

**Meeting of the Merced Division
Minutes of Meeting
May 9, 2016**

Pursuant to call, the members of the Senate met at 3:30pm on May 9, 2016 in Room 232 of the Kolligian Library, Chair Cristián Ricci presiding.

I. Chair's Report and Announcements

Division Council Chair Cristián Ricci updated Division Council members on the following:

- a. With regard to the issues around the Chancellor of UC Davis, Chair Ricci recommends those interested in learning more to visit the [Davis Senate website](#). Chair Ricci will update Vice Chair Viers with any additional information.
- b. Chair Ricci will be leaving to South America in the summer, and thanked Vice Chair Viers for his assistance during the transition.
- c. Chair Ricci voiced his thanks to the Senate staff, in particular to Senate Interim Director Fatima Paul for her dedication and hard work.

II. Consent Calendar

- a. Today's agenda and the December 2, 2015 meeting minutes were approved as presented.

III. Consultation with Provost/EVC Peterson

Provost/EVC Peterson provided the following updates:

- a. Shared Governance
 - i. The Provost addressed the potential perception that the proper emphasis is not being placed on shared governance. This is not the position he holds, and he shared some frustrations he has.
 1. Consultation with the faculty: The Provost follows a process in interacting with Faculty, this year attending every CAPRA meeting possible and feeling that there has been a good exchange. He understands that CAPRA is not the only group of faculty, and he is open to participating in other communication structures, such as a "Provost's Cabinet".
 2. Faculty hiring/SAFI process: The Provost reminded the members that this is an "experiment" that has barely begun. If a complete cycle of every pillar was done, 30 out of 140 faculty would be hired. The Provost stated that if there was a problem with the process, it should be analyzed and discussed, but in light of this process being new.
- b. Strategic Academic Focusing and Status of Foundational FTEs
 - i. There is one cluster that has offers out right now. Social Justice and Sustainability clusters will revise and submit their proposals next year.

Regarding foundational hires, the Provost is looking at the recommendations from faculty, from the Deans, and from CAPRA and has found very little correlation between prioritizations between the different groups, and will need time to analyze the recommendations.

- ii. School Reorganization: Almost a year ago, the AP Chairs presented the Deans with a proposal of issues to consider with respect to school reorganization. A meeting was held at the end of last September with the Deans to digest this information and put together a proposal. The Provost stated that an in-person meeting later this week or early next week will be planned to discuss this topic and clear up any misconceptions.
- c. Updates on Project 2020 Planning
 - i. The Provost is unable to provide an update at this time, but is very excited about the prospects, and hopes to have more information by graduation or soon after.

A faculty member thanked the Provost for his remarks about shared governance, and added that, though CAPRA is the primary committee used for communication, that DivCo, the school executive committees, and other senate bodies be utilized as well. The Provost stated that if he is invited, he would attend.

A Division Council member asked if the Provost had heard everything the Chancellor announced regarding a forthcoming plan about workforce development, at a recent meeting between the Faculty Welfare and Academic Freedom committee, the Chancellor, and the Provost. SNS Dean Meza, who attended the meeting, confirmed that the multiple plans will not be addressed until the end of the semester, at which time the Chancellor will direct efforts of the Vice Chancellors to work on this topic. The Provost added that workforce planning is an integral first piece to the issue of school reorganization, and nothing will be acceptable until this aspect is finalized. Shared services are being analyzed across schools. The Division Council member asked about the impact of Project 2020 if the plans were not completed, and the Provost replied that the key issue is placement of people that are part of the workforce. Providing for the workforce, for the faculty, and for the infrastructure all requires money, and these categories need to be balanced. The Chancellor is absolutely committed to faculty hiring, so workforce planning must be done in the most efficient way.

A Division Council member brought up the numbers of SAFI hires for this year and next being greater than originally expected, and the Provost responded that positions that went directly into Bylaw Units are far higher. He reiterated that allowing the process to run for a full cycle (allowing every pillar to go through the process once), we would have invested 30 positions out of 140 in academic focusing, and everything is speculative because a full cycle has not been completed.

A faculty member brought up his perception that UC Merced is not on a trajectory for being a research university in the next 10 years, and asked about what the higher administration has as a vision for what a research university looks like. The Provost provided his operational definition: “An institution that is as much involved in the creation of new knowledge as it is in the dissemination of new knowledge.” This distinguishes a research university from a four-year institution that focuses primarily on dissemination, and sees UC Merced as on an incredibly good trajectory. He recognizes that there are areas to improve, but the primary distinguishing feature of a University of California campus is the ability to create new knowledge.

