COUNCIL ON FACULTY WELFARE,  
DIVERSITY, AND ACADEMIC FREEDOM (CFW)  
MEETING NOTICE 

Tuesday, October 30, 2012  
3:30 - 5:30 P.M.  
Aldrich Hall, Room 338

I. CHAIR’S REPORT  
A. Welcome  
B. Introduction of New Members  
CFW Membership Roster & Meeting Schedule  
C. Subcommittee Assignments  
D. CFW Guidelines for Information Sharing & Commitment  
E. Senate Bylaw 99. Council on Faculty Welfare  
F. Senate Retreat Agenda  
w/ Guidelines for Chairs of Senate Committees and  
Academic Senate Recusal Policy  
G. Status of Ongoing Business  
H. CFW’s Website:  http://www.senate.uci.edu/Councils/CFW/index.asp

II. CONSENT ITEMS  
A. Draft Minutes – June 12, 2012  
B. CFW’s Annual Report for 2011-2012

III. SUBCOMMITTEE ON EMERITI AFFAIRS  
A. Status Report

IV. FACULTY WELFARE ISSUES UNDER REVIEW - None

V. UCI SENATE ISSUES UNDER REVIEW - None

VI. UC SENATE ISSUES UNDER REVIEW  
A. UC Review of “Rebunching” Report  
Lead Reviewers: FW Subcom. - Meenakshisundaram, Dalton, Guidotti, Olivieri  
Issue: Request for Formal Systemwide Review and Comment  
Action/Deadline: Comments/Memo to Senate Chair prior to Nov. 6 Cabinet Mtg.  
B. UC Review of Negotiated Salary Plan  
Lead Reviewers: FW Subcom. - Meenakshisundaram, Dalton, Guidotti, Olivieri  
Issue: Request for Formal Systemwide Review and Comment  
Action/Deadline: Comments/Memo to Senate Chair prior to Nov. 6 Cabinet Mtg.

VII. STATUS REPORTS  
A. University Committee on Faculty Welfare (UCFW)  
   Gopi Meenakshisundaram, UCFW Rep  
   (1st Mtg. of UCFW – October 12, 2012)  
B. University Committee on Affirmative Action and Diversity  
   Grace Tonner, UCAAD Rep  
   (1st Mtg. of UCAAD – October 18, 2012)
C. University Committee on Academic Freedom  
   Jean Daniel Saphores, UCAF Rep  
   (1st Mtg. of UCAF – November 8, 2012)

D. Academic Personnel  
   Joan Tenma, Director, AP

E. Equal Opportunity & Diversity Status Report  
   Gwen Kuhns Black, Associate Director, OEOD

F. Human Resources/Benefits Status Report  
   Melody McCulloch, Benefits Supervisor  
   (Alternate: Kellie Jones)

VIII. INFORMATION ITEMS  
(Includes correspondence generated from previous meeting)

A. Final Status Report for 2011-12  
8A (pg. 70-75)

IX. NEW BUSINESS

X. ADJOURNMENT

Distribution

Gopi Meenakshisundaram, Chair  
Bruce Blumberg  
Zhongping Chen  
Teresa Dalton  
Lucile Faurel  
Michelle Garfinkel  
James Given  
Patrick Guidotti  
Sabee Molloi  
Vincent Olivieri  
Jean Daniel Saphores  
Annette Schlichter  
Grace Tonner  
Kyoko Yokomori  
Emeriti Members: (3)  
   Alan Elias  
   Julian Feldman  
   William Parker  
(UCIEA President is Ex-Officio to Emeriti Subcom.)  
Representatives:  
   Linda Murphy, LAUC-I Rep  
   TBA, ASUCI Rep  
   Victor Quintanar, AGS Rep  
Consultants:  
   Gwen Kuhns Black, OEOD  
   Lynda Poirier, Human Resources  
   Alternate: Kellie Jones  
   Joan Tenma, Academic Personnel

c: Mary Gilly, Senate Chair

A Reminder:  
Members should be prepared to lead discussions on topics for which they are listed on the agenda. For more complex issues, the reviewers may want to engage in an email dialogue or meeting prior to the CFW meeting. Senate Councils are working to improve the level of advice and counsel that they offer, and this step will improve the quality of CFW’s discussions. Following the Council’s discussion, and if a written response is required, a reviewer may be asked to prepare a draft memo for the Chair’s signature. To promote careful review, each agenda item will be distributed to the designated reviewers and/or subcommittee a week prior to the meeting.
COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM (CFW)
2012-2013

FACULTY MEMBERS (3 year terms)
Gopi Meenakshisundaram, ‘13, Chair & Rep to UCFW & Chancellor’s Child Care Com.
Computer Science, Zot 3435
Ext. 9498, gopi@uci.edu

Bruce Blumberg, ‘13
Dev. And Cell Biology, Zot 2305
Ext. 8573, 6873, blumberg@uci.edu

Zhongping Chen, ‘13
Biomedical Engineering, Zot 1475
Ext. 1247, z2chen@uci.edu

Teresa Dalton, ‘15
Crim., Law and Society, Zot 7080
Ext. 9206, tdalton@uci.edu

Lucile Faurel, ‘14
Merage School of Business, Zot 3125
Ext. 0020, lfaurel@uci.edu

Michelle Garfinkel, ‘14
Economics, Zot 5100
Ext. 3190, mrgarf@uci.edu

James Given, ‘13
History, Zot 3275
Ext.4294, jbgiven@uci.edu

Patrick Guidotti, ‘13
Mathematics, Zot 3875
Ext. 1266, pguidotti@fastmail.us

Sabee Molloi, ‘14
Radiological Sciences, Zot 5000
Ext. 5904, symolloi@uci.edu

Vincent Olivieri, ‘14
Drama, Zot 2775
Ext. 2529, olivieri@uci.edu

Jean Daniel Saphores, ‘15, Rep to UCAF
Civil & Environmental Eng., Zot 3600
Ext. 7334, saphores@uci.edu

Annette Schlichter, ‘15
Comparative Literature, Zot 2651
Ext. 6406, aschlich@law.uci.edu

Grace Tonner, ‘14, Rep to UCAAD (Sab SQ ’12)
Law, Zot 800
Ext. 4037, gtonner@law.uci.edu

Kyoko Yokomori, ‘15
Biological Chemistry
Ext. 8215, 2158, kyokomor@uci.edu

EMERITUS REPS (3) (2 Yr. Terms)

Julian Feldman, ‘13
ICS, Zot 3425
(949) 644-1665, feldman@ics.uci.edu

Alan Elias, ‘14
Medicine, Zot 4087
Phone: (949) 387-0448, anelias@uci.edu

William Parker, ‘14
Physical Sciences, ZOT: 4575
Ext. 5948, william.parker@uci.edu

CONSULTANTS:

Gwen Kuhns Black, Associate Director
Office of Equal Opportunity & Diversity, Zot 1130
Ext. 45594, gwen.black@uci.edu

Melody McCulloch, Insurance & Retirement Consultant
Office of Human Resources, Zot 4600
Ext. 47166, mlmccull@uci.edu

Joan Tenma, Assistant VC
Office of Academic Personnel, Zot 1015
Ext. 45104, jtenma@uci.edu

OTHER REPRESENTATIVES

Linda Murphy, Library Rep.
Ext. 46419, lmurphy@uci.edu

TBA, ASUCI Rep

Victor Quintanar, AGS Rep
quintanv@uci.edu

Council Analyst: Charlene Mandau,
Academic Senate, Ext. 5559, charlene.m@uci.edu

Revised 10/16/2012
CFW 10.30.2012, Page 3 of 75
The CFW meetings for 2012-2013 have been scheduled for:

- Tuesday, October 30, 2012
- Tuesday, November 27, 2012
- Tuesday, January 15, 2013
- Tuesday, February 12, 2013
- Tuesday, March 12, 2013
- Tuesday, April 9, 2013
- Tuesday, May 14, 2013
- Tuesday, June 11, 2013
- Tuesday, July 9, 2013 (usually cancelled due to a lack of business)

All meetings are held on Tuesdays from 3:30 to 5:30 p.m. in Aldrich Hall, Room 338. Agendas will be published on CFW’s web page and an email meeting confirmation will be sent out a week in advance of each meeting.

2012-13 Universitywide Senate Committee Meetings

University Committee on Faculty Welfare
CFW Rep: Gopi Meenakshisundaram
(J. Daniel Hare will be the Chair of UCFW)
- Friday, October 12, 2012 (Room TBD)
- Friday, November 9, 2012 (Room TBD)
- Friday, December 14, 2012 (Room TBD)
- Friday, January 11, 2013 (Room TBD)
- Friday, February 8, 2013 (Room TBD)
- Friday, March 8, 2013 (Room TBD)
- Friday, April 12, 2013 (Room TBD)
- Friday, May 10, 2013 (Room TBD)
- Friday, June 14, 2013 (Room TBD)
- Friday, July 12, 2013 (Room TBD)

Meetings are held at the Office of the President, from 10:00 a.m. to 4:00 p.m.

University Committee on Academic Freedom
CFW Rep: Jean-Daniel Saphores
- Tuesday, November 8, 2012 (Room 5320)
- Thursday, March 21, 2013 (Room 5320)

Meetings are held at the Office of the President, from 10:00 a.m. to 4:00 p.m.

University Committee on Affirmative Action and Diversity
CFW Rep: Grace Tonner
- Thursday, October 18, 2012 (Room 5320)
- Thursday, January 10, 2013 (Room 12322)
- Thursday, April 18, 2013 (Room 5320)
- Thursday, June 20, 2013 (Room 5320)

Meetings are held at the Office of the President, from 10:00 a.m. to 4:00 p.m.

(Revised on 10/16/2012)
**Additional Meetings for the Chair of CFW to attend at UCI.**

**Divisional Senate Assembly:**
- December 13, 2012
- February 7, 2013
- March 14, 2013
- May 2, 2013
- June 6, 2013

All meetings are held on **Thursdays** in Aldrich Hall, Room 338, from 3:30 to 5:00 p.m.

**Senate Cabinet:**
- October 8, 2012 – Senate Retreat, Monday – 1:00-4:00 p.m.
- October 9 & 23, 2012
- November 6 & 20, 2012
- December 4 & 18, 2012
- January 8 & 22, 2013
- February 5 & 19, 2013
- March 5 & 19, 2013
- April 2 & 16, 2013
- May 7 & 21, 2013
- June 4 & 18, 2013
- July 2, 2013

All meetings are held on **Tuesdays** in Aldrich Hall, Room 338, from 3:00 to 5:00 p.m.

**Lunch Meetings with the Chancellor, EVC/Provost and Senate Cabinet Members:**
- Fall Quarter – Tuesday, October 30, 2012
- Winter Quarter – Tuesday, February 19, 2013
- Spring Quarter – Tuesday, May 21, 2013

Luncheons are held at the University Club (Room A) from 12:00 p.m. – 1:30 p.m.

**CFW sends one Rep to the Chancellor’s Advisory Committee on Child Care**
Scheduled by the EVC’s Office
- CFW’s Rep for 2012-13 – Gopi Meenakshisundaram
COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM

Subcommittee Membership List for 2012-13:

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) sends representatives to the following UC Senate committees during the academic year:

University Committee on Faculty Welfare (UCFW) – Gopi Meenakshisundaram
University Committee on Academic Freedom (UCAF) – Jean Daniel Saphores
University Committee on Affirmative Action & Diversity (UCAAD) – Grace Tonner

A. Faculty Welfare –
   1. **Gopi Meenakshisundaram, ’13, Chair & UCI/CFW Rep to UCFW**
      2. Teresa Dalton, ‘15
      3. Patrick Guidotti, ‘13
      4. Vincent Olivieri, ‘14

B. Academic Freedom
   1. Annette Schlichter, ‘15
   2. Kyoko Yokomori, ‘15
   3. Bruce Blumberg, ‘13
   4. Jean Daniel Saphores, ‘15, Chair & UCI/CFW Rep to UCAF

C. Affirmative Action and Diversity
   1. **Grace Tonner, ‘14 – Chair and UCI/CFW Rep to UCAAD**
      2. James Given, ‘13 (on leave SQ ’12)
      3. Sabee Molloi, ‘14
      4. Lucile Faurel, ‘14

D. Emeritae/i Affairs – The Subcommittee often meets 30 minutes prior to CFW’s mtg. in Aldrich Hall, Rm 304A.
   1. Julian Feldman, ‘13
   2. Alan Elias, ‘14
   3. Michelle Garfinkel, ‘14 (A Non-emeriti member of CFW)
   4. William Parker ‘14
   5. Cal McLaughlin – *Ex Officio Member* (Chair of UCIEA and UCI Rep to CUCEA)

E. Chancellor’s Advisory Committee on Child Care – Rep from CFW
   1. Gopi Meenakshisundaram
Subcommittee Profiles:
All Subcommittees may initiate studies, review and/or comment on any issue related to its area of interest. The subcommittees’ recommendations, with CFW’s approval, may be forwarded to the Irvine Divisional Senate, the Administration (via the Senate Chair), and/or the Universitywide Senate committees.

The Council's agenda often designates a lead subcommittee for each agenda item. Members of the designated subcommittee will be expected to take a lead role in the discussion at the meeting.

Subcommittee on Academic Freedom
The Subcommittee on Academic Freedom’s area of interest may include any conditions within or without the University which may affect the academic freedom of the University community.

Jean Daniel Saphores will chair the Subcommittee on Academic Freedom and will also represent CFW and the Irvine Division at the University Committee on Academic Freedom (UCAF). UCAF usually meets twice a year in Oakland.

Subcommittee on Affirmative Action and Diversity
The Subcommittee on Affirmative Action and Diversity’s area of interest may include campus and UC procedures and data that relate to the status of women and minority faculty.

Grace Tonner will represent CFW and the Irvine Division at the University Committee on Affirmative Action and Diversity. UCAAD usually meets three to four times a year in Oakland.

Subcommittee on Emeriti Affairs
Members of the Subcommittee report to the Council on matters concerned with pre- and post-retirement. The subcommittee maintains communication with the UCI Emeriti Association, the UCI Retirement Relations Center, and the Council of UC Emeriti Associations.

Cal McLaughlin, Chair of the UCI Emeriti Association, will represent the Irvine campus at the annual meeting of the Council of UC Emeriti Associations (CUCEA).

Subcommittee on Faculty Welfare
The Subcommittee on Faculty Welfare’s area of interest includes the following issues: salaries, benefits, insurance, retirement, housing, parking, childcare, university community amenities, and conditions of employment at both the UCI and UC levels.

Gopi Meenakshisundaram will chair the Subcommittee on Faculty Welfare and will also represent CFW and the Irvine Division at the University Committee on Faculty Welfare (UCFW). UCFW meets every month in Oakland.

Chancellor’s Advisory Committee on Child Care
CFW sends a rep to this committee and Gopi Meenakshisundaram has agreed to attend.
CFW Guidelines for Information Sharing and Commitment

It is fine to discuss issues brought to the Council with colleagues. Indeed, that is a good way to gather information, to poll opinion and to discuss and to disseminate our decisions. Please keep in mind, though, that it is not appropriate to discuss confidential issues about specific faculty members, students, or staff.

For CFW to serve the faculty and UCI best, we need as much consistency as possible in attendance. You are expected to attend at least 75% of the scheduled meetings, to be prepared for all meeting discussions, and to be prepared to lead discussions on topics for which you are specifically listed on the agenda. This is usually based on subcommittee membership. If you know in advance that you cannot attend a particular meeting, please notify Charlene Mandau and send her, in electronic form, before the meeting, your comments on any items for which you were listed. That way, those attending can still benefit from your counsel. For longer absences, such as sabbatical leave, please let the Council Chair know well in advance so that a substitute can be sought. There are no substitutions on a meeting-by-meeting basis.
THE MANUAL OF THE IRVINE DIVISION OF THE ACADEMIC SENATE
PART I - BYLAWS OF THE IRVINE DIVISION
Chapter III: Organization
Section 5: Standing Committees
Bylaw 99. Faculty Welfare, Diversity, and Academic Freedom, Council on
(Am 7 May 98) (Am 9 Mar 2000) (Am 24 May 01) (Am 3 Apr 03) (Am 5 Jun 03) (Am 7 Jun 07)
(Am 4 Jun 09 DSA)

(A) Membership

The Council on Faculty Welfare shall consist of at least fourteen members of the Division. In addition to the active members, three emeritus members shall be appointed for two-year terms by the Committee on Committees.

(B) Duties

1. Consider and report in timely fashion to the Divisional Senate Assembly of the Irvine Division and confer with and advise the Chancellor and other officers of the campus administration on matters concerned with the welfare, diversity, and academic freedom of the faculty, both active and retired. Procedures for treating issues with a major welfare component relevant to this Council that are also the concern of other committees will be developed by the chairs of the committees involved, in consultation with the Chair of the Academic Senate, Irvine Division.

2. Maintain liaison with the University Committee on Faculty Welfare, the University Committee on Academic Freedom, and the University Committee on Affirmative Action and Diversity.

(C) Subcommittees

1. Subcommittee on Faculty Welfare:
   The Subcommittee on Faculty Welfare shall promote the welfare of the faculty in general. This is inclusive of issues pertaining to faculty salaries, benefits, insurance, retirement, housing, parking, University Community amenities, conditions of employment.

   a. Membership

   A minimum of four members of the Council will serve on the subcommittee.

   b. Duties may include:

   (1) As needed, review and evaluate revisions in institutional policies and procedures as they relate to faculty welfare and propose them to the Division or to the University Committee on Faculty Welfare.

   (2) Initiate studies on faculty welfare issues, including analysis of existing data.

   (3) Formulate and disseminate recommendations on any matter influencing faculty welfare.

   (4) Address faculty welfare matters involving the hiring, employment and social circumstances of the faculty.
(5) Maintain liaison with the University Committee on Faculty Welfare.

2. Subcommittee on Affirmative Action and Diversity:
The Subcommittee on Affirmative Action and Diversity shall promote faculty diversity and
equity in general and in particular in reference to underrepresented faculty populations, including
women and racial/ethnic minorities, as well as gay, lesbian, and transgender individuals, and
individuals with disabilities.

a. Membership

A minimum of four members of the Council will serve on the subcommittee.

b. Duties may include:

   (1) As needed, review and evaluate revisions in institutional policies and procedures as they
       relate to affirmative action and diversity and propose them to the Division or to the
       University Committee on Affirmative Action and Diversity.

