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Academic *Senate*

FALL NEWSLETTER 2013

Greetings from the Divisional Senate –

With the changes in both System-wide and Campus Leadership, this has been a busy start to a new academic year.

President Janet Napolitano arrived in September and has already visited each of the Campuses; she was at UCI October 27-28. The Senate Cabinet (Chair, Chair-elect, and Council Chairs) spent about an hour with her, and discussed issues important to us and also issues on which she will be focusing. Among the topics discussed were actions to reverse historic inequities in support to campuses, student and faculty diversity, total faculty remuneration, State support for the University as the research branch of higher education, other sources of revenue for the University, and ways in which we can make Irvine the first choice among the UC campuses of more students. As you know, the President has already instituted some new programs, including support for undocumented students and for graduate students and postdocs, and she has publicized a number of additional new initiatives ([Presidential Initiatives](#)). The President has also asked the Senate to participate in the response by each Campus to the report ([Moreno Report](#)) of an external review team that investigated acts of bias and discrimination involving faculty at the UCLA campus.

Provost Howard Gillman arrived in June and has been meeting with many groups and individuals in our community. In addition to attending our regular meetings among the Chancellor, Provost, and Senate Chair and Chair-elect, the Provost met once with the Cabinet. Senate leaders also participated in a daylong retreat with the Provost, Deans, and other Administration leaders at the beginning of the quarter. Senate leadership continues to participate in working groups organized jointly by the Administration and Senate. The Academic Planning Group [APG] has long been a venue for joint Senate-Administration planning. The current makeup includes the Senate Chair, Chair-elect

(also co-chair of APG), and Chairs of Graduate Council (GC), Council on Planning and Budget (CPB), and Council on Educational Policy (CEP). APG met this quarter to advise the Provost on two new initiatives: a *High Impact Hiring Plan* and a *Campus Initiative to Identify and Support Interschool Excellence*; you should have received emails concerning these. APG will review proposals to these programs. Provost Gillman has also constituted a number of working groups. The *Budget Model Review Committee* [including the Senate Chair and Chair-elect] is studying ways in which Deans can get better predictability with respect to budgets, for example as teaching loads in the schools change. The *Task Force on Empowering UCI Innovators* [Chair-elect] is studying ways in which administrative groups can be organized or augmented to capitalize better on intellectual property generated by the Faculty. The Senate also has *ex-officio* representation on other groups involved with online education, enrollment, international students, and student success predictors; a membership list of all the groups can be found at <http://provost.uci.edu>.

The Senate Councils have also been busy this quarter. Completed actions involving issues of concern to the Campus and a couple of system-wide issues are discussed below, along with a summary of ongoing work in the Councils.

The Faculty also has the authority and responsibility to conduct reviews of the academic units. Schools are reviewed on a rotating basis, one each year. The Academic Program Review group is starting their review of the Claire Trevor School of the Arts and finishing their review of the School of Humanities, anticipating the Humanities response to last year's external review report. This year, the Senate is also reviewing the curriculum in the Division of Undergraduate Education and the Campus-wide Honors Program for the first time. The Senate is also reviewing the way in which Faculty input in the appointment and review of Deans has worked in the last few years.

We encourage Faculty to stay informed of the Senate's work on the shared governance of our University. We especially encourage Faculty to help with the Senate's work by volunteering to serve on one of the Committees or Councils.

William Molzon, Chair Elect-Secretary
Academic Senate, Irvine Division

NEWS FROM THE CABINET AND DIVISIONAL SENATE ASSEMBLY

Some notable completed actions by the Cabinet and/or Assembly during fall quarter:

Campus Issues:

- Review of Major-Based Admission Trial: At the request of the School of Engineering, School of Biological Sciences, and the Department of Physics and Astronomy, the Enrollment Council considered major-based requirements for corresponding

majors. Each School had a different goal for the request. Engineering saw a group of students consistently fail in the Engineering programs. They requested a supplemental reading by a School staff member for all applicants whose math SAT score was below a 590. Biological Sciences was experiencing a high failure rate as well, and requested that students with an SAT Math exam (24 on the ACT) below 550, or an AP Biology score below 4 be admitted to alternate majors. The Department of Physics and Astronomy seeks to double the number of new freshmen enrolled while also attracting students with a high probability of success, and conducts an independent review of physics major applicants by a Faculty committee. The Council on Undergraduate Admissions and Relations with Schools [CUARS] will evaluate these major based admissions trials and report back to the Cabinet. The Council on Educational Policy (CEP) will perform a supplemental review of the trials outcome. 10/15/13