A faculty member asked about undergraduate programs going through reviews and graduate proposals moving forward, all happening in what is perceived to be a resource-constrained environment. How can we show trajectories of growth that would yield capacities to teach graduate and undergraduate programs when we reach 10,000 students? The Provost stated by doing the same as we have in justifying proposals throughout the growth of the campus, by making projections and commitments by the administration that the program will be supported as it goes forward. There will be annual negotiation for how positions are allocated, but that commitment will not change due to the SAFI process.

A faculty member asked about the idea of running an experiment on a system that was already working, and expressed concerns about the design of the experiment, including no external reviews of the proposals, and no metrics to evaluate proposal strength. According to an all-faculty survey conducted in 2015, 65% of the faculty did not support the design, and the faculty member thought there needs to be consideration of the design being able to work up front, before asking if it did in hindsight. The Provost replied that he is more than willing to address all questions, using the most effective method – survey, referendum, in-person meeting, or other structures. Vice Chair Viers added that the survey itself was very basic, with only 1/3 of respondents being in favor, and stated that it was a poor survey, but there will be a new survey this semester that is written with more nuance that will yield better information. A faculty member added that the SAFI process wanted to start big, without previous knowledge of how the process might progress. The Provost reiterated that he is happy to have a conversation about how the process needs to be changed, if a survey is decided on, he would like to be involved in how the survey is presented, to make sure that useful information is gathered. His preference is to have an in-person meeting. A faculty member stated that using the survey is the best way to gather systematic information about faculty views on the SAFI, with groups more likely to present their bias, where a survey would provide unbiased input.

IV. Standing Committee Reports:

- a. Committee on Academic Planning and Resource Allocation (CAPRA)
 - i. In 2015, CAPRA met with the steering committee representatives of three SAFI pillars: Sustainability, Computational Science & Data Analytics

- (CSDA), and Inequality, Power, & Social Justice (IPJS) to hear about their plans for hiring.
- ii. In 2016, CAPRA met with the search committee chair of CSDA for his input on the cluster hiring process.
 - iii. In February, CAPRA submitted suggested criteria for foundational requests to the Provost, and in April, CAPRA reviewed and ranked foundational FTE requests and submitted its recommendations to the Provost.
 - iv. The Provost attended almost all CAPRA meetings.
 - v. CAPRA consulted with Project 2020 representative VC Feitelberg throughout the year to discuss the 2020 planning and financing.
 - vi. CAPRA attended the monthly systemwide meetings for planning and budget, with discussion topics such as the controversial changes to the UC retirement plan and deficits on some campuses.
 - vii. For the next year, CAPRA will make recommendations on foundational FTE allocation requests and on SAFI hiring plans.
- b. Committee on Academic Personnel (CAP)
- i. Merced Academic Personnel Policies and Procedures (MAPP) was revised this year to include a modification suggested by CAP, where assistant professors must submit their tenure materials at the end of their sixth year.
 - ii. CAP opined on various proposed revisions to the APM.
 - iii. CAP has deliberated on 119 cases: 8 promotions to associate, 8 promotions to full professor, 1 promotion to above-scale, 1 advancement to Professor VI, 17 mid-career assessments with advancements, 22 appointments including 1 endowed chair appointment, 56 advancements, and 6 merit increases for LPSOEs/LSOEs.
 - iv. CAP is scheduled to conclude its business in the first week of June.
- c. Committee on Committees (COC)
- i. CoC has filled the following committee leadership seats:
 - 1. CAPRA Chair – Mukesh Singhal
 - 2. UGC Chair – Anne Zanzucchi
 - 3. GC Chair – Ramesh Balasubramaniam
 - 4. COR Chair – Ajay Gopinathan
 - 5. FWF Chair – Jayson Beaster-Jones
 - 6. D&E Chair – Tanya Golash-Boza
 - 7. LASC Chair – Karl Ryavec
 - 8. P&T Chair – Pending
 - 9. CAP Chair – Pending
 - 10. GEN ED Subcommittee Chair - Pending
 - ii. COC Chair reported that feedback is being received about the numerous requests for faculty to volunteers on committees across campus, and there have been issues raised about teaching relief for doing this work. Chair

Ricci added that some faculty have had to purchase their own course relief due to inconsistencies across the schools.

