



**SPRING MEETING OF THE MERCED DIVISION OF THE ACADEMIC SENATE**  
**MINUTES OF MEETING**  
**THURSDAY, MAY 7, 2020**  
**3:00 – 4:30 P.M.**  
**ZOOM**

*I. Chair's Report and Announcements – Division Chair Tom Hansford*

Chair Hansford thanked the Senate office staff, Senate committees, and the UC Merced administration for their work this academic year. He thanked CAP for issuing its recent campus wide memo about flexibility in faculty personnel reviews due to the negative impacts of the COVID-19 pandemic. He added that CAP's memo served as a model for other UC campuses to follow. Chair Hansford also acknowledged and thanked UGC and GC for developing the campus's emergency educational continuity policy.

*II. Consent Calendar*

- A. Approval of the Agenda
- B. Approval of Draft Minutes of the December 12, 2019 Meeting of the Division

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

*III. Campus Update – Interim Chancellor Brostrom & EVC/Provost Camfield*

Interim Chancellor Brostrom announced that over 200 students are still residing on campus, in addition to several designated personnel in the areas of housing, dining, and residential life. He thanked those university employees who contributed to the emergency fund to help students acquire the needed technology for remote learning. The Interim Chancellor confirmed that the campus will conduct summer session remotely; he also announced there is a 20% increase in summer session enrollment. Interim Chancellor Brostrom encouraged faculty members to join the virtual commencement ceremony later this month and thanked the faculty for their creativity in arranging this event.

EVC/Provost Camfield announced that local health authorities are using a model from one of UC Merced's faculty members, so the campus is doing an excellent job in collaborating with local health officials. He stated that he is hopeful that in-person instruction will resume by fall 2020 in accordance with health and safety rules, but he acknowledged that some

courses and research will be difficult to conduct remotely. The campus is currently examining scenarios to reduce density in the classrooms.

Interim Chancellor Brostrom added that the campus is working with UCSF and UCD on potential coronavirus treatment so that Merced hospitals are not overloaded in the case of a campus outbreak.

With regard to the budget, Interim Chancellor Brostrom announced that UC medical centers and the general campuses have lost \$1.2 billion through April as a result of the COVID-19 pandemic. UC Merced has lost over \$11 million due to cancelled housing contracts. Some of this budget shock will continue through the fall semester. Some of the losses can be recovered through the federal CARES act and FEMA reimbursements. Medical facilities at UCLA and UCSF have begun to reopen for elective surgeries which will increase their revenue. UC Merced is disproportionately affected by the state budget; the true nature of the state budget will not be known until July when tax revenue is received by the state. (The traditional May Revise of the state budget was delayed until July to align with the extended IRS tax filing deadline.) The budget forecast is negative given that there is a 26% decline in the national GDP and an estimated state deficit of \$55 billion. One option to mitigate the budgetary impact of the COVID-19 pandemic is to borrow through a Federal Reserve program since borrowing rates are currently favorable.

Interim Chancellor Brostrom announced that Statements of Intent to Register (SIR) at UC Merced are higher than normal which is positive news. However, the enrollment situation on other UC campuses is unknown. If other UCs are not able to enroll international students, they may reopen their applicant pools and that will affect UC Merced's enrollment. The Interim Chancellor stated that wages for all policy-covered staff will be frozen next year as will salary scales for academic appointments. The UC will work with the union to try to agree to freeze wages for represented employees. In July and August, the UC may have to explore other cost-saving methods.

EVC/Provost Camfield announced that the 2020 project is progressing on time, however, the supply chain for certain materials is experiencing delays. He also announced that VPDGE Marjorie Zatz is the new interim VCORED as current VCORED Sam Traina will retire from this position and return to the faculty. The EVC/Provost stated that Professor Jeff Gilger was named the new dean of SSHA. Finally, the name of the next UC Merced Chancellor will be announced at the upcoming Regents meeting May 19 – 21.

Interim Chancellor Brostrom stated that the Regents will be discussing the standardized testing issue at their upcoming meeting. Also, the name of the new UC President will be announced by the Regents in June.