- The Innovative Learning Technology Initiative (ILTI) Pilot: The University is offering in 2013-2014 a system-wide pilot project [[ILTI](#)] that will jump start cross-campus undergraduate course offerings during the academic year, help identify what is needed to make these offerings work for students, faculty, and campuses, and help guide development of a hub that will provide technological underpinnings for cross-campus courses in the long run. The ILTI group plans to build on lessons learned from this pilot to continue efforts to offer high-quality online courses to undergraduate students across the UC system. The pilot includes specific classes already being taught on our and other campuses. A memo indicating our intent to participate in the pilot and noting some potential issues to be considered was sent to UC system-wide Council. 10/15/13
- Clinical HS Faculty-199 Course: The Cabinet reviewed the proposal by the School of Medicine to revise Regulation 450 for the purpose of allowing their faculty in the Clinical X series (who are full members of the Academic Senate) and in the Clinical Professor series (who are not members of the Academic Senate) to serve as instructors for undergraduate students in the Biological Sciences 199 course. The Cabinet unanimously approved the proposal for the Clinical X series, since this category is composed of Senate faculty with the appropriate instructional titles listed in Regulation 450. The Cabinet rejected the proposal for the Health Sciences Clinical Professors. It was decided that CEP would continue to oversee teaching by Health Sciences Clinical Professors using the exception process already in place. 11/5/13
- Name Change for the Department of Women's Studies: The Cabinet approved changing the name of the *Department of Women's Studies* to the *Department of Gender and Sexuality Studies*. The proposal will be sent to Divisional Assembly for final decision at its January 30, 2014 meeting. 11/5/13
- Law School Voting Procedures: The Council on Academic Personnel (CAP) began a review of the Law School's Faculty proposed bylaws in 2011. Following numerous discussions, many initial areas of disagreement between the School and CAP have been resolved; three issues having to do with Faculty appointment and promotion remain. The Cabinet agreed to form a Task Force consisting of two former CAP

members, two senior Law Faculty, and a Chair with significant experience with academic personnel (such as a former Dean). The Task Force will be asked to complete its findings and recommendations by the spring. 11/19/13

- Proposed M.A. in Philosophy, Political Science and Economics: Following review by Graduate Council (GC), CEP, and the Council on Planning and Budget (CPB), the Cabinet approved a joint degree program in the School of Social Science that would lead to a degree entitled the *M.A. in Philosophy, Political Science, and Economics*. The Department of Logic and Philosophy of Science will administer this terminal master's degree program. It will be a 4+1 M.A. program; Irvine students will be admitted to the program when they enter the University and will spend a fifth year at UCI to earn a master's degree. The proposal will be forwarded to the January 30 Assembly for approval of the undergraduate curriculum prior to the system-wide Council review. 12/3/13

System-wide Issues (UC System-wide Senate)

- Salary Equity: System-wide Vice Provost Carlson requested the first update on faculty salary equity plans to be submitted by November 15, 2013. The progress reports are expected to address the items outlined in the UC President's September 2012 letter and the Vice Provost's August 2013 letter. Cabinet drafted a letter explaining the key concerns with inequities addressed by the Irvine Scale, and CAP reviews, respectively, on 11/5/13. In addition, CFW will periodically review the Salary Equity Residuals reports that Academic Personnel provides annually.
- Moreno Report: The President has appointed a joint Administration-Senate Committee to review the Moreno Report, which investigated acts of bias and discrimination involving faculty and the mechanisms that the Campus had to deal with them. The Committee is charged with gathering information on the mechanisms that each of the Campuses has to deal with reports of such incidents and to make recommendations for best practices throughout the University.