   (2) Initiate studies on campus diversity and equity, including analysis of existing data.

   (3) Formulate and disseminate recommendations on any matter influencing faculty diversity
       and equity.

   (4) Address diversity matters involving the hiring, employment and social circumstances of
       the faculty.

   (5) Maintain liaison with the campus office of Equal Opportunity and Diversity, as well as
       other campus committees, programs and offices regarding the status of faculty diversity
       within our Division.

   (6) Maintain liaison with the University Committee on Affirmative Action and Diversity.

3. Subcommittee on Academic Freedom:
The Subcommittee on Academic Freedom shall initiate studies or make recommendations with
respect to any conditions within or without the University which in the judgment of the
Subcommittee may affect the academic freedom of the University Community. It is understood
that academic freedom includes, but is not necessarily limited to, free inquiry and exchange of
ideas, the rights to present material relevant to a course of instruction, to publish or disseminate
controversial material or information and to perform research in academic areas. It is understood
that academic freedom is to be conjoined with academic responsibility in accordance with APM
010.

a. Membership

A minimum of four members of the Council will serve on the subcommittee.

b. Duties may include:

   (1) As needed, review and evaluate revisions in institutional policies and procedures as they
       relate to academic freedom and propose them to the Division or to the University
       Committee on Academic Freedom.
(2) Consider issues of academic freedom brought before the committee by individuals or other UC Committees and report findings and recommendations to the Division or to other committees for further action.

(3) Study and discuss potential violations of ethics and/or academic conduct.

(4) Maintain liaison with the University Committee on Academic Freedom

4. Subcommittee on Emeriti Affairs:
The Council shall have a standing subcommittee on Emeriti Affairs. The Subcommittee on Emeriti Affairs shall consider the interests and needs of emeriti faculty.

a. Membership

Members will include the President of the UCI Emeriti Association, ex officio, the three emeriti members of the Council, and one non-emeritus member of the Council.

b. Duties may include:

(1) Consider and report in timely fashion to the Council on Faculty Welfare on matters concerned with emeriti faculty.

(2) Maintain communication with the emeriti and with the UCI Emeriti Association in order to determine and recognize emeriti interests and needs as members of the academic community, to facilitate their continued contributions to the University, and to make these interests, needs, and contributions known to the Academic Senate and the Administration.

(3) Advise the Academic Senate, Irvine Division regarding the initiating, editing, and circulating of commemorative statements for deceased members of the Irvine Division and for such non-Senate members as the Chancellor or the President may request. The subcommittee may prepare proposals for In Memoriam Resolutions.

(4) Maintain liaison with the campus office of Human Resources on pre-retirement and post-retirement matters.

(5) Maintain liaison with the Council of the University of California Emeriti Associations.

Page revised August 1, 2009
AGENDA OF THE MEETING  
ACADEMIC SENATE RETREAT  
Monday, October 8, 2012  
1:00 p.m. – 4:00 p.m.  
Bren Hall, Conference Room #6011

<table>
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<tr>
<th>STATUS</th>
<th>ITEM</th>
<th>ATTACHMENT</th>
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<tr>
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<td>1. Welcome and Introductions</td>
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|              | (1:00 p.m. - 1:15 p.m.)                                              | A (List of Attendees)  
|              | 1B (Senate Staff)                                                    | B (Senate Staff)   |
| INFORMATION  | 2. UCI Academic Senate: Roles, Responsibilities, and Impact         |                  |
|              | (1:15 p.m. - 1:45 p.m.)                                              |                  |
|              | Senate Chair Mary Gilly                                             |                  |
|              | Senate Committee Meetings                                           |                  |
|              | Senate Chair Elect Peter Krapp                                       |                  |
| DISCUSSION   | 3. Challenges and Opportunities for the Division                     |                  |
|              | (1:45 p.m. – 2:30 p.m.)                                              |                  |
|              | Senate Chair Mary Gilly                                             |                  |
| DISCUSSION   | 4. Chancellor’s Announcements                                       |                  |
|              | State of the Campus                                                 |                  |
|              | (2:30 p.m. - 3:00 p.m.)                                              |                  |
|              | Chancellor Michael V. Drake                                         |                  |
| DISCUSSION   | 5. Voice of the Academic Community                                  |                  |
|              | Communications with the Faculty                                     |                  |
|              | Committee Interest Survey                                           |                  |
|              | School Faculty Committees & Chairs                                  |                  |
|              | Legislative Assembly Representatives                                |                  |
|              | (3:00 p.m. -3:30 p.m.)                                               |                  |
|              | Senate Chair Mary Gilly                                             |                  |
|              | Senate Chair Elect Peter Krapp                                       |                  |
| DISCUSSION   | 6. Wrap Up and Action Items                                          |                  |
|              | (4:00 p.m.)                                                         |                  |

Mary Gilly  
Academic Senate Chair  
chair@uci.edu
2012-2013 ACADEMIC SENATE RETREAT
ATTENDEES

OFFICERS
Chair.................................................................................................................................Mary Gilly
Chair Elect/Secretary.....................................................................................................Peter Krapp
Parliamentarian.........................................................................................................Dan Hirschberg

STANDING COMMITTEES
Councils
Academic Personnel ............................................................. Alan Terricciano
Educational Policy ...................................................... Charles (Tony) Smith
Faculty Welfare ............................................. Gopi Meenakshisundaram
Graduate Council .......................................... Jutta Heckhausen
Planning and Budget .............................................................. Stephen Ritchie
Research, Computing and Libraries .................................. Liane Brouillette
Student Experience ............................................... Arvind Rajaraman
Undergraduate Admissions and Relations with Schools ........ Lee Bardwell

Committees
Committees ......................................................................................................................Bert Semler
Privilege and Tenure ..................................................................................................................TBD
Rules and Jurisdiction .............................................................................................. Dan Hirschberg
Scholarly Honors and Awards ...................................................................... Roxane Silver

Boards and Subcommittees of CEP
International Education ................................................................... Edward Dimenber
Faculty Board for Undecided/Undeclared Students ...................................... Andromache Karanika
Courses ...................................................................................................................... Stephen Barker
Programs and Policy ...................................................................................................................TBD
Assessment ...................................................................................................................... Jessica Utts

Boards and Subcommittees of CSE
Campuswide Honors Program Board ........................................... Melanie Cocco
Undergraduate Scholarships, Honors and Financial Aid ................................ Kathleen Johnson

Boards and Subcommittees of CEP and GC
Academic Program Review Board ................................................................ Carol Booth Olson
International Education ........................................................................................ Edward Dimendberg

REPRESENTATIVES TO SYSTEMWIDE COMMITTEES
Board of Admissions and Relations with Schools ...................................... Lee Bardwell
Coordinating Committee on Graduate Affairs ............................................ Jutta Heckhausen
Universitywide Assembly ........................................................................ Elliot Currie
Universitywide Assembly .................................................. Christopher Leslie
Universitywide Assembly .................................................. Carrie Noland
Universitywide Assembly ........................................................................ Craig Walsh
University Committee on Academic Personnel................................. Brook Thomas
University Committee on Academic Freedom................................. Jean-Daniel Saphores
University Committee on Affirmative Action and Diversity....................... Grace Toner
University Committee on Committees.................................................. Bert Semler
University Committee on Educational Policy...................................... Charles (Tony) Smith
University Committee on Faculty Welfare........................................ Gopi Meenakshisundaram
University Committee on International Education............................ Richard Matthew
University Committee on International Education................................ Michael Dessen
University Committee on Library and Scholarly Communication............... TBD
University Committee on Planning and Budget.................................... Stephen Ritchie
University Committee on Preparatory Education.................................. TBD
University Committee on Privilege and Tenure..................................... TBD
University Committee on Research Policy.......................................... Liane Brouillette
University Committee on Rules and Jurisdiction............................... Dan Hirschberg
University Committee on Computing and Communications.................. TBD

FACULTY CHAIRS AND REPRESENTATIVES
Claire Trevor School of the Arts........................................................ David Trend, Chair
Haroutune Bedelian
TBD
School of Biological Sciences............................................................ TBD
Paul Merage School of Business....................................................... Philip Bromiley, Chair
Mort Pincus
Department of Education............................................................... Penelope Collins, Chair
Henry Samueli School of Engineering............................................... Dimitri Papamoschou, Chair
Jasper Vrugt
James Earthman
Yun Wang
College of Health Sciences.............................................................. Samuel Eric Wilson, Chair
Bogi Andersen
Alan Barbour
Philip Carpenter
Hoda Anton-Culver
Michael Demetriou
Gregory Evans
John Jay Gargus
Todd Holmes
Mark Langdorf
Ping Wang
K yoko Y okomori
School of Humanities................................................................. Anne Walthall, Chair
Anke Biendarra
Dorothy Fujita-Rony
Zina Giannopoulou
Lucas Hilderbrand
Susan Klein
Ann Van Sant
Donald Bren School of Information and Computer Science............... Dan Gillen, Chair
Gillian Hayes
School of Law ................................................................................... Shauhin Talesh
School of Physical Sciences ................................................................. Chair TBD
Janai Hendra
Elizabeth Jarvo
Zhiqin Lu
Agnes Taffard

School of Social Ecology ................................................................. Jodi Quas, Chair TBD

School of Social Sciences .................................................. Cecelia Lynch, Chair (Winter & Spring)
Barbara Sarnecka, Chair (Fall)
Dan Bogart
Julia Elyachar
Ramesh Srinivasan
Yang Su

Associated Students .......................................................... Justin Chang, A GS President
Traci Ishigo, ASUCI President
Neil Bautista, ASUCI Academic Affairs VP

GUEST SPEAKERS
Chancellor ................................................................. Michael V. Drake

ACADEMIC SENATE STAFF
Executive Director ............................................................ Luisa Crespo
Principal Administrative Analyst ........................................... Michelle AuCoin
Principal Administrative Analyst ............................................ Jill Kato
Principal Administrative Analyst ............................................ Mia Larson
Senate Analyst ............................................................................ Shira Long
Senate Analyst ............................................................................. Charlene Mandau
Administrative Analyst ............................................................ Rachel Mangold
Senior Administrative Analyst .................................................. Thao Nguyen
Associate Director, Division of Undergraduate Education – Honors Center ........ Lisa Roetzel
# ACADEMIC SENATE STAFF

## STAFF COUNCIL AND COMMITTEE ASSIGNMENTS

<table>
<thead>
<tr>
<th>Staff</th>
<th>Division Committees</th>
<th>Systemwide Committees</th>
</tr>
</thead>
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| **Luisa Crespo** | Executive Director  
Office of the Academic Senate  
(949) 824-6727  
FAX: (949) 824-2215  
E-Mail: mcrespo@uci.edu | Budget and Personnel Supervision and Management  
Fiscal Planning, Systems Design, and Information Services  
Executive Liaison  
Senate Cabinet  
Divisional Senate Assembly  
Liaison to Special Committees, Ad Hocs & Task Forces  
Committee on Privilege & Tenure  
Complaint Advisory Panel | **Academic Council**  
Universitywide Assembly  
UCPT |
| **Michelle AuCoin** | Council Analyst  
Office of the Academic Senate  
(949) 824-6728  
FAX: (949) 824-2215  
E-Mail: maucoin@uci.edu | Council on Educational Policy  
Programs and Policy Subcommittee  
Subcommittee on Courses  
Faculty Board for Undecided/Undeclared Students  
Non-Degree Granting  
Undergraduate Program Reviews  
Assessment Committee | **UCEP**  
UCOPE |
| **Charlene Mandau** | Council Analyst  
Office of the Academic Senate  
(949) 824-5559  
FAX: (949) 824-2215  
E-Mail: charlene.m@uci.edu | Council on Faculty Welfare, Diversity and Academic Freedom  
Emeriti Affairs Subcommittee  
Committee on Scholarly Honors and Awards  
Distinguished Faculty Lectures  
Council on Student Experience  
Board on Undergraduate Scholarship, Honors and Financial Aid | **UCAF**  
UCAAD  
UCFW  
BUSHFA |
| **Jill Kato** | Council Analyst  
Office of the Academic Senate  
(949) 824-5205  
FAX: (949) 824-2215  
E-Mail: jkkato@uci.edu | Graduate Council  
Subcommittee on Graduate Student Housing  
Academic Program Review Board Newsletter | **CCGA** |
| **Mia Larson** | Council Analyst  
Office of the Academic Senate  
(949) 824-3922  
FAX: (949) 824-1284  
E-Mail: mia.larson@uci.edu | Council on Academic Personnel Ad Hoc Committees to CAP  
Subcommittee on International Education | **UCAP**  
UCIE |
<table>
<thead>
<tr>
<th><strong>Rachel Mangold</strong></th>
<th><strong>Thao Nguyen</strong></th>
<th><strong>Shira Long</strong></th>
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</thead>
<tbody>
<tr>
<td>Committee Analyst</td>
<td>Council Analyst</td>
<td>Council Analyst</td>
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<tr>
<td>Office of the Academic Senate</td>
<td>Office of the Academic Senate</td>
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<tr>
<td>(949) 824-8213</td>
<td>(949) 824-5163</td>
<td>(949) 824-8340</td>
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<tr>
<td>FAX: (949) 824-2215</td>
<td>FAX: (949) 824-2215</td>
<td>FAX: (949) 824-2215</td>
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<tr>
<td>E-Mail: <a href="mailto:rmandgold@uci.edu">rmandgold@uci.edu</a></td>
<td>E-Mail: <a href="mailto:thao.nguyen@uci.edu">thao.nguyen@uci.edu</a></td>
<td>E-mail: <a href="mailto:slong@uci.edu">slong@uci.edu</a></td>
</tr>
<tr>
<td>Administrative Support for Chair, Chair-Elect, Exe. Director</td>
<td>Council on Planning and Budget</td>
<td>Council on Undergraduate</td>
</tr>
<tr>
<td>Senate Calendar</td>
<td>Council on Research, Computing, and Libraries</td>
<td>Admissions and Relations with Schools</td>
</tr>
<tr>
<td>Budget, Personnel &amp; Purchasing</td>
<td>Committee on Committees</td>
<td>Committee on Rules &amp; Jurisdiction</td>
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<td>Information Management</td>
<td>University-wide Representatives</td>
<td>Senate Manual</td>
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<tr>
<td>Senatewide Projects</td>
<td>Election</td>
<td>Assists with:</td>
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<td>Assists with: Council on Academic Personnel</td>
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<td>Senate Cabinet</td>
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<tr>
<td>Academic Program Review Board</td>
<td></td>
<td>Divisional Senate Assembly</td>
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<td></td>
<td>Computing &amp; Information Management</td>
</tr>
</tbody>
</table>

| **UCPB** | **UCORP** | **UCOLASC** | **UCOC** | **BOARS** | **UCRJ** |
ACADEMIC SENATE, IRVINE DIVISION

DIVISIONAL SENATE ASSEMBLY
65 members
Ex Officio
Divisional Chair (Chair’s meeting) · Chair Elect-Secretary
Chairs of Councils (8) · Chairs of the Faculties of the Division (13)
Divisional Representatives to the U-wide Assembly of the Academic Senate (4)
President of the University

Elected Members
Representatives of the Faculties of the Division (60)

Chair of Divisional Senate

CABINET
10 members (comprised of Council Chairs)
Chair · Chair Elect-Secretary
Council Representatives

Joint Senate/Administrative Task Forces
Special Senate Committees

COUNCILS
Academic Personnel · Educational Policy · Graduate Council · Planning & Budget
Research, Computing, & Libraries · Faculty Welfare · Student Experience
Undergraduate Admissions & Relations with Schools

BOARDS & SUBCOMMITTEES
Academic Program Review · Assessment · Campuswide Honors Program · Courses
International Education · Programs and Policy · Faculty Board for Undecided/Undeclared Students
Undergraduate Scholarships, Honors, & Financial Aids

COMMITTEES
Committees · Privilege & Tenure · Rules & Jurisdiction · Scholarly Honors & Awards
ADMINISTRATIVE ORGANIZATION
ACADEMIC SENATE - IRVINE DIVISION

2012-2013 ACADEMIC YEAR

CHAIR
MARY GILLY

CHAIR ELECT-SECRETARY
PETER KRAPP

EXECUTIVE DIRECTOR (MSP I)
LUISA CRESPO
Assembly, Cabinet, Privilege & Tenure
Special Committees

PRINCIPAL ANALYST
MICHELLE AUCOIN
Educational Policy
Courses
Programs & Policy
Undecided/Undeclared
Students
Non-degree Reviews
Assessment

PRINCIPAL ANALYST
JILL KATO
Graduate Council
APRB
Graduate Student Housing
Newsletter

PRINCIPAL ANALYST
MIA LARSON
CAP
Int’l Education

ADMINISTRATIVE ANALYST
SHIRA LONG
CUARS
Cabinet
Assembly
Rules & Jurisdiction
Senate Manual
Computing

ADMINISTRATIVE ANALYST
CHARLENE MANDAU
Student Experience
BUSHFA
Faculty Welfare
Scholarly Honors
Dist. Faculty Lectures

ADMINISTRATIVE ANALYST
RACHEL MANGOLD
Assist Exec. Director,
Chair, & Chair-Elect
Senate Calendar
Info Management
Assist with CAP,
APRB
Budget & Personnel

SENIOR ANALYST
THAO NGUYEN
Planning & Budget
CORCL
Committees
Elections
U-wide Reps

CFW 10.30.2012, Page 19 of 75
UNIVERSITY OF CALIFORNIA, IRVINE
GUIDELINES FOR CHAIRS OF SENATE COMMITTEES

Thank you for your willingness to serve as Chair of a Senate Committee. The following guidelines are designed to help you understand your role and responsibilities and to provide you with the resources available to you.

Under the leadership of the Senate Chair, the Academic Senate exercises its right to participate in the University’s governance. The deliberative process of the Senate occurring in the standing committees of the Senate, the Senate Cabinet, and the Senate Divisional Assembly, results in either advice and comment or final action on various issues. The Senate’s activities are guided by the Bylaws and Regulations published in the universitywide and divisional manuals; both are available online at www.senate.uci.edu.

