

## MINUTES

Regular Meeting of the Santa Cruz Division  
May 30, 2008

### Meeting

A regular meeting of the Santa Cruz Division of the Academic Senate was held Friday, May 30, 2008 at the Colleges Nine & Ten Multipurpose Room. With Parliamentarian Bruce Bridgeman and Secretary Judith Habicht-Mauche present, Chair Quentin Williams called the meeting to order at 2:30 pm.

### 1. Approval of Draft Minutes

Chair Williams asked if there were any additional changes, other than those submitted in writing, to the minutes of March 7, 2008. As there were none, the minutes were approved.

### 2. Announcements

#### a. Chair Quentin Williams

Chair Williams began by congratulating the 2007-08 Excellence in Teaching Award recipients. The recipients include: Tandy Beal of Theatre Arts, Walter Campbell of the Languages Program, Pascale Garaud of Applied Math and Statistics, Wesley Mackey of Computer Science, Jennifer Park of Art, and Daniel Palleros of Chemistry who received the Ron Ruby Award for Teaching Excellence in the Division of Physical and Biological Sciences. The awards were granted by the Committee on Teaching.

Chair Williams then introduced Tammi Blake, a new Academic Senate staff member.

Chair Williams provided an update on a number of system-wide and campus issues. The University of California's (UC) new president, Mark Yudof, officially starts his position in mid June.

The Board on Admissions and Relations with Schools (BOARS) Committee is considering very significant changes in the UC admissions policy. The Academic Council approved the proposed changes and the system-wide Academic Assembly will consider for transmission to the Regents, a proposal that would confer UC eligibility on the top nine percent of students on a state-wide basis. Because there is a lot of overlap in the top nine percent in the state and those eligible in the local context program, this actually becomes the top ten percent of the state-wide high school students. The remaining roughly two percent of UC eligible students, as dictated by our master plan obligation of taking the top 12.5 percent of California students, will be generated through an expanded "eligible to review" category which incorporates students who have completed 11 out of 15 of the A-G classes by the end of their junior year and have the minimum uncorrected GPA of 2.8. This is a profound change from our current eligibility system which involves the eligibility for UC admission for the top 12.5 percent in a statewide context and top four percent in a local high school context.

Chair Williams discussed the potential budget cuts. He said there are times when a budget cut can provide an opportunity to refocus our budgetary priorities on our

institutional missions of creating and conveying knowledge. Academic programs are the economic engine of the campus; through student enrollments, the state, and external sources. As state funding decreases, external sources become more important, and whether it is private fundraising or governmental funding, donors and funding sources almost invariably have academics as their major focus. The academic programs also produce our institutional product: students with degrees, our research breakthroughs and our entrepreneurship. Chair Williams continued, the academic programs of the campus are the key to our campus budgetary solutions, and we must keep that in mind along with the responsibilities and authority that come with it.

**b. Chancellor George Blumenthal**

Chancellor Blumenthal began his remarks by thanking the Senate leadership, staff and all who worked on Senate committees this year. He commented on the great interactions between the administration and the Senate and said a lot has been accomplished this year.

Chancellor Blumenthal recognized recent significant achievements by faculty. Clair Max was elected to the National Academy of Sciences; Thorne Lay was elected to the American Academy of Arts and Sciences, and the Dean of Humanities, Georges Van Den Abbeele, received the 2008 Blaise Pascale Medal for Social Sciences by the European Academy of Sciences. Chair Blumenthal also congratulated the recipients of the 2007-08 Excellence in Teaching Awards.

Next the chancellor acknowledged the Chancellor's Awards for Diversity recipients including: Professor Richard Hughey from Computer Engineering, Professor Ingrid Parker from Ecology and Evolutionary Biology, Professor Renee Tajima-Pena from Community Studies, Alma Sifuentes who is Dean of Students, the entire Latin American and Latino Studies Department and UCSC Dining.

Chancellor Blumenthal then provided an update on the state budget. The Governor, in his May revision, restored \$98.5 million dollars to his January proposal for the UC system. This provides funding for UC which is equal to the funding that we received as a system during the 2007-08 academic year. If the May revision holds, then funding for UC will be flat, but not cut. This is a result of intense lobbying efforts by administrators, faculty, students, alumni, other friends of the University, and an unprecedented effort by all three segments of higher education to work together, meet with legislators, and lobby for more money for higher education. Chancellor Blumenthal added that a month ago he held a joint press conference with Cabrillo College President Brian King and CSU Monterey Bay President Diane Harrison. He also wrote an op-ed for the San Jose Mercury News with Don Kassing, President of San Jose State University and Martha Kanter, Chancellor of the Foothill-De Anza Community College District.

Chancellor Blumenthal discussed incoming UC President, Mark Yudof, who is currently the Chancellor of the University of Texas system. Yudof has worked very successfully in both Texas and Minnesota to increase the revenue stream to their public education systems and the chancellor is hopeful that Yudof will do the same here. Yudof is committed to increasing revenue and not just through tuition and fees increases. He has a

track record of success. Chancellor Blumenthal is hopeful that UCSC will do very well under Yudof's leadership. Yudof has said explicitly that he hopes to see more UC campuses admitted to the American Association of Universities (AAU), and Chancellor Blumenthal is hopeful that UCSC will be the next campus admitted to the AAU.