- d. Committee for Diversity and Equity (D&E)
 - i. AY 15-16 was the inaugural year for this new committee.
 - ii. D&E drafted a proposal to introduce Faculty Equity Advisors (FEA), and DivCo has approved this proposal.
 - iii. D&E also proposed revisions to (MAPP) 6001 regarding the selection and reappointment of Endowed Chairs, which DivCo also approved.
 - iv. D&E hosted an inaugural faculty diversity event that was well attended and well received.
 - v. D&E incorporated guidelines related to diversity and equity in program review, when program review and D&E meets, D&E issues are fully incorporated into the program review.

A Division Council member asked about the President's Postdoctoral Fellowship Program, and the plan to hire within the campuses. The Chair replied that the UCAADE committee has made recommendations with regard to the appointment of President's Postdocs, and at the same time, the UC Provost Aimee Dore issued a memo on search waivers. UCAADE met with Provost Dore and Vice Provost Susan Carlton about proposals for clarification of the appointment of fellows in general and search waivers in particular. Provost Dore did not completely agree with the points made by UCAADE and will be getting back to the committee.

- e. Committee on Faculty Welfare and Academic Freedom (FWAF)
 - i. A proposal, drafted by UCFW representative Shawn Malloy, was proposed for a Campus Police Advisory Board, which has received endorsement from the Chancellor and the Provost and will be revisited in the next academic year.
 - ii. FWAF submitted a recommendation for modification to the Active Service/Modified Duty (ASMD) policy, providing care for immediate and close family members, and those that fall under provision of legal guardianship, to provide them with relief in the event of a family crisis. This recommended modification will also benefit tenured faculty, given that APM 133's "stop the tenure clock" provisions do not apply to them.
 - iii. The FWAF chair has worked very closely with VPF Camfield on improving faculty morale, including the introduction of a routine faculty celebration of achievement event. This will be implemented in AY16-17.
 - iv. FWAF awarded their second Excellence in Faculty Mentorship award and continues to support the faculty professional development program, which includes a seminar series.
 - v. FWAF has worked closely with the Director of Campus Climate and Campus Ombuds to review and access resources and policies to recognize signs of distress among colleagues.

- vi. Systemwide discussion at the meetings of the UCFW has included modifications to the UC Retirement program, UC health plans, issues regarding the cybersecurity changes, and the Regents' Statement of Principles Against Intolerance.
 - vii. FWAF is discussing issues around the Early Childhood Education Center (ECEC) after-school/break options.
 - viii. Additionally, FWAF is working with the Committee on Research regarding issues surrounding start-up funds, particularly for junior faculty.
 - ix. Finally, the FWAF Chair stated that the local Post Office is no longer renewing passports, which can impact faculty that participate in international travel for research purposes.
- f. Committee on Research (COR)
- i. COR undertook a review of UCMEXUS, provided input on the structure of the lab-fee program, and provided input on what the University should do with grant money that has national security connections.
 - ii. COR has developed a policy for funding calls with limited submissions.
 - iii. COR expressed concern about the scaling back of services provided by Research Development Services, (RDS), and the lack of information about that decrease. A memo from the Deans and the VCORED was received, detailing plans for increasing staffing across schools and centrally, to support faculty grant writing efforts.
 - iv. Regarding Senate faculty grants, COR was successful in requesting and receiving an increase in the total amount of funds for this program to \$175,000, and this year, in an effort to reduce disparities between schools and remove ambiguities, the committee trialed a new structure with two categories of grants: "seed" grants for new projects, and "research acceleration" grants, intended for specific, critical needs to finish a research project. The committee was able to fund 29 out of the 33 proposals received.
 - v. In Summer and Fall, COR will be reviewing the Sierra Nevada Research Institute (SNRI), and developing a more coherent ORU policy that addresses the use of "Centers", except for non-research-based centers.
 - vi. COR is researching policies for establishing and running core facilities.
 - vii. Finally, COR looks forward to working with the administration on indirect cost return, with the hope of using them to promote the university's research mission.
- g. Committee on Rules and Elections (CRE)
- i. The primary long-term project for CRE this year has been to determine a policy for voting rights and eligibility specific to UC Merced. The committee has developed the basics of the policy, but will wait until Fall 2016 to propose, as there has been difficulty in receiving nominations for elected offices to the Senate.
- h. Graduate Council (GC)

