



**FALL MEETING OF THE MERCED DIVISION OF THE ACADEMIC SENATE  
TUESDAY, DECEMBER 4, 2018  
3:00 – 4:30 P.M.  
232 KOLLIGIAN LIBRARY**

**I. Chair's Report and Announcements**

Chair Schnier reported that the systemwide administrative leadership is pursuing funding to close the UC faculty salary gap as benchmarked against the system's comparison eight institutions. The recent campus visit of two Regents went well; the Regents were encouraged by UC Merced's progress to R1 status, our commitment to diversity and inclusion, and how we serve our students' needs. They recognized the unique contributions and needs of the campus. The Budget Working Group, which was initiated last academic year, continues to meet and make good progress. It is currently analyzing indirect cost return distributions and intends to make progress on instructional budgets in spring 2019.

**II. Consent Calendar**

**Action:** Approved as presented.

**III. Campus Update – *Chancellor Leland and Interim Provost/EVC Camfield***

Chancellor Leland announced that we may have some cause for optimism with regard to policies on undocumented students, given that the new Congress that will be sworn into office next year. Governor-Elect Gavin Newsom visited UC Merced and appears to be well-versed about campus activities and Merced's unique needs moving forward. UCOP is developing a five-year plan for strategic budget priorities. Those priorities are not yet set, but faculty salaries will very likely be a component. UC President Napolitano presented a framework for this plan, which will also take into account the funding needs of those campuses that serve the most diverse and economically disadvantaged student populations (Merced and Riverside) and, yet, have the fewest resources. The hope is that a significant fraction of that funding will be allocated to UC Merced.

The Provost/EVC search is reaching its conclusion. The search began in spring 2018, with the search committee reviewing 66 applications. Three candidates were invited for campus interviews. The Chancellor received feedback from approximately 70 people, mostly faculty. She stated that one candidate in particular stood out from the rest in terms of positive ratings. She plans to make the announcement by early next week.

Finally, the Chancellor reported that she and systemwide leadership are troubled by the inequitable access to quality health care experienced by UC Merced faculty and staff. While the Chancellor cannot divulge details at this point, she shared that she has had discussions with UCSF/Fresno and hopes that a solution will be implemented by fall 2019.

Interim Provost/EVC Camfield added to the Chancellor's announcement regarding health care access for UCM faculty and staff, stating that if the proposed plans come to pass, UC Merced will have a connection with UCSF physicians and specialists. With regard to UCOP's five-year budget priority plan, Interim Provost/EVC Camfield explained that the change in strategy was made to reflect the difference in the contributions the UC makes to educating the state's students relative to the California State University (CSU) system and the Community Colleges. Specifically, the UCs do not provide as many seats for students as the CSUs and Community Colleges, so the UC will not "win" if it continues to argue for resources using the criterion of access. The UC does exceed these other two systems in terms of completion rates, and so the planning focus on degree generation rather than enrollment. The Interim Provost/EVC noted that the UC can still improve degree completion rates.

The Interim Provost/EVC also reported that the Budget Work Group is making good progress with the ultimate goal of the campus being able to make more accurate and longer term planning decisions. Interim Provost/EVC Camfield stated that he intends to partner with CAPRA and the joint council of deans and vice chancellors on integrative planning that will feature predictability and transparency. He envisions, for example, a future process for hiring faculty that includes required discussions with Space Planning and Analysis, the Library, and other affected units so all campus constituencies can engage in coordinated planning.

**IV. Informational Item: Gallo School Planning – Paul Maglio**

Professor Paul Maglio, who is the Director of the Division of Information and Management in the School of Engineering, provided an overview of the process by which the proposal for the Gallo School is being developed. Director Maglio explained that the future school will include the following three existing departments: Cognitive and Information Sciences, the Department of Economics and Business Management, and the Department of Management of Complex Systems, and possibly others. The first two departments will move from SSHA, and the third from the School of Engineering. A core team taskforce for the future Gallo School has been established, and has drafted a preliminary vision statement that was issued to the campus by Interim Provost/EVC Camfield on November 14. Faculty are encouraged to submit feedback. The task force will review all feedback over the next six months and draft a pre-proposal for the establishment of the school. The proposal will undergo campus wide review, following submission to the Senate in summer of 2019.

