



▶ RESUMING CONTRIBUTIONS TO THE UC RETIREMENT PROGRAM.....2

○ ISSUE 2 | ○ VOLUME 5 | ○ 2008-2009



▶ PROPOSALS FOR NEW ORGANIZED RESEARCH UNITS.....3



▶ NEWS FROM THE SENATE COUNCILS4

Academic Senate

WINTER NEWSLETTER 2009

GREETINGS FROM THE ACADEMIC SENATE:

The budget loomed large once again in our winter senate deliberations. The cuts to the UC system and to UCI have been extensive. All units (with a few exceptions) have been asked to reduce their budgets. The Office of the President announced a freeze in the salaries of upper administrators. UCI began a freeze on staff hiring last year and curtailed faculty hiring this year. Units have received their reduced budgets, and all members of the university community should have felt the constraints by now. The Budget Work Group on our campus is discussing cost saving measures, and the Senate is well represented there. We encourage you to send any suggestions you may have on cost savings to us in the Senate office.

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UC NEWS

\$2 Billion Bond

The UCI Academic Senate was asked by the UC Academic Council to consider a \$2 billion UC bond to finance seismic upgrades and other construction projects (mainly on two campuses). The resulting debt service would directly affect academic programs on all campuses.

As a result of the state budget crisis, all UC campuses face sizeable constraints and are working to ensure adequate funding for their individual campuses. The UCI Cabinet agreed that it is of crucial importance to address the potentially dangerous conditions in certain UC buildings. Yet many of the campuses have used campus funds to address seismic retrofitting over time, which reduces their need in this regard. So the majority of the funds from the proposed bond would pay for seismic retrofitting at UCLA and UC Berkeley. But the nature of the distribution of the debt across all campuses was not clearly stated. The UCI Cabinet suggested that the proposal should consider the needs of all campuses, and distribute the funds appropriately, particularly, if the entire system is required to increase its debt capacity and repay the debt.

Accountability Framework

The Office of the President has proposed a new accountability framework, and asked the campuses to comment on it. The UCI Councils reviewed and commented on the accountability outline. To ensure fairness, the UCI Senate Cabinet recommended that the accountability report of UCOP include information about net State funds per student enrollment for each campus adjusted by three factors: funds allocated to health sciences, MRUs, and agrarian field stations. This resolution was not intended to require that all campuses should receive the same funding, but that the budgetary process should be transparent. It would be helpful for all campuses to clearly delineate allocations and how they spend their resources.

Resuming Contributions to UC Retirement Program

In light of the losses to the University of California Retirement Program in the midst of the recent stock market decline, the Regents and the Office of the President decided to resume contributions to the program. Because the Governor's proposed budget did not include the full amount that UC requested, the UC planned to delay the restart of contributions by 9 months by April 1, 2010. When the state budget finally passed, it entirely eliminated the \$20 million that the Governor had proposed for this purpose. President Yudof will work to restore that amount, but also hoped that UC faculty organize and convey their opinions about the state's unwillingness to pay the employee's share of resumed pension contributions to the legislature.

The long-term prospects for UCRP are problematic, particularly in the next 10-15 years unless a new proactive solution is initiated. A task force on UCRP led by Vice President for Business Operations at UCOP Katie Lapp, has been appointed.

Blue and Gold Opportunity Plan

President Yudof asked for Senate to comment on his proposal to modify UC's financial aid program in order to more effectively communicate the scope and contents to California families. The plan will communicate that the UC will provide any California resident student whose family has a household income of \$60,000 a year or below a stipend, and will waive registration and educational fees. The UCI Cabinet agreed with the goal of sending a simple message to potential applicants and their parents yet had some reservations about the specifics of the proposal.

Undergraduate Admissions

Because the state didn't fund a portion of new admissions last year, and has indicated that it will continue to fund this lower number of students, the UC has decided to reduce the number of freshman student admits by 2,300 (but will increase the number of transfer students by 500).

UC Education Abroad Program

Due to its high cost, the Education Abroad Program is undergoing a comprehensive review.

UCI NEWS

Capital Projects

The cessation of California State Bonds has led to a halt of 2,000 capital projects state-wide. UCI has 6 active projects that are affected. New information recently distributed to the campus indicates that the Arts building, on which work has been halted until further notice, is the only building of the six whose funding remains uncertain. The five building projects that are continuing will be completed, but they will encounter problems with equipment funding.