NEWS FROM THE COUNCILS AND COMMITTEES

Council on Academic Personnel (CAP)

This quarter, the Council on Academic Personnel met the Provost Howard Gillman. The annual All Schools Fall Kickoff was held on September 17 at which Vice Provost Killackey and CAP Chair Brownstone addressed administrators and staff involved in the review of academic personnel. In addition to reviewing a backlog of cases from 2012-13 and new cases for 2013-14, CAP has reviewed proposals to revise Regulation 450 and Senate Bylaw 55, and has also proposed refinements to the application process for the Negotiated Salary Trial Program.

Council on Educational Policy (CEP)

CEP reviewed proposals for a B.S. in Exercise Sciences, an M.A. (4+1) in Philosophy, Political Science, and Economics, and a B.A in Education Sciences. CEP is also considering a proposal to standardize requirements for change of major by undecided/undeclared students. CEP has requested that instructors of General Education VII (multicultural) courses provide the council with syllabi, exams, and course assignments for CEP review. All GE VII materials are due February 1, 2014. The internal reviewers of the curriculum in the Division of Undergraduate Education and the Campus-wide Honors Program have been selected. The site visits for the reviews will take place in spring quarter, 2014.

The Assessment Committee will evaluate assessment reports from the School of Arts, the Program in Nursing Science, the Department of Pharmaceutical Sciences, and the Department of Population Health and Disease Control. The Assessment Committee continues to contact instructors of all GE courses to remind them to include GE course learning outcomes on syllabi. The Subcommittee on Courses has approved several new courses in Studio Art, Philosophy, Criminology, Law and Society, and Biological Sciences.

Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) provides advice at both the Campus and UC levels on a number of issues important to the long-term quality of the University. These issues include, but are not limited to, faculty salary, benefits, retirement plans, healthcare, child-care, emeriti issues, parking and transportation, work place training, and UC/UCI policies that affect faculty welfare, diversity, and academic freedom. The Council sends representatives to the University Committee on Faculty Welfare (UCFW), University Committee on Academic Freedom (UCAF), University Committee on Affirmative Action and Diversity (UCAAD), and the Council on UC Emeriti Associations (CUCEA).

During fall quarter 2013 the Council focused on developing possible Academic Freedom Guidelines for the UC Irvine campus as well as collecting and distributing information pertaining to the new health care changes for the 2014 year. The Council will continue to monitor the new health care changes. UC issues include reviewing proposed revisions to APM 600, 35, Senate Bylaw 55, and the Moreno Report. CFW is currently working with the UC Irvine Emeriti Association to explore options for retirement housing in or near the campus. Upcoming issues for the Council's review include the UC Irvine Mental Health Initiative and the UC review of APM 25, 670, and 671.

As a reminder to all members of the Academic Senate, when active or retired members of the Academic Senate pass away, departments are expected to prepare a Memorial Resolution that will be published on the UC Academic Senate's In Memoriam website. Guidelines for submitting Memorial Resolutions are linked near the top of CFW's web page: [Senate CFW](#).

Senate members are encouraged to forward issues related to faculty welfare, academic freedom, affirmative action and diversity, and emeriti affairs to the Council for review and discussion.

Council on Planning and Budget (CPB)

At the campus level, the Council reviewed the following proposals:

- The proposed name change from the Department of Women's Studies to the Department of Gender and Sexuality Studies in the School of Humanities did not raise any budgetary concerns with CPB.
- The proposed B.A. in Education Sciences in the School of Education did not raise any budgetary concerns with CPB.
- The proposed M.A. in Philosophy, Political Science, and Economics in the School of Social Sciences was endorsed by CPB. The Council found that its previous concerns regarding the original proposal reviewed in January 2012 have been adequately addressed.
- The proposal for an Endowed Chair in Urologic Oncology in the School of Medicine raised concerns with regard to its funding and recruitment process and is still under review.

At the system-wide level, CPB reviewed a report on *A New Plan for A New Economy: Reimagining Higher Education* issued by the Little Hoover Commission proposing a new Master Plan for Higher Education. Associate Vice Chancellor Rich Lynch provided an update on the most recent options of the Composite Benefit Rates.