Chancellor Blumenthal also said Yudof is committed to the continued decentralization of the UC Office of the President (OP). The office is in the process of downsizing; roughly ten percent of OP has been cut and will no longer appear in the UC budget; another ten percent is being sent out to the campuses. Yudof has stated that he wants further downsizing. Chancellor Blumenthal also believes the new President intends to have the Vice President report to him as opposed to the Provost.

Regarding campus issues, the Chancellor announced that there are two dean searches underway: Arts and Engineering. For Arts, the chancellor just received the report of the search committee and is hopeful the campus can make a successful offer in the next few days and complete the Arts dean search quickly. For Engineering, additional candidates are being interviewed and will be brought to campus. It is an ongoing search, which will hopefully be completed in the fall.

The University Affiliated Research Center (UARC) in Silicon Valley has received a 10 year contract of \$330 million from NASA. It is the largest contract NASA has ever given to a university. UARC just received a NASA public service group achievement award which is a NASA statement displaying pleasure at the work that UARC has done. Additionally, UCSC is working collaboratively with a number of other universities in Silicon Valley, in particular with Foothill-DeAnza College, Santa Clara University and Carnegie Mellon University, to develop the NASA Research Park as a space that would be of use to multiple campuses in a way that is both green and sustainable.

This last quarter, after more than a year's work, the campus completed its sustainability assessment. The assessment is available at <http://sustainability.ucsc.edu/assessment>.

Chancellor Blumenthal provided an update on the upcoming comprehensive fundraising campaign. The administration has interviewed two firms to conduct a feasibility study for the campaign. The administration will do internal assessments this summer. They are refining campus priorities in the interim and are seeking feedback from the Academic Senate on those priorities, and that will be an ongoing discussion.

Next, the Chancellor provided an update on fall enrollments. Freshman statements of intent to register are higher than expected. There is an increase in the yield in terms of the offers made to incoming freshman. Not only are applications up, the yield rate is too - from 21 percent to 23 percent. The Chancellor would like to bring fall enrollment down to the level that it had anticipated and planned for, and the administration is working with the Committee on Admissions and Financial Aid (CAFA) to bring fall enrollments as close to the original targets as possible.

Graduate student enrollments will be up next year. The acceptance rate of graduate student offers increased by four percent this year, and there will be a 17 percent increase in the number of newly enrolled graduate students in the fall; 474 new graduate students.

Finally the Chancellor provided an update on the Long Range Development Plan (LRDP) litigation. The situation has not changed since the last Senate meeting; the campus is still in active negotiations with the city, the county and the Coalition to Limit University Expansion (CLUE). Those mediations are ongoing and the Chancellor is hopeful that it will come to a conclusion soon.

**c. Campus Provost/Executive Vice Chancellor Kliger**

EVC Kliger began by providing an update on the state budget. California's elected leaders must now deal with what is now estimated to be at \$15 billion structural deficit for the state. It is severe and will not be resolved in one year. It will be some time before the state finalizes the UC budget for next year, and the current uncertainty could extend through the summer or beyond. The EVC does not know how the Regents or OP will respond to that budget, but the campus must plan for cuts and move forward with action and not wait until we have the final word on budget.

EVC Kliger said that at a minimum, between \$7 million and \$12.3 million will have to be cut from the campus budget. The low end of the range is based on the governor's May revision budget, which reduces UC's budget by \$234 million. The high end of the range is based on the Governor's January budget, which cuts UC's allocation by \$332 million. These numbers are slightly different than what the Chancellor suggested, because they account for several things: the combination of cuts from the state and mandatory costs that must be covered. Both scenarios consider that there will be a seven percent increase in the education fee for students, and a ten percent increase in the registration fees that were approved by the Regents in May. One third of the increase in fee revenue will go to financial aid, and that nets about \$70 million. Half of the increased registration fees will be dedicated to improving student mental health services for the campus. The EVC expects that the preliminary allocations will be based on the January budget, not the May revision.

In addition to mandated costs such as continuation costs, salaries, health benefit cost increases and academic merits, the campus may be mandated to redirect funding to other areas of the budget. For example, the campus does not know what the Regents will decide regarding high priorities like compensation that are included in the Regents' November budget or what the outcome of collective bargaining will be.

EVC Kliger reported that in February, the principle officers were provided with targets for potential cuts. The planning targets now seem to be a minimum cut that each division can expect and the administration will continue to share information as they receive it.

There are some commitments the campus made last year for funding this year and they may be in question depending on the cuts, but the commitments that the EVC intends to make are for TA's in core courses. The EVC is committed to an appropriate number of

core courses relative to the frosh enrollment and supporting additional TA's to accommodate any expected campus enrollment growth.

Last year the EVC made a commitment to increase our police by four officers but there was only an increase of two. This year he will follow through with his commitment and provide funding for an additional two officers. The EVC will also provide funding for administrative support for the VPAA and General Council. These two operations are desperately in need of staffing support and the EVC intends to provide it.

The EVC also intends to honor previous commitments he made to Information Technology Services (ITS) including, a \$500,000 permanent increase in their budget and a \$1.5 million one time increase in the ITS budget.