Revisions to Council on Academic Personnel Bylaws 48, 60, 181

At the January 15, 2009 meeting of the Divisional Senate Assembly, members approved revisions to Council on Academic Personnel (CAP) bylaws 48, 60 and 181. The Committee on Committees (CoC) initiated the proposal in response to concerns regarding filling vacancies for resigned positions on the Council on Academic Personnel (CAP). Former Senate Chair Tim Bradley then appointed a workgroup to review all CAP Bylaws to coordinate the proposed amendments. The final version of the Bylaws was approved by the Senate Cabinet on July 15, 2008. The Assembly approved the revisions to Council on Academic Personnel Bylaw 48 on January 15, which were proposed to clarify and establish the selection of CAP members and to define the clusters of disciplines:

b. The only exceptions to CAP members being elected for three-year terms are when COC must appoint a member to complete the term of a CAP member who ceases their participation as described in bylaw 181 or when the length of the term needs to be shortened to achieve or maintain staggering of new members within clusters. The clusters are defined as follows: Humanities, Arts; Health Sciences-Basic, Health Sciences-Clinical, Biological Sciences; Physical Sciences, Engineering, ICS; and Business, Social Sciences, Social Ecology.

The proposed revisions to Committee on Committees Bylaw 60 were to update the language to correspond to the changes in the CAP Bylaws:

(3) Fill by appointment any permanent vacancy that may occur in a Senate office or committee, except for the Council on Academic Personnel, for the balance of the vacated term. Temporary vacancies should be filled by appointment until the occupant of that position is again available for service. Such a temporary appointment ordinarily will have a term of one or more complete academic quarters. Vacancies for the Council on Academic Personnel shall be conducted in accordance with bylaw 181 of the Manual of the Irvine Division of the Academic Senate.

The Assembly voted to revise the Selection of the Council on Academic Personnel Bylaw 181 as follows:

An unopposed candidate is properly elected if more “yes” votes than “no” votes are received. However, the School will be informed 90 days before election that there is only one person running.

Members of CAP who must cease their participation for any reason shall be replaced. If the remainder of the term is 12 months or less, COC shall appoint a Senate member from that School to complete the term who has previous academic personnel experience, such as a former CAP member, former Dean, former Chair, or a faculty member who has chaired departmental subcommittees on personnel actions. If the vacancy occurs after the normal March elections for a seat in that school that was to become vacant in September, then the elected representative shall be asked to fill the vacancy and start the normal term earlier. If the new member is unable to begin the term earlier and someone with relevant personnel experience cannot be found, a Senate member from the School shall be appointed by COC. If the remaining term is longer than 12 months, the Senate shall add the seat to the list of vacancies for the March election, if there is time, or hold a special election and COC shall determine two Senate members from that school to run for the remainder of the term. The term length shall retain the appropriate stagger of terms between schools.

New Organized Research Units

The Senate Cabinet reviewed and approved proposals for two new Organized Research Units (ORU). It commented that although both proposals presented a strong academic rationale, it has concerns about approving new ORUs in the current budgetary situation.

UCI Institute for Immunology

The faculty of the Institute conduct a broad range of immunological research and interdisciplinary studies that correlate strongly with developing UC, state and national research priorities. Immunology crosses through and integrates multiple disciplines, including cell biology, structural biology, molecular biology, biochemistry, genetics and medicine.

Molecular and Mitochondrial Medicine and Genetics

The Center for Molecular and Mitochondrial Medicine and Genetics (MAMMAG) involves faculty from Biological Science and Medicine. The mission of the ORU for MAMMAG is to bring together basic scientists, clinical investigators, and patients within the University of California system to determine the causes and to generate cures for the common metabolic and degenerative diseases, cancer, and aging.

New Doc 2A Policy

The campus does not receive funding for graduate students who remain enrolled in graduate programs 9 quarters after advancement to candidacy. Campus funds that support these students draw funds from more junior cohorts. Senate leadership proposed a new 3-point policy aimed at reducing the number of Doc 2A students enrolled at UCI without implementing any penalty to academic units.