**V. Informational Item: Academic Planning – Senate Chair Schnier and CAPRA Chair Jessica Trounstine**

Chairs Schnier and Trounstine updated Division members on the proposed spring 2019 activities of the Academic Planning Work Group (APWG):

The APWG was empaneled last year and conducted an extensive amount of work, but as a result of critical feedback from faculty on that work, a new charge is being developed. The co-chairs of the revised APWG are Interim Provost/EVC Camfield and CAPRA Chair

Trounstine, and they hope to reconvene in spring semester 2019. The co-chairs agreed that the campus needs multi-year planning, and that departments should be empowered to make strategic planning decisions.

The APWG would like to hold faculty town halls in spring 2019 to discuss topics including Carnegie criteria for achieving R1 status. The intention is to conduct academic planning through this lens. Faculty who wish to advocate for resources for their department/group will therefore be fully aware of the criteria and the role of the criteria in academic planning.

A Division member pointed out that while she understands the rationale for focusing on achieving R1 status, she inquires how general education and undergraduate education will be prioritized given the campus's goal of enrolling 10,000 students by 2020. Senate Chair Schnier responded that undergraduate education is a component of academic planning and will be taken into account. However, achieving R1 status will continue to be the lens through which academic planning is conducted.

Another Division member asked about the Gallo school proposal in the context of budget planning as well as the budget planning for the affected schools (SSHA and SoE). CAPRA Chair Trounstine answered that that has not yet been discussed, however, a solid integrative academic planning structure (which the campus hopes to develop and implement) should take into account all future schools.

**VI. Discussion Item: Space Planning – Senate Chair Schnier and Maggie Saunders**

Chair Schnier and Executive Director of Space Planning and Analysis, Maggie Saunders provided an overview of the final space allocation plan and its implementation.

Director Saunders thanked the faculty in attendance for the many meetings and consultations she and her team have held with them over the past year. She announced that the final space allocation plan should be published by December 6.

Director Saunders presented an update on the 19 backfill space projects and then moved to a summary of the implementation process: the Schools will receive their space allocations; deans and vice chancellors will meet with department chairs and space coordinators to make specific space assignments; and the space assignments will reflect the standards listed in the space allocation and assignment guidelines. In the future, departments will have more governance over their space.

**VII. Standing Committee Chair Reports**

CAP:

- The CAP Vice Chair reported that this is the first year in the Senate's history that CAP has had the same number of internal members as external members. (External members are from the campuses of San Diego, Davis, Irvine, and Riverside.) In January, CAP will be joined by an additional internal member (Ashlie Martini from Engineering).
- CAP continues to conduct its normal business of reviewing appointments, advancements, promotions, and mid-career appraisals.

- On October 18, CAP members participated in the annual APO/all faculty meeting. CAP members, in addition to the VPF and the interim Provost/EVC answered questions from untenured and tenured faculty on all aspects of the advancement and promotion process, including questions about collaborative projects, grant funding, graduate student and post doc mentorship, evaluation of teaching, criteria for accelerations, and the nature of the feedback given for mid-career appraisals.