SENATE ROLES

The Divisional Chair
The Divisional Chair is the senior administrative officer of the Senate. This is a one-year term following a one-year term as Chair Elect-Secretary. The Divisional Chair is the voice of the Senate, and he or she transmits the Senate’s position on relevant issues to the Chancellor, Executive Vice Chancellor, the systemwide Senate, and the press. It is therefore imperative that all Senate Committee Chairs keep the Divisional Chair fully informed on all matters related to the Senate or the activities of its committees.

Most of the requests for advice and comment will come directly to the Divisional Chair. Issues are entered into a tracking system in the Senate Office and then routed to the pertinent councils and committees. Specific information may be addressed directly to the council or committee chair. All correspondence to the Chancellor and Executive Vice Chancellor on matters of policy or stating final action for the division must be routed through or copied to the Divisional Chair. In most cases, the Divisional Chair or Executive Director first vets such important correspondence.

The Committee Chair
You are the chief administrative officer of the committee. You should be familiar with and comply with university and campus bylaws, regulations, and policies to set the committee’s agenda for the year and for each meeting. You ensure that the integrity of the review process is maintained at all times, that confidentiality is respected, and that conflicts of interest are handled (Senate Recusal Policy, 5/19/09). After issues are reviewed, you should report outcomes as soon as possible. A Senate Analyst is assigned to each committee to assist the chair and members. The Analyst is well informed, knowledgeable about administrative process and policies, and has worked to build a solid working relationship with administrative and school counterparts. He or she is dedicated to the success of your year as chair.
The Executive Director
The Executive Director is the chief administrative officer of the Senate and the chief policy consultant for the Divisional Assembly, Academic Senate Cabinet, and all standing councils and committees. The Executive Director supervises and evaluates the Senate staff and assigns staff to assist the committee chairs and members in the conduct of their business. The Executive Director is responsible for ensuring that the Senate’s staff provides committee chairs and members with the resources necessary to conduct their business. Chairs who have questions about the support of their committee should contact the Executive Director. All requests for expenditures and reimbursements from the Divisional Senate Office are directed to the Executive Director and must have prior approval. Proposed changes in the council/committee workload that requires additional staffing should include an assessment of resources. Current contact information is Luisa Crespo, mcrespo@uci.edu.

The Committee Analyst
The primary function of the analyst is to staff the committee according to the work it has been assigned by its Bylaw. The analyst provides current information related to committee issues, sets up yearly meeting schedules, advises on the established policies and procedures, suggests agenda items, drafts agendas, attends meetings, provides minutes, follows up on action items, drafts committee recommendations and statements, and helps draft the annual report. The analyst also serves as liaison between the council and the Executive Director and Senate officers. You are encouraged to work closely with the Senate Analyst assigned to your committee. The analyst provides continuity of knowledge and process related to the work of the Academic Senate, which is a key factor in moving the Senate forward, despite the routine rotation of committee members and chairs.

Ex Officio Members and Consultants
The number and area of non-Senate representatives, student representatives, and ex officio members are specified in the Bylaws. Their primary role is to provide the perspective of their constituents and to serve as liaison between their constituents and the committee. They are committee members; they may voice their opinions on issues and have their opinions recorded separately, but they do not vote. Consultants and advisors, usually administrators and staff, provide a vital role in providing timely information to the committee; they are not members of the committee, but they may be invited to attend all or portions of committee meetings. Chairs should feel no obligation to have consultants attend all meetings or to sit in on the entire meeting. Generally, such consultation is limited to a particular agenda item. Chairs should feel free to schedule executive sessions – voting members only – at any time.

Representatives to Universitywide Committees
By the early winter quarter of the previous year, most UCI Senate councils and committees have selected a member to represent them at the systemwide level at meetings of the equivalent university committee. This representative may be either the Chair or another member of the council or committee. Your university committee representative, as the liaison between the two groups, should take your committees’ advice and questions to systemwide meetings and report regularly back to your committee. It is advised that all Council Chairs and university committee representatives should visit the Systemwide Senate website for updated information: http://www.universityofcalifornia.edu/senate/
DAY-TO-DAY OPERATIONS

Conducting Meetings
It is important at the first meeting of the year to review the Committee’s Bylaw and to determine how your committee will carry out its charge. This is an excellent time to review the roles of members, ex officio members, consultants, and student representatives. Remember that the Chair, in consultation with the committee analyst, sets the agenda for the year and for each meeting.

Roberts Rules of Order, Newly Revised guides all Senate meetings. Some items to consider are:

Making Motions: If the meeting is not tape recorded, it is helpful to have a written copy of a verbal motion so that it is recorded accurately in the meeting minutes.

Voting: You should decide what constitutes a majority vote (usually one more than half of all present and voting). Abstentions are not counted in the vote but may be recorded in the minutes. Ex Officio members may not vote. Students and consultants are non-voting members.

E lecting a Chair or Vice Chair: It is useful to elect a Vice Chair of your committee early in the fall quarter, and, if the Vice Chair will not be Chair in the next academic year, you should elect the Chair in the spring quarter.

Confidentiality: Make clear how members, students, and consultants will be expected to handle confidential material and discussions. Undergraduate Student Representatives are required by ASUCI to report on meetings they attend; these are then published on the ASUCI website. You, or your analyst, will be asked to review student reports for accuracy.

Conflict of Interest: The Chair or members may suggest that a member abstain from voting when a conflict of interest exists. (Senate Recusal Policy, 5/19/09)

Executive Session: The Chair is encouraged to call for executive session or schedule it as part of the meeting.

All Senate members are governed by the Faculty Code of Conduct. The Committee Chair is responsible for addressing any concerns regarding civil discourse that occurs during discussion. If there is a problem, then the Committee Chair should bring this to the attention of the Senate Chair.

Faculty Code of Conduct (APM 015) D. Colleagues

Ethical Principles. “As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas professors show due respect for the opinions of others. Professors acknowledge academic debts and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.” (AAUP Statement, 1966; Revised, 1987)

Keeping a Record of Attendance
Members are expected to attend meetings regularly; their attendance is important to the successful operation of your committee or council; therefore, attendance should be recorded. If a member of your council does not attend meetings regularly or does not participate in the group’s
work, and you are unable to change this behavior, then you should contact the Committee on Committees for a replacement.

**Finding Substitutes for Systemwide Meetings**

As soon as you learn that the designated university committee representative from your council or committee cannot attend a systemwide meeting, please follow the process below. It will help both the Senate Office and the Council Office keep track of business and ensure that the substitute will be reimbursed for travel to the meeting.

It is your responsibility to:

1. Find a substitute within your committee (an elected or appointed committee member). Work with your staff person, as necessary. Keep in mind that no administrator at the level of department chair or above may substitute at a systemwide meeting.
2. Provide Rachel Mangold, of the Senate Office at 4-8213, the substitute’s name, e-mail address, office address, and telephone number.

It is the Senate Office’s responsibility to:

1. Forward this information to the Office of the Academic Council.

It is the Office of the Academic Council’s responsibility to:

1. Send to the substitute an agenda and any e-mail notices regarding the meeting.
2. Process travel reimbursement (instructions are usually on the last page of the meeting agenda).

**Information on the Web**

It is important to log onto the Senate’s Website (www.senate.uci.edu) for current Senate news and for information on meetings, annual reports, and Senate Bylaws and regulations. There are links to your committee and to other useful sites.

**Annual Reports**

At the end of the academic year, the Senate Chair will call for a report of your group’s activities. The Senate staff member assigned to your committee will help you prepare this report. All reports are posted on the Senate’s Website and are presented on the consent calendar at the first meeting of the Divisional Assembly in the fall quarter.
In the university, the term “conflict of interest” refers to financial or other personal considerations that may compromise a faculty member’s professional judgment in administration, management, instruction, research, or other professional activities. Conflicts of interest have the potential to bias, directly or indirectly, important aspects of the councils’ work, including their recommendations about academic personnel decisions, proposals for degree programs and academic units, budgetary and planning decisions, faculty grants programs, and other areas of shared governance. Senate council/committee members must always keep potential conflicts in mind and recuse themselves where a conflict of interest arises.

Recusal Policy
(A) Senate council/committee members must recuse themselves in the following circumstances:
1. The Senate council/committee member has, or has had, a family relationship with the applicant, such as that of a current or former significant other, partner, or spouse, or child, sibling, or parent.
2. The Senate council/committee member has a personal financial interest in the outcome of the action item.
3. The Senate council/committee member believes that his or her recusal is necessary to preserve the integrity of the review process.
(B) Upon joining the Senate council or committee, each member will be informed of this recusal policy and will be expected to abide by it.

Comment
In carrying out their work, Senate council/committee members are expected to rely on their academic expertise, experience, and judgment, and so professional agreements or differences of opinion are not by themselves a basis for recusal.

Grey Areas
In “grey areas” where a Senate council/committee member is uncertain regarding recusal, he or she may disclose the potential grounds for recusal to the Senate council or committee Chair. The Chair may then determine whether the member should recuse himself or herself, or the Chair may seek the advice of other council/committee members in making this determination. The Chair or members may suggest that a member abstain from voting when a conflict of interest exists. The Chair should consult the whole council/committee regarding potential grounds for his or her own recusal. In making its determination regarding recusal in grey areas, the council/committee will take into account the fact that, by design, each member brings valuable and unique expertise to the council/committee as a whole.

*Roberts Rules of Order, Newly Revised* guides all Senate meetings.

Approved by the Senate Cabinet: May 19, 2009
### COUNCIL ON FACULTY WELFARE ISSUES UNDER REVIEW

<table>
<thead>
<tr>
<th>Issue</th>
<th>Date Received</th>
<th>Date of CFW Mtg.</th>
<th>Designated Reviewers</th>
<th>Action Required w/Response Deadline</th>
<th>Review Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. UC Retirement Plan - On-going Issue</td>
<td>Status reports will be provided when available</td>
<td>CFW Chair reports at all meetings if information is available from UCFW or Senate Cabinet meetings.</td>
<td>Ongoing issue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Emeriti Issues from Subcommittee on Emeriti Affairs</td>
<td>On-going Issue</td>
<td>Status reports at all meetings.</td>
<td>Emeriti Subcom.</td>
<td>Ongoing issues</td>
<td></td>
</tr>
<tr>
<td>Resolution from the Emeriti Re: Request for UCI to consider a retirement community for the campus</td>
<td>5/8/12</td>
<td>Ongoing issues</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>3. Faculty Housing (University Hills and ICHA Management)</td>
<td>On-going Issue</td>
<td>Issues to consider: -Future development plans for faculty housing off &amp; on campus. -When University Hills reaches build-out, will ICHA's role as developer change. If yes, how? - defer 2012-13</td>
<td>Ongoing issue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Campus Child Care</td>
<td>On-going Issue</td>
<td>Status reports will be provided when available</td>
<td>Gopi Meenakshisundaram will be CFW’s rep. for the Chancellor’s Advisory Com. on Child Care. Meetings: February 3, 2012, (Agenda and minutes are in CFW Status Report notebook.) June 8 meeting</td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>5. OEOD’s Data</td>
<td>Ongoing Issue</td>
<td>AA&amp;D Subcom.</td>
<td>Gwen Kuhns Black provides CFW with data and reports when available.</td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>6. Elect a Vice Chair for CFW</td>
<td></td>
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<td>Vice Chair would attend Cabinet mtgs. when Chair is not available.</td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>7. Parking and Transportation Services – Annual Report from Director Ron Fleming</td>
<td>Annual Report</td>
<td>Usually a Spring Quarter Meeting</td>
<td>Information Item – No action</td>
<td>Annual Report</td>
<td></td>
</tr>
<tr>
<td>8. UCI Librarian – invite new UCI Librarian, Lorelei Tanji</td>
<td>Brought Forward from last year</td>
<td>-</td>
<td>Invite new UCI Librarian to report.</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>9. Senate Membership for Clinical Professor</td>
<td>Brought forward from last year</td>
<td>10/25</td>
<td>College of Medicine will be asked about its plans to improve morale for Clinical Professors. Memo sent to Dean Clayman, School of Medicine (11/15/11) Dean Clayman’s memo of response (12/27/11)</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Issue</td>
<td>Date</td>
<td>Mtg. Date</td>
<td>Reviewers</td>
<td>Action Required w/ Response Deadline</td>
<td>Completed</td>
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</table>
| 10. Faculty Welfare – Mental Health Support Issues | Brought forward from last year | 1/10/12 | Prof. Robert Moeller and Dr. Negar Shekarabi, UCI Counseling Center | The Senate Cabinet has asked CFW to review current policies and procedures, identify areas where faculty mental health policy can be strengthened, and propose new policies as needed. Improving campus awareness of available options is also needed.  
- CFW Work Group (Gopi, Guidotti, Olivieri) will gather information and report back. | On Hold |
| 11. ICHA Priority Sales List | | 6/12/12 | | Shall we invite Chuck Hayward or Sales person? Moving Clinical Faculty from Tier 3 to Tier 2 – is that a feasible request? | On Hold |
| 12. Memorial Resolutions  
For more information – see notebook w/ procedures and records on Carol’s bookcase. | Ongoing CFW duty – see Irvine Bylaw 99 | | CFW’s bylaw includes a duty for requesting memorial resolutions from Dept. Chairs when a faculty member dies. When received, the Memorial Resolution will be published in the next Divisional Senate Assembly Agenda under Section 5. Special Orders – Consent Calendar. The document will also be forwarded to the UC Senate Office for publication. | Annual Responsibility |
| 13. Hearing Issues | Brought forward from last year | 6/12/12 | Emeriti Member of CFW requested assistance in improving the sound quality in the Senate Conference Room, sent along a NY Times’ article + offered several options. Disability Services has been contacted – awaiting a reply | |

**UCI SENATE ISSUES UNDER REVIEW**

| 14. UC Climate Survey | Brought forward from last year | Monthly updates when available | Gwen Kuhns Black, OEOD, reported on issue and will provide updates. Grace Tonner will be CFW Rep to UCI Work Group | |

Updated 10/16/2012
<table>
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<tr>
<th>Issue</th>
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<th>Reviewers</th>
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<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>15. Smoke-Free Policy Proposal</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>Smoke-Free Policy Proposal – Information Item Michelle Garfinkel and Bruce Blumberg will represent CFW on Chancellor’s committee which will work on implementation plan for UCI.</td>
<td></td>
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</tr>
<tr>
<td>16. Chancellor’s advisory Committee on the Status of Staff (CACSS – Diversity Subcommittee)</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>New Chancellor’s Advisory Committee. Gwen Kuhns Black, a CFW Consultant, is a member and will provide CFW w/ information.</td>
<td></td>
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</tr>
<tr>
<td>17. Campus Diversity Roundtable</td>
<td>Brought forward from last year</td>
<td>Monthly updates when available</td>
<td>Grace Tonner will represent CFW and will have the opportunity to report at CFW’s monthly meetings. Gwen Kuhns Black may also report.</td>
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**UNIVERSITYWIDE SENATE ISSUES UNDER REVIEW**

<table>
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<th>Reviewers</th>
<th>Action Required w/ Response Deadline</th>
<th>Completed</th>
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<tbody>
<tr>
<td>18. UC Review of “Rebenching” Report</td>
<td>09/13/12</td>
<td>10/30/12</td>
<td>Subcom. on FW</td>
<td>Review and Comment by November 6.</td>
<td></td>
</tr>
<tr>
<td>19. UC Review of Open Access Policy</td>
<td>09/13/12</td>
<td>10/30/12</td>
<td>Subcom. on AF</td>
<td>Review and Comment by December 4.</td>
<td></td>
</tr>
<tr>
<td>20. UC Review of Proposed Revision to APM 430 – Visting Scholars</td>
<td>09/17/12</td>
<td>10/30/12</td>
<td>Subcom on FW</td>
<td>Review and Comment by December 4.</td>
<td></td>
</tr>
<tr>
<td>21. UC Review of Proposed Revision to APM 700, Leaves of Absence</td>
<td>09/17/12</td>
<td>10/30/12</td>
<td>Subcom on FW</td>
<td>Review and Comment by December 4.</td>
<td></td>
</tr>
<tr>
<td>22. UC Review of Negotiated Salary Plan</td>
<td>09/27/12</td>
<td>10/30/12</td>
<td>Subcom on FW</td>
<td>Review and Comment by November 6.</td>
<td></td>
</tr>
</tbody>
</table>

**OTHER BUSINESS THAT REQUIRES ACTION**

None
Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)

Current CFW Members
Current Subcommittee Members
Schedule of Meetings
Meeting Agendas and Approved Minutes
UCI In Memorial Resolutions
Guidelines for Submitting In Memorial Resolutions

Responsibilities:
(1) Consider and report in timely fashion to the Divisional Senate Assembly of the Irvine Division and c
The Council shall initiate studies or make recommendations with respect to any conditions within or wit
(2) Maintain liaison with the University Committee on Faculty Welfare, the University Committee on Ac:

Membership:
The Council on Faculty Welfare shall consist of at least fourteen faculty members appointed for three-y
The Council on Faculty Welfare has four subcommittees: Link: Subcommittee Membership
- Subcommittee on Academic Freedom
- Subcommittee on Affirmative Action and Diversity
- Subcommittee on Emeriti Affairs
- Subcommittee on Faculty Welfare

Non-voting members include:
Representatives from the Library, Associated Students and Associated Graduate Students.
Consultants from the Office of Human Resources and the Office of Equal Opportunity and Diversity.
Ex Officio Members

Irvine Bylaw 99: Council on Faculty Welfare

A Statement on Faculty Climate
- Approved by the Council on June 8, 2010

UC Reports Under Review:
The President's Task Force on Post-Employment Benefits
- Report - July 2010
- Executive Summary
- Dissenting Statement
- President Yudof's Statement
- University Committee on Faculty Welfare's Statement

UC Commission on the Future
- Recommendations and a Statement of Academic Senate Values & Recommendations fi

Task Force on Senate Membership
- Report and Recommendations (April 15, 2010)
I. CHAIR’S REPORT
A. Retirements: Carol Gardner, CFW’s Analyst, and Lynda Poirier, CFW’s HR Consultant are both retiring at the end of June. Melody McCulloch was introduced as the new HR consultant for next year.
B. Cabinet Meeting - June 5:
   • CFW’s statement asking UCI’s administrators to consider retiree housing with various levels of care to be built on or close to campus was discussed and endorsed by the Cabinet. It was suggested that parents of faculty members could also be eligible. The Senate Chair will forward a request to EVC/Provost Gottfredson.
   • The Cabinet and Divisional Senate Assembly discussed a proposal to modify Irvine Bylaws 35 and 158. The purpose was to achieve greater transparency and provide more background information about agenda items being discussed by the Divisional Senate Assembly. Written information on votes and minority views would be included in the agenda for the Divisional Senate Assembly. The Senate Cabinet and the Divisional Senate Assembly rejected the proposal as unnecessary and too cumbersome.
   • EVC/Provost Gottfredson will be leaving UCI. Suggestions for Interim EVC/Provost are being solicited.

