

MINUTES
Regular Meeting of the Santa Cruz Division
May 16, 2018

Meeting

A regular meeting of the Santa Cruz Division of the Academic Senate was held Wednesday, May 16, 2018 at Kresge Town Hall. Chair Ólóf Einarsdóttir called the meeting to order at 2:30 p.m., with Don Potts present as acting parliamentarian.

1. Approval of Draft Minutes

The meeting minutes of February 21, 2018 were approved by acclamation.

2. Announcements

a. Chair Einarsdóttir

The following resolution was proposed from the floor:

Be it Resolved:

That the Santa Cruz Division of the Academic Senate would like to express its deep gratitude to Professor Ólóf Einarsdóttir for her leadership over the last two years. Chair Einarsdóttir has worked tirelessly as chair, and has gone above and beyond to personally contribute to numerous campus initiatives, ably guiding the Senate through numerous important issues, including the selection of a new Campus Provost and Executive Vice Chancellor, resumption of faculty childcare, enrollment planning including impaction policies, controversy around library collections, Strategic Academic Planning, and the kick-off of a new LRDP. Professor Einarsdóttir has performed all these duties with honesty, attention to detail, and with the best interests of the division always at heart.

For this service, the Senate thanks Professor Ólóf Einarsdóttir.

The resolution was passed by acclamation.

Chair Einarsdóttir remarked that over the last year, many Senate committees have been working with the Administration on various projects. The Committee on Admissions and Financial Aid (CAFA) has worked with the campus enrollment management team on a plan to help the campus reach the 2:1 frosh to transfer student ratio, which was mandated by the state legislature. The Senate has been involved with the campus Long Range Development Plan (LRDP) and Strategic Academic Planning (SAP) initiatives. The Beyond Compliance group, made up of faculty, students, and staff, has also been meeting to create a safe culture on campus and eliminate sexual violence and harassment.

b. Chancellor Blumenthal

Chancellor Blumenthal remarked that the campus is currently conducting an internal recruitment for the Vice Chancellor and Dean of Graduate Studies (VPDGS). Three candidates have been selected for public presentations and interviews, with the goal of having the selected candidate start in that position July 1, 2018.

The public comment period for the Student Housing West project has been extended. This extension will foster a more comprehensive discussion of this initiative, and will allow for additional feedback. This will, however, delay the construction and the completion of the project.

The LRDP project is continuing to move forward. This is a long-term land use plan. Both campus groups and community groups have been meeting for the last year to discuss this plan. The LRDP plans for 28,000 students by the year 2040, which would be achieved through small phases of enrollment growth over that time period. This is a plan for growth should the student population become that large, but it is not a mandate for growth.

The governor has released the May revised budget for California, which is largely identical to the budget released in January. The budget includes a 3% increase in funding for UC, down from the promised 4% agreement made a few years ago. Other changes include the addition of one-time money for deferred maintenance for UC, and an automatic budget reduction if UC increases tuition. UC is asking for tuition buyouts, and funding for past and future over-enrollment. There also may be a bond measure in 2020 which would give UC additional funding for buildings and other capital infrastructure.

This year, UC will be embarking on a new system-wide salary plan for faculty. Across all campuses, UC salaries are consistently 8-10% below those of comparison institutions. To help mitigate this discrepancy, President Napolitano has decided to increase the salary scales on all UC campuses by 4% next year.

The chancellor congratulated some faculty on recent accomplishments before yielding the floor to CP/EVC Tromp.

c. Campus Provost and Executive Vice Chancellor Tromp

CP/EVC Tromp remarked that the Administration has been going through the feedback regarding the SAP. The Themed Academic Working Groups (TAWGs) have been meeting, identifying obstacles, identifying opportunities, etc. in this regard. These groups will continue to meet, and may also work with the Special Committee on Development and Fundraising (SCDF) as the SAP moves forward.

The campus is piloting a new initiative called the EVC's Fellows, which will include associate professors who have temporarily stalled in rank due to their service commitments to the University. The pilot group will comprise approximately ten faculty, and the program will last one year. After the pilot year, the data from this program will be compiled and sent to the Senate for a full review.

The floor was opened for questions.

Art Professor Laurie Palmer asked if it would be possible to move the SAP discussion to an earlier point in the agenda.