CAPRA:

- The CAPRA Chair reported that CAPRA has consulted with Interim Provost/EVC Camfield during almost every meeting this semester.
- The committee is working closely with the Interim Provost/EVC on identifying ways to integrate and prioritize the various campus planning activities. In doing so, CAPRA is also determining where in the integrative planning process it wishes to engage. Part of this process will involve data gathering in order to ascertain what it will take to reach R1 status. To that end, CAPRA will be consulting with IRDS staff at its December meeting.
- One of the major items of discussion in CAPRA this semester is the committee's formulation of a recommendation to the interim Provost/EVC on holding a percentage of faculty FTE lines in reserve for hiring outside of the normal process: spousal/partner hires, targets of opportunity hires (diversity), and targets of excellence hires.
- Another of CAPRA's main tasks this semester is the revision of its annual Call for FTE requests which outlines CAPRA's criteria for the evaluation of these requests. CAPRA plans to issue the Call to the Interim Provost/EVC by December 7 for his distribution to the school deans. Both CAPRA and the interim Provost/EVC agreed that requests should be due by February 15.
- CAPRA has standing consultations with the Director of Space Planning and Analysis, Maggie Saunders, on 2020 space and backfill space projects. CAPRA collaborated with LASC on a memo to Director Saunders (in response to her call for comments on the 2020 space allocation plan) regarding concerns over the lack of sufficient space for Library functions.
- CAPRA has consulted several times with Romi Kaur in the Budget Office to hear updates on the campus budget, funding sources, and the academic budget planning process. These consultations will continue in spring semester.
- CAPRA is currently reviewing two campus review items: Campus Space Principles and the proposed Policy for the Establishment of New Schools and Colleges. In response to Interim Provost/EVC Camfield's campus announcement, CAPRA is also reviewing the preliminary vision statement drafted by the proposed Gallo School of Management Task Force Core Team.

- The CAPRA Chair represents UC Merced at meetings of the University Committee on Planning & Budget. Major topics of discussion include moving to a multi-year budgeting process and developing a set of policies for evaluating self-supporting graduate programs.

CoC:

- The CoC Chair reported that the committee has been busy this fall identifying a few additional members to Division committees and addressing requests for faculty representation on campus and systemwide search committees, work groups, and task forces.
- Regarding the latter, at the campus level, CoC has nominated faculty representatives to the
  - Search committee for the Associate Chancellor for Diversity and Equity
  - Search committee for the Associate Vice Chancellor for Human Resources
  - AY 18-19 Budget Work Group from four Senate committees: CAPRA, UGC, GC and CoR
  - Export Control Working Group from two Senate committees: CoR and GC
  - Faculty and Staff Well-being Council
- At the system level, CoC has nominated representatives to the
  - UCDC Governing Council
  - Academic Advisory Board for the UC Center for Free Speech and Civic Engagement
  - UC Advisory Board on Unmanned Aircraft Systems
  - New UC Task Force on Agriculture and Natural Resources
- Appointments to system-level committees are very competitive, and CoC is working to put forward strong applications with the goal of increasing UC Merced's profile and contributions where there is a strong fit between UC Merced faculty interest and expertise and committee needs.
- CoC issued this morning its annual Senate Service Preference Survey in anticipation of initiating its efforts to populate committees for AY 19-20, and encouraged faculty to complete it. The CoC Chair highlighted that this is an exciting time to be a member of Senate committees as the Senate has been working closely with the administration on initiatives, policies, and other matters that are central to the ongoing development of the campus.

CoR:

- The CoR Chair reported that CoR benefits from regular consultation with ex-officio committee member Vice Chancellor for Research and Economic Development, Sam Traina. VC Traina has kept CoR informed of developments from the federal government and funding agencies. The main item of discussion in this area has been the impending regulations concerning research collaborations in China. If implemented, these regulations will have a major impact on the future of student visas, visiting scholars, and faculty collaborations. The UC is attempting to mitigate the impact.