Beyond those immediate priorities, the EVC said there are some future priorities the campus needs to consider. The campus needs to determine where it will continue to invest. There are currently four areas the EVC thinks are important: competitive salaries to hire and retain the best faculty, invest in the comprehensive capital campaign to provide buildings and discretionary funds for our faculty, scholarship support and expansion of academic programs, ensure adequate large scale computing capacity to accommodate the work being done in several academic programs across the campus, and the need to invest in efforts to expand research enterprise in Silicon Valley (SV) by recognizing the linkage between the innovation of SV and our opportunity to create partnerships and undertake research that's not possible on the main campus.

Moving forward, the EVC said faculty support is needed in specific ways. As the capital campaign is launched, the faculty needs to support the Chancellor in his fundraising efforts. Faculty need to help get the message out that the University of California offers a great return on investment; UCSC produces new jobs, educates the workforce, provides opportunity for thousands of California students and that our research and public service mission results in improved health and quality of life worldwide.

Finally the EVC closed by thanking Vice Chancellor McGinty, Vice Chancellor Vani, the Academic Senate leadership and a number of Senators who worked together over the last few months to plan the Demonstration Response Program dealing with the career fair that made the event successful. EVC Kliger also thanked the Academic Senate and Senate leadership for its work throughout the year.

Following the announcement Chair Williams opened the floor to comments and questions.

Professor John Vesecky, Electrical Engineering, asked about the anticipated return from the UARC and SV and whether or not that is likely to be significant in the near future.

EVC Kliger responded that the return has already been significant. Over the last few years there has been a large increase in indirect cost recovery for the campus and a large percentage has come from the UARC program. Also, there is an almost \$1 million

management fee that comes to the campus. There has been a substantial input of funds to the campus from that and the EVC anticipates that it will continue to grow. Right now the level of contracts is at about \$25 million per year and UARC hopes to increase that amount to about \$40 million.

### **3. Report of the Representative to the Assembly**

The Senate accepted the report without comment.

### **4. Annual Reports**

#### **a. Committee on the Faculty Research Lecture (AS/SCP/1569)**

Committee on the Faculty Research Lecture (CFRL) chair Donna Haraway presented the committee's nomination for the 2008-09 lecture. CFRL enthusiastically nominates Patricia Zavella, Professor of Latin American and Latino Studies to deliver the 2008-09 lecture. Professor Zavella is one of the world's leading scholars in the fields of feminist ethnography and Chicana/Chicano studies. Her groundbreaking work is widely respected for building the interdisciplinary and transnational agendas in Anthropology, Feminist Studies, Latin American and Latino studies and Chicana/Chicano studies. Patricia Zavella's pioneering research illuminates Chicano/Mexicano social life including issues of labor, migration, family, gender, feminism, health, sexuality and popular culture.

CFRL's nomination was accepted by acclamation.

### **5. Reports of Special Committees**

None

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

#### **a. Committee on Faculty Research Lecture**

##### **i. Proposed Amendments to Santa Cruz Bylaw 13.19 (AS/SCP/1566)**

Chair Williams stated that the proposed amendment has been vetted by the Rules, Jurisdiction and Election (RJ&E) Committee. Since the proposed amendment comes from a standing committee, Senate Chair Williams opened the floor to discussion.

Professor Richard Hughey, Computer and Biomolecular Engineering, moved to add the words "and similar programs" to the proposed amendment. There was a second and the revised wording was accepted.

The Senate then voted on the Amendment to Santa Cruz Bylaw 13.19.

**13.19.1 There are five Santa Cruz Division members, at least two of whom shall be previous Faculty Research Lecturers.**

**13.19.2 It is the duty of this Committee to nominate for election by the Santa Cruz Division a member of the Division who has made a distinguished record in research to deliver a lecture upon a topic of his or her selection. This**

**nomination for the succeeding academic year shall be made not later than the final meeting of the Santa Cruz Division in the spring term.**

**The Committee shall also make recommendations to the administration on the selection of candidates for the Regents' Lecturers and Professors Program and similar programs.**

The amendment passed by voice vote.

**b. Committee on Committees**

**i. 2008-09 Committee Nominations (AS/SCP/1571)**

Joe Konopelski, Chair of the Committee on Committees (COC) presented additional 2007-08 nominations. These include: Mark Carr – Assembly Representative, Stanley Williamson – Secretary (*Fall*), Raoul Birnbaum – Committee on Admissions and Financial Aid, Sue Carter – Chair, Graduate Council (*Fall & Winter*), Sandra Faber – Chair Graduate Council (*Spring*), and Piero Madau – Committee on Planning and Budget.

All the nominations were approved by acclamation.

**ii. Dean McHenry Award for Distinguished Leadership in the Academic Senate (AS/SCP/1567)**

COC presented the Dean McHenry Award to Professor Roger Anderson, Chemistry & Biochemistry. Professor Anderson arrived at UCSC in 1969 and has contributed many years of Senate service. He has served on and chaired numerous committees including: the Committee on Admissions and Financial Aid (CAFA), the Narrative Evaluation Committee, Committee on Planning and Budget (CPB), the Committee on Faculty Welfare (CFW), the systemwide CPB (UCPB), was Senate Vice Chair, Assembly Representative and Senate Chair.