II. CONSENT ITEMS
CFW’s May 8 meeting minutes were approved as written.

II. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
No Report

IV. FACULTY WELFARE ISSUES UNDER REVIEW
A. Faculty Mental Health Issues
   Guests: Dr. Negar Shekarabi and Professor Robert Moeller
   Members of the UCI Mental Health Initiative
Dr. Negar Shekarabi, Senior Staff Psychologist from UCI’s Counseling Center, provided a handout and overview of the California Mental Health Services Authority (CalMHSA) 2011-14 Proposal that all UC campuses are participating in. The three year grant’s Scope of Work (UCOP Proposed Activities to be implemented by each campus) has three main goals:
   • Suicide Prevention: Screening students for key risk factors and variations of risk factors. Launch a Suicide Prevention and Interactive Screening Program to serve vulnerable students. Encourage students at risk to seek assistance from the
Counseling Center staff and/or provide referrals to off-campus services/clinics/hospitals.

- Training: Empowering faculty, staff and students by educating them on how to identify, respond, and assist students at risk. Collaborate with UCOP to develop guidelines, handbooks and interactive training modules. Develop intervention programs to reduce high risk campus behaviors such as violence, and drinking. Foster a campus commitment to having a caring community.
- Peer to Peer Programming: Strengthen peer support programs for students with mental health and academic problems.

The Counseling Center hosted a program in April for family members of suicide victims. Other programs are being developed.

Professor Moeller reported that UCI has had a UCI Mental Health Committee since 1999. In 2005, the EVC conducted a review of the issue and made recommendations to the UC Regents. In 2006, a Reg Fee increase was approved and the funds were earmarked for student counseling services. Professor Moeller also reported on his experience with colleagues when he served as the Department Chair and as an Associate Dean. He offered to return next year, and he suggested that members of CFW could be used as a focus group for a training trial.

**Discussion:**

- How will the Counseling Center measure the success of its programs? It was noted that there is national data on student suicides, but not much data or research on faculty suicides.
- If faculty members are concerned about a student, what questions should faculty be asking? How can faculty make effective referrals?
- A one hour workshop may be offered, and a few members recommended making this type of training mandatory.
- UCOP has a Committee on Depression
- Linda Murphy offered to contact Jerry McGuire (UCIMC) to inform him of the need for action and to enlist his support.
- The Academic Senate, at CFW’s request, could promote the issue of campus wellness and the importance of having a compassionate environment.
- It would be beneficial to allow faculty to take time off when they are struggling with mental issues.
- Having a faculty member from each School take on the role of Mental Health Advisor, similar to the format for the ADVANCE Program’s Equity Advisors would be useful. The advisor could be trained and knowledgeable about best practices to assist faculty colleagues when a mental health issue arises.

The discussion will be carried over to the next academic year.

V. UCI SENATE ISSUES UNDER REVIEW

None

VI. UC SENATE ISSUES UNDER REVIEW

None
VII. STATUS REPORTS
Faculty Welfare Subcommittee – Gopi Meenakshisundaram, Rep to UCFW

Report on UCFW Meeting – May 11, 2012:

- The Faculty Salary Task Force report was discussed. There is a current unfunded proposal for a 2% increase across the board and an additional 1% for the faculty salary plan. UCB and UCLA have higher salary scales and do not want a plan that brings equalization or a mandate from UCOP. The Task Force has sent a letter recommending salary increases.

- UC PATH program. A central office is opening at UC Riverside that will handle most UC campus payroll functions. All UC campus payroll processes will be standardized. UC campuses will shift their campus duties to the central office in several waves. UCI will make the transition in October 2014.

- Human Resource offices at each campus are also facing budget and staffing cuts. Other UC benefits may be centralized or eliminated. Retirement planning services are expected to change. UCB has already eliminated retirement planning on an individual basis. Individual counseling appointments will be replaced with workshops for groups. UC’s agreement with Fidelity Investments to provide financial advising services to its employees is also expected to end.

- UCSF’s decision to confer Senate membership on all clinical faculty is under review. It appears to conflict with the Regent’s Orders and Senate Bylaws, but the University Committee on Rules and Jurisdiction (UCRJ) has not issued its formal ruling. Bill (Parker?) is chairing a task force on senate membership. It may be possible to revise the UC Senate Bylaws to accommodate some of UCSF concerns, but full senate membership is not expected. [Note: CFW’s memo, dated 3/1/12, is on hold awaiting a final UCRJ ruling.] The UC administration is considering two other benefit options for clinical faculty: MOP Loans and emeriti status.

- The Faculty Diversity Working Group Report: It received a lukewarm response and there were concerns about too much bureaucracy. Changing the criteria for hiring may introduce undesirable criterion for hiring in the future such as political beliefs of the candidate. It was noted that UC has made good progress. Diversity can best be addressed at the department level and UCI’s ADVANCE program with equity advisors was cited as an effective model. The Academic Senate may not be in a position to improve diversity as much as the people who oversee hiring (Deans and EVC).

- State of California Budget Update: Revenues have been less than anticipated. In January, State’s income was $3B short of earlier projection. Some budget cuts were successfully challenged in court and this added to the deficit. The $9B budget gap might increase up to $13-15B. More targeted cuts are expected by the governor and UC may face a 350M mid-year cut.

- Report from the UCFW’s Task force on Investment and Retirement (TFIR) included:
  - A Defined Benefit Plan (DCP) was discussed for short term employees. It could benefit recruitment, save UC money and provide portability for the employee, but there are serious concerns about damage to the UC Retirement Plan.
The UC Retirement Plan requires full funding for a stretch of time to recover from its current underfunding. Another economic downturn would have grave consequences.

UC Disability Plan: Staff may sign up for Disability Insurance when they are hired. However, faculty members have a plan that offers six months of salary continuance once every ten years if they have less than ten years of service credit. After ten years of service credit, faculty receive twelve months of salary continuance that can be used once every ten years. The UC Disability plan is not adequate or comparable to other employer’s disability benefits. A new plan proposal is under review.

“Tier 3” benefits for new UC employees hired after 2013 will not include dental, vision, or disability insurance. To further reduce UC benefit costs, other options under consideration include: reducing the percentage contribution for health care from 86% to 70%, eliminating the “pay band” tiers that assist lower paid employees, reducing UC contributions for family members/dependents, and increasing the percentage of time worked from 50% to 75% to qualify part-time employees for 100% of UC health benefits.

- Shared Governance: There are concerns that the Academic Senate is not completely informed or consulted. Issues are popping up all of the time. The Administration is not using the Senate members’ expertise as well as it could.

Report on UCFW Meeting – June 8, 2012
- Dependent Eligibility Verification is proceeding. 83% of the verifications have been completed, 12% are in process, and 5% of employees (approx. 5000) have not yet responded. This may lead to over 2,833 dependents (1.6%) being dropped from eligibility for a savings to UC of $7-10M. Original estimates for savings were much higher.
- Wellness programs have not been well integrated with other health programs. An expert from Michigan suggested that a cultural change would be more effective than targeted program like Staywell.
- Projected costs and possible changes to various health plans for 2013 were discussed. More specific information will be available next fall.

Affirmative Action Subcommittee – Grace Tonner, Rep to UCAAD
No Report

Academic Freedom Subcommittee – Jean-Daniel Saphores
The University Committee on Academic Freedom did not meeting during Spring Quarter and there were no email discussions to report on.

Equal Opportunity and Diversity Status Report – Gwen Kuhns Black
No Report
Academic Personnel – Joan Tenma
The proposed revision to APM-670, Health Sciences Compensation Plan has been approved after five years of review. The proposed new APM-668, Negotiated Salary Plan was not approved and will not become a policy.

Human Resources Status Report on Benefits – Lynda Poirier
No Report

Smoking-Free Implementation Planning Committee
Michelle Garfinkel reported that the committee has not yet met.

Childcare Advisory Committee – Gopi Meenakshisundaram
The committee met on June 8 and its agenda included a Children First fundraising proposal. Donors would be offered a building-naming opportunity.

VII. INFORMATION ITEMS - None

VIII. NEW BUSINESS - None

IX. ADJOURNMENT: 5:25 P.M.

Submitted by Carol Gardner - Reviewed by the Chair
To the Irvine Divisional Senate Assembly:

INTRODUCTION

The Council on Faculty Welfare, Diversity and Academic Freedom (CFW) considers issues relevant to faculty welfare, academic freedom, affirmative action and diversity, and emeriti affairs. Its membership and duties are described in Irvine Bylaw 99. Professor Gopi Menakshisundaram chaired CFW during the 2011-12 academic year. The Council’s Chair served as the Council’s representative to the Senate Cabinet and the Irvine Divisional Senate Assembly. The Council sent representatives to three UC committees and one UCI committee: University Committee on Faculty Welfare, University Committee on Academic Freedom, University Committee on Affirmative Action and Diversity, and the Chancellor’s Advisory Committee on Child Care. The Council has four standing subcommittees. The Subcommittee for Emeriti Affairs consisted of the three emeriti members of the Council and the Chair of the UCI Emeriti Association (UCIEA). The other faculty members served on one of the other three subcommittees: Faculty Welfare, Academic Freedom and Affirmative Action & Diversity.

CFW had monthly meetings during the academic year of 2011-12. Additional discussions were conducted electronically. The Council reviewed and discussed the following issues, proposals, policies, and reports. When appropriate, it responded to the Chair of the Academic Senate, UCI administrators, or UC Senate committees:

SUMMARY OF COUNCIL’S ISSUES AND ACTIONS

Council on Faculty Welfare, Diversity and Academic Freedom’s Issues

UC Retirement Plan
The Council continues to monitor the status of the UC Retirement Plan. Status reports, when available, are provided at the monthly meetings.

Emeriti Issues - Faculty Housing
Members of the Emeriti Subcommittee continue to be interested in having a retirement community on campus that would include various levels of assisted living. The UCI Emeriti Association submitted a resolution and asked for CFW’s endorsement. Members unanimously approved a statement asking the UCI Administration to consider retirement housing for the campus. The memo was forwarded to the Senate Chair requesting the Senate Cabinet’s support. The Senate Cabinet unanimously endorsed CFW’s Statement and forwarded a memo to EVCProvost Gottfredson:

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) encourages the UCI Administration to consider having a retirement housing community on or near the campus for retired UC employees.
Campus Child Care
Gopi Meenakshisundaram, CFW’s representative to the Chancellor’s Advisory Committee, reported on the February 3, 2012 meeting. A second meeting was scheduled on June 8 and a report was provided at CFW’s meeting on June 12.
(CFW Meeting date: 2/14/12, 6/12/12)

Parking and Transportation Services (P&TS)
Director Ron Fleming, Interim Associate Director Jennifer Cartnal, and Michael Davis, the Coordinator of Sustainable Transportation Services, were invited to join the discussion regarding the graduate student’s concerns about parking at night and on weekends at CFW’s meeting on January 10, 2012. Richard Pattis, Chair of the Council on Student Experience, and Justin Chung, VP of Finance for AGS, also attended. Questions and concerns were forwarded in advance to the Office of Parking and Transportation Services. P&TS reported that recent adjustments have been made in response to the graduate student concerns: additional passes and extended hours for each pass. CFW members concluded that no further action was needed.

Director Fleming also provided his annual report on January 10 to CFW, including an overview for the following handouts:
1. Parking and Transportation Services Demand Modeling
2. UC Transportation Systems and Parking Program Principles which include a revenue spreadsheet and rate schedules.
3. A chart representing Active Permits in October of ’09, ’10 and ’11
4. Management Summary for November 2011 which include a spreadsheet with sections on Revenue, Expenses, and Operating Profit/Loss
(CFW Meeting dates: 10/25/11, 11/22/11, 1/10/12) (CFW Memo date(s): 1/4/11)

Ethics at UCI’s School of Medicine
At Professor Emeritus Jerome Tobis’s request, CFW was asked to review the need for funding/programs for ethics courses for medical students, ethics training for Administrators, ethics research, and procedures for dealing with ethics violations. It was later decided that the issue would be taken up by Senate members from the School of Medicine.
(CFW Meeting dates: 9/27/11, 10/25/11)

Senate Membership for Clinical Professors
The UC and UCI Senate reviewed and commented upon this issue during 2010-11, and both UC and UCI voted against Senate membership for Clinical Professors. At Professor Emeritus Jerome Tobis’s request for another review, CFW sent a memo to Dean Clayman, UCI School of Medicine (SOM), with a request for information about the School’s plans to improve Clinical Professors’ morale in the absence of membership. Dean Clayman responded with a memo of the actions taken.
CFW discussed several options for improving the morale of clinical professors at its meeting on February 14 and approved a proposal that was to be reviewed by the Senate Cabinet. With UC San Francisco’s decision in March to propose Senate membership for Adjunct and Clinical Professors, CFW’s memo to the Irvine Division Chair was withdrawn while we await the outcome of the UCSF action. On May 29, the University Committee on Rules and Jurisdiction issued a draft ruling against UCSF’s proposal to offer Senate membership for Adjunct and Clinical Professors. The UC Academic Council will consider UCR&J’s draft ruling at its June meeting. CFW will consider sending a revised memo during 2012-13.

(CFW Meeting dates: 10/15/11, 2/14/12) (Memo(s): 11/15/11 from CFW, 11/27/11 from Dean Clayman)

Long Term Care Benefit for UC Employees
Information was requested and CFW’s Human Resources consultant reported that UC does not currently offer a Long Term care policy and there is no indication UC is considering this type of plan in the near future. CalPers offers a Long Term policy which has been available in the past to UC employees. However, the plan is currently closed to new applicants.
(CFW Meeting date: 1/10/12)

Faculty Welfare – Mental Health Support
The Senate Cabinet asked CFW to review current policies and procedures and make suggestions for improving campus practices and awareness. Two members from the UCI Mental Health Initiative were invited to CFW’s meeting on June 12: Dr. Negar Shekarabi, from the UCI Counseling Center, and Professor Robert Moeller, from the Department of History, joined CFW’s discussion and provided information. Gwen Kuhns Black also prepared a list of resources for faculty assistance. The discussion will be carried over to the next academic year.
(CFW Meeting dates: 1/10/12, 5/8/12, 6/12/12)

Irvine Divisional Senate/UCI Administration Issues for the Council’s Review

Proposal for a Pilot Program for Online Access to Numerical Results of Teaching Evaluations
The Council on Student Experience (CSE) asked CFW to review and comment upon the proposal. The Council did not find any faculty welfare or academic freedom issues since faculty members have the right to opt out from having their evaluations published online. CFW reviewed a similar proposal from CSE during spring quarter of 2011 and reached the same conclusion. (CFW Meeting date: 10/15/11) (Memo: 11/7/11 & 4/19/11)

Chancellor’s Advisory Committee for UC Smoke-Policy Implementation
CFW will be sending two representatives to the committee: Bruce Blumberg and Michelle Garfinkel. Each campus will have discretion in developing guidelines for implementing the policy. As of mid-June, no meetings scheduled. Status reports will be provided at future meetings as information becomes available. (CFW Meeting dates: 3/13/12)

UC Climate Survey
CFW will be sending a representative, Grace Tonner, to participate in the UCI work group. Questions will be developed. Gwen Kuhns Black, a CFW consultant from OEOD will also be a
member of the work group. Monthly status reports were provided. Status reports will be provided at future meetings as information becomes available.
(CFW Meeting dates: 2/14/12, 3/13/12, 5/8/12)

Chancellor’s Advisory Committee on the Status of Staff (CACSS)
CACSS will have a Diversity Subcommittee. Gwen Kuhns Black, a CFW consultant from OEOD, will provide monthly status reports as information becomes available.

UC Senate Issues for the Council’s Review

UC Review of UCAAD’s Pay Equity Study
The Council reviewed the report and invited Raju Metherate, a UCI Professor who served on CFW when CFW conducted its pay equity study in 2009, and served on UCAAD when UCAAD’s study was reviewed last year. He provided a brief history of the two studies, as well as information on how the factors/formulae of the two studies varied. The Council forwarded comments to the Senate Chair for discussion at the Senate Cabinet meeting on December 6, 2011. (CFW meeting date: 11/22/11)(CFW memo date: 12/5/11)

UC Review of Proposed Revision to APM 200 and Proposed New APM 205. Recall for Academic Appointees
The Council reviewed and approved the proposed revision to APM 200 and the proposed new APM 205. (CFW meeting date: 9/27/11) (CFW memo date: 9/27/11)

UC Review of Proposed Revision to APM 670. Health Science Compensation Plan
The Council reviewed the proposed revision to APM 670. Members supported changes that provided greater clarity and consistency with the APM 700 series. Other changes seemed to be editorial and technical in nature. Two comments were forwarded to the Senate Chair for discussion by the Senate Cabinet on Oct. 25, 2011: 1) it is important to have a consistent definition of “good standing” as it could involve a future issue of academic freedom. 2) Under “d. Role of the Advisory Committee”, CFW recommended adding a reference to equal opportunity. (CFW meeting date: 10/25/11) (CFW memo date: 11/7/11)

The Council reviewed the proposed revision to APM 668. The Council supported UC’s attempt to maintain competitive salaries for faculty, and it was noted that this is one of several efforts by UC. However, only a small number of faculty members with grants will be eligible. CFW members were also concerned that the proposed revision may increase salary inequity. Comments and questions were forward to the Senate Chair for discussion by the Senate Cabinet at its meeting on November 15, 2011. (CFW meeting date: 9/27/11) (CFW memo date: 10/10/11)
UC Review of Faculty Salaries Task Force Report
The Council reviewed the report and endorsed the report’s three recommendations. Comments were forwarded to the Senate Chair for discussion by the Senate Cabinet at its meeting on April 3, 2012. (CFW meeting date: 3/13/12) (CFW memo date: 4/2/12)

The proposed revision to both APM 010 and APM 015 added the following wording “...freedom to address any matter of institutional policy or action, when acting as a member of the faculty whether or not as a member of an agency of institutional governance.” The Council’s discussion focused on “when acting as a member of the faculty” since it was not clear when a faculty would not be acting as a member of the faculty. The Council unanimously endorsed forwarding an alternate proposed revision for the Senate Cabinet’s consideration at its June 5 meeting:
“...and freedom to address any matter of institutional policy or action, when acting as a member of the faculty, whether or not as a member of an agency of institutional governance. This right extends to members of the faculty who are participating in agencies of institutional governance.”
(CFW meeting date: 5/8/12) (CFW memo date: 5/31/12)

The Council agreed that the proposed revisions for APM 035 were technical and not substantive. The proposed revisions to APM 190 were written to bring UC policies into conformance with recent California governmental code changes. The Council voted to approve both revisions.
(CFW meeting date: 5/8/12) (CFW memo date: 5/4/12)

UC Review of the Faculty Diversity Working Group Report
The Council reviewed the report at its May 8 meeting and continued a conversation via email. Comments were forwarded for Recommendations 1-5 and 8-10. The Council had no comments to offer for Recommendations 6, 7, and 11.
(CFW meeting date: 5/8/12) (CFW memo date: 6/4/12)

Status Reports
The following subcommittees have the opportunity to provide status reports at each meeting on issues under review at the campus level and by the UC Senate committees: Faculty Welfare, Affirmative Action and Diversity, Academic Freedom, and Emeriti Affairs.

