

M I N U T E S  
Regular Meeting of the Santa Cruz Division  
**November 18, 2005**

**Meeting**

A regular meeting of the Santa Cruz Division of the Academic Senate was held Friday, November 18, 2005 at the Colleges Nine & Ten Multipurpose Room at the University Center. With Secretary Deborah Letourneau and Parliamentarian John Isbister present, Chair Faye Crosby called the meeting to order at 2:35 pm, and announced that the meeting would be recorded for accuracy in compiling the minutes.

**1. Approval of Draft Minutes**

Chair Crosby asked if there were any additional changes, other than those submitted in writing, to the minutes of May 20, 2005. As there were none, the minutes were approved.

**2. Announcements**

a) Chair Faye Crosby welcomed the faculty and noted there have been many big events on campus and systemwide, which have occurred since the last senate meeting. Events at the systemwide level include the Science and Math Initiative, the diversity study, and changes in senior leadership. Events on the UCSC campus include the Diversity symposium, the Committee on Affirmative Action and Diversity study, the Investiture of Chancellor Denice Denton, the annual scholarships dinner, and the continuation of work on professional schools.

The Committee on Academic Personnel (CAP) 2004-05 Annual Report noted UCSC is behind other campuses in promotion to Step VI. Preliminary data indicate that personnel files for that step are not being submitted to CAP at the expected rate; she encouraged department chairs to bring forward personnel files. The Committee on Educational Policy (CEP) 2004-05 Annual Report focuses on the requirements for general education, quantitative (Q), and writing-intensive courses (W). The Graduate Council (GC) 2004-05 Annual Report highlights the plight of graduate students, with offers to University of California graduate students falling, on average, about two thousand dollars in support below what they would be offered at comparable universities. This is an urgent issue for UCSC because we are trying to increase the number of graduate and professional students. The Committee on Library should be applauded for their collective effort regarding the reduction of the publisher Elsevier fees. The second annual Teaching Symposium hosted by the Committee on Teaching will be held on February 16, 2006. The Faculty Research Lecturer is Professor Nate Mackey and will be held on February 15, 2006.

Due to changes in the criteria for advancement in the Academic Personnel Manual faculty need to pay attention to how research, teaching and service all contribute to

diversity when evaluating personnel files. Chair Crosby apologized for the confusion regarding repeat requests sent to those who had already completed the mandatory Sexual Harassment Training. UCSC has the highest UC compliance rate for this training -- a good indication that we take items of diversity seriously. Chair Crosby encouraged faculty to participate in the Environmental Impact Report process (UCSC Long Range Development Plan) by providing feedback. The Senate's Tent University Task Force has completed its investigation, and is hoping to submit a report by the beginning of next term.

UCSC is proud to support The United Way with donations and pledges from faculty and staff. We also support the Second Harvest Food Bank with the UCSC Holiday Food Drive.

Chair Crosby welcomed new faculty to the campus. She also extended a special welcome to John Oakley, the Vice Chair of the Universitywide Academic Senate and Maria Bertero-Barcelo, the Executive Director of the Academic Senate, visiting from the Office of the President (UCOP). Also welcomed were: UCSC Librarian Virginia Steele; AVC for Development, Jennifer Svihus; Assistant to the Chancellor Jessica Fiske-Bailey; and Roxanne Monnet and Scott Lupo from the Academic Senate Office. Many administrative titles have shifted since the last senate meeting; she welcomed the following administrators: Interim VPAA Alison Galloway, Vice Provost for Silicon Valley Carl Walsh, VP and Graduate Dean Lisa Sloan, VPDUE Bill Ladusaw, and CPEVC Dave Kliger.

#### **b) Chancellor Denton**

CPEVC Kliger announced Chancellor Denton was unable to attend the meeting.