- i. GC fielded many inquiries over the year regarding topics such as composition of graduate masters committees, graduate group memberships, grade appeals process, graduate student appointments proposed for use in non-academic environments, joint program review with Undergraduate Council, catalog copy, Course Request Form (CRF) process and software, course evaluations, and Test of English as a Foreign Language (TOEFL) admissions requirements.
- ii. GC reviewed 25 CRFs, approving 11, with 14 pending.
- iii. GC handled hundreds of applications for graduate student fellowships and awards, with 20 compositions, and made dozens of awards with Graduate Division for incoming and continuing graduate students.
- iv. GC has been working on improving this review process by inviting faculty from graduate groups as well as LPSOEs and LSOEs.
- v. GC will be working on a new graduate student fellowship award for excellence in overall scholarship, to be developed with the Graduate Division in the Fall.
- vi. GC sought to initiate a regular dialogue with various stakeholders around campus on both the administrative and academic sides, having meetings with graduate group chairs, with the Registrar, Student Affairs, and with multiple AVCs.
- vii. Regarding PhD proposals, Mechanical Engineering advanced to CCGA, and should be approved by CCGA soon.
- viii. The Public Health CCGA proposal will be advanced to DivCo and the VPDGE shortly.
- ix. Economics should be approved by CCGA soon, leaving EECS and BEST as the remaining Interim Individual Graduate program.
- x. GC will be working to finalize reviews for the Graduate Group Policies and Procedures, and the Graduate Advisor's Handbook, hopefully by June.
- xi. GC plans to draft white papers on "teaching as research", to integrate the teaching and research missions of the University.
- xii. GC will also review the graduate fellowship awards landscape to look at where funding is coming from and going to for greatest effect at the graduate level.

A Division Council member asked about the possibility of funding not being available for graduate group seminars or recruiting for next year. The Chair did not know, but welcomed additional dialogue, and the topic could be added to a future GC agenda

- i. Undergraduate Council (UGC)
 - i. UGC has placed the Admissions subcommittee on firm footing, improving the interface with the rest of the university and with BOARS. This has also improved the enrollment management committee, redefining the planning and resourcing for new students.

- ii. At the systemwide level, BOARS has not supported the proposal by the central administration to add a question to the application form for students to state whether their parents were UC alums. The President has placed this issue on hold for a year while further discussion continues.
- iii. The “compare favorably” status will be better understood with more regular faculty discussion into the topic.
- iv. UGC has reviewed, discussed, and made recommendations on several items this year, including a revised proposal for a Bylaw Unit in Public Health. The committee liked the proposal and encouraged the relevant SOE faculty to reinforce the multidisciplinary foundation of that unit and the committee encourages the future Senate leadership to formally require letters from Deans when Bylaw Unit proposals are submitted.
- v. UGC looked at the Management of Innovation, Sustainability, and Technology (MIST) proposal, and looks forward to learning more about that plan.
- vi. UGC approved a proposal for a World Heritage minor, effective Fall 2016. The committee provided comments to VPF Camfield on Chapter 5 of the MAPP.
- vii. UGC has developed a way to deal with “orphaned” programs, such as the UCM Chorale. There is now a procedure in place for faculty to explain why they wish to discontinue a program to the Dean, and a letter is sent to the Undergraduate Council so that all stakeholders are informed.
- viii. UGC has reviewed some policy revisions, such as the Academic Degree Programs Policy (ADPP) proposed by the joint Senate-Administration Academic Programs working group. The committee has a similar working group that will carry over into next year to reach completion.
- ix. The UGC Policy/CRF subcommittee has proposed revisions to the policy for reviewing and approving new and revised courses, and will also carry over into next year. 72 CRFs were handled this year.
- x. Finally, a policy for TOEFL score appeals will be developed, and the committee will work with the Graduate Council on CRF software recommendations.

V. Division Chair, Vice Chair, and Secretary/Parliamentarian

CoC Chair Patti LiWang made the following announcements:

- Lin Tian will be the next Secretary/Parliamentarian.
- Susan Amussen will be the next Senate Chair.
- The Vice Chair position remains open.

VI. Tribute to Professor William Shadish

Professor Jan Wallander and Professor Emeritus Gregg Herken provided a historical background on the career and accomplishments of Professor Shadish.

VII. Senate Awards

Chair Ricci announced the winners of the 2016 Senate Awards.

VIII. Petitions of Students

None.

IX. New Business

None.

There being no further business, the meeting adjourned at 5:21pm.

Attest:

Cristián Ricci, Senate Chair