

MINUTES
COMMITTEE ON PLANNING AND BUDGET
Meeting of February 17, 2005

Present: Chair Paul Koch, Faye Crosby, Margaret Fitzsimmons, Alison Galloway, Ray Gibbs, Margaret Morse, Onuttom Narayan, Don Rothman, Marina Sarran, Mary-Beth Harhen

Absent: (with notice) Wentai Liu, John Lynch

Guests: Interim CPEVC Peggy Delaney, Assistant Provost Charlotte Moreno, Committee on Faculty Welfare member Ted Holman

Members' Items/Committee Business

There was a discussion on the recent cuts proposed for Language Program. It was noted that these cuts negatively affect those students participating in the EAP (Education Abroad Program) in several ways. It is difficult to prepare students for EAP if there are not adequate language courses on campus. Problems around the inefficiencies in articulating the curriculum between EAP and departments will increase. In addition, the proposed excess unit fee, which students will have to pay when they have exceeded 110% of required classes will also have a negative impact. Learning a language regularly necessitates taking more credits than usual. CPB agreed to place this issue on a future agenda and discuss it with the CPEVC.

Capital Planning

Vice Chancellor Meredith Michaels reported that in response to legislative pressure, UC is changing how it manages its debt capacity. To date, the debt that campuses incurred against the total debt capacity of the UC system were on a first come, first basis. Now, each campus will be given an envelope for potential debt they will be allowed to incur. Toward determining these envelopes, campuses are being asked to compile and prioritize a list of all potential non-state funded projects. The proposed criteria for prioritization at UCSC will be presented to Chancellor Denton next week. It is expected that this exercise will highlight infrastructure needs, projects that are not directly justified by enrollment and even though it is the non-state funded capital projects on the list, the relationship with the revenue bond projects cannot be ignored. An administrative sub-committee has been established and full consultation with the senate will occur once a list of projects has been formulated.

Consultation with Interim CPEVC Peggy Delaney (Faculty Salaries and Merits)

With CFW member Ted Holman present, CPEVC Delaney discussed use of merit funds with the CPB. In 1996 UCOP began issuing block allocations, which included funds for faculty merits, range adjustments, health benefit increases and more. A portion of general funds goes to each campus based on what UCOP receives, so each campus's general fund base is increased by the same increment. However, the lingering effect of setting base budgets when graduate enrollments were weighted, continues to negatively

impact those campuses, like UCSC, whose base was determined by high (less funded) undergraduate enrollments and have since significantly increased the number of graduate students. Therefore there are competing needs for the use of these funds. At UCSC, the administration is committed to funding all merits. Those years that UCOP does not get state funding for merits are the only time UCOP breaks out faculty salaries as a separate line item to the campuses.

Turning to the question of faculty salaries, more comparative data with other campuses is needed. CPEVC Delaney indicated that this information should be forthcoming from AVC Barbara Brogan. Preliminary data from other sources (the Davis report) indicate that UCSC salaries are low compared to other campuses. The committee discussed data from the Step VI Task Force report which showed UCSC with a disproportionate number of faculty at Professor Step V. On our campus, the perception of Step VI actions varies by department; some consider it normal while others view it as extraordinary. It would help if CAP were pro-active toward some regularization about how this action is perceived here and standardize how the criteria are applied. There is also a perception that some campus practices have kept salaries low, for example, perception that CAP will not consider acceleration at the time of promotion, and that UCSC is more restrictive in its use of off-scale.

Following on previous discussions of partner hiring policies, the CPEVC reported that a proposed Presidential Fellow hire in Humanities fell through due to a very last minute partner issue. She agreed to write up the practices of partner hiring so that there is a clear understanding of what can be offered during hiring negotiations.

Languages positively influence enrollment ratios in the division. Language instruction which is delivered by Unit 18 lecturers is actually delivered efficiently here. Instructors teach many sections and contact hours are high. Although enrollments in the Language program are high, the Division of Humanities has had little overall growth. So if the division wants to develop graduate programs and a research environment for faculty, diverting resources from existing programs is the only source of funds. UCSC has no language requirement so the campus essentially contracts with the Language Program to provide the courses. The decentralization of Temporary Academic Staffing to the divisions has emphasized the conflict of necessary curriculum being offered by programs such as Languages and Writing which are staffed by primarily by Lecturers. It was agreed that the campus needs to develop a long-term plan to create a sustainable language program.

LRDP/EIR Scoping Meeting

CPB listed the following issues to be conveyed to the planning department regarding preparation of the EIR.

- Alternative locations for housing
- Developing Porter Meadow
- Traffic mitigation
- Water Issues
- Assisting the city of Santa Cruz with mitigating issues arising from the LRDP