- 1) The Graduate Dean will stop permitting students to enroll past maximum time to degree beginning in fall 2009. Any exception requests must be made in writing directly to the Graduate Dean.
- 2) The Council in principle supports the Graduate Dean's authority to prohibit most kinds of funding for Doc2A students (no TAships or block funding would be allowed, dissertation fellowships may be allowed, RAships would be allowed only by exception).
- 3) The Graduate Council Subcommittee on Program Structure and Mentoring will be tasked with three primary responsibilities:
 - a) work with relevant programs to bring advancement and completion times into line with policies on normative time to degree;
 - b) implement the mentoring policy previously adopted by all schools; and
 - c) develop guidelines for exceptions to points 1 and 2, and the timeline for implementation for restriction in point 2 (to be determined by the Graduate Council meeting of April 2, 2009, to be in effect for fall 2009).

College of Health Sciences and Medical School

Vice-Chancellor/Dean Bailey has announced his retirement, and his former position has been split into two separate positions: Vice Chancellor of Health Sciences and Dean of the School of Medicine. The campus has appointed an Interim Dean, Dr. Ralph V. Clayman, and a search for the permanent dean will be announced.

The Chief Executive Officer of the UCI Medical Center, Maureen Zehntner has announced her retirement. The campus has appointed an Interim CEO Terry A. Belmont, and will announce a search for the permanent CEO.

A joint townhall meeting (Irvine Hall on the main campus and the UCI Medical School campus) was held on March 2nd.

NEWS FROM THE COUNCILS AND COMMITTEES

Council on Faculty Welfare

Fiscal Challenges Facing the State of California: The Council on Faculty Welfare (CFW) will be discussing the potential effects on UC and its faculty. Its many concerns include:

- The declining support of higher education by the State of California, possible furloughs and/or salary cuts, loss of Cost of Living salary adjustments, the hiring freeze, and workload increases are only a few of the many adjustments facing UCI faculty and academic units.
- The UC Retirement Plan (UCRP): The State's final approved budget eliminated State funds for re-starting employer contributions to the UCRP. UC and its employees will need to resume contributions soon. Current projections indicate that the UCRP is 95% funded, and estimates indicate that it may fall to 60% within five years even with reinstatement of contributions.

Faculty Salary Data: The Councils on Faculty Welfare and Academic Personnel have been working together to develop a plan of analysis for the faculty salary data provided by Vice Chancellor/Provost Gottfredson. The Council will look forward to sharing its conclusions with the Cabinet and Administration when the analysis has been completed.

Resources for Ethical Issues: In response to the UCI Emeriti Association's proposal for a Senate Committee on Ethics, CFW will be developing a web site with a list of resources and contact information for all of the UCI offices that are involved with ethical issues. CFW's Subcommittee on Academic Freedom is also available to study ethical issues brought to it by faculty members, and if it is unable to make a recommendation, it will request the advice of an ad hoc committee or refer the issue on to the appropriate UCI authorities.

Senate members are also encouraged to forward issues related to faculty welfare, academic freedom, affirmative action and diversity, and emeriti affairs to the Council for review.

Graduate Council

In spring 2008, the Graduate Council recommended that the campus adopt the electronic submission of thesis/dissertations for graduate students' use on an optional basis for a one-year trial period, at which point the merits of the system would be evaluated. GC has since approved the implementation of two new policies 1) a \$55 fee once the Library begins to publish Master's theses electronically and costs are incurred; and 2) timeframe options of 6 months, 1 year and 2 years for the embargo of dissertation publication.

GC oversaw the academic program review of the Department of Education and the College of Health Sciences this quarter, as well as the follow-up review of the Henry Samueli School of Engineering and the Donald Bren School of Information and Computer Sciences. The Council is currently collaborating with the Academic Senate to improve the review process of graduate programs at UCI.

Council on Research, Computing and Libraries

CORCL has reviewed several ORU proposals: Immunology, Immigration, Reeve Irvine Spinal Cord Injury, Health Policy, The Center for Hearing Research and MAMMAG last year. Funding for some of these ORUs will be reduced by the Office of Research due to budgetary constrictions. Multi Campus Units funding from the Office of the President will be reduced by \$12 million. This Spring CORCL looks forward to reviewing the Cultural Diversity, Single Investigator, and Multi Investigator grants with approximately 20 percent less funding to allocate than in previous years.

Council on Student Experience

The Council on Student Experience is working on providing students with a separate teaching evaluation of TAs at the end of the course to judge teaching. This evaluation would clarify questions about TA vs. professor performance, and provide TAs with feedback on how well they enhanced teaching in comparison with their mid-term evaluations. In addition, CSE has been charged with forming a task force to create a software program to simplify and streamline reporting of academic dishonesty issues. Another CSE task force entitled, LAUNCH, is charged with providing a method to inform, inspire and prepare UCI undergraduates for graduate school.