Consultants from the Offices of Academic Personnel, Human Resources and Benefits, and Equal Opportunity and Diversity also have the opportunity to provide information at each Council meeting. The Council would like to thank Gwen Kuhns Black, Lynda Poirier, and Joan Tenma for their important contributions.
Invited Guests:
Raju Metherate, Past member of CFW and UCAAD – November 11, 2011
Justin Chung, VP of Finance, Associate Graduate Students – November 11, 2011
Ron Fleming (Director), Jennifer Cartnal (Interim Associate Director), and Michael Davis (Coordinator of Sustainable Transportation Services), from the Office of Parking and Transportation Services – January 10, 2012
Dr. Negar Shekarabi (UCI Counseling Center) and Professor Robert Moeller (Department of History), Members of the UCI Mental Health Initiative – June 12, 2012

Issues for 2012-13
The Council looks forward to reviewing and commenting on the next round of issues related to faculty welfare, diversity and academic freedom. Ongoing issues will include:
• Senate membership and other benefits for Clinical Faculty;
• Mental health awareness and support for faculty;
• Improving sound quality in Senate Conference Room for hearing impaired committee members;
• Smoke-free campus – implementation plan for UCI; and
• Following up with the incoming EVC/Provost on retirement housing,

The approved minutes of the monthly meetings are posted online on CFW’s web page.

On behalf of the Council on Faculty Welfare, Diversity and Academic Freedom

Gopi Meenakshisundaram, Chair

2011-2012 COUNCIL MEMBERSHIP
Faculty Members:
Gopi Meenakshisundaram, Chair
Bruce Blumberg
Zhongping Chen
Lucile Faurel
Michelle Garfinkel
James Given
Patrick Guidotti
Ivan Jeliazkov
Eric Knowles
Sabee Molloi
Vincent Olivieri
Jean Daniel Saphores
Subcommittee Reports follow:

**REPORT BY THE SUBCOMMITTEE ON EMERITI AFFAIRS**

CFW’s standing Subcommittee on Emeriti Affairs acts as a liaison to the UCI Emeriti Association (UCIEA), keeping the Association informed of current campus issues and providing advice to CFW on issues from an emeriti perspective. The Subcommittee meets prior to the Council meetings when there is sufficient business. Emeriti-related issues during 2011-12 included:

- Proposal to establish an Ethics Committee for the Academic Senate (Jerome Tobis)
- Senate membership for clinical faculty at the School of Medicine (Jerome Tobis)
- Draft questions for a survey regarding retirement housing, (Julian Feldman)
- Senior Living Community Proposal (Ted Quilligan and Julian Feldman)
- Ted Quilligan, current Chair of UCIEA, represented UCI at CUCEA/CUCRA meetings.

**Subcommittee members:**

Ted Quilligan, Chair and President of UCIEA  
Alan Elias  
Julian Feldman  
Jerome Tobis  
Michelle Garfinkel (Non-emeriti member)
REPORT BY THE SUBCOMMITTEE ON ACADEMIC FREEDOM (UCAF)

CFW’s Subcommittee on Academic Freedom advised CFW on academic freedom issues mentioned previously in this report. Carole Uhlaner represented the Irvine Division at the meetings of University Committee on Academic Freedom (UCAF) during the Fall and Winter Quarters. Jean Daniel Saphores was the representative for the Spring Quarter. UCAF issues for 2011-12 included:

- Revised Patent Agreement Requiring a Signature by UC Employees
- Legal Fees for Faculty Accused of Misconduct in Research
- Academic Freedom for Lecturers
- Graduate Students’ Perception About Academic Freedom
- The Impact of APM 210 on Academic Freedom
- Management Review of Proposed Revisions to APMs 010 and 015
- Implementation of RE-89
- Privacy and Information Security
- Research Using Animal Subjects
- Statement of Support for Controversial Research
- UCAF’s Sharepoint website
- Proposed Open Access Policy
- Best Practices for Responding to Protest Activity
- Provided advice to UCOP regarding other academic freedom issues.

Subcommittee members:
Carole Uhlaner, UCI Representative to UCAF (F&WQ)
Jean Daniel Saphores, UCI Representative to UCAF (SQ)
Bruce Blumberg
Eric Knowles
George Tita

REPORT BY THE SUBCOMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)

CFW’s Subcommittee on Affirmative Action and Diversity advised CFW on affirmative action and diversity issues mentioned previously in this report. Grace Tonner represented the Irvine Division at the quarterly meetings of the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD issues for 2011-12 included:

- UCAAD Salary Equity Study w/ review of campus responses
- Review of Bio Bib Forms and Revision of 2002 UCOP Guide to Recruitment and Retention of Faculty
- Annual UC President’s Report to the Regents on Diversity
- Reviewed proposed new and revised policies: APM 210 – Review and Appraisal Committee, APM 670 – Health Science’s Compensation Plan, APM 668 – Negotiated Salary Plan
Allowing LGBT Applicants to Self-Identify on the UC Application
Consultation with BOARS on UCOE Marketing Plan
Provided advice to UCOP regarding other affirmative action and diversity issues.

Subcommittee members:
Grace Tonner, Chair and UCI Representative to UCAAD
James Given
Sabee Molloi
Lucile Faurel

REPORT BY THE SUBCOMMITTEE ON FACULTY WELFARE (UCFW)

CFW’s Subcommittee on Faculty Welfare advised members on faculty welfare issues mentioned previously in this report. Gopi Meenakshisundaram represented the Irvine Division at the monthly meetings of the University Committee on Faculty Welfare (UCFW). UCFW issues for 2011-12 included:

- Consulted with UCOP on various budgetary reports/issues including the Working Smarter Initiative, UC Salary Equity Study, Negotiated Salary Plan for the General Campus, Salary Task Force Recommendations, and recommendations from the Faculty Diversity Working Group.
- Discussed new and proposed revisions to UC Policies:
  - Proposed revisions to the Academic Personnel Manual: APMs 010, 015, 016, 035, 190, 200, 205, 430, 610, 670, 668, 700
- Campus Response to Protests
- New Patent Agreement: Consequences of Not Signing
- Remuneration Philosophies: Salary vs Benefits
- Long Term Health and Welfare Benefits Strategy
- UC Path Service Center
- BOARS Transfer Proposal
- Lab Safety Protocols
- Online Education and Faculty Welfare
- UC Santa Cruz Salary Recommendations

Subcommittee members:
Gopi Meenakshisundaram, Chair and UCI Representative to UCFW
Ivan Jeliazkov
Patrick Guidotti
Vincent Olivieri
The Academic Council has sent for systemwide review the report and recommendations of the Rebenching Budget Committee. The rebenching project is the second phase of the University’s overhaul of its internal budgeting processes, following Funding Streams, which addressed non-state revenues and which was implemented in 2011-12. The intent of rebenching is to increase transparency and equity in the formula for allocating state funds across the campuses. The entire document is posted on the Systemwide Senate website:

http://www.universityofcalifornia.edu/senate/Rebenchingreviewpacket.pdf

I would ask that your Councils consider the proposal, and be prepared to discuss this item at the Senate Cabinet meeting scheduled for November 6, 2012. Please let me know if your Council opts out of the review. If you have any questions, please do not hesitate to contact me.
C: Michelle AuCoin
   Shira Long
   Jill Kato
   Charlene Mandau
   Thao Nguyen

Mary Gilly, Senate Chair
SENATE DIVISION CHAIRS
SENATE COMMITTEE CHAIRS

Re: Systemwide review of “Rebenching” report

Dear Colleagues:

I have enclosed for systemwide review in Fall 2012 the report and recommendations of the Rebenching Budget Committee, which met from April 2011 to March 2012. The rebenching project is the second phase of the University’s overhaul of its internal budgeting processes, following Funding Streams, which addressed non-state revenues and which was implemented in 2011-12. The intent of rebenching is to increase transparency and equity in the formula for allocating state funds across the campuses.

Comments should be sent to SenateReview@ucop.edu by Monday, December 3, 2012. I encourage you to circulate this report and recommendations widely in order to engage the broadest possible range of faculty in discussion of the future shape of the University. I thank you for your assistance.

Sincerely,

Robert M. Anderson, Chair
Academic Council

Cc: Academic Council
Executive Director Winnacker

Encl.
PRESIDENT MARK G. YUDOF

Dear Mark,

Enclosed please find the report and recommendations of the Rebenching Budget Committee. At your request, we convened this Committee in June 2011. The Committee was broadly representative of the University and its ten campuses, including six Chancellors, five members of the Academic Senate (including the Chair and Vice Chair of the Academic Council), two Executive Vice Chancellors, and four Vice Chancellors for Planning and Budget. The committee deliberated over the better part of the year, holding its last meeting on March 7, 2012. The committee approved the framework and recommendations of the report at the last meeting and this report was reviewed extensively by a drafting committee representative of the full Committee.

While not every member of the Committee agreed to every detail of the proposal, there was consensus on the need to move forward on the general principles behind the proposal. In particular, there was strong consensus that the University needs a more transparent and equitable process for allocating funds received from the State of California to its ten campuses. And there was strong consensus that such allocations need to be guided by core principles derived from the University’s mission. Specifically, that UC’s excellence is found in all of its parts and that state support per student should not depend on the campus a student attends. The Committee also felt strongly that rebenching should occur, if possible, out of new State funds rather than by further cutting existing State support at any campus.

Given the volatility and uncertainty surrounding the State budget, the Committee did recognize the need for year-to-year flexibility in implementing these changes. In particular, such flexibility would be needed in years of small or no budget increases. Other issues that would need to be addressed in implementation include:

- The development over the next year of a long-range enrollment plan that will provide the basis for the rebenching enrollment targets beginning in 2013-14. The campuses will be asked to begin such planning in early November, after the results of the November tax measure are known.
- The methodology for annual adjustments to the UC Merced and UC San Francisco budgets (proposals are referenced in the report).
Establishing a method for determining and annually adjusting the appropriate allocations to “off-the-top” programs including the Agricultural Experiment Station (AES), the Scripps Institute, the Neuropsychiatric Institutes, Mental Health Teaching Support, the MIND Institute, SAPEP programs, and any State General Fund adjustments to student financial aid in order to even out the student work/loan commitment across campuses.

In our belief that, similar to Funding Streams, adoption of rebenching will create a framework that allows for the transparent resolution of many of these issues. Many of these issues concern funding that was allocated to the campuses for a specific program at the request of the state government and are related to how that funding has grown or been cut over the years since it was originally allocated.

The enclosed report includes two documents (Appendix A and B) that show the results of the rebenching model calculations. However, one of the implementation tasks is to verify these numbers with the campuses. Thus, the numbers and results in these appendices will change prior to implementation. They should not be considered final numbers. In addition, there are additional appendices that will be compiled and transmitted to you over the next few weeks.

We are transmitting the report for additional review and comment to a broad range of University constituents. We look forward to discussing the report and its implementation with you at your earliest convenience.

Sincerely,

Lawrence H. Pitts
Provost and Executive Vice President
Academic Affairs

Nathan Brostrom
Executive Vice President
Business Operations

Enclosures

CC: Chancellors
Rebenching Budget Committee Members
Executive Vice Chancellors
Vice Chancellors for Planning and Budget
Rebenching Budget Committee Staff
University of California
Rebenching Budget Committee

Committee Report and Recommendations

Reduced state support prompts reexamination of UC funding models. Beginning in 2008, the University of California Office of the President (UCOP) initiated a comprehensive review of how the University budgets and allocates its various fund sources. This became particularly urgent in the intervening years as the state dramatically reduced state support to the University and non-state fund sources became an ever-increasing share of the University’s total budget. This review and subsequent deliberations in the University led to a recommendation in 2011 to adopt Funding Streams, a new budget allocation model for current funds.

Funding Streams. Funding streams, implemented for the 2011-12 budget year, is based on the principle that campuses would retain all the revenues they generate and that central operations would be funded through a new assessment on expenditures from all fund sources. Funding streams was implemented for all revenues except State General Funds. Fundamentally, it did not change how State General Funds are currently distributed across campuses.1 The distribution of State General Funds among campuses is a result of a long history of State and University funding allocation decisions. Because campuses grew at different periods under different allocation models, the base allocation of State General Funds could no longer be explained by any one set of factors or principles.

The need for rebenching. Parallel to the funding streams discussions, there were a number of discussions about the need to address the distribution (or redistribution) of the State General Funds that comprised the campus base budgets. One such body, the UC Commission on the Future (COTF), recommended, subsequent to funding streams, that the University examine the rationale for distributing state General Funds and design a proposal for “an equitable and transparent readjustment of base funding formulas.” The need for such a change included concerns about the “considerable disparities” among campuses in per-student funding and “the complexity and opaqueness of the current model.” This “readjustment” or reallocation of core State General Funds came to be known as Rebenching.

Rebenching Budget Committee. Provost Pitts and Executive Vice President Brostrom appointed the Rebenching Budget Committee which held its first meeting in April 2011 and deliberated for the better part of year. At its meeting of March 7, 2012, the committee agreed to the recommendations for the rebenching of state General Funds.

1 There were adjustments to campus General Fund allocations associated with Funding Streams and state General Funds are included on the expenditure side in the calculation of the assessment.
Core principles. The recommendations below are based on the following core principles:

- Unrestricted State General Funds provided to University shall be allocated to the campuses for the purposes of UC’s core missions based on the number and type of students they educate.
- UC has a common standard of excellence across its 10 campuses. The state subsidy per student should not depend on the campus a student attends. Thus, the amount of state General Funds allocated per student should be the same for each type of student across all of the campuses.²
- Rather than reducing the state funding provided to any campus, if possible, rebenching should be implemented in a way that seeks to bring all campuses to up to current highest level of per-student funding. This requires additional state funding.
- Graduate education is such an integral part of UC’s mission and excellence that it needs to be recognized in any allocation model.

Committee recommendations. Those core principles as well as a number of others are inherent in the recommendations for rebenching adopted by the committee. The following are recommendations agreed to by the committee at its last meeting:

- Initially, UC Merced and UC San Francisco are not included in the rebenching model and adjustments to their State General Fund allocations will occur through different means. The intention is that, as it grows, UC Merced will transition to the funding allocation method recommended here for the other campuses. A determination will need to be made as to when UC Merced begins to be part of the normal rebenching formula. For UCSF, there is a proposal for a corridor for increases and decreases that was not reviewed by this committee. Under the proposed corridor, UCSF would get 100 percent of its share of augmentations for the first two percent increase in State General Funds and then 50 percent of its share for any further increases. UCSF would take 100 percent of its share of any cuts for the first one percent decrease in State General Funds and 25 percent of any decreases beyond the one percent cut.
- Rebenching will be implemented starting with allocations for the 2012-13 fiscal year.
- The transition to a fully-rebenched state General Fund allocation at each campus will occur over six years.
- At full implementation, all campuses are to receive per-student funding equal to the highest campus’ per-student average³ (by level – see next bullet)
- Per-student funding is to be distributed on a weighted basis in which undergraduate, postbaccalaureate, graduate professional, and graduate academic master’s students are weighted at 1, doctoral students at 2.5, and health sciences students at 5 (except health sciences undergraduate students are at 1 and health sciences academic doctoral students are at 2.5).

² The Academic Senate stated it this way: “The state subsidy per student should not depend on the campus the student attends; this recommendation follows from our core value that UC is one university with one standard of excellence at its ten campuses. The cost of a UC-quality education is the same on every campus, and the campuses should be funded accordingly.”
³ The committee did discuss options for implementation that, in the absence of sufficient resources, would prioritize campuses furthest from the rebenching target and/or would rebench to the second highest campus.
• At the undergraduate level, only California resident students will enter into the formula for determining the allocation of state funding in the model. At the graduate level, all students are included.

• Only enrolled students up to a targeted number established in a systemwide enrollment planning process will be included. Students above targets will not be included in the weighting formula.

• For 2012-13, current budgeted enrollment targets will be the basis for rebenching. A new long-range enrollment plan will be developed over the next year and this plan will be the basis for rebenching enrollment targets in future years.

• There will be a penalty if a campus falls below its undergraduate California resident targets by more than a particular percentage over a particular time frame. For each student below the target, a campus will lose its per-student funding times a multiplier. The tolerance, time frame, and multiplier for assessing the penalty will be determined in implementation. For example, it has been proposed that the penalty be assessed if a campus falls below its target by more than one percent calculated using a three-year rolling average and that the multiplier be 1.5.

• Campuses with academic doctoral student proportions below 12 percent (ratio of Ph.D. to undergraduates) will be provided funding to increase the numbers of such students up to the 12 percent level.  

