also receive a report from the member who attended the October 27, 2017 meeting with Provost to address concerns about the lack of black STEM faculty.
- [Graduate Council](#)
The GC reported that GC is reviewing three CCGA proposals and is expecting the fourth in month. GC is also considering policies and procedures for proposals for non-degree programs by Extension, and a procedure for appointing graduate students as instructors of record for upper division courses. Both are being developed in consultation with UGC. GC is also considering proposed revisions to the Graduate Program Review Policies and Procedures and to the Graduate Policies and Procedures Handbook.
- [Undergraduate Council](#)
There was no report from the UGC Chair.

X. Informational Items

- 11/15/2017 – The Periodic Review Oversight Committee endorsed the Senate’s proposal for alternative appointment structures to PROC.
- CAP has been asked to comment on work by the Center for Research, Excellence and Diversity in Team Science (CREDITS) to credit faculty for collective contributions to Team Science. The following three documents will inform CAP’s feedback.
 - CAP CREDITS Report
 - The Pursuit of Collective Excellence in Research at the University of California
 - J. T. Klein, and H. J. Falk-Krzesinski, 2017. *Interdisciplinary and collaborative work: Framing promotion and tenure practices and policies*. Research Policy 46: 1055–1061.

Attest: Susan Amussen, Senate Chair