In response to a faculty member asking for clarification about the option to borrow money to cover the budget deficit, Interim Chancellor Brostrom explained that the issue is not the fees but rather the terms offered by the Federal Reserve program. If the UC borrows this year, the university would have to pay it back quickly; if the UC borrows from the markets, the university could pay it back over 7-10 years which is more favorable. He added that the

federal government will allow the UC to delay FICA payments until 2021 and 2022 which represents a 7% savings to the UC right now. That 7% savings may help the UC avoid having to make destructive cost-cutting measures.

A faculty member pointed out that UC Merced usually experiences large melt over the summer, more so than other UC campuses, and asked how that will impact our SIR. EVC/Provost Camfield answered that that is difficult to predict, but the current pattern indicates a positive trajectory. Interim Chancellor Brostrom stated that UC Merced needs to engage in heavy admissions outreach and faculty are encouraged to help.

A faculty member asked whether faculty should begin planning for potential pay cuts or furloughs. Interim Chancellor Brostrom replied that he does not support furloughs; they were ineffective the last time the UC instituted them due to inequities between funding sources. He acknowledged that pay cuts are still on the table. He reiterated his aforementioned statement about wage freezes, staff position control, and FICA deferments. The Interim Chancellor stated that these are his preferences but it is unclear whether any or all of these methods will be used.

#### IV. Bylaw Revisions - *CRE Chair, Secretary/Parliamentarian Christopher Viney*

##### A. Amendments to UCM Senate Bylaw I.III.5-Divisional Representatives

The Committee on Rules and Elections (CRE) has proposed revisions to Senate Bylaw I.III.5 pertaining to Divisional Representatives. The need for these amendments was occasioned by circumstances that emerged during the last Election cycles and a difficulty experienced obtaining a sufficient number of nominations to develop a slate of candidates that met the requirements of UC Merced's Senate Bylaw I.III.5. B.

The proposed amendments were approved by the Divisional Council on April 20, 2020 and were hyperlinked to today's Meeting of the Division agenda.

The Merced Division is asked to vote to endorse the proposed amendments to Senate Bylaw I.III.5-Divisional Representatives. If approved, these amendments will be effective June 17, 2020, 41 days after approval by the Division, per Senate Bylaw.

**Action:** An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 60-0-3.

##### B. Proposal to Establish the Admissions and Financial Aid Subcommittee of UGC as a Senate Committee

UGC has proposed the establishment of the Admissions and Financial Aid Subcommittee (AFAS) of UGC as a stand-alone Senate Committee: The Admissions and Financial Aid Committee (AFAC), starting in AY 2020-2021. A description of the background and rationale are provided in a UGC memo that was hyperlinked on today's Meeting of the Division agenda.

The proposal was endorsed by Divisional Council in March 2020 and distributed to Senate and School Executive Committees for comments. CAPRA supports the proposal and offered comments which were hyperlinked to today's Meeting of the Division agenda. The SSHA Executive Committee, the SNS Executive Committee and the Diversity and Equity Committee endorse the proposal. CAP, CoR, FWAF, GC and LASC declined to comment.

The Merced Division is asked to vote to endorse the proposed Senate Bylaw for an Admissions and Financial Aid Committee. If approved, this Bylaw amendment will be effective June 17, 2020, 41 days after approval by the Division, per Senate Bylaw.

**Action:** An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 64-0-2.

V. Resolution to Address Climate Change – *Professor Roger Bales*

Professor Roger Bales presented a Resolution to Address Climate Change at the January 22, 2020 Divisional Council meeting. The proposed Resolution was distributed to several Senate committees, and several comments were provided. Professor Bales addressed these comments and presented a revised version of the Resolution. All information is provided via hyperlink on today's Meeting of the Division agenda.

The Merced Division is asked to vote to endorse Professor Bales' Resolution to Address Climate Change.

A faculty member recommended coordination of climate change efforts among the existing campus committees dedicated to this topic.

**Action:** An electronic vote of the present Merced Division members was conducted via Zoom. The proposed amendments were approved by a vote of 60-0-2.

VI. Standing Committee Chairs Reports

CAPRA:

- CAPRA regularly consults with the EVC/Provost on the impacts of COVID-19 on the university budget.
- CAPRA regularly consults with the APAPB on academic planning and also received updates on the campus budget from the Office of Financial Planning & Analysis.
- This semester, CAPRA issued a joint memo with the EVC/Provost to deans and division leads about the goals that were submitted for Phase I and the goals' alignment to the Academic Planning Working Group criteria and indices.
- CAPRA is currently consulting with the APAPB and EVC/Provost on guidelines and a timeline for Phase II of academic planning.