• Campuses are assigned a set-aside of $15 million in State General Funds prior to application of the weighting formula to recognize fixed costs that every campus has to cover unrelated to the number of students served.

• State General Funds allocated for specific state purposes and restricted to those purposes are funded “off-the top” – that is, these funds are allocated to campus or systemwide budgets prior to application of the weighting formula.

• As determined in Funding Streams, there is a student financial aid self-help contribution policy for resident undergraduate students common across all campuses. Currently, no State General Funds are used for leveling the student work/loan expectations among campuses pursuant to this policy. If state General Funds are used for this purpose in the future, those fund will also be treated as an “off-the-top” and not available for rebenching.

There were a number of issues that the committee left for resolution during implementation, including verification of the figures in the rebenching model. Two were mentioned above – the appropriate way to allocate state General Funds to UCSF going forward and the timing of the transition of UC Merced to the rebenching formula. Others include:

4 2007-08 budgeted enrollments as adjusted in 2010-11. “Over-enrollment” (students enrolled beyond the budget targets) will not be included.

5 The rebenching model includes funding at 12 percent for those campus now below 12 percent; thus, those campuses will realize funding for additional doctoral students as rebenching is phased in over the six years. Funding will be withdrawn for any shortfalls in achieving these numbers at the end of an appropriate phase-in period.

6 “Off-the-tops” agreed to by the committee include Agricultural Experiment Station, the Neuropsychiatric Institutes (NPIs) including Mental Health Teaching Support, Scripps Institute, SAPEP, and MIND. Clinical Teaching Support is not included as an “off-the-top” and remains part of the base budget subject to the weighting formula.

7 There are some discrepancies in the dollar figures for General Fund and “off-the-top” programs that need to be resolved between UCOP and campus budget offices.
• Establishing a method for determining and annually adjusting the appropriate allocations to “off-the-top” programs,
• Determining the appropriate set-aside for SAPEP funds, and
• Refining budgeted enrollment numbers by level.

While the University will need to work out the exact funding scenario through the allocations process, the committee recommends a “waterfall” of funding sources, in which new state funding would be the first source of rebenching funds, followed by savings generated from cuts to central programs, and, in a worst-case scenario in which no new funds are available for rebenching and cuts to campus budgets are necessary, distributing cuts in alignment with the goals of rebenching. However, the group acknowledged the President’s authority to alter this recommended solution in any given year in which circumstances warranted different action.

In the event of new funding from the State, funds would be distributed as follows:

• UC Merced – for enrollment funding according to its Memorandum of Understanding, which currently ends after 2013-14.
• Agreed-upon cost-adjustments to the “off-the-top programs” excluded from the rebenching base.
• To the campuses according to the rebenching targets based on the six-year implementation schedule. Under one state growth scenario, this would account for approximately 20% of any remaining new state funding after the above two categories are funded.
• Any remaining funds would be distributed according to the target General Fund percentages in the rebenching model\(^8\) in order to increase the dollar amount of state support per weighted student equally across the campuses. This would include UCSF’s distribution (proposal for UCSF described above).

These are the recommendations of the Rebenching Task Force. The President has the authority to take some, all, or none of these recommendations.

Calculations. Attachment A is the spreadsheet representing the latest version of the calculations that show a six-year path to implement the above recommendations. The spreadsheet shows the total amount of new funds that would be necessary to implement rebenching over six years\(^9\) and how those dollars would flow to each campus under that scenario. Note that it excludes the funding that would be needed for UC Merced and UC San Francisco and assumes no enrollment growth beyond the additional graduate students discussed above. Attachment B is a graph showing dollars per weighted student by campus, the system average, and the rebenching target.\(^10\)

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\(^8\) Line S on the 5/4/12 version of the model (Attachment A)
\(^9\) Assuming no state General Fund cuts
\(^10\) The figures in the attachments will change as the various data elements are verified with the campuses and as implementation decisions are made.
### Appendix A

#### Results will change when data is verified with campuses

<table>
<thead>
<tr>
<th>A</th>
<th>Treatment</th>
<th>Berkeley</th>
<th>Davis</th>
<th>Irvine</th>
<th>Los Angeles</th>
<th>Merced</th>
<th>Riverside</th>
<th>San Diego</th>
<th>San Francisco</th>
<th>Santa Barbara</th>
<th>Santa Cruz</th>
<th>Systemwide</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>State Funds</td>
<td>282,858,000</td>
<td>312,560,000</td>
<td>193,953,000</td>
<td>398,800,000</td>
<td>72,800,000</td>
<td>154,405,000</td>
<td>236,714,000</td>
<td>186,936,000</td>
<td>122,797,000</td>
<td>116,751,000</td>
<td>2,078,574,000</td>
</tr>
<tr>
<td>C</td>
<td>General Campus Off-the-top</td>
<td>(24,488,471)</td>
<td>(46,927,717)</td>
<td>(694,000)</td>
<td>(1,688,000)</td>
<td>(725,000)</td>
<td>(26,551,516)</td>
<td>(19,691,660)</td>
<td>(242,000)</td>
<td>(675,000)</td>
<td>(1,790,000)</td>
<td>(122,773,368)</td>
</tr>
<tr>
<td>D</td>
<td>Health Science non-CTS Off-the-top</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(44,209,042)</td>
</tr>
<tr>
<td>E</td>
<td>Clinical Teaching Support Off-the-top</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>F</td>
<td>Fixed Cost Set-aside</td>
<td>15,000,000</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
<td>(15,000,000)</td>
</tr>
<tr>
<td>G</td>
<td>Student (SF)</td>
<td>243,449,525</td>
<td>247,274,556</td>
<td>178,259,000</td>
<td>351,969,234</td>
<td>57,075,000</td>
<td>112,853,484</td>
<td>202,022,140</td>
<td>361,605,450</td>
<td>107,122,000</td>
<td>99,961,000</td>
<td>1,761,591,590</td>
</tr>
<tr>
<td>H</td>
<td>Health Science Budget</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>I</td>
<td>Adjusted campus base budget (G + H)</td>
<td>243,449,525</td>
<td>247,274,556</td>
<td>178,259,000</td>
<td>351,969,234</td>
<td>57,075,000</td>
<td>112,853,484</td>
<td>202,022,140</td>
<td>361,605,450</td>
<td>107,122,000</td>
<td>99,961,000</td>
<td>1,761,591,590</td>
</tr>
</tbody>
</table>

### Enrollment Options

<table>
<thead>
<tr>
<th>O</th>
<th>Graduate Growth to UC average</th>
<th>12.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>Population to weight</td>
<td>All-State-portable</td>
</tr>
<tr>
<td>Q</td>
<td>Weighting Scheme*</td>
<td>Custom</td>
</tr>
<tr>
<td>R</td>
<td>Weighted Enrollment</td>
<td>42,348</td>
</tr>
<tr>
<td>S</td>
<td>% of Systemwide Total (Campus R / System R) (System N * Campus S)</td>
<td>-</td>
</tr>
<tr>
<td>U</td>
<td>Change in State Funds: Dollars (T / I)</td>
<td>(6,062,000)</td>
</tr>
<tr>
<td>V</td>
<td>Change in State Funds: Percentage (UI)</td>
<td>-2.5%</td>
</tr>
<tr>
<td>W</td>
<td>Dollars per Weighted Student (T/I)</td>
<td>5,605</td>
</tr>
<tr>
<td>X</td>
<td>New Funds Needed (W, or if W is negative, O)</td>
<td>-</td>
</tr>
<tr>
<td>Y</td>
<td>Resultant Dollars on Campus (the greater of N or T)</td>
<td>243,449,525</td>
</tr>
<tr>
<td>Z</td>
<td>Resultant Dollars per Weighted Student (Y/R)</td>
<td>5,784</td>
</tr>
<tr>
<td>Z1</td>
<td>Dollars per weighted student (unadjusted)</td>
<td>5,749</td>
</tr>
<tr>
<td>AA</td>
<td>Difference from Mean (Campus Z / System Z)</td>
<td>(116)</td>
</tr>
<tr>
<td>AB</td>
<td>Resultant Dollars per Weighted Student (rank of Z)</td>
<td>3</td>
</tr>
</tbody>
</table>

### Bottom line of Hybrid model

<table>
<thead>
<tr>
<th>AC</th>
<th>Bring Those below up to 4</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB</td>
<td>Resultant (per weighted student)</td>
<td>6,413</td>
</tr>
<tr>
<td>AF</td>
<td>Resultant dollars needed (AE - N)</td>
<td>28,131,714</td>
</tr>
</tbody>
</table>

### Redistribution timeframe–years

| 2012-13 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
| 2013-14 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
| 2014-15 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
| 2015-16 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
| 2016-17 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
| 2017-18 | $ 4,688,619 | 1,909,144 | 8,589,098 | - | N/A | 3,524,648 | 5,600,124 | N/A | 8,926,299 | 3,827,496 | 37,065,427 |
Appendix B:
Rebenching Model Results: dollars per "weighted" student

These values are State General Funds per "weighted" student based on the formula in the rebenching model. The values are not related to the actual costs or expenditures for instruction since the model only accounts for a portion of one revenue source. It does not take into account other State General Funds, other revenue sources, actual expenditures, budget cuts, or over-enrollment.
September 27, 2012

GOPI MEENAKSHISUNDARAM, CHAIR
COUNCIL ON FACULTY WELFARE, DIVERSITY, AND ACADEMIC FREEDOM

ALAN TERRICCIANO, CHAIR
COUNCIL ON ACADEMIC PERSONNEL

STEPHEN RITCHIE, CHAIR
COUNCIL ON PLANNING AND BUDGET

RE: SYSTEMWIDE REVIEW OF NEGOTIATED SALARY PLAN

EXPECTED COUNCIL AGENDA DATE: November 19, 2012
EXPECTED CABINET AGENDA DATE: November 6, 2012

The Academic Council has requested our review of a proposed pilot for a Negotiated Salary Plan to be offered to eligible faculty on the general campuses. The proposed pilot will be made available only at Irvine, Los Angeles, and San Diego for a four-year evaluation period following its inception. A decision whether to extend it to other locations is not anticipated prior to the end of that time. Nonetheless, the proposed pilot has systemwide implications, and a systemwide review is necessary.

The intent is to implement the proposed plan on July 1, 2013. I would ask that your Councils consider the proposal, and be prepared to discuss this item at the Senate Cabinet meeting scheduled for November 6, 2012. If you have any questions, please do not hesitate to contact me.

Mary Gilly, Senate Chair

C: Mia Larson
Charlene Mandau
Thao Nguyen
Luisa Crespo
June 25, 2012

ACADEMIC COUNCIL CHAIR ANDERSON
EXECUTIVE VICE CHANCELLORS

Re: Report from Taskforce on a negotiated salary plan for the general campus

Dear Colleagues:

Attached is the report from the Taskforce on a negotiated salary plan for the general campus. This joint Senate-Administration Taskforce has forwarded a set of recommendations, suggesting further review by the COVC and the Academic Council before final approval. They recommend that all review needs to be completed no later than December 1, 2012 so that implementation can begin on July 1, 2013. To assist the new Provost in her review of the plan, I am asking that any responses reach her even earlier than this December date, since campus templates can only be finalized after the plan is accepted.

Please contact Vice Provost Susan Carlson at (510) 987-9479 or susan.carlson@ucop.edu if you have any questions about the recommendations.

Sincerely,

Lawrence H. Pitts
Provost and Executive Vice President
Academic Affairs

Attachments

cc: Provost Designate Dorr
    Academic Council Vice Chair Powell
    Vice Provost Carlson
    Executive Director Tanaka
    Executive Director Winnacker
    Interim Chief of Staff Greenspan
June 15, 2012

To: Executive Vice President and Provost Lawrence Pitts

From: Susan Carlson, Vice Provost for Academic Personnel (UCOP) (convener)
Elizabeth Deakin, UCPB representative (UCB)
Harry Green, UCAP representative (UCR)
Dan Hare, UCFW representative (UCR)
Kristi Larsen, Assistant Vice Chancellor (UCSD)
Gene Lucas, Executive Vice President and Provost (UCSB)
Bob Powell, Vice Chair, Academic Senate (UCD)
Victoria Sork, Dean of Life Sciences (UCLA)
Scott Waugh, Executive Vice Chancellor and Provost (UCLA)

Subject: Report from Taskforce on a negotiated salary plan for the general campus

In February 2012, you convened a Taskforce on a faculty negotiated salary plan for the general campus. You took this action after systemwide review of proposed APM – 668, a review which generated a mixed response to the possibility of a negotiated salary program for the general campus.

The Taskforce charge was as follows:

To explore and recommend possible paths forward in consideration of a negotiated salary plan in the light of the serious shortfall in UC salary competitiveness and the concerns about the proposed APM – 668 raised by the Academic Council. The Taskforce may explore possible mechanisms for quantifying the risks and benefits in such a plan. The Taskforce may define parameters of such a salary plan, i.e. should the plan be limited to specific units or disciplines or campuses? Taskforce members should confer with their constituencies during plan development as may be appropriate. The Taskforce will meet in person once and by phone at least twice per month until its final report is complete. Final report due to Provost by June 15, 2012.

The Taskforce met by teleconference five times (February 28, March 14, April 2, and 26, and June 4) and in person on May 14 in Oakland.
Recommendation

We are recommending adoption of a “General Campus Negotiated Salary Trial Program” as outlined in the attached document. We have come to consensus that a four-year Trial Program on three campuses meets a pressing recruitment and retention need while putting in place data collection to allow for a full assessment of the program during its third year. We recommend the Trial Program take effect on July 1, 2013. In order for this to occur, final review, endorsement and approval needs to occur no later than December 1, 2012 in order to give campuses enough time to plan, train personnel, and put in place reporting metrics.

Background

The Taskforce began its work with a review of nearly two decades of effort to put a negotiated salary policy in place on the general campus. Taskforce members compiled a matrix of key issues that had come up in the systemwide review of APM – 668 and matched concerns with currently available evidence (or lack of evidence) to address the concerns and proposed evidence to collect in a Trial. With the help of campus partners, staff in Academic Personnel collected available data on cognate salary processes at UC. Most useful were data on the following: HSCP (particularly faculty in the basic sciences and those general campus faculty on split appointments in HSCP), UCR Division of Biomedical Sciences salary program (2007-2011), UCLA Public Health salary processes, and faculty drawing summer salary. The Taskforce collected and reviewed a large body of materials, and these can be made available to aid you in your review of the Trial Program. Minutes for the meetings are also available.

Taskforce discussion revealed a range of opinion about the advisability of a Trial Program. We believe open discussion led to development of Trial Program details that will allow the University to address a particular set of salary challenges while collecting data on the Trial Program’s effectiveness.

Next Steps

The COVC has endorsed instituting a General Campus Negotiated Salary Trial Program, although they should be provided these final documents for review and final endorsement. Senate members of the Taskforce have asked that the Academic Council review and comment on this Trial Program before a final decision is made.

In addition to the “Trial Program” document that is attached, we have also included a template for campus-level Implementation Procedures. If a Trial Program goes forward, each of the participating campuses would use this template to develop campus-based practices; these would be developed in partnership between faculty and administration. While each campus will need to design details of implementation that align with current campus practices, our recommendation is that departures from the Implementation Procedures template would be reviewed and endorsed by the local Senate and EVC and approved by the systemwide Provost, who would consult with the systemwide Senate Chair. Program consistency across campuses is essential to ensure that
the collected data are useful in assessing the program. This assessment process is core to the Taskforce recommendations.

Members of the Taskforce would be pleased to discuss these recommendations with you.
enc:  General Campus Negotiated Salary Trial Program
       DRAFT Implementation Procedures for Trial Negotiated Salary Program
Since at least 1995, UC faculty and administrators have been working to design a negotiated salary plan for faculty on the general campus. Given the concerns about proposed APM – 668 (“Negotiated Salary Program”), a Taskforce of campus administrators and faculty met in the spring of 2012 to design a Trial Program to test the effectiveness of the concept on a few UC campuses. The Trial outlined below will respond to an immediate recruitment and retention need on three campuses (UC San Diego, UCLA, and UC Irvine) and will allow the University to collect valuable data on the use and effectiveness of the program. Subsequently and with the data generated and collected through the Trial, parties can have a more informed discussion of the need for a systemwide policy. This Trial would be operational on July 1, 2013.

A. Program Components

Overview: The four-year Negotiated Salary Trial Program (Trial) will allow up to three UC campuses to test a negotiated salary process for general campus faculty. Eligible faculty will be able to voluntarily contribute external fund sources toward their total salary, with the negotiated salary amount funded through external sources. The amount of negotiated salary will have a cap of 30% of the base salary (academic or fiscal, including off-scale); and the Dean or designee will have responsibility for managing funding of the negotiated salary program. Merit review will continue according to campus policy, and each participating campus will determine the appropriate role for its Committee on Academic Personnel (CAP) or equivalent committee.

Scope: Administrators and Divisional Senates on three campuses (UCI, UCLA, and UCSD) will consult on potential participation. Once a Trial Program has been approved, the EVC on each campus, with Senate input, will coordinate with divisions/schools/departments that will take part.

Eligibility: Ladder-rank and in-residence faculty who have advanced in rank or step in their last academic review (or equivalent satisfactory review) are eligible, provided the faculty member’s campus and division/school/department has opted to participate. HSCP members and full-time deans and faculty administrators (as defined in APM – 240 & 246) are not eligible.

Faculty responsibilities: Participating faculty are expected to meet all teaching, research and service obligations and to be in compliance with all applicable University policies, procedures, and training requirements. The campus will ensure that policies about the buy-out of teaching are maintained.
Fund management: Only external funds will be used to support this program. “External funds” refers to any non-state-appropriated funds, such as (but not limited to) endowment or gift income, professional degree fees, self-supporting degree fees, and contract and grant support. The Dean or his/her designee will have responsibility for managing program funds, reviewing the availability of F&A, and for covering any unforeseen shortfalls. General Funds cannot be substituted for external funds in support of the program.

Salary: The total negotiated salary will be comprised of the salary covered under the University of California Retirement Plan (UCRP) (scale base plus off-scale components) and a negotiated salary component.\(^1\) Negotiations will be conducted annually to determine an individual’s total negotiated salary for the following year. The total negotiated salary must be effective for one full year, corresponding with the University fiscal cycle of July 1 – June 30 and may not be changed during that year. The faculty member’s salary (scale plus off-scale) will not be permanently affected (neither increased nor decreased) as a result of participating in this program.

