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Academic *Senate*

SPRING NEWSLETTER 2009

GREETINGS FROM THE ACADEMIC SENATE:

The results of the Academic Senate elections are in; Professor Alan Barbour (Microbiology and Molecular Genetics) will be Chair-Elect as of September 1, 2009.

The UC budget situation continues to deteriorate. The UCI administration sent a message to the UCI community describing the dire conditions, what the campus has done to address the situation, and what measures are being discussed for next fiscal year. That memo is copied below. As conditions deteriorated from there, the Senate devoted most of its final Assembly meeting on June 4th to disseminating information and soliciting comments about budget issues, and encouraged all Academic Senate members to attend. Details on this meeting are also provided below.

The Senate continues to solicit your ideas and comments on the current budget crisis. Please forward any correspondence to the Senate Chair or Chair-Elect.

Judith Stepan-Norris
Chair Elect of the Academic Senate
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UC NEWS

UC President Mark G. Yudof Statement on Special Election's Impact on UC (5/20/09)

The outcome of the May 19 state ballot propositions means that the University of California will be facing significant budget reductions in the 2009-10 fiscal year. Gov. Arnold Schwarzenegger's revised state budget proposal alone calls for a cut of \$322 million, and when combined with the state's underfunding of student enrollments and inflationary cost increases, UC's total budget gap would amount to \$531 million.

Such a severe budget reduction, following years of chronic underfunding, would force the university to weigh a number of stark choices. Salary reductions, employee furloughs, decreases in enrollment, increases in class sizes, cuts to programs and student services, and, unfortunately, even higher fees -- at this point, all options must be placed on the table for consideration at some point in the future.

The budget cuts as proposed would, in effect, act as an anti-stimulus package for the California economy. As the federal stimulus package recognizes, investment in human capital is the best way to dig out of an economic trough. In tough times, great research universities are not luxury items; they are engines for recovery. The innovations developed at institutions like UC lead to new products, new industries and new jobs.

There also is concern that, as the state now must scramble to make ends meet, funds from the federal stimulus package will not be invested in ways meant to stimulate the economy at all, but instead will become space-holders, used to backfill holes in the state budget, thus further delaying recovery.

We are troubled by cuts that would target our academic preparation programs. These programs help educationally disadvantaged students across the state prepare for college. We will continue to work with the governor and the Legislature with the intent of again finding ways to restore funding for these valuable programs.

Finally, we would ask the governor and Legislature to weigh carefully the impact of reductions to the university's budget on its eligibility to receive federal stimulus and other funds that support important research and medical programs, which benefit all Californians.

We have worked hard in the past to protect access and affordability for students, and we will continue to do so going forward. But we fear these proposed cuts will leach into the core of our primary mission to maintain the academic excellence and learning environment that have made California and the UC world leaders in higher education.

UCI NEWS

UCI Budget Update from Chancellor Drake and Executive Vice Chancellor and Provost Gottfredson (May 15, 2009)

Dear Colleagues,

We wish to provide an update to the campus on actions we have taken to address the unprecedented budget situation that UC and UCI are facing, and to describe some potential actions for next year.

The campus absorbed significant budget cuts in 2008-09, with reductions ranging from 3.7% in instructional and research areas to 5.7% in administrative support units. The cuts required suspension of hiring activity in many areas, curtailment of service hours in some units, delays in response time, larger class sizes, reductions in class section offerings, reduction in travel and training activities and many other actions that have noticeable campus impacts. We want to commend faculty and staff for the responsible manner in which you have responded to these significant hardships while continuing to deliver high quality service to our many constituencies.

To assist the campus in dealing with funding reductions, conserve resources and support our employees, we have undertaken the following ongoing actions:

- 1. We implemented a hiring freeze for staff positions in March 2008, which has resulted in hiring suspensions for more than 150 positions to date and substantial salary savings.*
- 2. New freshman enrollment plans have been adjusted to reduce freshman admissions and bring them closer to budgeted enrollment levels. Our target is to admit 550 fewer freshmen in Fall 2009 than Fall 2008.*
- 3. With regental approval, we implemented the START program, which enables employees to voluntarily, in consultation with management, reduce their time but continue to accrue vacation, sick leave and UC Retirement Plan service credit at their pre-START accrual rate.*
- 4. With approval from UC Office of the President, we implemented a Voluntary Separation Incentive Program for eligible employees.*
- 5. For the limited staff hiring that is being approved, and to encourage hiring of current employees, we are requiring an internal recruitment period before managers may consider non-UCI candidates.*
- 6. We have suspended a significant number of planned faculty recruitments.*
- 7. UC has generated a proposed plan for review, authorization and implementation of furlough and/or pay reduction programs, which will require - before implementation - a detailed consultation and review process and a declaration of financial emergency by the Regents. Action will be taken on the proposal at a future Regents' meeting.*
- 8. The Regents approved mandatory student fee increases of 9.3% at their May meeting. UC will continue to administer an aggressive financial aid program, including the new Blue and Gold Opportunity Plan, which provides financial assistance to fully cover UC systemwide student fees for undergraduate California residents who qualify for need-based aid and whose household income fall under the state median of \$60,000 per year.*

UCI also is aggressively pursuing participation in the UC Strategic Energy Program, a partnership that will generate utility cost savings. We created two task forces: One is reviewing the organization of human resource functions on campus and at the medical center, and opportunities to enhance related technologies and processes; the other is generating viable "big

ideas" with the potential to generate substantial savings. Finally, we are improving the productivity and efficiency of our grant proposal development process.

Collectively these efforts have enabled UCI to absorb more than \$16 million in budget cuts this year and positioned us for further administrative efficiencies in the near term.

Looking forward to 2009-10, the news remains sobering. The state's economic condition continues to worsen since the budget agreement reached in February 2009. Many uncertainties remain regarding state revenues and the passage of ballot propositions that the February budget plan depends on; we will have a greater understanding of the impacts by the end of May. However there are real and legitimate concerns that the state budget plan may require additional funding reductions. The UC Regents have endorsed Proposition 1A; for more information about the May 19 special election, please visit <http://universityofcalifornia.edu/news/prop1a/>.

We do know that in 2009-10 the UC system will receive a \$115 million reduction in state funds; these cuts are not targeted to specific programs. In addition, there are unfunded costs not addressed in the UC budget plan, such as fully funding over-enrollment and mandatory cost increases related to utilities, collective bargaining agreements, health benefits and faculty merits. Adding these cuts and mandatory obligations together, the Office of the President has calculated the total shortfall to UC at \$450 million. As a result, we expect that UCI's budget reductions for 2009-10 will be similar to or somewhat greater than our 2008-09 reductions. Please visit <http://www.universityofcalifornia.edu/news/article/21173> to see the May 14 UC Office of the President's press release about President Yudof's statement on the revised state budget scenarios.

We continue to work closely with Academic Senate leadership and the Budget Workgroup, using the UCI Budget Principles (<http://www.evc.uci.edu/budget/fy0607/UCI%20Budget%20Principles.pdf>) as the foundation for those discussions. We understand these situations and uncertainties are difficult for all to deal with and we appreciate your continued dedication to and support for UCI's important mission. As always, we welcome your comments and suggestions, which may be submitted through our budget website at www.evc.uci.edu/budget/index.html.

Chancellor Michael Drake

Executive Vice Chancellor and Provost Michael Gottfredson

The Academic Senate continues its involvement in addressing these issues, and Senate Chair Heckhausen sent the following announcement to all senate members on May 19, 2009.

On Friday, Chancellor Drake and Executive Vice Chancellor and Provost Gottfredson sent out an update about the current State of California budget situation, and about university-wide as well as campus-specific planning for potential budget cuts beyond those already implemented. There is a lot of negative news, and the effects of these budget cuts on the University of California and its campuses are already serious and may become more severe. There have already been significant staff layoffs in the Office of the President, and President Yudof has prepared a plan for being authorized in an emergency financial situation to reduce compensation for all employees, whether as furloughs or salary cuts. In addition, the funding situation of the UC Retirement Plan has become problematic, and the State of California shows little willingness to restart its contribution to the plan.

These developments are of great concern for our university and for the UC faculty. We as faculty have an obligation to our campus and university to play an active part in seeking solutions to this situation that protect the academic quality of our instruction and research as much as at all possible. That is the function of the Academic Senate, and we have done what we can in this regard: participating actively in budget planning to meet the challenges of the crisis, creating ways to absorb cuts with the minimal possible impact on the academic mission, and pointing out the dire consequences of the crisis for faculty welfare, including compensation and retirement, and the grave implications for faculty and staff in terms of recruitment as well as retention.