**c. Committee on Educational Policy**

**i. Amendment to Regulation 10.4 on Majors and Minors (AS/SCP/1564)**

Committee on Educational Policy (CEP) Chair Jaye Padgett presented information on the amendment to regulation SCR 10.4 regarding majors and minors. CEP Chair Padgett explained that the proposed changes would do the following: Require that a major program include a minimum of 40 upper division credits (typically eight courses) of course work. Current regulation sets a minimum of 25 upper division credits for minors but is silent about majors.

The other amendment which would have a more far reaching effect on students is to allow upper division courses to simultaneously satisfy requirements of distinct majors and/or minors, subject to the condition that every major or minor program of study include, uniquely to that program of study, the minimum required credits for a major or minor (respectively). There must be a unique 40 credits per major and a unique 25 credits per minor.

When it comes to weighing the substance of a program like a major or minor, upper division courses have a special status. Current regulation allows any amount of overlap or double counting of courses at the lower division level (i.e., lower division courses may simultaneously satisfy requirement of upper division courses). Some majors and/or minors have been granted a systematic exception to this regulation by CEP, as allowed by Santa Cruz Regulation 10.4.

Many students, including high achieving students, wish to pursue double majors or minors in addition to their majors, seeking both the challenge and the formal recognition for doing so. In allowing no overlap of courses at the upper division level, UC Santa Cruz makes it more difficult to do this than any other UC campus. If this change is made it would clean up the current state of affairs because the current regulation does say that CEP can grant exceptions, and it has done so over the years. If the proposed changes are made no exceptions will be allowed because CEP believes it is enough overlap that everyone should be happy. All departments would have to remove clauses regarding double counting.

Professor Richard Hughey, Computer and Biomolecular Engineering, commented that he believes the plan makes sense for double majors because a typical major on campus might have 9 – 10 courses, so this allows some overlap. Excluding electrical engineering which he suspects is a severe outlier, Professor Hughey believes most minors are much closer to the 25 units so the effect of this policy will be more like students are not allowed to double count with a minor, because most minors are at the 25 upper division units. Professor Hughey then asked if that is the intended effect.

CEP Chair Padgett responded that CEP decided independently how much a minor and major has to be and CEP would like the double counting policy to reflect that. CEP Chair Padgett does not know what proportion of the existing minors go significantly above 25. There are others in science that are higher than 25.

Professor Deanna Shemek, Literature and Provost of Cowell College, inquired how the accounting is going to work at the level of individual faculty doing advising. Professor Shemek used the example of when a student from Linguistics comes for advising and is majoring or minoring in something that has overlapping courses, is the campus going to be sending this student to a preceptor or studying the requirements of the other major, or will the student have designated the courses that are possible overlaps?

CEP Chair Padgett replied that the campus has to make sure there is a strong system in place such that the relevant programs have to communicate. Advising the student may open the door to more possible confusion, but they already experience this because of all the exceptions to double counting that are allowed. In fact, it is not clear to CEP that there is unallowable double counting going on now. There is nothing regulating it. CEP is clear that we need to follow up with control mechanisms. There is a preceptor and a registrar on CEP and they think it is doable.



Professor Herbie Lee, Applied Math and Statistics, said that UCSC currently has a minor that requires 25 upper division units and we also have language that says, “Up to two courses may be double counted.” He asked if he is to interpret this as saying that it will no longer be allowed and we need to restructure our program.

After some discussion CEP Chair Padgett determined that the current amendment wording would not allow what Professor Lee suggested.

Professor Hughey suggested thinking of this as a two level regulation. The first part is about having 40 unique units for any major; beyond that you can double count if that is the intent. The way of making this adjustment would be to say that the 25 unit minimum for minors only applies to other minors, meaning, for someone doing multiple minors. The wording change for that would be, “The 25 upper division credits may not be used to satisfy the requirements of any other minor,” getting rid of “the major or minor.” Professor Hughey then made a motion to strike the words “major or” so it only says, “of any other minor.”

Senate Chair Williams asked for a second on the motion. There was no second and the discussion continued.

Professor Peggy Delaney, Ocean Sciences, suggested a problem with the amendment is that “requirements” is used in two different ways. There are a number of requirements for a major and a minimum credit unit requirement to count something as distinct to the major if you have overlap. Professor Delaney put forward a friendly amendment to replace the two places where it reads “requirements” to “minimum credits.”

The friendly amendment was accepted.

The Senate then voted on the proposed amendments to Santa Cruz Regulation 10.4 (AS/SCP/1564).

**10.4.1 Students must formally declare their major field before enrolling for their third year (or equivalent). Students admitted to the University of California with upper-division standing must formally declare their major field during their second term of residency, if they have not done so earlier.**

**10.4.2  
Unchanged.**

**10.4.3 Double major.  
Renumbered to 10.4.7**

**10.4.3 Major.  
A student becomes eligible for a major by fulfilling the requirements for the major established by the sponsoring agency. The major will involve substantial work in the discipline, and require no fewer than 40 upper-**

**division or graduate credits, unless an exception is granted by the Committee on Educational Policy.**

**10.4.4 Minor.**

**A student becomes eligible for a minor by fulfilling the requirements for the minor established by the sponsoring agency. The minor will involve substantial work in the discipline, and require no fewer than 25 upper-division or graduate credits, unless an exception is granted by the Committee on Educational Policy. A minor may be offered in a subject not offered as a major.**

