

**DIVISIONAL COUNCIL**  
**Minutes of Meeting**  
**Thursday, November 9, 2023**

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**Attendees:** Vice Chair Matt Hibbing, Christopher Viney, Sean Malloy, Marcos Garcia-Ojeda, Kevin Mitchell, Tao Ye, Michael Scheibner, Sarah Depaoli, Heather Bortfeld, Jayson Beaster-Jones, Shilpa Khatri, Kara McCloskey, Muey Saeteurn, Alexander Petersen, Charlie Eaton, Emily Jane McTavish.

**I. Consent Calendar**

- A. Today's agenda
- B. October 26 Meeting Minutes

**Action:** The Consent Calendar was approved as presented.

**II. Vice Chair's Report – Matt Hibbing**

A. November 6 Meeting with Interim EVC/P Zatz

- i. Campus leadership received a letter from a faculty member proposing that the campus move forward with creating a traditional management school now that the previously proposed Gallo School was not approved. Senate Vice Chair Hibbing pointed out that there is no proposal for Divisional Council to review yet, so the faculty member's letter does not yet require any action from the Senate. A Divisional Council member asked if Council members can read the letter. Senate Vice Chair Hibbing will check with Senate Chair LiWang whether the letter can be shared.
- ii. Discussion about CRFs and increasing class sizes. UGC does not have the bandwidth to address this on a case-by-case basis. All parties agree on the importance of enumerating clear policies but this particular issue may be rooted in how the MWP is administered. A Divisional Council member interjected to point out that it is a larger issue. Faculty have carefully crafted pedagogy in active learning classrooms. Changing the class size without prior consultation with faculty hinders that pedagogy. This has occurred multiple times. Leadership should not impose such unilateral changes without consulting with faculty. Another Divisional Council member shared her experience with addressing this issue with Unit 18 lecturers in her department. It was a challenging issue and required meeting with APO to ensure she was following the terms of the union contract. The UGC Chair stated that CRFs are a guideline; they are not absolute. Senate Vice Chair Hibbing suggested writing to Department Chairs and reminding them of best practices but this requires care.

B. DivCo Confidentiality

Senate Vice Chair Hibbing stated that there have been breaches of confidentiality lately. He reminded members of their responsibility to respect the confidentiality of committee discussions.

**III. CAPRA Report on the Temporary Academic Staffing Work Group– CAPRA Chair Mitchell**

CAPRA Chair Mitchell reported that he is speaking with Interim EVC/Provost Zatz and Interim VC/CFO Schnier and they are on board with revamping the TAS budget, both in terms of the total size of the budget and how that budget is distributed. There will probably be two committees who will address two different

issues: what the size of the TAS budget should be and what formula should be used to allocate the budget to the Schools. The composition of the committees is not yet established. CAPRA Chair Mitchell shared his concerns that the process of constituting the committees is taking too long and they are hearing from Department Chairs and faculty on the serious problems with the TAS budget. It is incumbent on the TAS work group to look into these issues quickly. CAPRA Chair Mitchell suggested that the work group may have a draft policy by the end of this semester. As this would be too late to enact for spring 2024, the hope is that it may be in time for fall 2024. He will keep Divisional Council informed of the work group's progress.

AFAC Chair Eaton asked for the status on CAPRA's historical study on faculty hiring and whether that is connected to work on the TAS budget. CAPRA Chair Mitchell replied that CAPRA's study on historical faculty hiring is separate. CAPRA Member Michael Findlater is spearheading that project and it is actively ongoing.

#### **IV. November 1 Meeting with VCR Wilson and CIO Dugan re: Oracle Task Force– CoR Chair Ye and DivCo Member McCloskey**

Correspondence related to this topic was linked on today's agenda.

CoR Chair Ye reminded Divisional Council members that campus leadership issued a campus wide announcement about the task force without prior consultation with the faculty representatives. The task force is currently quite large and that needs to be addressed. The task force will have to set objectives and propose solutions. The task force discussed a plan for setting benchmarks and metrics and also discussed the idea of having the task force be co-chaired by a faculty representative (Divisional Council at-large member Shilpa Khatri) and an administrative representative. The task force also discussed unmet needs: data entry, chartstrings, data output (pulling timely and accurate reports from Oracle), and timely and accurate award set up and closure.