- CAPRA opined on a number of campus and systemwide review items, including the joint Senate/administration Budget Working Group's proposed model for summer session faculty compensation; CoR's revised ORU policy; and the UC Washington Center Current State Assessment Report (the UCDC).
- The CAPRA chair participates in the monthly meetings of the University Committee on Planning & Budget (systemwide version of CAPRA).

#### CAP:

- This semester, CAP conducted its normal business of reviewing faculty personnel cases. The committee will meet until June 19.
- This semester, CAP issued a memo to Senate faculty, alerting departmental personnel committees, chairs, and deans of the need to take impacts of the required adjustments into account when reviewing future personnel cases that include the activities of the Spring 2020 semester (or possibly beyond, depending upon the duration of significant virus-related disruptions). The memo stated that CAP intends to take these difficulties into account when reviewing faculty personnel cases that cover the time period impacted by the virus (a length of time as yet unknown). CAP recommended that faculty explain negative impacts when preparing self-statements in the future and potentially note these on CVs as well.
- CAP opined on systemwide and campus review items, including the VPF's proposed policy for faculty FTE transfer to Division-level appointment and a white paper from UC senior international officers entitled "Recognizing International Activities as Part of the Merit, Tenure, and Promotion Process at the University of California".
- The CAP chair participates in meetings of the University Committee on Academic Personnel and hears systemwide updates on policy and non-case related issues.

#### RCAP:

- On behalf of Reserve CAP chair Jan Wallander, CAP Chair Van Dyke reported that Reserve CAP is holding its last meeting at the end of this month. Reserve CAP is a standing committee of the Senate that is charged with reviewing all appeals of Senate faculty members, cases of current CAP members, and cases of CAP members who termed off in the year prior.

#### CoC:

- Pursuant to Senate Bylaw II.III.3, the Committee on Committees oversees the appointments of the Senate Chair, Vice Chair, the Secretary/Parliamentarian, the Chairs, Vice Chairs, and members of each of the senate standing committees. The at-large members of DivCo and the CoC members are elected. CoC also appoints senate faculty representatives on ad-hoc and joint senate-administration committees, task forces, and working groups. The Chair of CoC serves as the Merced Representative on the UCOC and attends systemwide meetings.

- CoC met five times this semester. Major accomplishments include the following.

This Spring the CoC devoted much of its time on populating next year's slate of committee memberships and responding to various campus and systemwide requests. The committee has nominated representatives in response to the following campus requests:

1. Faculty Co-Chair for the Faculty Advisory Committee for I.T
  2. Faculty representatives on the review committees for the
    - i. Five Year Review of School of Engineering Dean Matsumoto (four nominees) and the
    - ii. SMG Review of University Librarian Haipeng Li (four nominees)
  3. Faculty Representatives for the Search Committees for the Extension's Director of Education Programs and for the Director of Admissions and Outreach search committee
  4. Faculty Member for the Equity, Diversity and Inclusion Grant Review Committee
  5. Academic Resilience working group (requested by the Provost)
- At the systemwide level, CoC discussed and nominated representatives as relevant to some of the following UCOC requests:
    1. Vice Chair of the Systemwide Academic Senate
    2. President's Global Climate Leadership Council
    3. Editorial Committee
    4. California Air Resources Board's Scientific Review Panel on Toxic Air Contaminants
    5. Systemwide Library and Scholarly Information Advisory Committee (SLASIAC)
    6. Shared Library Facilities Board (SLFB)
  - CoC also reviewed nominations for Senate Awards and selected two faculty members for the Spiess Award for Distinguished Service to the Academic Senate and the Senate Award for Distinguished Scholarly Public Service. Names of the winners will be announced later in today's meeting.
  - CoC Chair Hirst reported next year's Senate leadership and thank these faculty members for taking on these critical roles.
    - Chair of the Academic Senate: Robin DeLugan
    - Vice Chair of the Academic Senate: LeRoy Westerling
    - Secretary/Parliamentarian: Christopher Viney
  - CoC thanks all faculty members for their willingness to serve on senate committees and ad-hoc senate/administrative committees and working groups. Faculty participation is essential to ensuring the faculty's experience and expertise are reflected in the university's planning and decision making.