Council on Undergraduate Admissions and Relations with Schools

The Council on Undergraduate Admissions and Relations with Schools (CUARS) is currently providing feedback to the UCI Admissions Office on choosing a freshman application selection model that will result in achieving a diverse population of freshman. This is particularly important this year because UCI will enroll 550 fewer freshman students this year than were enrolled last year. CUARS has also discussed the pros and cons of increasing the number of "net paying" students and students attending summer session in view of over-enrollment costs.

Council on Planning and Budget

The Council on Planning and Budget (CPB) has been following discussions about the UC Retirement Plan, and advising the Academic Senate on the adverse impact on total compensation: the Council registered its concern that mandating

retirement contributions without an adjustment to salaries continues a long negative trend of pay erosion for faculty and staff in the UC.

CPB has also advised on UC capital planning strategies in these times of cascading budget cuts; CPB maintains that the UC is a vital, counter-cyclical economic and public service whose funding in the state needs to be sustained. This includes capital projects under way, whose short-sighted cancellation contributes to the State's already elevated unemployment rate.

In the Academic Planning Group, all members of the Council continue to participate in planning for the campus transition from growth to a steady-state mode at build-out, and in discussions of the current delays to achieving campus build-out.

Council on Educational Policy

The Council of Educational Policy oversees the General Education requirements on campus. It is therefore responsible for describing the learning outcomes for each requirement. It has done so, as part of the reaccréditation process of the Western Association of Schools and Colleges (WASC). We will place the descriptions in the General Catalogue.

The review of upper-division and lower-division writing will take place on March 17 and 18, 2009. The chair of the review committee is Andrea Lunsford (the Louise Hewlett Nixon Professor of English at Stanford University). The local members of the committee are Donald Hoffman (Professor of Cognitive Sciences), Judith Olson (Donald Bren Professor in Information and Computer Sciences), and Barry Siegel (Professor of English and Director of the Literary Journalism Program). We expect that they will meet with a wide range of faculty.

Other ongoing reviews are of the College of Health Sciences and of the Department of Education.

Council on Academic Personnel

The three-year pilot program for dean delegated appointments is currently under review by a joint Senate-Administration committee. Under the pilot, deans have delegated authority from the Chancellor and Executive Vice Chancellor and Provost to make appointments at Steps I, II, or III in the following series: Assistant Professors, Acting Assistant Professors, Assistant Professors in Residence, Assistant Professors of Clinical X, Assistant Adjunct Professors, and Assistant Researchers. The Council on Academic Personnel (CAP) conducts post-audits within three months of the appointment. There have been 165 faculty appointed in this manner since the program's inception in early 2006. Serving on the committee are Profs. Jerome Christensen, English; John Hemminger, Dean of Physical Sciences, former CAP Member, 2002-05, and CAP Chair, 2004-05; John Lowengrub, Mathematics; Charles Ribak, Anatomy and Neurobiology, former CAP Member, 2003-06, Vice Chair, 2005-06; and Rajeev Tyagi, Senior Associate Dean, Paul Merage School of Business.

NEWS FROM THE UCI ADVANCE PROGRAM

On Tuesday, 24 February, the UCI ADVANCE Program launched the Institutional Transformational Seminar Series. The purpose of this series is to sustain and enrich the campus conversation about institutional transformation as it relates to faculty equity and diversity. Pomona College Economics Professor Cecilia Conrad inaugurated the seminar with a presentation entitled "Beyond Recruitment: Women of Color in the Academy." Professor Conrad's seminar attracted faculty and students from across the campus. Earlier in the day the ADVANCE Program and Graduate Division jointly sponsored a workshop for graduate students with Professor Conrad entitled "Surviving and Succeeding: Advice for Soon-To-Be and New Faculty".

In the Spring quarter, the ADVANCE Program will announce a call for applications for ADVANCE Dependent Care Travel Awards. These awards subsidize child care related costs for travel to a professional conference, research meeting or performing activity for qualifying tenure-track assistant professors and recently tenured associate professors. For more information, please consult the travel awards link at the ADVANCE web-site: <http://advance.uci.edu/>.