A member stated that the administration is interested in quick fixes which is a concern. However, the member agreed that issues about communication and respect can be fixed quicker than the other issues. She also mentioned that VCR Wilson, Interim VC/CFO Schnier, and VC/CIO Dugan are meeting separately. While this proactive approach is appreciated, they also need to communicate regularly with the rest of the task force members. Member McCloskey also shared a concern that scheduling meetings of the task force is quite challenging given the large number of members.

CAPRA Chair Mitchell suggested that faculty should not be asked to help fix small details. Faculty should define what needs to be fixed, what success looks like, the timeline by which solutions are made, and then hold the administration accountable to do the work.

#### **V. Centers Policy – CoR Chair Ye**

CoR Chair Ye shared CoR's recent revisions to the Centers policy. One of the main revisions pertains to the review of Centers. The draft policy proposes that by examining the amount of central funds used, and the percentages relative to the total operating budget of the Center and the budget of ORED, the Academic Senate Chair will determine whether the Center has substantial implications on the campus central funds such that a Senate review is warranted. If a Senate review is needed, the Senate Chair will convene a joint review committee composed of members from CoR and CAPRA.

**Action:** Upon approval from the CoR Chair, the CoR analyst will transmit the revised Centers policy to the Senate Executive Director for DivCo’s review.

## VI. UCAADE Report – EDI Chair Garcia-Ojeda

EDI Chair Garcia-Ojeda shared the following updates with Divisional Council:

- Proposed revisions to APM 210 pertaining to mentoring. The revisions are not designed to create another category of criteria by which faculty are evaluated. Rather, the revisions are intended to provide clarity on effective mentoring and how to evaluate it.
- Discussion about removing the titles LSOE and PSOE and institute the title of Professor of Teaching across the board.
- A call will be issued from the American Association for the Advancement of Science’s STEMM Equity Achievement Change program (SEA Change). EDI has discussed this with AVC Valdez.
- Discussion about the increase in online courses and the implications for equity for students, issues of copyright, and what it means to be a student in an online environment versus an in person experience. UC Irvine’s proposed online business degree was vetoed. UC Santa Cruz also had a proposed online degree program that later was transformed into a major.
- Proposed, new APM section 672 on the Negotiated Salary Program. The concern at UCAADE is that the program essentially requires faculty to have grants in order to benefit from the program and that disenfranchises some faculty in the social sciences and humanities.
- Discussion of issues of policing student behavior in dorms. This needs to be defined.
- Discussion about BOARS recommendations on area H and area C for admissions.
- Discussion about graduate education in terms of academic expectations, enrollment, and financial support. There is some discussion of conducting a two-cycle recruitment of graduate students.

## VII. Systemwide Review Items

### A. Proposed APM 672-Negotiated Salary Program – FWAF Chair Beaster-Jones

This new APM would codify into policy to Negotiated Salary Trial Program (NSTP), which was first implemented in 2013. The Academic Senate reviewed the report of the NSTP Phase 2 Taskforce in July 2022 (UCM’s comments are available on pp. 36-42). The Senate also reviewed the NSTP in 2017 (UCM’s comments are on page 28) and prior to this, when it was proposed in 2012. The memo from Vice Provost Haynes offers additional background.

All relevant background materials were linked on today’s agenda. Also linked on the agenda were comments received from the following committees:

- CAP
- CAPRA
- CoR
- CRE
- EDI
- GC

EDI Chair Beaster-Jones summarized the proposed new APM 672 and the NSP. The NSP aims to provide a mechanism for participating campuses to augment faculty compensation according to the competitive requirements of academic disciplines.

CAP Chair Malloy pointed out that as stated in CAP's memo, this issue dates back to 2011. It was rejected by the systemwide Senate at that time but the issue returned the following year as a temporary program. The current revisions do not address many of the previous concerns that were raised, mainly equity. There is inequity within schools and departments and even within disciplines between faculty who receive grants and those that do not. CAPRA Chair Mitchell pointed out that the NSP may be beneficial in certain cases, such as a Dean trying to retain a faculty member. There are already inequities built into faculty salaries based on different disciplines partly to reflect market realities. Computer science is one example. EDI Chair Garcia-Ojeda disagreed, stating the importance of coming up with solutions rather than continuing to exacerbate the inequalities. CAP Chair Malloy added that this proposed APM further consolidates salary decisions in the hands of deans.

**Action:** The Merced Division's comments will be transmitted to Academic Council by December 6, 2023.

There being no further business, the meeting was adjourned at 10:30 am.

Attest: Matt Hibbing, Senate Vice Chair