#### D&E:

- During Spring 2020, the Committee on Diversity and Equity (D&E) reviewed and finalized the revisions to the Faculty Retention Feasibility Assessment at the Divisional Council's request. D&E also worked with the Periodic Review Oversight Committee to best address diversity, equity and inclusion in self-studies and during the external review team visits.
- D&E continued its effort to increase accountability in the Faculty Searches, in consultation with the Faculty Equity Advisors, the Associate Vice Provost for Faculty Zulema Valdez, and the Associate Chancellor and Chief Diversity Officer Dania Matos.
- D&E also consulted with Vice Chancellor and Chief External Relations Officer Ed Klotzbier and his staff on the possibility of an Endowed Chair for Diversity and Equity.
- Most recently, D&E issued a memo to the Department Chairs regarding equity concerns during the COVID-19 emergency, given that there are those on whom a disproportionate burden fall, due to professional and/or personal circumstances. In the memo, D&E urged Department Chairs to communicate to department members that they understand and will consider the difficulty that faculty are facing in upcoming reviews.

#### FWAF:

- advised the Associate Vice Provost for Faculty on the new Peer Mediation Program and helped promote it by making brief presentations at departmental meetings.
- opined on a systemwide report on UC affiliations with non-UC entities, highlighting the difficult balance between faculty welfare and academic freedom.
- held several consultations during this period:
  - First, with Chief Campus Counsel, on the definitions of Academic Freedom and of Free Speech. FWAF is drafting a campus statement on Academic Freedom, and will submit it for Divisional Council's review in AY 20-21;
  - Second, with the Vice Provost for Faculty, on flexibility related to the stop the clock policy in the APM during the COVID-19 emergency; and
  - Third, with the Associate VPF, on supporting faculty during the COVID-19 emergency. This led to the issuance of a joint statement of support with the VPF, and a parent support group hosted by the FWAF Chair.
- conducted the faculty survey on co-working space for partners.

- also discussed, and plans to finalize, a proposal to DivCo to add a Teaching Professor on CAP. In response to CRE's request for standing committees to review their bylaws, FWAF has requested adding a retiree to committee.

CoR:

- CoR once again administered the annual Senate faculty grants program. The committee received a total of 35 grant proposals: 11 from SNS, 7 from SoE, and 17 from SSHA. 25 of these proposals were awarded.
- CoR spent much of the semester revising the ORU policy which it had submitted to Division Council in the last academic year. The revised policy has undergone two additional rounds of review this year. The final version, which takes into account input from Senate committees, School Executive Committees, and ORU directors, along with a list of Frequently Asked Questions, will be transmitted to Division Council soon.
- CoR's other main project this semester was drafting a two-part initiative for restructuring and enriching campus-wide research support.
  - Part one of the initiative proposes to create two components of the research awards program; one that supports the faculty research activity at the local scale (in the Schools/Departments) and one that supports campus-wide research activities.
  - Part two of the initiative addresses campus research workforce development by proposing that graduate students may support their research by taking on functions that address critical needs the campus currently has or cannot fulfill. Specifically, the CoR proposes two types of functions that may be implemented under the approved category of Graduate Student Assistant Researcher (GSAR): 1) Instrument/facility fellows and 2) Departmental/Research program support positions.

The initiative was generally well-received by Division Council and other campus stakeholders. CoR is currently awaiting additional feedback from Division Council members and then plans to submit a final version of the proposal.

- The committee regularly consults with the VCORED on the impacts of COVID-19 on the campus research mission and on plans for the relaunching of campus research activities. The CoR Chair also serves on the Research Relaunching Work Group which includes VCORED Traina, VPDGE Zatz (future interim VCORED), and other faculty members.
- The committee held a consultation with the Interim Chancellor, EVC/Provost, VCORED, and Associate Provost for Academic Planning & Budget on a potential indirect cost return policy.



- The CoR chair participates in meetings of the University Committee on Research Policy and hears systemwide updates on research activities, UC Lab Fees program, and the review of MRUs.