#### **c) Campus Provost/EVC Kliger**

Speaking on Chancellor Denton's behalf, CPEVC Kliger stated there were unavoidable circumstances that have kept her from attending today's meeting. Chancellor Denton thanked faculty for the many contributions that have been made to the investiture, the inaugural celebration, the Academic Discourse on Excellence and Diversity, and the Scholarships Benefit Dinner. Over the last year, \$2.7 million dollars have been raised for scholarships at UCSC. This is a substantial increase from the \$1 million that was raised the previous year. The Cornerstone Campaign raised \$67 million dollars, which exceeds the \$50 million dollar campus goal. The excellent faculty and the excellence of our programs are two primary reasons for the success of the scholarships and the cornerstone campaign.

Chancellor Denton has established six priorities she would like the campus to focus on in the coming years.

- Expand educational opportunities for both undergraduates and graduate students. This will mean continuing revitalization and refinement of the colleges so they express the 21<sup>st</sup> Century model of the vision of our founders. We need to acknowledge and support the invaluable contributions of graduate students and establish professional schools that will attract leading scholars.

- Build on the quality of our existing academic programs by establishing new offerings, emphasizing interdisciplinary connections, and enhancing our competitiveness for additional extramural funding.
- Increase productive partnerships, both internally on campus and externally, continuing to improve our organizational efficiencies to steward public resources. Our internal and external partnerships will assist us in expanding our financial resources.
- Renew our commitment to the community and continue discussions on shared concerns regarding affordable housing, transportation systems, and a vital economy.
- Increase national and international recognition for the innovation and other contributions to UCSC by developing new strategies to showcase achievements of our faculty, students, staff and alumni.
- Develop strategies to attract, retain, recruit and promote outstanding and diverse students, staff and faculty.

The administration looks forward to working with the Senate to advance these six priorities and bring the campus to a new level.

Dave Kliger stated that since accepting the CPEVC position eight months ago, he has a renewed appreciation for the creativity, integrity, and abilities of students, staff and faculty. UCSC is now considered a major research university since we have passed the \$100 million dollar mark in extramural funding. CPEVC Kliger is revisiting our approach to academic planning; he noted the need to invest in new strategies, increase revenues to campus, and to continue with the business and support transformations to increase campus efficiency. Accomplishing all this will require strong leadership; his first challenge in the CPEVC position involved creating a leadership team. This team includes Alison Galloway as the Interim Vice Provost of Academic Affairs, Bill Ladusaw as Vice Provost and Dean of Undergraduate Education, Carl Walsh as Vice Provost for Silicon Valley Initiatives, and Lisa Sloan as Vice Provost and Graduate Dean.

There are many challenges that face our campus and a number of critical issues we need to address, including: 1) improving faculty and staff compensation levels, 2) providing affordable employee housing, 3) expanding childcare facilities and programs, 4) increasing research support, 5) increasing the number of faculty hires, 6) increasing graduate student support, and 7) expanding curricular offerings. Unfortunately, due to lack of resources, we cannot afford to do all of these at once. It is my responsibility to set priorities for the campus. CPEVC Kliger has set several administrative and budget priorities. He has decided to increase the number of faculty positions allocated to the divisions for 2006-07. This will increase the pacing so we can increase the rate of hiring of faculty; he will work with the deans to provide additional resources to ensure that faculty recruitments are successful over the coming year. A second budget priority is to invest more money in those areas on campus that will be effective at generating new revenues for the campus. Administrative priorities include hiring for the following positions: Deans, Vice Chancellor for Research, Vice Chancellor for University Relations, and the Academic Human Resources Director. CPEVC Kliger will also be keeping a close watch over the business and information technology consolidations to

produce the best possible services for the campus. The final priority for Chancellor Denton and CPEVC Kliger is faculty and staff compensation issues, which will be addressed at the campus level, and vigorously pursued at the systemwide level.