- One of CoR's main functions is the administration of the Senate faculty grants program. The committee modified last year's Call for Proposals slightly, and issued it to the campus in mid-November. Submission deadline is January 22. This year, CoR elected to move the grants process to an earlier timeline mainly to accommodate PIs who need to appoint graduate students in a timely manner to work on summer projects.
- CoR is currently revising the policy on the establishment and review of Organized Research Units. The committee will submit a revised policy to Divisional Council this academic year.
- CoR is working with VC Traina on revising the campus's current procedures for limited submissions. A revision is necessary given the campus's formation of formal departments and responsibilities of department chairs.
- CoR has representation on the campus Budget Work Group and the committee is especially interested in monitoring developments related to indirect cost return.
- CoR maintains an interest in various issues surrounding pre and post-award management and hears regular updates from VC Traina on the restructuring efforts.
- CoR has consulted with members of the administration on a variety of topics, including the Director of Space Planning and Analysis, Maggie Saunders, on new 2020 space and backfill space, and the CIO, Ann Kovalchick, on the newly-implemented two-factor authentication policy.
- CoR has recently opined on the draft report from the UC Agriculture and Natural Resources Advisory Committee that contained recommendations on UC ANR's structure, governance, and funding. CoR supported the recommendations but suggested that ANR's headquarters be moved to a centrally located area in California (Fresno) and that awareness should be increased among the UC campuses about ANR's mission. Specifically, they should highlight ANR's capability to support or enhance faculty outreach and research activities; for example, this could lead to contributions to the development of grant proposals and potential, additional revenue for UC ANR.
- CoR is currently reviewing two campus review items: Campus Space Planning Principles and the proposed Policy for the Establishment of New Schools and Colleges.
- The CoR Chair serves as UC Merced's representative on the University Committee on Research Policy. Major items of business include:
  - The upcoming RFP in the Lab Fee Research Program, which is scheduled to be released in spring and for which input on topics has been solicited recently.
  - An increased interest in enhancing the interaction between the campuses and the National Labs.

- Renewal of the contract to manage Los Alamos, now in a partnership called Triad National Security LLC, which includes Texas A&M and the non-profit Battelle Memorial Institute. The contract is for 10 years for \$25B.

CRE:

- The CRE Chair reported that, this semester, the Committee on Rules and Elections convened three times.
- Members identified the following committee goals for AY 2018-19:
  - Respond to all incoming requests efficiently and in a timely manner
  - Finalize CRE's revised Recommended Voting Policies in Academic Personnel Cases document
  - Service all requests relating to the planned new Gallo School
- Main items considered by CRE this semester include:
  - CRE Conflict of Interest Policy
  - Proposal for a new Non-Degree Certificate in Child Development and Care
  - Proposed revisions to Senate Bylaw II.IV.4.A addressing the membership of the Committee for Scholarly and Library Communication. With respect to this proposal, CRE recommended broadening the proposed number of at-large members to account for additional members when another school comes online.
  - Principles to Guide the Conduct of Executive Sessions
  - CRE's Recommended Voting Policies in Academic Personnel Cases. Following input from Divisional Council, CRE is finalizing this document in consultation with the Committee of Faculty Welfare and Academic Freedom and the Committee for Diversity and Equity.
- At the systemwide level, CRE opined on:
  - Presidential Policy BFB-RMP-7 related to the Protection of Administrative Records Containing Personally Identifiable Information.
  - Presidential Policy on Sexual Violence and Sexual Harassment

D&E

- The D&E Chair reported that, as the committee that established Faculty Equity Advisors, D&E keeps abreast of updates from the current three FEAs. D&E issued a memo to the FEAs with the reminder that per the Regents Policy 4400, diversity includes sexuality and gender expression, and that FEAs should take into account all types of diversity when proffering advice to deans and faculty search committees.
- D&E was made aware of CAPRA's recommendation to the interim Provost/EVC regarding the percentage of lines to hold in reserve for faculty hiring outside the normal process: spousal/partner hires and targets of opportunity hires. D&E is collaborating with FWAF on drafting a response to CAPRA that advocates for a reserve of 20%, and encouraging the interim Provost/EVC to utilize this reserve to increase diversity in faculty hiring.