**10.4.5 Individual major.  
Unchanged.**

**10.4.6 Combined major.  
Unchanged.**

**10.4.7 Additional majors or minors.**

**A student becomes eligible for additional majors or minors by fulfilling the requirements of the declared majors and minors. Courses used to satisfy the requirements for each major must include a minimum of 40 upper-division credits (as per 10.4.3) not used to satisfy the minimum credits of any other major or minor. Courses used to satisfy the requirements for each minor must include a minimum of 25 upper-division credits (as per 10.4.4) not used to satisfy minimum credits of any other major or minor. Courses taken beyond these minimums to satisfy upper-division requirements for a major or minor may be applied toward another major or minor. Departments may approve substitution of appropriate upper-division courses to satisfy the requirements of this section.**

**Lower-division courses may always simultaneously satisfy the requirements of different majors and/or minors.**

**10.4.8 Passing work in Major or Minor.**

**Students must complete all requirements for the major or minor with grade P, C (2.0) or better.**

The amendment passed by voice vote.

**iii. Proposal to Reform General Education at UCSC (AS/SCP/1572)**

CEP Chair Padgett began by explaining that CEP has been discussing General Education (GE) reform for about a year and a half and is trying to approach this in the most consultative way possible. A CEP representative has visited every department on campus and will have soon met with student representatives of every college, and also just completed an online poll of students. CEP has been consulting with other Senate and campus constituencies and this will continue.

CEP has a draft reform proposal for discussion. After receiving feedback, CEP will revise the proposal and put legislation up for a vote this fall. At this point, CEP wants the focus to be on education, but will have consulted with CPB and produced something that gives a clear picture of resource implications and more details about implementation.

The current GE requirements date back to 1984, and students, faculty and the world are different today. The purpose of GE is to broaden minds, expose students to possible majors, preparation for lifelong learning, and provide a sense of institutional identity and promote student retention and success. Some guiding principles identify that our GE requirements should:

- Be easy to understand.
- Have a clear vision and rationale.
- Distinguish UC Santa Cruz.
- Avoid over burdening students, consistent with meeting our education goals.
- Make use of known best practices.

CEP Chair Padgett then discussed the details of the proposal, which was previously distributed in the Senate call (AS/SCP/1572). Following the presentation of the proposal the floor was open to questions and comments.

Professor Paul Koch, Chair of Earth Sciences asked what would happen if we focus the college core on writing instruction and don't change any of the other areas?

CEP Chair Padgett responded that colleges are pretty invested in an academic theme for the college; the idea that colleges have an academic identity, which is something unique to our campus and worth holding onto. This proposal makes that stronger. CEP Chair Padgett does not think it is easy to convince most Provosts to just work on writing. A writing course is never just about writing. Colleges have a well defined set of academic objectives that they are trying to meet apart from that. Many Provosts feel it is already tough to accomplish all the core course needs to do in ten weeks.

Professor Michael Nauenberg, Emeritus in Physics, commented that he is pleased to hear the comments about multi disciplinary courses. For the past ten years Professor Nauenberg has submitted a proposal about an interdisciplinary course between Humanities and Sciences which focuses on the history of science starting with the Greeks and Islamic science, a subject that is taught on all other UC campuses, but not here. His proposal has not been approved, and Professor Nauenberg feels leadership from above is missing. He is concerned about how this will be implemented. Professor Nauenberg encouraged CEP's proposal to have a special committee to review courses. He feels it is an important part of CEP's excellent recommendations for improvement.

CEP Chair Padgett replied that proof exists at other universities that it can be done. He is hoping it is possible here and agrees strong leadership is needed, and it is partly up to CEP to take on that role. CEP has to personally approach faculty and departments to convince them to do it.

Professor Jim Gill, Earth and Planetary Sciences made two statements. CEP's interdisciplinary clusters are what 25 years ago the topical courses were set up to achieve. They created a niche that we hoped the colleges would fill but they did not. The second is the introductory courses as envisioned 25 years ago were not to be "something from any division." They were meant to be the core, rigorously taught introductions to departments; the same thing the departments would use to induct their own majors. The intent was to have students experience that in six different departments. Professor Gill fears the "Ways of Knowing" would drive the discussion, and it would be difficult to introduce disciplines in ways that simultaneously taught cross culture or diversity. There could be something substantive sacrificed by that approach.

CEP Chair Padgett agreed with the second point and commented that one difference on the first point between now and before is part of the history of the colleges was a fight over faculty allegiance and the colleges lost. It would be hard to do what we are doing if we are not assuming that these topical clusters are still departmental courses taught in the way topical ones are. CEP's hope is that the resource structure of things now doesn't provide any particular reasons for departments to resist this.

