

Committee on Academic Planning and Resource Allocation (CAPRA)
Minutes of Meeting
March 22, 2018

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 2:00 pm on March 22, 2018 in Room 362 of the Kolligian Library, Chair Mukesh Singhal presiding.

I. Consultation with Provost/EVC

CAPRA submitted its 23 recommended, AY 18-19 faculty FTE request rankings to the Provost/EVC on March 14. Provost/EVC Peterson thanked CAPRA for its work and attended today's meeting to clarify a few questions. CAPRA members and the Provost discussed CAPRA's ranked list of 23 faculty FTE lines, specifically the lines where CAPRA and the school deans diverged in terms of priority. CAPRA member reiterated what was written in their memo, i.e. one of the factors they used to rank the FTE requests was student-to-faculty ratio. CAPRA members also stressed that those units for which they did not recommend receive an FTE allocation are not undeserving, rather, they believed that other units/programs are growing more rapidly and are in more immediate need of faculty FTE lines.

The Provost/EVC then asked CAPRA members for advice on how to expand diversity among the faculty, and how to best plan and anticipate faculty spousal hires. He has to conserve faculty positions in the short and long term, and he has also spoken with Interim VC for Planning & Budget Veronica Mendez on the budgetary implications of continuing to borrow against next year's FTE lines to use for this year's spousal hires. CAPRA members raised the issue of enrollment pressures, and the Provost/EVC acknowledged the pros and cons of keeping the total number of students at a steady number or increasing the numbers of the incoming class of students. The Provost/EVC continues to hold conversations with the Chancellor and Interim VC Mendez about enrollment. CAPRA members advised the Provost/EVC to ensure that a constant rate of faculty members to accompany the growth in student enrollment. A CAPRA member suggested that the Provost/EVC calculate the number of spousal hires that have been made over the past few years, and that will help CAPRA advise him on the number of FTE lines to withhold for the purpose of making spousal hires.

The Provost/EVC stated that he will release his AY 18-19 faculty FTE allocation announcement in about 10 days. CAPRA members advised him to ask deans for the number of replacement searches they may have.

The Provost/EVC and CAPRA members then discussed the models on other UC campuses with regard to encouraging diversity in faculty hires, including the focus on hiring Full Professors with the expectation that these individuals would be strong mentors of junior colleagues. While CAPRA members viewed this model positively, they cautioned that these potential hires need to have a proven track record of mentoring, which should be verified by asking these candidates to provide letters of faculty members they've mentored. A CAPRA member also suggested expanding this potential model to include Associate Professors or advanced Assistant Professors with a positive history of mentoring, as diversity is more pronounced in the Associate and Assistant ranks.

CAPRA members also suggested that the Provost/EVC consider how to invest resources to create a campus climate that is receptive to inclusion and diversity. If there is broad commitment from the campus, the faculty will feel more integrated

The Provost/EVC thanked CAPRA members for their input and stated he will be seeking their advice on implementing mechanisms for increasing faculty diversity.

II. Chair's Report

Chair Singhal updated CAPRA members on the March 20 Division Council meeting. The major topics of discussion included:

- the revised, CRE voting guidelines. The Senate Chair will forward committee comments with Division Council's recommendation that the document be revised as a list of options, with advantages and disadvantages, rather than a uniform recommendation.
- the carry forward policy. Senate Chair will draft a memo communicating committee recommendations for transmittal to the Budget Work Group Co-Chairs.
- the FWAF chair will revise the committee's draft policy to address any recording made in the classroom (not just those by students), office hours, and classroom instruction by teaching assistants.
- The Senate Chair will transmit FWAF's statement on academic freedom to the appropriate administrators.

III. Senate Vice Chair's Report

Senate Vice Chair Schnier updated CAPRA members on the March 19 PROC meeting. The major topics of discussion included 1) A unit framing resource issues within program reviews; 2) D&E's suggested diversity plan template for program reviews, and 3) next steps for the review of the Center for the Humanities.

IV. Consent Calendar

Action: the March 8 and 12 meeting minutes were approved as presented.

V. Systemwide Review Item

- A. The proposal provides eligible employees with supplemental payments equal to the difference between the employees' University pay and their active military duty pay for a period not to exceed the employee's tour of active military duty, until June 30, 2022, or until the separation date of an employee's University appointment, whichever comes first.

CAPRA members agreed that this is not under the committee's purview, and declined to comment.

Action: the Senate Chair will be informed that CAPRA declined to comment.

VI. Campus Review Items

- A. A proposal to create a program of graduate studies for the M.S. and Ph.D. in Materials & Biomaterials.

CAPRA members reviewed the lead reviewer's comments, and suggested additional revisions.

Action: CAPRA's memo will be transmitted to the Senate Chair on Monday, March 26.

- B. A proposal to create a program of graduate studies for the M.S. and Ph.D. in Management of Complex Systems.

CAPRA members reviewed the lead reviewer's comments and suggested additional revisions.

Action: CAPRA to review the revised memo and send the final version to the Senate Chair by Tuesday, April 10.

- C. Proposal to establish a Political Science Honors Program

CAPRA members discussed the lead reviewer's comments and made minor revisions.

Action: CAPRA to review the revised memo and send the final version to the Senate Chair by Tuesday, April 3.

- D. Interim Policy on Expressive Activities and Assembly: Protests, Demonstrations, Non-University Speakers and Posting on Campus and in University Facilities.

CAPRA members reviewed the policy and suggested it would benefit from an articulation of the process for the review and approval of student event proposals, and, the identification of the party who provides the estimation of security costs.

Action: CAPRA to draft a memo and submit to the Senate Chair by Friday, April 13.

There being no further business, the meeting adjourned at 3:30 pm.

Attest: Mukesh Singhal, CAPRA chair