Council on Research, Computing and Libraries (CORCL)

The 2013-14 Research and Travel Grants for Faculty in the amount of \$379,500 have been allocated to academic units for the Research Committees to award competitively for:

- Individual researchers for small research projects,
- Pilot efforts leading to proposal for extramural funding, or
- Travel for research or for presenting research findings at conferences.

At the campus level, CORCL is reviewing the impacts on research and research funding of the most recent Composite Benefit Rates options, and recent changes to health benefits. CORCL has expanded the 2013-14 Cultural Diversity Studies Grants to support research on culture in general, in an effort to increase interest in the program. CORCL has also continued the discussion on the proposed reorganization of shelving in the Langson Library to minimize the impact on the faculty and students, addressing concerns from the School of the Arts and the School of Humanities. CORCL also reviewed the history of discussions to build a library annex to address long-term space issues. At the system-wide level, the Council discussed the Open Access Policy, which is in a pilot stage at UCI, UCLA, and UCSF.

Council on Student Experience (CSE)

The Council has written and approved a modified Academic Integrity Policy. Council will continue to work with Campus legal counsel, UCOP legal counsel, and the Senate Cabinet to move forward with final approval. CSE has also concluded the first year's assessment of the pilot program for teaching evaluations. Changes were made to refine the process and the Council will continue to monitor the pilot through the end of the academic year 2014-15.

CSE was invited to comment on the Interim UC Irvine Student Sex Offense Policy and the Interim UC Irvine Student Sex Offense, Harassment and Discrimination Hearing Procedures. The Council found no issue with the actual policy but raised concerns regarding the appeals process and possible conflict of interest as outlined in the hearing procedures. The Council's feedback was shared with the Office of Equal Opportunity and Diversity and the Student Affairs Office.

The Council continues to examine and monitor issues affecting student life on campus. Among the other issues under review are student orientations, registration, relations with the Student Health Center, and student demonstrations.

Council on Undergraduate Admissions and Relations with Schools (CUARS)

CUARS members are currently evaluating the holistic admissions approach with regard to student academic quality and success. The council is assessing how effective the holistic approach is at selectively admitting students who are prepared for the academic rigors of UCI. The assessment examines how well the students are adapting after their first year to see if there are common factors among those students who are succeeding and those who are failing. The council is also preparing to conduct a similar evaluation of the major based admissions requirements that were set last year, and is also compiling a report comparing 2014-2015 out-of-state & international admits to admitted California residents.

Graduate Council (GC)

Program Learning Outcomes (PLOs): The University is required by the Western Association of Schools and Colleges (WASC) to develop graduate Program Learning Outcomes. UCI agreed to develop such graduate PLOs for each program. GC has called on the graduate units to use this as an opportunity to identify PLOs for students at different stages of their graduate careers, and to choose one or two areas in which they want to improve their program. This will enable academic units to stay engaged with developing the quality of their graduate programs. Graduate PLOs should be formulated in a way that fits the needs of each program, respecting disciplinary differences. Degree programs should have submitted the next step in the PLO process by the end of fall quarter. For more information, please visit [graduate-program-learning-opportunities](#).

Electronic Theses and Dissertations in eScholarship: To improve scholarly communication, many universities, including those in the UC system, are providing free,

online access to dissertations in open-access repositories. GC has been working with the library to make electronic theses and dissertations available online in eScholarship. GC voted to approve an additional embargo option: more than two, but no more than six years. At the time the student meets with his or her dissertation committee, the dissertation committee should advise the student on appropriate embargo times for his/her dissertation and then sign the student's embargo form, acknowledging that they have discussed the embargo time with the student. The right to the embargo rests with the student, but the student should consult with dissertation committee members. In addition, the council decided that students should be allowed to request an embargo beyond six years by submitting a petition to the Dean of Graduate Division.

Graduate Student Funding (Block Allocation): Graduate Council is currently discussing new principles of allocating graduate student funding to the graduate programs on campus. They will consider including in the Block-allocation formula indicators of program quality along with the quantitative indicators that were used predominantly in previous allocation formulae.