The administration and the Senate worked with the housing office and the Committee on Faculty Welfare over the summer on issues regarding new faculty/staff housing construction at Ranch View Terrace. The group discussed how to create plans for future affordable campus housing. As a result, we have a direction that we want to take in developing solutions for affordable housing. The first housing priority is to build Ranch View Terrace. The second step is to maximize the affordability of campus housing. By providing attractive financing options and providing incentives for existing campus home owners, we hope to have purchasing options available for new entry level faculty. CPEVC Kliger has directed the housing office to pursue aggressively several approaches. These include support programs that are being developed by Office of the President (UCOP), such as increases in the financing to the campus supplemental home loan program, as well as increasing the campus resources to expand the amount of second home loan money and investigating options to modify resale procedures for existing faculty housing.

### **3. Report of the Representative to the Assembly (AS/SCP/1467)**

The report was accepted with one correction on the second page from Professor George Blumenthal; the search for the new chancellor was at Irvine, not Riverside.

### **4. Special Orders: Annual Reports**

#### **CONSENT CALENDAR**

The 2003-04 Rules, Jurisdiction & Elections (RJ&E) Annual Report was added as item L to the consent calendar. It was noticed in the May 20, 2005 Senate Meeting Call but was not accepted at that time. Professor Joel Yellin asked that the Reports of the Committee on Faculty Welfare and RJ&E be pulled from the consent calendar.

Professor Joel Yellin stated the Committee on Faculty Welfare is doing a good job considering all the implications of the problems of housing and salary. He said that the age distribution of faculty can be categorized as lumpy or flat. A lumpy distribution occurs if everyone on the faculty is of certain discreet ages; either young or old. If the distribution is flat, you have a more equal percentage of all ages. He also said the best universities have flat distributions, with faculty covering the range of different career stages. His impression is that UCSC has a lumpy distribution; if there were an attempt to focus on flattening the age distribution, it could address the salary problem.

There was criticism of the performance of the Committee on Rules, Jurisdiction and Elections over the past few years, with respect to lack of responses to questions from Senators and lack of reports from RJ&E on their activities. Professor Scott Brandt stated that he submitted a question to RJ&E in April 2004 and is still waiting for a reply. He asked for the proper procedure with respect to accepting a report known to be factually incorrect - in this case in omitting any reference in the RJ&E 2003-04 Annual Report to the question he had addressed to the Committee regarding the legality of requiring the

reporting of abstentions with respect to departmental votes on personnel matters. He pointed out that if the Rules Committee does not give timely responses to questions from Senators about the Senate Rules, the Senate cannot function properly. Professor Donald Potts, RJ&E 2003-04 Chair, responded that because the request was received at the end of the 2003-04 academic year, the committee wasn't able to convene a meeting. The request was also very complex and involved procedural issues and responsibilities of the administration, faculty and senate.

Professor Joel Yellin noted the absence of a 2004-05 RJ&E annual report, which continues an ongoing problem of lack of reporting from RJ&E. He reported that the problem of lack of response has now spread to the systemwide Rules Committee. An appeal from 12 Senators, properly filed in 2002, has not yet received an answer. He said that if the Rules Committee itself does not obey the Senate rules that govern the Committee, then in effect there are no Senate rules.

Professor Yellin said he has asked the Committee on Privilege and Tenure to examine the question: Does a faculty member have a right to a timely response to a legitimate inquiry to a Senate committee? Continuing the earlier discussion, he pointed out that the Senate deserves an answer from RJ&E to the question whether the Committee on Academic Personnel (CAP) can use the number of abstentions or opinions expressed by those who abstain from personnel actions as evidence in a personnel file. Professor Yellin expressed the opinion that it is not acceptable to penalize one Senator for the failure of another Senator to perform a Senate duty.

Former RJ&E Chair Donald Potts explained that these questions are in response, in part, to requests to departments from deans or CAP to provide an explanation for abstentions on personnel actions. He responded that the Chancellor on each campus is responsible for approving the procedure by which personnel actions are conducted on the campuses and these vary from campus to campus. Robert's Rules of Order states the normal practice in meetings is that one reports yes and no votes only, and ignores the abstentions. Since the number of faculty in each department is known, one can always calculate the number of abstaining faculty, even if not reported. He then stated that it would not be appropriate to identify opinions as those expressed by abstaining members. A person abstaining from the vote is considered not present at the meeting. Also, all opinions should be based entirely on the written evidence that is present in the personnel file.