CP/EVC Tromp responded that this would not be possible as Associate Vice Provost for Academic Affairs Martin Berger would be calling in to join the SAP discussion remotely, and he could not do so at an earlier time.

Chemistry Professor Ted Holman commended the Administration for working on the housing issue, noting that this problem has affected recruitments, as faculty and grad students are hesitant to come to UCSC due to the high cost of housing in the area.

Report of the Representative to the Assembly (none)

3. Special Orders: Annual Reports

CONSENT CALENDAR:

a. Committee on Faculty Research Lecture (AS/SCP/1893)

The report was approved by acclamation.

4. Reports of Special Committees

a. Special Committee on Development and Fundraising

i. Motion for Continuation (AS/SCP/1899)

Committee on Committees (COC) Chair Maureen Callanan presented the motion, explaining that it would allow the Special Committee on Development and Fundraising (SCDF) to continue for another year.

The motion was passed by a show of hands.

5. Reports of Standing Committees

a. Committee on Committees

i. 2018-19 Committee Roster (AS/SCP/1894)

The roster was approved by acclamation.

b. Committee on Faculty Welfare

i. Faculty Salary Analysis, April 2018 (AS/SCP/1895)

ii. Oral Report: Updates on Child Care

CFW Chair Stefano Profumo reported on faculty salaries, noting there are very large gender and ethnicity gaps on campus. On average, salaries are significantly lower for non-white/female faculty than for white/male faculty on campus. These data correspond to faculty rankings as well, with those at higher ranks being mostly white/male, and those at lower ranks being mostly non-white/female. Salary growth is also slower for non-white faculty at lower ranks, and salary growth for female faculty was slower across all ranks. Departments with higher numbers of female faculty also tended to have lower salaries on average, and the divisions with the most female faculty had lower promotion rates.

For salary growth on campus, the most important factor appears to be retention actions, which increase salaries faster than any other actions on campus. This is a problem, as retention actions are intrinsically inequitable, with disparities across gender, division, and ethnicity. CFW strongly

urges the adoption of salary strategies that better reward and compensate meritorious faculty within the normative personnel action path.

When compared with other campuses, UCSC salaries fall approximately 10% below the UC median with cost of living taken into account. The Special Salary Practice, which has now been curtailed, barely kept UCSC salary growth on par with the other campuses.

CFW found the Academic Personnel Office's (APO) salary assessment to be misleading, and recommended four changes for next year: Use data from all nine campuses without excluding UC Berkeley and UCLA, as our campus systematically uses the nine campus figures when comparing other data, and UC Berkeley and UCLA both have comparable costs of living to UCSC; include above scale professor salaries, as this may be the group that lags the furthest behind in the salary gap; factor in cost of living; and include and track changes from previous years.

UC's system-wide Committee on Faculty Welfare (UCFW) has articulated a plan to close the salary gap across UC campuses over three years. The plan would increase on-scale salaries by 6%, and off-scale salaries by 3%, every year for three years. The current plan from the Office of the President will only add 4% to on-scale salaries starting in July, 2018, which will not close the gap. President Napolitano has stated she will collaborate with UC campuses to work on a plan to augment the salary program for the 2019-20 and 2020-21 fiscal years.

UCSC has commissioned a third-party, for-profit child care provider to design and operate a new child care facility on campus. The third-party, Bright Horizons, was selected without any proposals or bidding processes taking place. The original contract with Bright Horizons, which was for consultation only, was amended to put them in charge of the project. UCSC will pay all of the construction and operative costs, but will not have any say in the personnel staffing the facility, and will have no control over childcare service costs. CFW welcomes the forthcoming formation of a Child Care Advisory Committee, and requests that this committee have some authority, such as the ability to veto personnel or program directions.

The floor was opened for questions.

Vice Provost for Academic Affairs Herbie Lee commented that the report that APO produces is based on the charge that they were given by the joint Senate/Administrative Task Force. The charge requests the seven campus comparison, which excludes UC Berkeley and UCLA. The charge also does not ask for an above scale comparison of faculty salaries. He recommended that CFW work with the Administration to revise the charge to request inclusion of these data in future reports.

Chemistry Professor Ted Holman commented that Bright Horizons runs the child care facility at UCLA, and they are very expensive. If their pricing is similar on our campus, this will likely exclude a lot of faculty and staff from being able to use their services. He asked that the Administration consider these costs as the project moves forward.

