

Committee on Academic Planning and Resource Allocation (CAPRA)
Minutes of Meeting
April 19, 2018

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 2:00 pm on April 19, 2018 in Room 362 of the Kolligian Library, Vice Chair Jessica Trounstone presiding.

I. Consultation with Provost/EVC

Provost/EVC Peterson met with CAPRA to discuss the issue of the UC faculty salary gap given the recent release of a systemwide report. He emphasized that he is supportive of raising faculty salaries but is facing the challenging question of how best to close the salary gap given the various constraints. One of these constraints is ad hoc retention requests, and the Provost stated that the campus needs to develop a proactive strategy to handle these situations. He pointed out that he is focusing on increasing the on-scale base salary of UCM faculty as that is where the campus falls far behind the other campuses. CAPRA members then asked the Provost about previous rounds of faculty salary discussion, specifically, the allocation of the 1% increase to be used for discretionary funds. The Provost replied that the distribution of that portion of the funds was allocated based on input from the deans. A CAPRA member requested the Provost provide the committee with deans' rationale for transparency purposes, so that the committee is able to see if the 1% in discretionary funding was used to raise salaries of the poorest paid faculty members or to increase the salaries of more senior faculty members to prevent them from leaving. When asked about the next step in the process of possibly implementing the proposed increase in faculty salaries, the Provost stated that President Napolitano must make a decision.

II. Consultation with Chief Financial and Administration Officer Veronica Mendez

Officer Mendez presented to CAPRA fiscal year end 2018 Q2 forecast:

- forecasted revenues for fiscal year 2018 are estimated to be \$4M higher than fiscal year 2017, driven primarily by 1) increase in tuition & fee revenues due to enrollment and tuition rate increase and 2) increase in Auxiliaries revenues due to enrollment and full year of heritage rental.
- forecasted expenditures for fiscal year 2018 are estimated to be \$9M higher than fiscal year 2017, driven primarily by 1) increase of \$7M in operating expenditures primarily for salaries and benefits, 2) \$6M for academic salaries and benefits as a result of new faculty and faculty salary adjustments, 3) \$2M for TAS, and 4) \$3M for staff salaries and

benefits as a result of merit increases, equity adjustments, full year positions and WFP positions.

CAPRA members then asked Mendez for input on the academic reorganization working group report, specifically, on the staffing needs proposed in the report. Mendez replied that the implementation of the working group's proposal will be a multi-year approach and that the proposed staff to faculty ratio will have to be re-examined, given our current budget challenges.

III. Senate Vice Chair's Report

Senate Vice Chair Schnier updated CAPRA members on the following:

- April 10 Division Council meeting
Major items of discussion included the Presidential Policy on Supplement to Military Pay (FWAF's comments will be forwarded to systemwide); Division Council's revised conflict of interest statement; the DACA resolution to affirm support of undocumented students, and the approval of the MAD minor.
- April 19 Budget Working Group meeting
The working group's main topic of discussion was the phased plan for the implementation of instructional budgets. The goal is for each department/unit in each school to have authority over their budgets by July 1, 2018. However, there will need to be further consultation with department chairs and graduate group chairs in order to discuss the implications of the over-allocation of TAs. The next phase in the finalization of the instructional budget model is to convert the dollar amounts to student credit hours.

IV. CAPRA Vice Chair's Report

CAPRA Vice Chair Trounstine updated CAPRA members on the April 16 Meeting of the Division that she attended on behalf of Chair Singhal. The main topics of conversation were the announcement of next year's Senate Chair, Vice Chair, and Secretary/Parliamentarian; MOU with systemwide, the approval of the revisions to the Senate Regulations regarding Honors, and the approve of a resolution in support of undocumented students.

V. Consent Calendar

Action: the April 5 meeting minutes were approved as presented.

VI. Conflict of Interest Statement

After a brief discussion in which CAPRA members compared Division Council's conflict of interest policy with the policy that CAPRA currently has on file, members decided that the committee's policy does not need to be revised.

Action: Committee analyst will inform the Senate Chair that CAPRA elected to make no revisions to its current conflict of interest policy.

VII. Systemwide Review Items

- UC Policy on Sexual Violence and Harassment
Action: CAPRA declines to opine
- Policy on Disclosure of Financial Interests and revised APM 028
Action: decline to opine.

VIII. Campus Review Items

- Academic Reorganization Working Group report.
Prior to today's meeting, the lead reviewer from CAPRA distributed his review of the report. CAPRA discussed the lead reviewer's comments and made minor modifications.
Action: Committee analyst will incorporate the committee's additional suggestions and send a memo to the Senate Chair by her deadline of Friday, April 20.
- Computer Science & Engineering proposal to establish a department/unit
Action: tabled until the May 3 meeting.
- Proposed revisions to the MAPP re: academic student appointees
Action: tabled until the May 3 meeting.
- Senate Consultation guidelines
Action: tabled until the May 3 meeting.
- Proposal to reconstitute the Humanities & World Cultures bylaw unit
Action: tabled until the May 3 meeting.

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

Attest: Jessica Trounstine, CAPRA vice chair