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# Academic Senate

## FALL NEWSLETTER 2012

Greetings from the Divisional Senate -

As you can see from the detailed reports in this issue of our newsletter, your campus representatives are working hard on a number of pivotal issues. "Professors accept their share of faculty responsibilities for the governance of their institution," as the AAUP Statement on Professional Ethics asserts (endorsed by the 73rd Annual Meeting, June 1987). It is not merely a long-standing UC tradition that faculty share actively in the governance of the University, carrying out part of their service mission through the Academic Senate. The specific authority and responsibility of Senate councils and committees over major portions of the academic enterprise is delegated by standing orders of the UC Regents and the state constitution. Campus management is actively shared between the Academic Senate and the central campus and system-wide administration, as delegated to the President and the Chancellors of the University, and concurrence by the Academic Senate is required for most major initiatives. Even where concurrence is not required, Senate involvement is obviously helpful. Senate consultation takes substantial time, since the service contributions of faculty work on a schedule that is different from that of full-time administrators. The Senate's democratic organization means that its authority is derived from its membership, in contrast to the hierarchical organization of the administration. The deliberative process of the Senate ensures that a wide range of voices is heard; an effective Senate organization is crucial to the overall health and intellectual effectiveness of the campus.

Peter Krapp, Chair Elect-Secretary  
Academic Senate, Irvine Division

PS: If you want to keep up to speed on the issues facing the university, you can also check out the new UCI Senate Facebook page: <https://www.facebook.com/SenateUCI>

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## **THE ACADEMIC SENATE'S DISTINGUISHED FACULTY AWARDS**

The Academic Senate's Distinguished Faculty awards will be presented at the Academic Senate Distinguished Award Event on December 11, 2012 at 5:30 p.m. The awards are given to Senate members who have achieved excellence through their activities in research, teaching and service. The 2012 -13 recipients include:

Distinguished Faculty Award for Research

Professor Michael R. Rose

Department of Ecology and Evolutionary Biology

Distinguished Mid-Career Faculty Award for Research

Professor Zuzanna S. Siwy

Department of Physics and Astronomy

Distinguished Assistant Professor Award for Research

Professor Matthew D. Law

Department of Chemistry

Department of Chemical Engineering and Materials Science

Distinguished Faculty Award for Teaching

Professor Robert M. Uriu

Department of Political Science

Distinguished Assistant Professor Award for Teaching

Professor Marcello O. Fiocco

Department of Philosophy

Daniel G. Aldrich, Jr. Distinguished University Service Award

Professor James W. Hicks

Departments of Ecology and Evolutionary Biology

Distinguished Mid-Career Faculty Award for Service

Professor Michael B. Dennin

Department of Physics and Astronomy

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## NEWS FROM THE CABINET AND DIVISIONAL SENATE ASSEMBLY

*Some notable completed actions by the Cabinet during fall quarter:*

*Systemwide Issues (<http://www.universityofcalifornia.edu/senate/>)*

- Report of the Rebenching Committee: At its meeting of November 6, 2012, the Irvine Division Academic Senate reviewed the Rebenching Committee Report. Rebenching is intended to increase equity (and transparency) in the formula for allocating state funds across UC campuses. The Cabinet observed that Irvine has been historically one of the most underfunded campuses in the UC system. Rebenching will be implemented starting in 2012-13 using new State General Funds. The Report recommends that the transition to a fully-rebenched allocation at each campus occurs over a six-year period through 2017-18. Additionally, rebenching will initially be based on current budget enrollment targets for 2012-13. A new long-range enrollment plan is proposed to be used for rebenching enrollment targets in future years. The Cabinet forwarded the comments from the Senate Councils to the systemwide Senate Chair, 11/14/12.
- Negotiated Salary Plan: At its meeting of November 6, 2012, the Senate Cabinet discussed a proposal for three campuses, including UC Irvine, to participate in a Negotiated Salary Trial. The Councils on Planning and Budget, Faculty Welfare, and Academic Personnel were asked to comment, and the majority of the Councils' membership opposed the proposed Negotiated Salary Trial. In light of the continued concerns of the Senate, the Cabinet approved the following motion: The UCI Division votes not to participate in the Negotiated Salary Trial.