History of Art and Visual Culture Professor Kyle Parry commented that although the child care

project is a part of Student Housing West, discussions of the child care facility have not been prevalent in conversations regarding Student Housing West. He urged the campus to have a robust discussion of the child care project, as it will affect many faculty, staff, and students at UCSC.

Anthropology Professor Mark Anderson asked if CFW knew how Bright Horizons ended up contracting with UCSC without going through an official bidding process, and asked if there is a way to prevent this from happening with future projects.

Chair Profumo responded that CFW does not have that information at this time.

c. Committee on Educational Policy

i. Amendment to Regulation 10.4.7 (AS/SCP/1896)

CEP Chair Onuttom Narayan remarked that the changes to the regulation update the language to reflect and clarify current committee processes regarding double major requirements.

The amendment was passed by a show of hands.

ii. Report on Planned Reconfiguration of Classrooms in Kresge College (AS/SCP/1897)

Chair Narayan reported that there is a plan for Kresge College to reconfigure some of the housing and classroom spaces. The original proposal would keep the existing classroom seats as is while reconfiguring the rooms, and would also add another 600 seat classroom. With rising expenses, some of the smaller classrooms are now proposed to be cut while maintaining the 600 seat room.

Losing the smaller classrooms would result in the campus not having enough rooms to teach smaller classes. The small rooms that we currently have are already at capacity. The Administration is currently in the process of inventorying all classroom spaces on campus, with the hope that there may be underutilized spaces that can be used in place of the smaller classrooms this project proposes to remove.

The floor was opened for questions.

Anthropology Professor Mayanthi Fernando read a letter on behalf of Anthropology Professor Anna Tsing, who could not attend the meeting. The letter stated that smaller classrooms are better for facilitating teaching as the seats are moveable, whereas they are not moveable in large lecture halls.

Kresge College Provost Ben Carson urged the Senate to work with the Administration to find solutions that will better facilitate teaching and the mission of the campus.

Politics Professor Megan Thomas read a comment on behalf of the Politics department's Undergraduate Director, Eva Bertram, who could not attend the meeting. The comment stated that a continual challenge for faculty has been finding adequate lecture space for smaller classes.

This can affect pedagogy as fewer small classes will be able to be taught. Professor Thomas then asked if part of the concern with losing smaller classrooms is that large lecture courses require smaller associated courses and sections, which would be difficult to teach if the smaller spaces weren't available.

Chair Narayan responded that this is correct.

d. Committee on Library and Scholarly Communication

i. Change to Bylaw 13.23 (AS/SCP/1898)

COLASC Chair Karen Ottemann explained that the bylaw change would remove outdated language and clarify COLASC's charge to make it consistent with current committee processes.

The floor was opened for questions.

Literature Professor Loisa Nygaard asked for clarification on the rationale for the changes.

Chair Ottemann responded that COLASC wanted to change the language to strengthen the role of the Committee in providing advanced review of policies regarding the library, and to clarify what COLASC reviews.

The legislation was passed by a show of hands.

e. Committee on Teaching

i. Oral Report: New Online Course Evaluations at UCSC

COT Chair Matthew McCarthy reported that COT surveyed faculty regarding student evaluations of teaching (SETs), and found that many faculty were unsatisfied with the current methodology for these evaluations. COT has been working on finding better ways to do these evaluations.

COT's primary focus is to change SETs from mainly a faculty evaluation tool, to more of a tool to help faculty assess student learning outcomes so they can improve their teaching. To do this, COT reformatted the survey, steering away from standardized multiple-choice questions to a more qualitative set of questions requiring text-based answers. Instructors would be able to customize some of the questions to fit their own learning goals, though a few of the questions would still be standardized. The non-customizable questions focus on student perception, motivation, and accountability. The customizable questions focus on learning goals and intellectual impact, and there are examples of questions other instructors have used that faculty can use as a guide when customizing their own surveys. Faculty will be invited to opt-in for a pilot of this survey next year.

The floor was opened for questions.

Literature Professor Loisa Nygaard praised the proposed changes, and commented that customization of the questions and allowing for more qualitative answers seems like it would greatly benefit faculty on campus.