Process: As outlined in the Implementation Procedures, eligible faculty will work with the department chair and department business officer to develop a proposal for a negotiated salary, with proposals approved by the dean.

Reporting/Review: At the end of each fiscal year, the systemwide Provost will gather (from each EVC whose campus is participating) data on the program, compile it, and share with the COVC and the Academic Senate. A comprehensive review will be undertaken during year three. Trend data will be provided in year two and after. Details of the report elements are listed below in section B. An interim report on participation will be submitted as soon as possible after the Trial begins on July 1, 2013.

Implementation: This document will serve as the Program Policy document with all items outlined here to be constant among all participating campuses. The systemwide Provost will also develop “Implementation Procedures for a Trial Negotiated Salary Program” with details about the procedural details of running the program on campus. Each campus will adapt this template to its own approval and review structures. Departures from this Program document and the “Implementation Procedures” must be approved by the systemwide Provost with input from the Chair of the Senate.

\(^1\) Faculty will remain on pre-existing appointments (either academic or fiscal); those on academic year appointments remain eligible for summer ninths which will continue to be processed under pre-existing guidelines.
Compliance: When Federal projects are involved, the program must be compliant with Office of Management and Budget (OMB) Circular A-21. Participating faculty retain their obligation to abide by University policy including Conflict of Interest, Conflict of Commitment, the Faculty Code of Conduct, and the policy on the requirement to submit proposals and receive awards for grants and contracts through the University.

Duration and termination: The program will run for four years, beginning July 1, 2013, with a full review during the third year. At that time, the Provost and Academic Senate will determine the advisability of adding policy language to the APM, continuing the Trial, or terminating the Trial. The systemwide Provost may suspend the Trial effective June 30 of any year should the program be deemed to put the University at risk; an individual campus EVC may suspend the campus participation effective June 30 of any year.

B. Metrics, Reporting, and Assessment

An interim report on participation will be submitted as soon as possible after the Trial begins on July 1, 2013, including prospective information provided in the faculty applications for 2013-14. In addition, annually at the end of the fiscal year, the Office of the President will collect information on the operation of the program from each participating campus. The goal of the data collection will be to identify any positive or negative impacts of the Trial Program; i.e., was faculty retention positively/negatively impacted? was teaching positively/negatively impacted? was graduate student and postdoc support adequate? etc. The systemwide Provost will distribute a combined report to COVC and the Academic Council for review and feedback. The following information will be collected:

Funding

- Information on external funding utilized in connection with Trial: track funding by type (endowment funds, contracts and grants [by agency], gifts, fees, etc.).
- Development and use of the program funds.

Demographic information on faculty, teaching, and research support in participating units

- Collection of information on all faculty in participating departments: a) department and school or division, rank and step, gender, race/ethnicity, b) salary, including off-scale, summer ninths, negotiated amount, c) teaching loads, including those who bought out a teaching assignment during the year (data both before and during Trial period) and indication of teaching done on-load or as overload.
- Data on graduate student and post-doc support by department and individual (data both before and during Trial period).
Surveys

Faculty and administrators with expertise in survey design and administration will develop surveys for faculty and administrators involved to assess effectiveness of the program on Trial campuses. The surveys will allow for assessments of conflicts of interest and commitment as well as morale. They will be used to ascertain the extent to which this program has successfully helped with hiring and retention and has not been detrimental.

In addition, each annual report by the campus EVC will include an administrative assessment of relevant issues, including a review of the personnel process at various stages: CAP, department chairs, and deans.

A comprehensive three-year review will assess whether the Trial Program has helped UC meet University goals effectively. After the three-year reports are reviewed by the Academic Council and the COVC, the systemwide Provost will recommend to the President whether the Trial Program should be 1) reviewed for inclusion in the APM, 2) maintained for an additional trial period, perhaps on additional campuses, or 3) terminated.
[This template will be used for any campus participating in the Trial. Revisions to the template at the campus level will be reviewed by the Divisional Senate, approved by the EVC, and forwarded to the systemwide Provost for final approval.]

The “Negotiated Salary Trial Program” (hereafter referred to as “Trial”) is outlined in a Program Document approved by the Provost, after consultation with the Faculty Senate in fall 2012; the Program Document will be appended to each Campus Implementation Procedures document.

All General Campus Academic Divisions (College A, School B, School C, etc.) will have the option to participate in the Trial program. Deans will inform the EVC on or before March 1 which departments will participate in the Trial.

For departments participating in the Trial, all eligible members of the department faculty may participate in the negotiated salary program. All members would receive a copy of the implementation procedures and any other related documents (i.e. Trial Program document).

Proposal Submission Process

For departments who are participating in the Trial:

- Eligible faculty members as provided for in the “General Campus Negotiated Salary Trial Program” (Program document) may participate in the negotiation process.
- Faculty members must have the allowable and appropriate funding resources available to support the total negotiated salary.

No later than March 1 of each year a call will be issued to eligible faculty by their respective home departments regarding the annual negotiation for the coming fiscal year.

Interested and eligible faculty shall submit a Trial Plan Proposal Form for the following year. A common proposal form will allow for a consistent collection of data on the Trial (see “Metrics, Reporting, and Assessment” section of the Program Document).

Negotiations are for one fiscal year effective July 1 and ending on June 30. Retroactive participation is not permitted.

Participation must be renegotiated each year. Renewals are not automatic. The systemwide Provost may suspend the Trial Program on June 30 of any year; an individual campus EVC may suspend the campus participation effective June 30 of any year.

Eligibility and Faculty Responsibilities

Faculty eligibility and responsibilities are outlined in the Program document, and include the following:

- Advancement in rank or step in last academic review (or equivalent satisfactory review)
- Fulfillment of faculty member’s approved teaching load
- University service commensurate with rank and step
- All research contracts and grants in good standing, (e.g. no outstanding agency reports or accounts in deficit)
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- Research support obligations fulfilled, including current students, incoming students, tuition, benefits, research support, post-docs, etc. Faculty have a responsibility to support such costs.
- Compliance with relevant reporting and training requirements.

Evaluation of Proposals

Prior to submission of a proposal, the faculty member must meet with the appropriate campus Fund Manager/Department Business Officer to verify the proposed funding source(s). The Fund Manager/Department Business Officer will confirm that the funding source(s) is allowable and that it will remain in place for the entire fiscal year.

Once the funding has been verified by the Fund Manager/Department Business Officer, the participating faculty member should submit the Proposal Form to her/his department Chair no later than April 1.

The Department Chair and department business office will review the proposal to ensure that:

- The requestor has met or will meet all teaching, research and service obligations; and is in compliance with all applicable University policies, procedures and training requirements
- The amount requested is consistent with these implementation procedures
- Allowable and appropriate resources are available to support the proposal including benefits costs and (if applicable) reserve funds requirement.

The Department Chair will review the proposals and forward endorsed proposals to the Dean no later than April 15. The Dean will review proposals and will forward all endorsed proposals to the EVC on or before May 1.

Each participating campus will review appropriate participation for CAP, so that the review of negotiated salary proposals is in line with other responsibilities of the CAP (or equivalent committee) for that particular campus.

Under Option A, The EVC will forward endorsed proposals to the Committee on Academic Personnel (CAP). CAP will review the proposals in the same manner it currently reviews salary and/or retention recommendations. The EVC will review and inform the dean of approved proposals no later than June 1.

Under Option B, the EVC will review and inform the dean of approved proposals no later than June 1. CAP will receive a report of the actions.

If a proposal is approved by the Chair, Dean and EVC, a salary confirmation letter will be sent to the faculty member confirming the faculty member’s total salary for the coming fiscal year. Notification of approved participation will be sent to the faculty member, Chair, MSO, and AP Office.

If the Chair does not endorse and forward a faculty member’s proposal, the Chair should meet with the faculty member and if an agreeable change to the proposal is reached, any modification should be documented and the proposal forwarded as outlined above.
If the Chair does not endorse because a faculty member does not have sufficient funding, the Chair will inform the Dean and the Dean will review. If the Dean concurs with the chair, s/he will communicate the finding to the faculty member and provide the faculty member a summary of review findings.

If the proposal is not endorsed by the Chair because the faculty member does not meet the minimum eligibility criteria, the Chair will inform the Dean and the Dean will review. If the Dean concurs with the chair, s/he will forward the proposal, the chair’s assessment and the Dean’s assessment to the EVC. These eligibility cases will be reviewed by CAP, who will provide a recommendation to the EVC. The EVC will issue a final resolution within 7 days of CAP review.

### Approval Process

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
<th>Initial Response</th>
<th>Next Step/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding Authorization</td>
<td>Dept business officer</td>
<td>30 days</td>
<td>Resolve any issues with faculty member then forward to chair</td>
</tr>
<tr>
<td>Salary Negotiation</td>
<td>Chair</td>
<td>30 days</td>
<td>Negotiate with faculty member and forward endorsement to Dean</td>
</tr>
<tr>
<td>Dean Review</td>
<td>Dean</td>
<td>14 days</td>
<td>Review proposal and forward endorsement to EVC</td>
</tr>
<tr>
<td>CAP Review Option A only</td>
<td>CAP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EVC Endorsement</td>
<td>EVC</td>
<td>14 days</td>
<td>Endorse</td>
</tr>
<tr>
<td>Eligibility Appeals</td>
<td>EVC</td>
<td>7 days of CAP review</td>
<td>Review case and issue final resolution</td>
</tr>
</tbody>
</table>

### Compensation Components

Negotiations between the faculty member and Department Chair will be conducted annually to determine the total UC salary for the year. Total compensation will be established as follows:

**Scale-Based Salary**

Participating faculty will receive their scale-based salary in addition to an optional negotiated component. The scale-based salary refers to an individual’s regular scale salary rate plus any off-scale as approved at the time of hire or as a result of a retention offer or regular academic review. The scale-based salary (scale and off-scale) is considered covered compensation under the University of California Retirement Plan (UCRP) up to the amount permissible by Internal Revenue Code provisions and in accordance with UCRP policy and provisions.

**Negotiated Salary Component**

A negotiated salary component beyond scale-based salary may be negotiated annually and has a cap of 30% of the scale based salary.

**Participation Effective Dates**

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1 This Program does not change the faculty member’s basic appointment base: academic or fiscal. Those on academic year appointments remain eligible for summer ninths which will continue to be processed under pre-existing guidelines.
The total UC salary rate will be effective July 1 through June 30. Newly hired faculty with mid-year start dates may participate from the appointment begin date through June 30. Increases negotiated as a result of a formal retention will be effective on July 1 of the next year. Early withdrawal from the program is allowed only upon separation from the University or as a result of an official disciplinary action (as described in APM 015 and 016 and Senate Bylaw 230).

Salary Attributes

The following chart defines the normal funding source for each salary component and whether the salary component is considered covered compensation for UCRP:

<table>
<thead>
<tr>
<th>Salary Component</th>
<th>Fund Source</th>
<th>Covered Comp?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scale-Based Rate (rank/step + off-scale, if applicable)</td>
<td>State general funds</td>
<td>Yes</td>
</tr>
<tr>
<td>Negotiated Salary Component</td>
<td>External funds</td>
<td>No</td>
</tr>
<tr>
<td>Summer Salary</td>
<td>Varies</td>
<td>Not covered comp under UCRP but special Defined Contribution benefit applies (matching 3.5% contributions from employee and employer)</td>
</tr>
<tr>
<td>Administrative Stipend (if applicable)</td>
<td>Varies</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Fund sources may come from any combination of external funding sources as defined in the Trial Program document.

Funding must be awarded and in hand prior to June 30 of the current fiscal year to be considered for that year’s negotiation. The fund source must cover the entire year of the proposal. There are no exceptions. Funds awarded after the salary rate for the year is established may be considered eligible compensation for the following fiscal year.

Effort for salaries charged to sponsored projects funded by federal sources must be accurately and appropriately calculated and certified.

The total UC salary—scale-based salary plus negotiated component—may not be changed for any reason, including but not limited to: mid-year salary scale adjustments (e.g. general range/COLA), retroactive merit increases, or the receipt of additional contract and grant funds. If a faculty member’s salary is raised effective October 1 (or any other date other than July 1) due to a general range/COLA, the negotiated salary component will be adjusted downward while the covered compensation goes up so that the total UC salary remains unchanged for the fiscal year.

Other Additional Compensation

Additional compensation programs for faculty earning summer ninths remain intact. Faculty may earn up to three-ninths additional summer compensation for research, teaching, and/or administrative service. Summer ninths shall be paid at the total UC salary rate (scale-based plus the negotiated salary component) according to standard summer salary policies. Faculty will maximize summer ninth

4
opportunities before utilizing this Program. Any portion of a ninth paid for service in June shall be based upon the individual’s salary in effect on June 30.

If summer salary compensation is based on the academic year salary, Summer Session teaching compensation will be based upon the total UC salary rate (scale-based plus the negotiated salary component) in effect on June 30 of the calendar year in which the Summer Session begins.

All applicable Federal policies still apply. For example, a maximum of 2/9ths summer salary or the equivalent amount of academic year salary may be charged to NSF grants. Agency (e.g., NIH) salary caps must be observed and state funds may not be used to pay the cap gap.

**Administrative Compensation**

HSCP members, full-time Deans, and full-time faculty administrators (see APM – 240 and 246 for definitions) are not eligible for this program.

Stipends issued for official administrative roles may not be included in the negotiated salary component and must be recorded as separate payments. Classification of official administrative roles will be determined in accordance with campus practice.

**Leaves of Absence**

While leaves may not be common for Trial participants, sabbatical leave and other leaves with pay will be granted at the total UC salary rate in effect during the period of the leave. State funds may be used only for the portion of a sabbatical leave related to a faculty member’s scale-based salary. Plans for leave will be proposed to the department chair according to current procedures.

Medical leave will be granted at the total UC salary rate through June 30 of the year of the leave (see APM – 715). If external fund restrictions preclude payment of medical leave, the department must provide appropriate unrestricted funds to ensure full payment of the total negotiated salary (the negotiated component cannot be paid through state funds). The University is under no obligation to continue the negotiated salary component if the medical leave continues into the next salary negotiation cycle (7/1 - 6/30).

**Intercampus Transfers**

Temporary intercampus appointments, including Faculty Consultant payments, will be based on the total UC salary rate in effect during the temporary appointment. For permanent intercampus transfers, APM – 510 applies. The negotiated salary component may not be a factor in determining a competing UC offer (see Appendix A in APM – 510). If the new campus is participating in the Trial program, the faculty member must negotiate a new proposal with his/her new campus.

**Overload Teaching**

If any portion of the negotiated salary component is based on overload teaching in a self-supporting UC program, the appropriate number of consulting days must be forfeited in accordance with APM 025.

**Financial Responsibility**

The Dean or his/her designee is responsible for managing funding of the negotiated salary program and will cover a faculty member’s total UC salary for the entire fiscal year period (7/1 to 6/30). The Dean may establish a sufficient reserve fund to serve this purpose.
Funding obligations for the total UC salary including negotiated component—as well as other research responsibilities such as reserve fund requirement, NIH salary cap gap, graduate student support, salary threshold levels, research equipment, benefits, salary raises, etc.—must be met and therefore this must be determined during the negotiation process.

Where applicable, the reserve fund will be built via the accumulation of faculty released base-salary by supporting a portion of the base on non-state sources. A faculty member participating in the Trial is required to release base-salary equal to a percentage (to be determined by the campus) of the negotiated component. If a faculty member loses funding during the annual negotiated year period, the department must assure the faculty member receives his/her total negotiated UC salary for the year.

The reserve fund account minimum balance will be set by the Dean or his/her designee. If accumulations fall below this level, an increase in contribution rates or a transfer of non-state-appropriated general funds will be required to bring the balance to the required level. Use of any reserve fund surplus will be reviewed by faculty in the affected unit and approved by the Dean and the EVC.

It is expected that Deans will discuss with the faculty (a Faculty Executive Committee, for example) the usage of surplus funds. Additional input or practices may be developed by faculty in the decanal unit.

Reserve account accumulations and expenditures are to be reported annually to the EVC, including what faculty consultation occurred regarding the use of the funds.

Reporting

The EVC is responsible for reporting on campus participation to the Systemwide Provost annually.

Notification, Documentation and Implementation

Approved proposals will be documented in writing and signed by the faculty member, Department Chair, Dean, and EVC.

Department Responsibilities

- Forward the EVC’s the annual call to the departmental faculty
- Document the funding authorization process used for all proposals
- Document the methodology used to determine the negotiated salary component in each case
- Issue an annual salary confirmation letter to the faculty member
- Enter the negotiated salary in the payroll system
- Perform a post-audit of the salary implementation in payroll
- Provide annual documentation of teaching and service activities and extramural expenditures for graduate students for all participating faculty. Explain changes in student support levels.

Dean’s Responsibilities

- Notify the EVC by March 1 as to which departments will participate
- Ensure all participation criteria have been met and maintain documentation of reviews
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- Forward to EVC information on proposed faculty participation by May 1
- Ensure payroll action matches the approved negotiated salary amounts
- Report funding summary to the EVC.

EVC Responsibilities

- Issue annual call to participating units
- Submit proposals to CAP (Option A) or report negotiated salaries to CAP (Option B)
- Review faculty appeals of negative findings by the Dean and Department Chair
- Maintain appeal resolution documentation
- Notify the faculty member, Department Chair, and Dean of approved plans
- Maintain open communications with Academic Senate on implementation issues and concerns
- Serve as Office of Record for approved proposals
- Forward the Campus Implementation Procedure to the UC Provost for approval
- Provide annual report to the divisional Academic Senate by October 1
- Prepare data for Provost annually as required by Office of the President.

CAP Responsibilities

- Review proposals prior to approval. Provide input to EVC (Option A). Or, review list of negotiated salaries (Option B).
- Review faculty appeals of negative findings by the Dean and Department Chair where eligibility is at issue
- Review post audit annual reports on participation; provide feedback to EVC if there are issues or concerns.

