

MINUTES
COMMITTEE ON TEACHING
May 5, 2009
Tuesday, 10-11:30 a.m., Kerr Hall Room 129

Present: Elisabeth Cameron (Chair), Doris Ash, Jessica Fisk Bailey (Asst. Vice Provost), Tammi Blake (Staff Advisor), Claire Max, Jim Phillips (Director of ITG), Daniel Seldon, Hongyun Wang.

Absent: Ian Fullmer (SUA Representative)

1. Announcements:

- a. Henry Burnett is no longer sitting with the committee.
- b. Chair Cameron provided an update on online evaluations for the Senate Executive Committee (SEC) this morning. She requested recommendations from SEC's discussion and shared that the whole evaluations system on campus needs to be re-thought. She asked that COT be given a charge to move forward with a better evaluation system.
- c. The COT Chair designate for 2009-10 will be joining the committee for the next two meetings.

2. Mini grants:

- a. Two mini grants received; one was denied, one was approved.
- b. COT received an update on a previous grant currently on hold from Jessica and Doris.
- c. Another previously approved grant is on hold: Doris is working with the applicant on a dissemination plan and reporting back to the committee. This case may be used as a pilot study or a model for how innovative teaching technologies can work on campus. As a prototype for new ways of teaching, the follow-up for this program will keep tabs on what students are learning and what outcomes there are. More follow-up from CTE will be necessary.
- d. The deadline for 2008-09 mini grants is May 8.

3. Teaching Awards adjudication:

- a. Four awards will be given plus the Ron Ruby Award for Teaching Excellence in PBSci.
- b. Adjudication of the 2008-09 Excellence in Teaching Awards: [I think this is inappropriate info in this location because people will try to link it to who won and who didn't...]
 - i. Ron Ruby award: Peter Raimondi of Ecology and Evolutionary Biology
 - ii. Excellence in Teaching Awardees:
 1. Bettina Aptheker of Feminist Studies
 2. Alice Yang of History

3. Robin King of the Writing Program
4. Herbert Lee of Computer and Electrical Engineering
- iii. Letters of honorable mention will be issued for Daniel Wirls, Richard Mitchell, and Wendy Hibbert-Jones.
- iv. Those who were nominated but not on the short list will get a letter stating that they were nominated.

4. Proposed Amendment to Standing Order 100.4 – 100.4(xx)

– Emergency Furlough and Salary Reductions Policies

The Office of the President proposes to change the duties of the President (Regent's Standing Order 100.4) authorizing that office to implement furloughs and/or salary reductions and to suspend any existing Regential or UC policy pertaining to furloughs and salary reductions. Also attached for review is a set of draft guidelines for defining and documenting the conditions for a Declaration of Emergency and procedures for developing a furlough/salary reduction plan.

[I'm not sure how much of this should go into the formal minutes. I think we should simply say the discussion was held and not give many more details. I'm afraid that some of this will get us in trouble in the future...]

- General committee concerns and discussion ranged from how these emergency powers might conflict with what tenure means to job security to union issues for nontenured employees

On the topic of faculty furloughs the following points and queries were made:

- What does putting a faculty member on furlough *exactly* mean?
- Furlough is deceptive because the same amount of work would be done by faculty but they would not be compensated for it.
- An furlough should actually reduce the amount of work expected from faculty member; for example: instead of teaching 4, teach 3 courses for less work and less pay.
- Members are suspicious that this proposal will allow favoritism in picking and choosing who gets furloughed as across the board.
- Instead of calling it furlough, call it a temporary salary reduction with no reduction in benefits.

On the topic of salary reductions the following points were made:

- Some members would be alright with taking a salary cut along with everyone else at UC in solidarity
- Other members pointed out that this would directly impact on faculty and staff who are approaching retirement

On the topic of centralization of power the following points were made:

- Strike “or a part thereof” from the language re: financial emergency. This could give reign to those interested parties to save some special part of the university at the expense of the rest of the institutions.

- The committee wants specifics concerning what constitutes an *emergency situation*. .

On the topic of reduction in faculty/student interaction and teaching the following points were made:

- Members are concerned both about a cut in load or no cut in load but a cut in pay because either way the students will suffer.
- It was suggested that budget cuts should be made by taking fewer students rather than diluting diluting the quality of education.

Points for the committee letter to the Senate Chair:

1. Danger in removing power from local UC campus
2. Faculty may be more receptive to taking a salary cut rather than a furlough
3. Need for transparency
4. Minimize damage to educational processes and students

5. UC Seminar Network paper review:

Several UC wide committees have proposed this initiative to establish a UC Seminar Network to broadcast seminars that occur weekly across UC campuses and provide for archiving for future viewing. There are serious budgetary implications as well as copyright, and other legal issues not addressed here.

The proposed system would have educational benefits but the committee is concerned about the cost and feels that the costs listed in the paper do not reflect reality. The digital repository will only be valuable if it is used, so the questions are: 1. Who is the intended user and 2. How will it be marketed and promoted as a resource. Members observe that the UC system and UCSC particularly are not technically equipped to make this happen and wonder what infrastructure would be necessary to support this Seminar Network. A committee member notes that digital capture of lectures and other classroom activities is one of the areas that will be cut for the budget.

The committee is reminded that there is a Sakai LMS event on May 8 at 11:30 am. Faculty from UC Berkeley will discuss how they use the system.

So Attests,

Elisabeth Cameron, Chair
Committee on Teaching