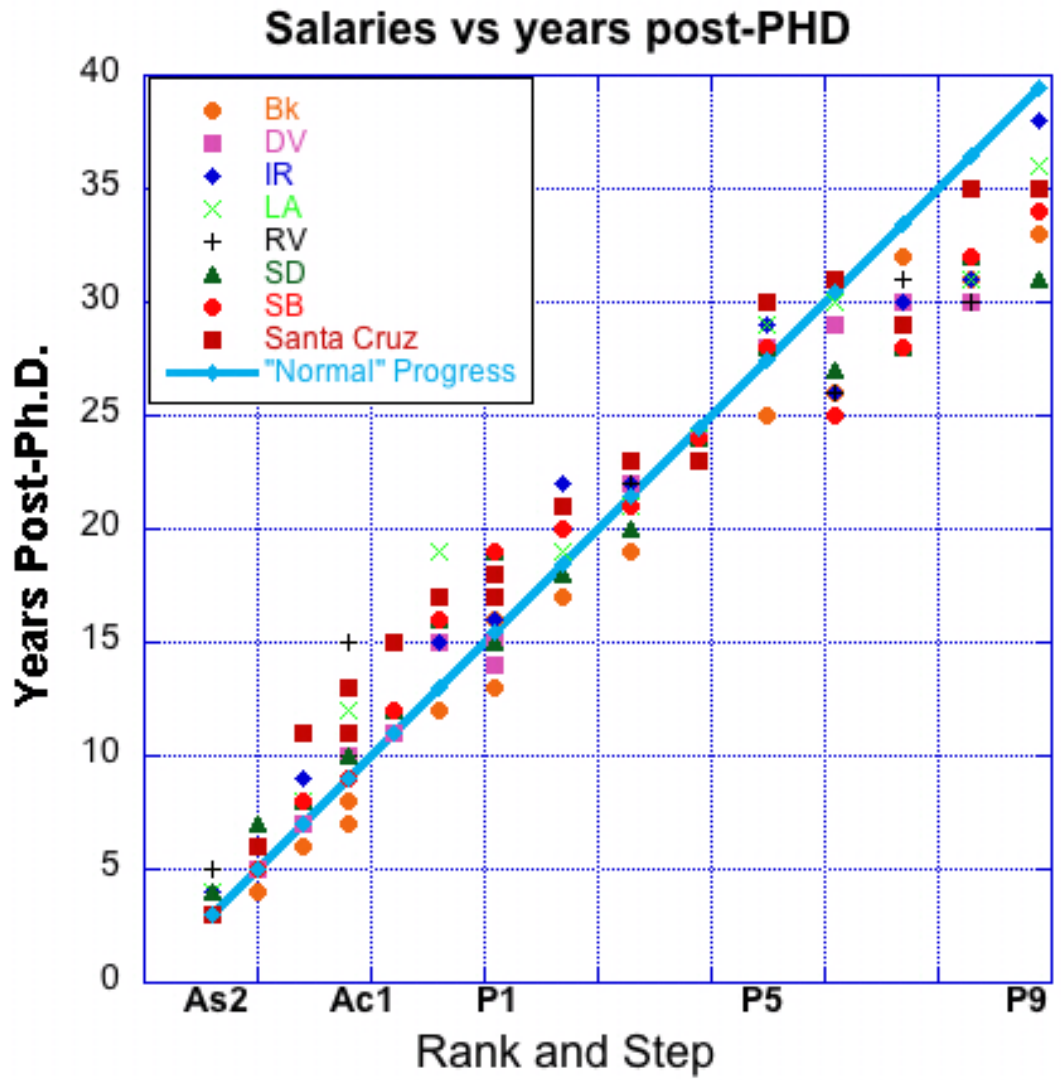
**d. Committee on Faculty Welfare**

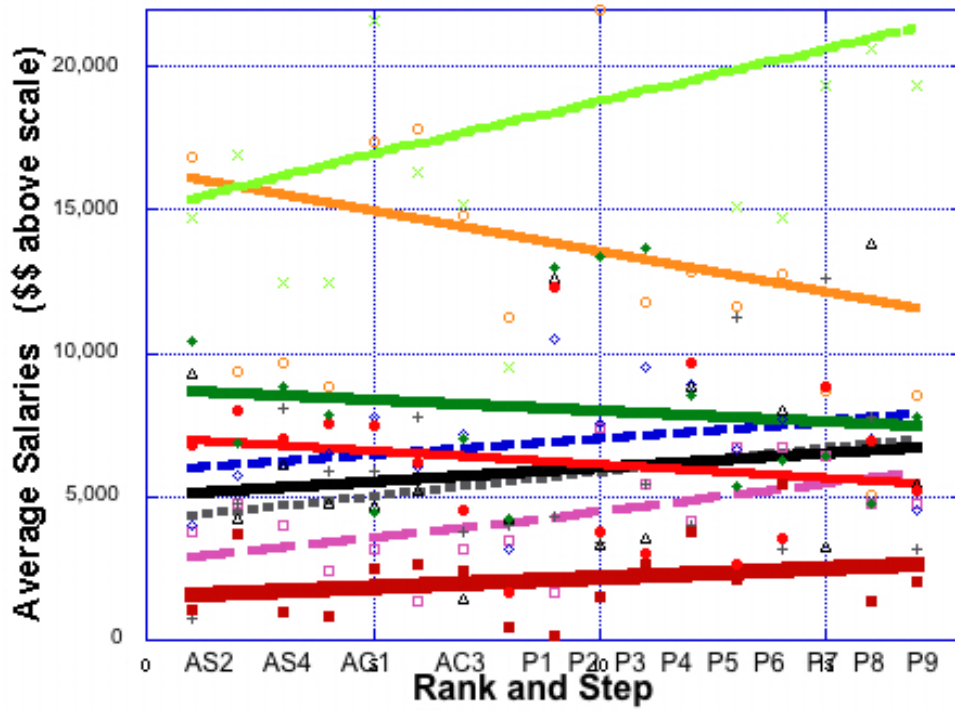
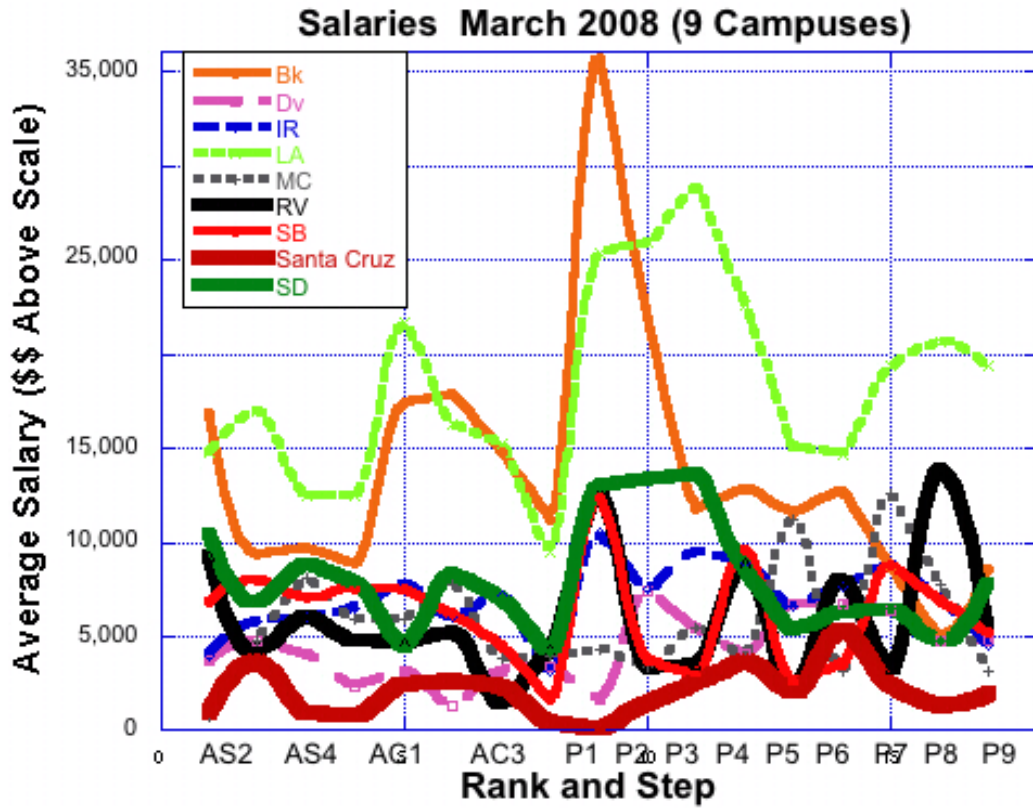
**i. Report on "Quality of Life" Issues (AS/SCP/1565)**

Committee on Faculty Welfare (CFW) Chair Ted Holman provided an update on faculty issues. There are three main issues that the committee is monitoring: salaries, housing and childcare. The Master Housing Plan is not expected to be completed until the LRDP lawsuit is settled, and there is currently no clear path to generate affordable faculty housing. Childcare had a licensing issue in the fall, but CFW is looking past that to add an academic component to childcare and make it more of an educational experience. CFW Chair Holman stated that if the quality of life for faculty goes down, the quality of our faculty will go down and the future of UCSC will be questionable.

Following CFW Chair Holman's presentation Senate Chair Williams called on Committee on Academic Personnel (CAP) Chair Barry Bowman and CPB Chair Gillman to discuss comparative faculty salaries.

CAP Chair Barry Bowman presented the following charts during his presentation on faculty salaries.





CAP Chair Bowman began by explaining that the Academic Personnel Office (APO) has collected a data set to compare UCSC salaries to other UC campuses. Without any external complications, this data set included 4,900 faculty in the Liberal Arts, removing Economics and compared Humanities, Social Sciences, Natural Science and Arts. They also had a data set for Business and Engineering and the trend is the same.

According to the data, when comparing rate of advancement through rank and step, UCSC's rate of acceleration is similar to other UC campuses. Salaries are not comparable though. There are salary data for every rank and step for the nine campuses. If you are an assistant II at UCSC, your salary is about \$1,000 above the scale. If you are at Berkeley or UCLA, your salary is about \$15,000 above the scale. The concern has always been that UC would degenerate into a tiered system, and it looks like that has happened. For Berkeley and UCLA at every rank and step, the average salary is about \$15,000 above the scale. The next cluster is about \$6,000 above the scale, and the below that, there is UCSC. UCSC has a smaller proportion of people off scale, and those off scales are at a smaller dollar amount. UCSC has had a very conservative approach to rewarding exceptional performance. In the fast few years, other campuses have run away from us in terms of salary.

CAP feels UCSC must do something about this. CAP Chair Bowman stated if it does not, it is a self designation of inferiority. To get to the middle of the pack would mean raising everyone's salaries by about \$5,000. That is approximately \$3 million total which is a lot of money, but in a \$400 million budget, it is about ½ percent.