*Campus Issues:*

- Proposal to Change the Name of the B.A. and M.F.A. in Studio Art to Art: This action follows the departmental name change that was approved by the Senate Cabinet at its meeting of June 19, 2012. Both the Council on Educational Policy and the Graduate Council approved the name change. The Cabinet approved the name change, 11/20/12.
- CEP request to form a Task Force on International Students: At its meeting of November 20, 2012, the Senate Cabinet reviewed a request by the Council on Educational Policy to convene a Task Force on International Students. The request is related to the recent increase in the number of incoming international undergraduates from 200 in 2011 to over 600 in 2012. It has come to the attention of CEP that many of these international undergraduate students have not yet achieved the English language proficiency and competency to fully participate in, learn, and understand undergraduate course lectures and materials. The Cabinet urged the Administration to immediately address possible solutions to provide these students with adequate support. The Senate unanimously approved the recommendation to establish a joint Senate-Administration Task Force to consider this issue, and to establish effective



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solutions. The Administration was asked to immediately address possible solutions to provide these students with adequate support.

## **NEWS FROM THE COUNCILS AND COMMITTEES**

### **Council on Academic Personnel (CAP)**

The Council on Academic Personnel and the Office of Academic Personnel held the annual All Schools Fall Kickoff at the University Club on October 9. The CAP Chair and members from the School of Medicine also met with the Dean, Senior Associate Dean and Department Chairs in the School of Medicine on September 18. CAP will schedule other School Visits upon request. Members have reviewed and commented on Systemwide proposal to establish a new title series, Visiting Scholars (APM-430), proposed revisions of the policy on Leaves of Absence (APM-700), and the proposed trial Negotiated Salary Program at UCLA, UCSD, and UCI.

### **Council on Educational Policy (CEP)**

CEP has asked UCI cabinet to put together a task force to perform a comprehensive program review of degree seeking international students and international students in Extension programs who register for regular UCI courses. The review has been prompted by reports from units and faculty instructors who have observed a significant increase in the number of international students who do not have the English language proficiency and competency to fully participate, learn and understand undergraduate course lectures and materials. [Also, see Campus Issues] CEP also plans to review two major proposals from Biological Sciences and Education, a proposal from the Vice Provost's office, "UCI Abroad White Paper," and the external review and school response on the undergraduate and graduate programs in the Donald Bren School of Information & Computer 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 UCI 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).

UC issues for Fall 2012 included review of the UC "Rebenching" Report, the Negotiated Salary Trial Program, proposed revisions to APM 430 – Visiting Scholars, APM 700 – Leaves of Absence, and review of the Open Access Policy. Campus issues during Fall Quarter included a review of the UCI Abroad White Proposal.

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 published on CFW's web page: [http://www.senate.uci.edu/Councils/CFW/WebInfoRe\\_InMemoriam.pdf](http://www.senate.uci.edu/Councils/CFW/WebInfoRe_InMemoriam.pdf)

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)**

During the fall quarter, the Council reviewed the systemwide Report and Recommendations of the Rebenching Budget Committee. CPB enthusiastically endorsed the Recommendations of the Rebenching Budget Committee to increase equity and transparency in the formula for allocating state funds across UC campuses. The Council also reviewed the systemwide General Campus Negotiated Salary Trial Program to be offered to eligible faculty at UC Irvine, UCLA, and UC San Diego for a four-year evaluation period. CPB strongly opposed the Program primarily as it undermines the UC merit system and increases salary inequity. Additionally, the Council is in the process of reviewing the systemwide Open Access Policy that would expand open access to research publications by UC faculty.

The Council invited Interim Executive Vice Chancellor/Provost Bryant and Vice Chancellor of Planning & Budget Michaels to its November 14, 2012 meeting to provide a campus and budget update. Representatives from campus areas that are relevant to CPB's charge will be invited to future Council meetings.