We now call on you, the faculty of UC Irvine to participate, to become informed about the implications of the budget cuts, and take a stance on possible strategies. We, the Senate Leadership, have therefore decided to dedicate our Divisional Senate Assembly Meeting scheduled for Thursday, June 4, 2009 to this important and urgent topic. The Divisional Assembly will begin at 3:00 p.m. with some business the Assembly representatives need to vote on. The budget discussion for a broader audience of faculty will begin at 3:30 p.m. Executive Vice Chancellor and Provost Gottfredson will attend, and special guests from the university-wide Senate are invited, to present both campus-specific and university-wide perspectives. The meeting will be held in 1100 CallIt2 building in the auditorium. The agenda will be posted on the Senate website at: <http://www.senate.uci.edu/>

*Jutta Heckhausen, Chair
Academic Senate, Irvine Division*

Salary Cuts/Furloughs

President Yudof is exploring the possibility of mandatory furloughs or salary cuts. He has prepared a request for legal authority to implement such solutions in response to fiscal emergencies. The campus administrations and Academic Senate Councils are commenting on these proposals.

Resuming Contributions to UC Retirement Program

This issue of securing the UC's contribution to the UCRP remains unsolved, although the Regents decided to restart contributions from employees (2%) and employers (4%) in April 2010. The university-wide Committee on Faculty Welfare recommends restarting contributions as soon as possible, and no later than July 1, 2011.

Divisional Assembly on the Current Budget Situation

The June 4th Divisional Assembly meeting was largely devoted to discussion of the current budget situation. At that meeting, Chair of the University Committee on Faculty Welfare, Professor Helen Henry (UC Riverside), presented information on the state of the University of California Retirement Program. UCI Council on Planning and Budget Chair Peter Krapp presented information on the extent of the budget cuts for UC and UCI. The slides from both Professor Henry's and Professor Krapp's presentations are available at: <http://www.senate.uci.edu/DivisionalSenateAssembly.asp>. Executive Vice Chancellor and Provost Michael Gottfredson presented his latest information on UC and UCI actions in response to new changes in the budget. The full recording of the first two presenters may be available at a later date. Please inquire at the Academic Senate Office (824-7685).

Organized Research Units

The Senate Cabinet endorsed the Center for Research, Immigration, Population and Public Policy as a new campus ORU. Broadly speaking, the objective of the new ORU will be to provide intellectual and tangible support for significant research on 1) the incorporation experiences of immigrants after they arrive in the United States and 2) the individual, group, and aggregate implications of immigration for population, society and the economy.

Vice Chancellor Sue Bryant visited the Senate Cabinet to discuss the status of ORU's and ORU proposals on the UCI campus. The Vice Chancellor has decided to suspend the acceptance of new ORU proposals due to the current budgetary situation. Existing ORU's will receive minimal funding (\$50,000/year). The Office of Research is also considering improving administrative support by pooling resources. It was also announced that all MRU (Multicampus Research Units) in the UC system are re-competing for funding. UCI has 16 of 170 systemwide proposals. The Overhead Work Group (convened by EVC/P Gottfredson) is working on the distribution of grant overhead dollars with the aim of bringing additional money to UCI. It has suggested a slight and phased shift of overhead dollars from academic units (from 58% to 54%) and campus administration (from 22% to 21%), to the Office of Research (from 20% to 25%). Due to anticipated growth in grant dollars, no unit will suffer a cut in overhead allocation unless its revenue declines.

Undergraduate Admissions

The current round of undergraduate admissions has yielded an extremely strong entering class.

New Undergraduate Majors

The Senate Divisional Assembly approved three new undergraduate majors, each of which indicated that they could launch the new endeavors without additional resources.

The new B.A. in Urban Studies is a new major in the Department of Planning, Policy, and Design in the School of Social Ecology that reorganizes and elaborates a set of existing courses previously taught under a joint major that has been disestablished.

The new B.A. in Earth and Environmental Studies is designed as a policy-focused alternative to the B.S. currently offered by the Department of Earth and Environmental Sciences and is anticipated to serve students from the former Applied Ecology major in the School of Social Ecology.