Center for Innovations in Teaching and Learning (CITL) Director Jody Greene commented that there are widespread concerns across campus about SET biases, and COT wrote their survey questions in a way that will significantly decrease the potential for biases. CITL has also produced a document which dilutes the effect of SETs on personnel actions, and has worked with the Committee on Academic Personnel (CAP) to create a set of best practices for using SET data.

Chemistry Professor Rebecca Braslau asked if there would be a tool to help motivate students and increase responses rates for the SETs.

Chair McCarthy responded that COT recommends having a designated time in classes for students to fill out SETs, or possibly using incentives. COT also tried to make the survey meaningful to the students, so that they would actually want to participate and fill them out.

6. Report of the Student Union Assembly President

i. Oral Report: Classroom and Lecture Availability Student Survey (CLASS)

Student Union Association (SUA) Vice President of Academic Affairs Jessica Xu reported record participation in the CLASS survey this year, with 2,483 students electing to take the survey. Most of the participants majored in Psychology, Computer Science, Sociology, Business Management Economics, and Cognitive Science. The Social Sciences and Physical and Biological Sciences divisions had the highest numbers of participants in the survey.

When asked if they have ever attended UCSC's coastal campus, 7% of respondents said yes. Students noted specific impacts of travelling to the coastal campus, such as long travel times, lack of parking, lack of food resources, and lack of classrooms/campus resources such as printers, but also cited this campus as being a useful resource for their education.

Regarding course availability, about 49% of respondents said they got all the classes they planned/wanted, with 41.8% stating they didn't get all of the classes they wanted but every class they took met one of the requirements for graduation. 8.1% stated that they took fewer classes because they didn't get the classes they had planned or wanted to take (1.1% responded n/a – leave of absence, abroad, etc.). The percentage of students who stated they got every class they wanted in 2017-18 was about 20% lower than it was the previous year, with the number of students stating they didn't get all the classes they wanted but were still able to satisfy graduation requirements increasing by 20%. About 60.7% of students were able to sign up for the classes that they wanted and that would satisfy their major requirements, with 32.7% reporting that they were able to satisfy their major requirements but did not get the classes they wanted.

When asked if they enrolled in a class they intended to drop if they were able to register for another class, 49.3% of respondents said yes, and 49% said no (1.7% responded n/a – leave of absence, abroad, etc.). During the first three weeks of the quarter, students will often sit in on classes that they are waitlisted for in the hopes that other students will drop and they will be able to officially enroll. This means that they are doing the work for more classes than they are actually enrolled in, just so they can be caught up if they happen to get off of the wait list; 5% of respondents stated that they have attempted to enroll in the same class multiple quarters and have been unsuccessful.

95% of respondents noted that they have experienced at least some overcrowding in their classes or sections, and 86.4% of respondents felt that the size of a class diminished the quality of their education at UCSC. When asked how overcrowding affected their classroom experience, respondents noted that with too many people in classes there can be distractions during tests, it's hard to connect with professors and T.A.s, seating is limited, and it's difficult to focus.

About 30.6% of respondents stated they have taken an online course at UCSC. Some notable experiences in these courses include difficulty accessing teachers in person, and difficulty with online testing.

The floor was opened for questions. There were none.

7. Report of the Graduate Student Association President (none)

8. Petitions of Students (none)

9. Unfinished Business (none)

10. University and Faculty Welfare

11. New Business

a. Strategic Academic Plan – Update on Process and Q&A

AVPAA Martin Berger reported that 28 TAWGs were submitted for the SAP. The University Library and ITS were both asked to give reports on what would be required to support these TAWGs. The Academic Advisory Committee (AAC) also met to review the TAWGs, and to narrow the 28 down to the eight that they found to be the most feasible. The AAC will also review the list of top SAP barriers that the Senate is currently working to identify.

The floor was opened for questions.

Physics Professor Jason Nielsen asked about a set of principles found in the SAP landscape report, noting that these principles did not follow the same rubric as the TAWGs. He asked what the application of these principles will be as the SAP moves forward.

CP/EVC Tromp responded that these principles were created through the SAP feedback from faculty, staff, and students. The Administration looked for areas of consensus across these feedback groups, and used those areas to create the principles. The principles will be the central academic guidelines for the project.

The Meeting was adjourned at 5:00 p.m.

ATTEST:

Heather Shearer

Secretary

August 24, 2018