- D&E has proposed the formation of a new Senate award for contributions to diversity. The committee recently transmitted draft language to the interim Provost/EVC with a request that he approve an additional \$1,000 to fund this award.
- D&E has consulted with the Associate Vice Provost for the Faculty, Zulema Valdez, and looks forward to collaborating with AVPF Valdez in her efforts to increase diversity among the faculty, and to enhance faculty recruitment activities including strategies surrounding President's Postdoctoral Fellows.
- D&E is addressing faculty retention, specifically, re-examining the former Provost's proposed guidelines for faculty retention. D&E wishes to draft retention guidelines in such a way that highlights the various non-monetary reasons why faculty separate from the university, including campus climate.
- D&E opined on CRE's revised, Recommended Voting Policies in Academic Personnel Cases and continues to express concern over the "at or above rank of application" rule. The committee welcomes the opportunity to assist in a revised set of procedures.
- D&E opined on the systemwide revised Policy on Sexual Violence and Sexual Harassment. While the committee viewed the overall policy favorably, members suggested it be revised to state that once a formal investigation finds a party responsible, the university consider this transgression to be academic misconduct.

#### FWAF:

- The FWAF Chair reported that one of FWAF's main goals for this academic year is to work with the administration on solutions to challenges around the lack of after school, holiday, and summer child care for UCM faculty. In spring semester, FWAF will consult with AVC Alan Coker on this issue. To inform this conversation, FWAF will again analyze the survey data previously collected by the committee from UCM faculty, staff, and graduate students.
- FWAF is also closely monitoring developments on the campus implementation of the plan to close the faculty salary gap. FWAF member Jayson Beaster-Jones represents FWAF on the University Committee on Faculty Welfare, and keeps FWAF updated on systemwide discussions in this area. At the November 14 FWAF meeting, the committee consulted with interim Provost/EVC Camfield on the campus plans for implementing the salary increase.
- FWAF is committed to exploring ways to improve the equity of faculty in the Teaching Professor series (LPSOEs/LSOEs). To that end, the committee consulted with a representative group of Teaching Professors at its November 14 meeting, where the main topic of discussion was the need for an equitable and clear teaching workload policy for faculty in this series. FWAF is concerned that Teaching Professors with greater teaching loads may be disadvantaged in the advancement/promotion process, given the requirement that Teaching Professors

must also conduct professional research and engage in professional activities. FWAF submitted a memo to Divisional Council outlining these concerns, and requested that Divisional Council take them under consideration.

- FWAF was made aware of CAPRA's recommendation to the interim Provost/EVC that he hold in reserve a certain percentage of faculty FTE lines for the purpose of spousal/partner hires and targets of opportunity hires. FWAF and D&E are collaborating on a response to CAPRA that advocates for a reserve of 20%, and encouraging the interim Provost/EVC to utilize this reserve to increase diversity in faculty hiring.
- FWAF benefits from updates provided by Professor Nancy Burke who serves on the University Committee on Faculty Welfare Health Care Task Force.
- With regard to campus review items, FWAF opined again on CRE's Recommended Voting Policies in Academic Personnel Cases, and maintains its concern regarding the use of the "at or above rank of application" method of voting.
- Finally, FWAF submitted a memo to Divisional Council regarding impending parking changes, including the exorbitant parking rate increases and concerns over data management around the license plate recognition software. Divisional Council invited members of TAPS to a Council meeting for a consultation on these issues.

#### GC

- The Graduate Council Vice Chair reported that Graduate Council has met eight times this fall.
- Over the course of the semester, GC has
  - Commented on and/or endorsed, four campus review items
  - Commented on, and/or endorsed, three systemwide review items
  - Approved three petitions for graduate students to teach upper division courses as the instructor of record
  - Approved one petition for a non-Senate faculty member to teach a graduate course
  - Proposed for consideration by the Division revisions to Merced Division Regulations that would reduce the number of units required for a master's degree by comprehensive exam from 30 to 24.
  - Revised the policy on Non-Ladder Rank Faculty Eligibility to Teach Graduate Courses policy; the new policy will be distributed to graduate group chairs before the holidays.
  - Approved a request to substitute the GMAT for the GRE for admission to the MIST Graduate Group's Management of Complex Systems MS/PhD degree programs.
  - Recommended to PROC additions to the charges to the external review teams for the Psychological Sciences and Quantitative and Systems Biology program reviews.
  - Discussed with Vice Provost and Dean of Graduate Education, Marjorie Zatz, possible graduate student funding models; these conversations have led GC to draft a larger memo on graduate student and research support needs if

the campus is to research R1. The memo will be considered by Divisional Council for endorsement at its December 11 meeting.