### **Council on Research, Computing and Libraries (CORCL)**

The 2012-13 Faculty Research and Travel Grants in the amount of \$369,500 have been allocated to the academic units' School Research Committees to award competitive faculty research grants to:

- 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

The Council assessed the second five-year review of the Center for the Study of Democracy, an Organized Research Unit, and recommended renewal of the Center and its Directorship for another term.

At the campus level, CORCL reviewed the UCI Abroad White Paper. At the systemwide level, the Council reviewed the Report and Recommendations of the Rebenching Budget Committee and the Open Access Policy proposed by the University Committee on Library and Scholarly Communication.

### **Council on Student Experience (CSE)**

CSE is rewriting the Academic Honesty Policy with the goal of removing inequities and providing a robust student appeals process. The first draft of the new Policy is currently being reviewed by CSE. Comments will also be obtained from Associate Deans, CEP, Legal, DUE and GD. The final version will be presented to Cabinet and Assembly later this year. CSE will also be evaluating the first year of a pilot program that will allow undergraduates to have online access to the numerical results of faculty teaching evaluations. We are doing this in coordination with EEE. In the future quarters, we will use feedback to improve these evaluations, and in particular improve their use in promotion and tenure decisions, and now feedback to students. We are still pursuing a pilot that will allow faculty to print pictures of the students on their rosters.

### **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 to their admission of students who are prepared for the academic rigors of UCI. The assessment will examine how well the students are adapting after their first year to see if there are common factors among those students who are failing. The Council is also being asked to report to BOARS (the system-wide committee, Board on Admissions and Relations with Schools) on whether or not admitted out-of-state and international students “compare favorably” to admitted California residents.

### **Graduate Council (GC)**

#### *Self-Supporting Program Guidelines*

Given the State of California’s financial difficulties and the University’s resulting financial constraints, Graduate Council expects to see a significant increase in the number of new Self-Supporting Programs (SSPs) being proposed. We have thus developed guidelines for the establishment of these degrees. The Graduate Council Chair and the Council on Planning and Budget Chair discussed the Guidelines with Vice Provost Michael Clark, Graduate Dean Frances Leslie, and Vice Chancellor Meredith Michaels. On June 20, 2012, the Executive Vice Chancellor & Provost sent a letter emphasizing the importance of market research when proposals for SSPs are being reviewed and offering a loan for market research for proposers of SSPs. The guidelines incorporate the market research and EVC-based loans and states that the proposing unit is responsible for repaying the loan once the SSP in question has become self-supporting. Please refer to the Graduate Council webpage for a copy of the approved guidelines:

<http://www.senate.uci.edu/Councils/GC/index.asp>

#### *Program Learning Outcomes*

The campus has been undergoing WASC review including the review of Educational Effectiveness. As a component of this review, WASC has added a focus on graduate education and learning outcomes for master’s and doctoral programs for the first time. In response, the Graduate Division is now requiring that all graduate programs develop program learning outcomes (PLOs) that parallel those developed for assessment of

undergraduate programs. These PLOs need to articulate measurable outcomes and assessment mechanisms, and provide a structured path for using assessment results to improve the graduate program. The Graduate Council has requested that all schools send their respective implementation plan for the development of PLOs and assessments for each of their graduate programs. In order to help academic units to generate these PLOs the Graduate Division sponsored a pilot program for 5 PLOs (Anthropology, Criminology, Law & Society, Education, English, Mathematics) that proved to be very successful and is now available as model PLOs.

*Outlook to Winter and Spring Quarter*

Along with facilitation of the development of PLOs the GC will focus on strategies to improve time to degree. This multi-faceted effort will involve both initiatives for structural improvements (e.g., to avoid late identification of failing students, minimize number of students who are more than 3 years post-advancement = Doc 2A) and improvements in mentoring (i.e., frequency and quality of contact with faculty).

Another area of needed improvement is the monitoring and promotion of English language proficiency among our international students. Finally, with the academic job market currently constrained, it is essential to identify and help students make progress on productive pathways from graduate school into careers within and outside Academia for our graduate programs.