Professor Scott Brandt moved that the 2003-04 RJ&E Annual Report be returned to the committee for factual corrections. The motion was seconded and opposed by a show of hands. Therefore, the report was accepted. The Senate Chair, after consultation with the parliamentarian, explained that accepting committee reports does not imply that the Senate approves or condones every item in it.

Professor Bill Friedland moved that the Committee on Faculty Welfare 2004-05 Annual Report be returned to the committee for revision. Once the motion received a second, he explained that the report states that much was accomplished with respect to housing, salary, childcare and other faculty welfare issues, yet each section of the report says

nothing was accomplished. Professor Friedland requested a report that reflected the reality that there has been no progress on any of the critical issues in the report, and included some mention that the plan requested through a Senate resolution last spring was not provided by the deadline. Let's at least have a resolution from the committee that states, for example, that there will be no further movement on the LRDP until the administration presents a plan to deal with the recruitment of junior faculty on this campus so that faculty housing can fit their economic levels. The motion was defeated by a show of hands. Therefore, the report was accepted.

## **5. Reports of Special Committees (none)**

## **6. Reports of Standing Committees**

### **a. Committee on Committees:**

#### **Additional Nominations 2005-06 (AS/SCP/1475)**

The Committee on Committees slate of additional nominations for 2005-06, with the following two additions, was passed by voice vote: Committee on Affirmative Action and Diversity - Neferti Tadiar (W&S) and Committee on Faculty Welfare - Manfred Warmuth (W&S).

### **b. Committee on Faculty Welfare:**

#### **Oral Report on Quality of Life Issues**

CFW Chair Greta Gibson gave the following oral report on quality of life issues:

“As we all know, UCSC is facing very difficult issues related to the recruitment and retention of new faculty, and also with issues of faculty morale and well being for those who are already here. Among others, these issues pertain to salaries, housing, childcare, and transportation, and the seriousness of these issues will escalate if housing prices continue at their present rate and if our salaries are not competitive with our comparison institutions. Moreover, to be competitive, we must in all honesty include cost of living comparisons. This means not only that we need to increase faculty salaries, but that we also need to provide competitive housing packages in order to recruit and retain new faculty.

With respect to long-range development plans and the Environmental Impact Report (EIR), CFW has a few comments pertaining not only to housing but also to transportation, and childcare.

## **HOUSING**

We have reviewed the housing mitigations discussed in the EIR and we believe that the EIR under represents the “real” future needs for faculty housing. More importantly, however, we recognize that the EIR is not the place for a full and detailed plan for faculty housing – either on campus or off. A major concern that we have is that solutions to the housing crisis must parallel the recruitment of new faculty. We now have the Administration’s October 13, 2005, Housing Report, which lays out the issues which face us in providing sufficient and affordable housing. This report, while not technically a joint Senate-Administration report, was prepared in close collaboration with members of

the CFW. Our committee appreciates the considerable lengths to which the UCSC administration went in providing the information contained in this report. We look forward to continuing to work with the Administration in the development of a concrete plan for sufficient and affordable faculty, student, and staff housing.

### **TRANSPORTATION**

With regard to transportation and traffic issues, using even the most optimistic projections included in the EIR, it is difficult to avoid the conclusion that there will be substantially longer delays at most key intersections within two or more miles of campus for extended periods during both morning and afternoon peak travel hours. We are concerned about the impact on faculty commute time from home to office, and we would like to work with the administration to come up with some reasonable projections regarding how much longer overall it will take to reach our offices if we move forward with long-range development plans. Apart from the off-campus traffic issues, if “close-in” parking lots are removed, we need to include in our commute time calculations of the additional time needed for getting from more remote parking structures to faculty offices. Particularly for young faculty, many of whom have to juggle childcare with work, substantial increases in commute time both on and off campus will prove a serious hardship. We also anticipate that the additional commute time (and additional cost, if parking fees increase) will cause faculty members to work increasingly from their homes—at least those who are able to do so. We view this result as a negative for the educational life of the campus, our availability to students, and our opportunities to work together as a faculty community.