- Consulted with the Vice Chancellor for Research on the organization of research administration support.
- GC has also approved 23 CRFs, and currently has only two CRFs from Extension in its queue.
- The Coordinating Committee for Graduate Affairs and President Napolitano have approved for implementation the following three graduate programs. These are the final degrees to emerge from the interim Individual Graduate Program. Once these programs are fully implemented the IGP will be closed.
  - Electrical Engineering and Computer Science
  - Materials and Biomaterials Science and Engineering
  - Bioengineering
- A fourth new graduate program: Management of Complex Systems has been approved by CCGA and awaiting Presidential approval.
- Graduate Council has initiated an effort to review, and as possible strengthen, the efficacy of the system. This effort will be undertaken in partnership with UGC, the Registrar's Office, IT, and school staff and will involve consultation with faculty.
- This spring GC anticipates revising GC's policies and procedures for proposing new graduate groups and degree programs, its CRF policy, and the policy and procedures for establishing concentrations and designated emphases

#### UGC

- The UGC Chair reported that, this semester, the Undergraduate Council convened five times to conduct business.
- UGC's main goals for this academic year are:
  - To continue to consult with General Education (GE) Program Chair and VPDUE regarding implementation of the GE program
  - Address strategic enrollment management
  - Complete the Review Week Proposal
  - Monitor the Living and Learning Communities initiative
  - Improve the program review process and fill the existing gaps between program review recommendations and implementation of action plans.
  - Promote campus support for students' mental well-being and health resources.
  - Promote campus support for students' and campus community safety.
- UGC receives regular reports from Professor Catherine Keske, Chair of the Admissions and Financial Aid Subcommittee and BOARS representative. Items that are being discussed both locally and at UCOP address transfer students. Specifically,

- The 2:1 freshmen-to-transfer ratio and how some campuses may be struggling to meet this target while responding to growing freshmen demand.
- Strategic enrollment management and transfer student success
- UGC members also receive updates on systemwide activities and initiatives from members of UGC who serve on systemwide committees.
- At the beginning of this academic year, it was not clear how carry-over GE-related business would be addressed during the transition to the GE Executive Committee (GEEC) with the absence of a fully-constituted Executive Committee. It was agreed, in consultation with the VPDUE and most recently with the GE Program Chair, that CRFs with GE components would be handled by the UGC; however, UGC emphasizes that it will not usurp the authority of the GEEC to implement the approved GE program or proactively redesign the GE program.
- UGC approved 76 courses and made recommendations on 5 co-curricular experiences.
- This fall UGC endorsed:
  - GE program transfer guidelines
  - PROC's recommendation to close the review of the Earth Systems Science program
  - PROC's request to adapt the program review policy for the reviews of Economics and Management and Business Economics.
  - CRE's Recommended Voting Policies in Academic Personnel Cases
  - LASC's proposal to revise the bylaws with the additions of 3 at-large members
  - Principles to Guide the Conduct of Executive Sessions
  - Two petitions for graduate students to teach upper division undergraduate courses
- UGC opined on the following systemwide items:
  - Policy for Awarding the Baccalaureate Degrees Posthumously
  - Presidential Policy BFB-BUS-46 -Use of Vehicles and Driver Selection policy
  - Presidential Policy BFB-RMP-7 Protection of Administrative Records Containing Personally Identifiable Information

VIII. **Petitions of Students**

No petitions were presented

IX. **New Business**

No new business was raised

Attest: Kurt Schnier