CPB Chair Gillman reported that the Senate Executive Committee (SEC) requested these data from the administration and did the number crunching that shows what most people already felt was true. A joint Senate/Administration Task Force will form over the summer that will focus on short and long term solutions for UCSC salaries. To wait for the OP four year plan will not work. The four year plan will not fix UCSC's problem relative to the other campuses. The administration has agreed on the constitution of this task force and the first action is that by the end of June, the task force will develop some action plan to be implemented for next year with solutions ranging from a \$4,000 increase and other analyses that may take longer.

Professor Koch commented that when he was Chair of CPB they did a similar analysis and his memory is that things were not as bad as this three years ago.

CAP Chair Bowman responded that other campuses have been adding a lot of off scale to their steps in the recent past and UCSC has not. It was surprising that the OP salary scale adjustment did not make much of a difference, it is not clear that UCSC even gained on other campuses.

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

Jamal Atiba, the Student Union Assembly's (SUA) Commissioner of Academic Affairs, provided an update on recent SUA activities. Mr. Atiba began by saying that the spring quarter has been very busy for the SUA. SUA has been preparing for the coming year.

This includes passing standard rules and financial bylaws for general body meetings and constructing a budget for 2008-09. SUA also held campus wide elections for the six officer positions and colleges held elections for their governments. Although voter turnout was not high, a substantial number of students did participate and SUA hopes to do better next year.

Recently the Internal Vice Chair of SUA and the Student Committee on Committees (SCOC) held their quarterly cross committee communications caucus to discuss issues and share information. The event was well attended and introduced many new students to new opportunities. The event was especially important as SCOC will soon be making appointments for next year's positions. It is often hard for SCOC to get undergraduates on committees and Mr. Atiba asked that faculty encourage student involvement. Having undergraduate representation ensures their concerns and opinions are heard and it helps faculty who are charged with making the important decisions.

The state budget is a great concern to the SUA. In addition to lobbying visits on state and national levels, the SUA recently held a week of information and action to alert students to the issue. With a substantial cut in the UC systems and rising registration fees, students are facing a grim future. Mr. Atiba feels all must continue to work together to find creative solutions to problems.

Mr. Atiba discussed the system wide strike of American Federation of State, County and Municipal Employees (AFSCME) union. Due to unsuccessful contract negotiations the union voted to strike next week, but the university has made additional offers and the strike has been called off. There are many students who are concerned for the workers and their efforts to obtain a good contract. Many were prepared to not attend classes and stand in solidarity with the workers who are striking. Since the issue effects the whole campus, Mr. Atiba urges the faculty to become informed of the situation, become involved and communicate their ideas on the issues to other interested individuals.

Next Mr. Atiba brought up the issue of demonstration and protests. He feels that with the challenging and difficult situation of the LRDP/Biomedical facility protest, the campus must not let illegal demonstrations affect our judgment to let all people protest legally. We should not condemn all protests and demonstrations. Mr. Atiba asks that faculty members have non confrontational discussions to address these issues and work to solve them. Mr. Atiba reported that David Horowitz recently came to campus to give a lecture on academic freedom. Mr. Atiba feels that it is most beneficial for the UCSC community not to focus on the content of his lecture, but the reasons for it. Students asked him to come, and this may suggest that certain students do not feel comfortable expressing their opinions and feel the need to use attention grabbing methods to get their viewpoints across. We need to continue UCSC's commitment to ensuring all members of our community feel safe in sharing their opinions. We need to make sure that ideas are freely exchanged so as not to result in misplaced anger and tension.



Mr. Atiba closed by saying it has been a pleasure to work with the Academic Senate this year. He thanked Senate Chair Williams and CEP, and said progress has been made in improving faculty and student relations and he hopes this trend continues.

Mr. Atiba then introduced the new Commissioner of Academic Affairs, Matt Palm, and wished him luck in the coming year.

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

Graduate Student Association (GSA) President Chelsea Juarez reported on four topics. She began with the recent 4-20 event on campus. GSA is unhappy with the last minute campus closure that took place that day, and the short notice in which the closure email was sent. The graduate students found this to be disruptive, particularly the lack of communication. Ms. Juarez said if we could communicate as faculty and administrators and students our community would be strong. The graduate students felt they were not included in that decision and they felt isolated from the campus; not only was it an issue to get to their labs, but also to get home safely. In the future, the graduate students understand that the campus needs to make decisions in the students' best interest, but Ms. Juarez urged the faculty to take note of this experience and engage in a discussion prior to the next 4-20 event.

The graduate student symposium was held last week, and it was a great success. Ms. Juarez thanked Graduate Dean Sloan for her contributions. GSA has made plans to increase the space for next year.

The GSA held their elections, but their presidential election was postponed. Ms. Juarez will introduce the new president at the fall Senate meeting.

Finally, Ms. Juarez announced that EVC Klinger made the decision to retain the Graduate Student Health Insurance Plan (GSHIP), which indicates to her that the administration is demonstrating that the quality of life of graduate students is important.

Senate Chair Williams thanked both Mr. Atiba and Ms. Juarez for all their hard work throughout the year.

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

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

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

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

Adjournment: 5:00 p.m.

ATTEST:

Stanley Williamson  
Secretary