### **CHILDCARE**

We also wish to address the ongoing need for faculty and staff childcare. The EIR report does not provide clarity on the campus plan to address this growing problem. The only reference to campus childcare plans—at least that we have been able to find in the EIR—appears in the Family Student Housing Redevelopment Project, which states: “amenities in the proposed project include a childcare facility that would replace and expand existing facilities to expand childcare capacity on the site from 78 at present to 178 children.” What is not clear is whether the proposed expansion of the childcare facility includes greater faculty access and priority. In light of this omission, we urge the campus to ensure that faculty and staff childcare needs are explicitly addressed in the LRDP independent of the proposed Family Student Housing project. Without adequate quality childcare for faculty and staff, we believe the campus will face increased recruitment and retention problems in relation to faculty and staff with children.

In closing, let me emphasize that CFW recognizes and supports UC’s mission to educate the top 12.5% of high school graduates and recognizes that to do so UC needs to grow. We also recognize that through growth our Santa Cruz campus will be able to increase our faculty and hence our programs. But we are deeply concerned that we will not be able to recruit and retain top flight faculty without addressing faculty quality of life issues. We look forward to continuing to work with other Senate committees and with members of the Administration to address the very serious issues around salaries, housing, childcare, and transportation.”

Professor Margaret FitzSimmons noted that while CPEVC Kliger indicated that we need to move forward rapidly recruiting new faculty, we have not made significant progress on resolving the issues that are intrinsic to recruitment. Professor Deanna Shemek asked about retention as well as family and partner relocation and partner hires. COC Chair Carol Freeman reported that a joint subcommittee has been formed to discuss the issue of partner employment.

### **7. Report of Student Union Assembly Chair**

Floyd Amuchie, an officer from the Student Union Assembly (SUA), stated that during his first visit to the campus, he was impressed by the people and the fact that UCSC focused on undergraduate education. He decided to attend UCSC because of the financial aid package which unfortunately dropped drastically during his second year. He began to notice the reduction in the number of TAs in his classes, a reduction in access to help outside the classroom, and talk about cutting the programs he found to be vital to his success. Due to these issues he decided to become involved with student government.

Students believe there is a downward shift in the quality at UCSC. We need to put more weight on extracurricular help, retention programs, and student organizations. We also need to improve the selection of majors and departments. Students have seen a shift in funding and resources to the engineering and science departments. There have been many cuts in many areas, including language studies, journalism and ethnic studies. Students have yet to be acknowledged about their concerns. There is a need for diversity in our department and administrative offices and in our classrooms. We need to represent the demographics of the world if we hope to place people successfully in it. One idea formed at an SUA meeting is the implementation of town hall meetings where students can come and express their opinions and concerns along with faculty and the administration.

### **8. Report of the Graduate Student Association President**

Ian Dobbs-Dixon, President of the Graduate Student Association (GSA) reported that student fees were once again raised. The high quality of graduate programs is crucial to excellence in teaching and research on campus. UC doctoral programs rank very highly at present. But there are problems, including slow growth of Ph.D. programs. Most of the growth in graduate education has occurred in the Master's level. International students face visa problems as well as increasing non-resident tuition costs. Stipends for graduate students are not at parity with other programs. There was a distinct lack of UCSC faculty protesting at the Regents meeting this week. Ian requested that faculty call the Governor and the Regents to influence the budget.

### **9. Petitions of Students (none)**

### **10. Unfinished Business (none)**

### **11. University and Faculty Welfare (none)**

### **12. New Business (none)**



Adjournment: 4:35 pm.

ATTEST:

Deborah K. Letourneau  
Secretary  
January 25, 2006