CRE:

- In keeping with the goal established in August 2019 during the Senate/Administrative Governance Retreat, the Committee on Rules and Elections has initiated the review of the Manual of the Academic Senate (the Bylaws and Regulations of the UCM Senate Division).
- The UCM Division Bylaws were written in 2003-2004 and a review was initiated by the Senate Committee on Rules and Elections in 2008. This review resulted in suggestions for amendments which were implemented in 2010. Although a few amendments have been proposed and implemented over the past 10 years – to address immediate needs, CRE recently identified a few areas that may need to be revised to address the needs of a growing campus.
- On February 25, CRE discussed the need for a review of Senate Manual and initiated the process by inviting Senate committee chairs to review and offer comments on their respective committee Bylaws. CRE thanks the Senate committee chairs who offered suggestions for Bylaw amendments.
- In the Fall, CRE will propose amendments as relevant, for consideration by the Senate.

GC:

- During Spring 2020, Graduate Council led efforts to reduce faculty and staff workload related to the CRF process. Starting in Fall 2020, some modifications will face a shorter review process; syllabi will not be required for graduate courses; and Curriculog will be more user-friendly.
- Also expected this Fall, CatCourses will auto-populate information on 12 policies and resources required for inclusion in syllabi, and faculty will no longer need to update this information individually. A message will go out to all faculty when this change is implemented this Summer.
- GC formed a joint Working Group with the Curriculum Advisory Board of the Teacher Preparation Program, and Dean of Graduate Education, to institutionalize increased academic oversight of the TPP.
- GC consulted with UGC on creating the Emergency Course Continuity Policy and its addendum, issued a statement on the health and safety of graduate students, and policies on modifications to grading and graduate program requirements.
- GC reviewed the ranking of Recruitment Fellowship applicants, is reviewing End of Year Fellowship applications, and anticipates reviewing the ranking of Continuing Fellowships shortly.

- GC worked with FWAF on the creation of a joint administration/faculty working group on advisor/advisee conflict management, who's launch was delayed by the pandemic.
- Most recently, GC is considering options to expand Cooperative Extension Specialists' engagement in graduate student mentorship, in consultation with CRE and other campuses, to present a proposal to Divisional Council in Fall 2020.
- GC is grateful for sustained engagement from staff, administration, and UGC, without which progress on the course request process and CatCourses would not have been possible.

LASC:

- LASC's main item of business this semester is the OSTP RFI regarding Public Access. LASC collaborated with CoR and provided a response on March 18, 2020. In this memo, LASC and CoR affirmed that the public should have free and immediate access to peer-reviewed findings of publicly funded Research. However, LASC and COR also stressed that the financial burden of making research open access should not fall on the principle investigator.
- In February, LASC encouraged faculty members to participate in a systemwide poll to assess the impact of our research community's lack of immediate access to Elsevier journals.
- LASC wrote a memo to DIVCO arguing that consultation with the University Library should be part of the development of new programs.
- Last, the LASC Chair attended a Division Council meeting this semester to update Council on LASC activities.

UGC:

- UGC Chair Sharping took this opportunity to encourage faculty and staff to engage in self-care.

VII. Senate Awards

Senate Chair Hansford announced the following award winners:

- Dr. Fred Spiess Award for Distinguished Service to the Academic Senate – **Kathleen Hull, SSHA**
- Senate Faculty Distinguished Undergraduate Teaching Award – **Carrie Menke, SNS**
- Distinguished Undergraduate Teaching Award for Non-Senate Faculty – **Yolanda Pineda Vargas, SSHA**
- Senate Distinguished Graduate Teaching/Mentorship Award – **Zulema Valdez, SSHA**
  - Senate Distinguished Early Career Research Award – **Kirk Jensen, SNS**
  - Senate Distinction in Research Award –

**YangQuan Chen, SoE**

- Senate Distinguished Scholarly Public Service Award –  
**Mayya Tokman, SNS**
- Senate Excellence in Faculty Mentorship Award –  
**Arnold Kim, SNS**
- Senate Award for Contributions to Diversity –  
**Dalia Magaña, SSHA**

VIII. Petitions of Students  
No petitions were presented

IX. New Business  
No new business was raised

There being no further business, the meeting adjourned at 4:30 p.m.  
Attest: Tom Hansford, Senate Chair