Academic Senate Council Responsibilities (both divisional and systemwide)

- Receive annual report on Trial participation and metrics. Forward to appropriate Divisional and Systemwide committees for analysis and input.
- Respond to third-year review of Trial program and its future status.
# Status Report
## Council on Faculty Welfare, Diversity, and Academic Freedom
### 2011-2012

<table>
<thead>
<tr>
<th>Issue</th>
<th>Date Received</th>
<th>Date of CFW Mtg.</th>
<th>Designated Reviewers</th>
<th>Action Required w/Response Deadline</th>
<th>Review Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COUNCIL ON FACULTY WELFARE ISSUES UNDER REVIEW</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. UC Retirement Plan - On-going Issue</td>
<td>Status reports will be provided when available</td>
<td>CFW Chair reports at all meetings if information is available from UCFW or Senate Cabinet meetings.</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>2. Emeriti Issues from Subcommittee on Emeriti Affairs</td>
<td>Emeriti Subcom.</td>
<td>Status Reports may be provided at all meeting. Issues to consider: - Are there new issues with increase in retirements? - Office space and staff support issues for retired faculty - Recalls: Are there new issues and policy implications?</td>
<td>Resolution – Requested CFW’s support. CFW approved a statement that will be forwarded to the Senate Chair. memo dated 5/24/12. Senate Cabinet endorsed CFW’s statement at its mtg. on 6/5/12. A memo was forwarded to the EVC/Provost requesting consideration for a retirement community at UCI (6/13/12). <strong>Follow-up with Luisa for an update re: discussions during the summer. Report info at 1st FQ Mtg.</strong></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>3. Faculty Housing (University Hills and ICHA Management)</td>
<td></td>
<td>Issues to consider: - Future development plans for faculty housing off &amp; on campus. - When University Hills reaches build-out, will ICHA’s role as developer change. If yes, how? - defer 2012-13</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>4. Campus Child Care</td>
<td>Gopi Meenakshisundaram will be CFW’s rep. for the Chancellor’s Advisory Com. on Child Care.</td>
<td>Meetings: February 3, 2012, (Agenda and minutes are in CFW Status Report notebook.)</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>5. OEOD’s Data</td>
<td>AA&amp;D Subcom.</td>
<td>Gwen Kuhns Black provides CFW with data and reports when available.</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>6. Elect a Vice Chair for CFW</td>
<td></td>
<td>Vice Chair would attend Cabinet mtgs. when Chair is not available.</td>
<td></td>
<td>Ongoing issue</td>
<td></td>
</tr>
<tr>
<td>7. Parking and Transportation Services – Annual Report from Director Ron Fleming</td>
<td>Usually a Spring Quarter Meeting</td>
<td>Information Item – No action</td>
<td></td>
<td>Annual Report</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ron Fleming, Director, Jennifer Cartnal, Interim Assoc. Director, and Michael Davis will attend. (See #14 also)</td>
<td></td>
<td>Annual Report + discussion of AGS Parking Issues. Questions/concerns forwarded in advance to P&amp;TS for discussion at Jan. mtg. CSE Chair also attended. CFW determined that recent adjustments (additional passes and extended hours for graduate students) has adequately addressed AGS’s concerns and no action by CFW is needed at this time.</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>

*Attachment 8A*
<table>
<thead>
<tr>
<th>Issue</th>
<th>Date</th>
<th>Mtg. Date</th>
<th>Reviewers</th>
<th>Action Required w/ Response Deadline</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>8. UCI Librarian – invite when new UCI Librarian is appointed</td>
<td></td>
<td>Brought Forward June</td>
<td>-</td>
<td>Invite new UCI Librarian to report.</td>
<td></td>
</tr>
<tr>
<td>9. UCSB’s practice of rewarding diversity related activities w/ ¼ step salary increase.</td>
<td></td>
<td>Brought Forward from 2010-11</td>
<td>6/8/10 Subcom. On AA&amp;D</td>
<td>Raju Metherate, CFW Rep to UCAAD, reported on the UCSB practice of rewarding diversity related activities. Chair Parker indicated that a related faculty salary issue will be discussed during 2010-11. The Academic Senate will be asked to review a proposal to allow extramural resources (e.g. NIH grants) to be used for augmenting faculty salaries &amp; campus CAPs may be asked to review off-step salary recommendations. As of Jan. 3, 2011, no proposal is on the table.</td>
<td>Yes</td>
</tr>
<tr>
<td>11. The ADVANCE Program</td>
<td>8/9/11</td>
<td>FQ</td>
<td></td>
<td>They have an item for the FQ Senate Newsletter. Contact Dina at <a href="mailto:djankows@uci.edu">djankows@uci.edu</a> for information - declined to submit. Check annually to see if the Director wants to report</td>
<td>Yes</td>
</tr>
<tr>
<td>12. Academic Freedom for Lecturers</td>
<td>9/27/11</td>
<td>10/25 Subcom on AF</td>
<td></td>
<td>Carole Uhlaner, CFW’s Rep to UCAF, reported that UCAF will be discussing the issue and CFW’s input would be useful.</td>
<td>Yes</td>
</tr>
<tr>
<td>13. Ethics at the Medical School</td>
<td>9/27/11</td>
<td>9/27/11 10/25/11</td>
<td></td>
<td>Dr. Tobis requested CFW review re: lack of ethics programs &amp; funding for: - ethics courses for medical students - training for Administrators - ethics research - ethic violation procedures Issue will be taken up with School of Medicine by another group (not CFW)</td>
<td>Yes</td>
</tr>
<tr>
<td>14. Statement of support for unrestricted night/weekend parking to faculty, and students parking. (See #7 also.)</td>
<td>10/18/11</td>
<td>10/25 11/22/11 1/10/11</td>
<td></td>
<td>Victor Quintanar-Z, AGS Rep, requested CFW endorsement. Outline submitted for discussion. CFW to develop faculty related concerns. Memo to be sent to Director of P&amp;TS w/ comments &amp; questions (1/4/12) prior to Jan. 10 CFW mtg. Ron Fleming, Director, Jennifer Cartnal, Interim Assoc. Director and Michael Davis will attend and join discussion -at Jan. 10 CFW mtg. CFW determined that recent adjustments (additional passes and extended hours for graduate students) has adequately addressed AGS ’s concerns and no action by CFW is needed at this time.</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Updated 10/22/2012
<table>
<thead>
<tr>
<th>Issue</th>
<th>Date</th>
<th>Mtg. Date</th>
<th>Reviewers</th>
<th>Action Required w/ Response Deadline</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.  Senate Membership for Clinical Professor</td>
<td>10/25/11</td>
<td>10/25</td>
<td>All Members</td>
<td>College of Medicine will be asked about its plans to improve morale for Clinical Professors. Meno sent to Dean Clayman, School of Medicine (11/15/11) Dean Clayman’s memo of response (12/27/11) - Will request additional information on the number of clinical faculty at SOM, w/ a breakdown by years of service. - Will consider eligibility criteria for Univ. Hills housing, as a possible new benefit for clinical faculty. - Ted Quilligan’s report to UCI Emeriti Assoc. provided data on retention. - CFW Memo to Chair (3/17/12) – memo on hold - Luisa reviewing COHS/SOM Faculty Bylaws and will be checking with Dan/CRJ. COHS’s Senate not equal to campus Senate.</td>
<td>On Hold</td>
</tr>
<tr>
<td>15.  Senate Membership for Clinical Professor</td>
<td>1/10/12</td>
<td></td>
<td></td>
<td>- Deferred to 2/14/12</td>
<td></td>
</tr>
<tr>
<td>16. Long Term Care Benefit</td>
<td>11/15/11</td>
<td>1/10/12</td>
<td></td>
<td>Grace Tonner requested that this issue be added to the Status Report and January 10 agenda. Lynda Poirier reported the following: “Currently, UC does not offer a Long Term care policy. As far as I know, the Oakland office is not considering this type of plan in the near future. CalPers does offer a Long Term policy which is available to UC employees, however, I just checked with CalPers and was advised that the plan is currently closed to any new applicants at this time.”</td>
<td>Yes</td>
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<tr>
<td>17. Faculty Welfare – Mental Health Support Issues</td>
<td>1/10/12</td>
<td>deferred</td>
<td></td>
<td>The Senate Cabinet has asked CFW to review current policies and procedures, identify areas where faculty mental health policy can be strengthened, and propose new policies as needed. Improving campus awareness of available options is also needed. - CFW Work Group (Gopi, Guidotti, Olivieri) will gather information and report back.</td>
<td>Carry forward to next year</td>
</tr>
<tr>
<td>18. ICHA Priority Sales List</td>
<td>?</td>
<td></td>
<td></td>
<td>Shall we invite Chuck Hayward or Sales person? Moving Clinical Faculty from Tier 3 to Tier 2 – is that a feasible request?</td>
<td>On Hold</td>
</tr>
<tr>
<td>19. Memorial Resolutions For more information – see notebook w/ procedures and records</td>
<td>Ongoing</td>
<td></td>
<td></td>
<td>CFW’s bylaw includes a duty for requesting memorial resolutions from Dept. Chairs when a faculty member dies. When received, the Memorial Resolution will be published in the next Divisional Senate Assembly Agenda under Section</td>
<td>Annual Responsibility</td>
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<tr>
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<tbody>
<tr>
<td>on Carol’s bookcase.</td>
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<tr>
<td>5. Special Orders – Consent Calendar. The document will also be forwarded to the UC Senate Office for publication.</td>
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<tr>
<td>20. Hearing Issues</td>
<td>6/12/12</td>
<td></td>
<td>Emeriti Member of CFW requested assistance in improving the sound quality in the Senate Conference Room, sent along a NY Times’ article + offered several options. Disability Services has been contacted – awaiting a reply</td>
<td>Carry forward to next year</td>
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<tr>
<td><strong>UCI SENATE ISSUES UNDER REVIEW</strong></td>
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<tr>
<td>21. Council on Student Experience has asked CFW to review proposal to provide online access to numerical results of teaching evaluations.</td>
<td>6/16/11</td>
<td>10/25</td>
<td>Subcom. on AF</td>
<td>Review and comment on a proposed pilot program. Memo to Chair of CSE w/comments. 11/7/11)</td>
<td>Yes</td>
</tr>
<tr>
<td>22. UC Climate Survey</td>
<td>Ongoing issue</td>
<td></td>
<td>Monthly updates when available</td>
<td>Gwen Kuhns Black, OEOD, reported on issue and will provide updates. Grace Tonner will be CFW Rep to UCI Work Group</td>
<td>Carry Forward to 2012-13</td>
</tr>
<tr>
<td>23. Smoke-Free Policy Proposal</td>
<td></td>
<td></td>
<td>Monthly updates when available</td>
<td>Smoke-Free Policy Proposal – Information Item Michelle Garfinkel and Bruce Blumberg will represent CFW on Chancellor’s committee which will work on implementation plan for UCI.</td>
<td>Carry Forward to 2012-13</td>
</tr>
<tr>
<td>24. Sabbatical Leave Reporting</td>
<td></td>
<td></td>
<td>Monthly updates when available</td>
<td>Carole Uhlaner reported that she had lost Sabbatical Credit because she was unaware that it would be lost if not used. Joan Tenma volunteered to bring this up at a meeting w/Dean’s staff and they agreed to informally review/ adopt “best practices” of Schools that do provide annual reports to faculty.</td>
<td>Yes</td>
</tr>
<tr>
<td>25. For March UCAF Mtg. – A Resolution from UCR re: spontaneous assemblies</td>
<td>2/22/12</td>
<td></td>
<td>Monthly updates when available</td>
<td>Carole Uhlaner forwarded an email and asked for CFW’s advice Re: UCR Resolution re: spontaneous assemblies Handout for meeting will be provided.</td>
<td>Yes</td>
</tr>
<tr>
<td>26. Chancellor’s advisory Committee on the Status of Staff (CACSS – Diversity Subcommittee</td>
<td></td>
<td></td>
<td>Monthly updates when available</td>
<td>New Chancellor’s Advisory Committee. Gwen Kuhns Black, a CFW Consultant, is a member and will provide CFW w/ information.</td>
<td>Carry Forward to 2012-13</td>
</tr>
<tr>
<td>27. Campus Diversity Roundtable</td>
<td>Ongoing Issue</td>
<td></td>
<td>Monthly updates when available</td>
<td>Grace Tonner will represent CFW and will have the opportunity to report at CFW’s monthly meetings. Gwen Kuhns Black may also report.</td>
<td>Carry Forward to 2012-13</td>
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<tr>
<td><strong>UNIVERSITYWIDE SENATE ISSUES UNDER REVIEW</strong></td>
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<tr>
<td>37. UCAAD’s Pay Equity Study</td>
<td>Brought forward from last year.</td>
<td></td>
<td></td>
<td>Raju Metherate, CFW Rep to UCAAD reported on 6/13/11: “this is not quite ready for distribution but is beyond the point at which UCAAD is likely to make any changes. The report is being sent to Nick Jewell, the former UCOP administrator and statistician who first initiated the systemwide salary analysis, for his comments. If ok, next month it will go to the Academic Senate. I think it would be fine to report on this after it has been released to the campuses.”</td>
<td>Yes</td>
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<tbody>
<tr>
<td>Raju Metherate will attend.</td>
<td>9/6/11</td>
<td>11/22/11</td>
<td>Subcom. on AAD</td>
<td>Memo sent to Senate Chair for Cabinet mtg. on Dec. 6, 2011 (12/5/11)</td>
<td>Yes</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>UC President’s response (1/23/12)</td>
<td></td>
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<tr>
<td>38. UC Review of Proposed Revision to</td>
<td>9/7/11</td>
<td>9/27/11</td>
<td>FW</td>
<td>Review and Comment. Memo to Senate Chair prior to Nov. 15 Cabinet mtg. CFW approved revision to</td>
<td>Yes</td>
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<tr>
<td>APM 200 and Proposed New APM 205, Recall</td>
<td></td>
<td></td>
<td></td>
<td>APM 200. CFW unanimously approved new APM 205. Memo to Senate Chair (9/27/11)</td>
<td></td>
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<td>for Academic Appointees</td>
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<tr>
<td>F139. UC Review of Proposed Revision to</td>
<td>9/7/11</td>
<td>9/27/11</td>
<td>FW</td>
<td>Review and Comment. Memo to Senate Chair prior to Nov. 15 Cabinet mtg. CFW has two questions to</td>
<td>Yes</td>
</tr>
<tr>
<td>APM 670, Health Sciences Compensation Plan</td>
<td></td>
<td>deferred to 1025/11</td>
<td></td>
<td>forward to Senate Chair, and another issue re: definition of “good standing”. Memo dated 11/7/11</td>
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<td>40. UC Review of New APM 668, Negotiated</td>
<td>9/7/11</td>
<td>9/27/11</td>
<td>FW</td>
<td>Review and Comment. Memo to Senate Chair prior to Nov. 15 Cabinet mtg. Comments and Questions were</td>
<td>Yes</td>
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<td>Salary Plan</td>
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<td>forwarded. Memo to Senate Chair (1012/11)</td>
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<td>41. UC Review of Faculty Salaries Task</td>
<td>2/27/12</td>
<td>3/13/12</td>
<td>FW</td>
<td>Review and Comment. Memo to Senate Chair prior to April 3 Cabinet mtg. CFW’s discussion concluded</td>
<td>Yes</td>
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<td>Force Report</td>
<td></td>
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<td>with a vote of approval for all three of the recommendations. Memo to Senate Chair dated 4/2/12</td>
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<td>42. Smoke-free Policy Proposal</td>
<td>2/27/12</td>
<td>3/13/12</td>
<td>Status updates</td>
<td>Michelle Garfinkel and Bruce Blumberg will represent CFW on the Chancellor’s committee that will</td>
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<td></td>
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<td>be meeting to discuss implementation plans for the UCI committee</td>
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<td>43. UC Review of Proposed Revisions to:</td>
<td>4/2/12</td>
<td>4/10/12</td>
<td>Subcom. on AF</td>
<td>Review and Comment. Memo to Senate chair prior to June 5 Cabinet mtg. Also received an email question</td>
<td>Yes</td>
</tr>
<tr>
<td>APM 010, Academic Freedom APM 015, The</td>
<td></td>
<td>Deferred to</td>
<td></td>
<td>from Irvine Faculty Assoc. Memo w/ comments forwarded to Senate Chair. (5/31/12)</td>
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<tr>
<td>Faculty Code of Conduct APM 016, University</td>
<td></td>
<td>the 5/8/12</td>
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<td>Policy on Faculty Conduct and the</td>
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<td>Administration of Discipline</td>
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<td>44. UC Review of Proposed Technical</td>
<td>4/2/12</td>
<td>4/10/12</td>
<td>Subcom. on Aff.Act.</td>
<td>Review and Comment. Memo to Senate Chair (5/4/12)</td>
<td>Yes</td>
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<tr>
<td>Revisions to: APM 035, Affirmative Action</td>
<td></td>
<td>Deferred to</td>
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<td>and Nondiscrimination in Employment APM</td>
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<td>May 8 Mtg.</td>
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<td>190, Appendix A-1, Policy on Reporting</td>
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<td>and Investigating Allegations of Suspected</td>
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<td>Improper Governmental Activities</td>
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<td>(Whistleblower Policy)</td>
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<td>45. A Crisis of Competence</td>
<td>4/4/12</td>
<td>4/10/12</td>
<td>Subcom. on AF</td>
<td>UCAF Request for Review and Comment. Comments due to UC Senate Chair Anderson by April 16. CFW</td>
<td>Yes</td>
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<td>decided that no comment was necessary</td>
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<td>46. UC Review of Faculty Diversity</td>
<td>4/24/12</td>
<td>5/8/12</td>
<td>Subcom FW</td>
<td>Review and comment. Memo to Senate Chair prior to June 5 Cabinet mtg. Discussion via email. Memo</td>
<td>Yes</td>
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<tr>
<td>Working Group Report</td>
<td></td>
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<td>dated 6/4/12</td>
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<td>47. Statement of support of faculty</td>
<td>5/4/12</td>
<td>6/12/12</td>
<td>Info Item from</td>
<td>Info Item from the Chair of the UC Senate. Statement proposed by UCAF</td>
<td>Yes</td>
</tr>
<tr>
<td>harassed by opponents of their research</td>
<td></td>
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<td>Chair of the UC Senate. Statement proposed by UCAF</td>
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<tr>
<td>OTHER BUSINESS THAT REQUIRES ACTION</td>
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<td>None</td>
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<td>None</td>
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