The new B.S. in Biomedical Computing is an undergraduate program in an area at the intersection of computer, information, medical, and life sciences. The growth of this field is fueled by the convergence of intellectual and scientific challenges, the development of new high-throughput data generation technologies, the availability of the human genome, and socio-economic factors such as aging baby-boomers.

Ad Hoc Committee on Preparing UCI Undergraduates for Graduate and Professional Programs (LAUNCH Committee). This committee was initiated by Chair Heckhausen and supported by the Cabinet. The committee met regularly during the academic year and invited representatives from various services and programs relevant to preparing undergraduates for

graduate and professional programs. These programs and services fall under the Division of Undergraduate Education, Student Affairs, Graduate Division, and also are spread across schools.

The committee is currently compiling a report on the existing services and programs, and will include recommendations for expanding certain services and programs across campus, elaborating and restarting some programs, and providing centralized information via an integrated website. The report will be discussed by the relevant Senate Councils and the Cabinet and will then be posted on the Senate webpage.

NEW PROCEDURES AND BYLAWS

Irvine Bylaw 10. General Provisions

Legislation that corrects Bylaw 10 for clerical and conforming changes related to the Academic Personnel Manual-285 and the Regents' Standing Order 105.1 was approved by the Senate Divisional Assembly at its March 26th meeting. In brief, the change requires that Senior Lectures and Lecturers with Security of Employment be full-time employees in order to qualify for Senate membership.

Revision to Irvine Regulation 920, Doctoral Committee

The Divisional Assembly voted to accept the following change in IR 920: "At least one member of the student's committee must hold a primary appointment in the student's department."

Revision to Irvine Bylaw 99.

See report in Council on Faculty Welfare section below.

Processes for Review of Proposals for Academic Programs and Units

The Senate Cabinet approved new diagrams outlining the various processes for review of academic programs and units and has posted them on the Senate website. These will provide proposal authors, administrative officers, and Senate Councils with general information regarding the required review steps.

NEWS FROM THE COUNCILS AND COMMITTEES

Council on Planning and Budget

This spring quarter, the Council on Planning and Budget has continued to review campus proposals for endowed chairs, new degrees, initiatives, and research units. All Council members fully participated in the reviews, conducted by the Academic Planning Group, of hiring and attrition patterns for this campus, of principles for enrollment policy, and of other issues for central academic planning. In addition, the Council has taken an active interest in the cumulative budget challenges created in the College of Health Sciences.

President Yudof has been working with the Senate and the Regents to amend a Standing Order clarifying the President's authority in an economic emergency. The Council on Planning and Budget was one of the Senate faculty groups to provide feedback on the development of policies for system-wide and campus-based furloughs and salary reductions, which may be required if financial conditions worsen. The initiatives on the May 19 Special Election ballot, particularly 1A, have serious implications for the University of California's ability to mitigate its budget

deficit. The governor and several legislative leaders campaigned actively for the initiatives, and the Legislative Analyst's Office predicted considerable additional budget shortfalls by 2010-11 due to their failure to pass and in the case of further economic deterioration. The governor's May 28 Budget Revision included updated revenue projections based in part on the May 19 election outcome.

Council on Faculty Welfare

Campus-Wide Analysis of Median Faculty Salaries by Gender and Ethnicity at UCI for 1998-2008: The Council has completed its analysis of the faculty salary data provided by EVC/Provost Gottfredson. The Council strongly endorsed the plan of analysis, as well as the final results, and commends the members whose hard work and extensive deliberations made this report possible. The Council has forwarded its conclusions to the Cabinet, the Administration, and the campus community. It has been published on the Academic Senate's web site <http://www.senate.uci.edu/>.

Revision to Irvine Bylaw 99: The Council proposed and the Divisional Assembly approved revision to its Irvine Bylaw 99 that changes the Council's name to the Council on Faculty Welfare, Diversity and Academic Freedom. Three new subcommittees have also been added: Subcommittee on Faculty Welfare, Subcommittee on Diversity, and Subcommittee on Academic Freedom. The revisions more clearly define our current practices and are consistent with the UC Senate Committees and the Senate Committees at the other UC campuses.

Fiscal Challenges Facing the State of California: The Council on Faculty Welfare (CFW) will continue to discuss the potential effects on UC and its faculty. Its many concerns include the State's declining support of higher education, possible furloughs and/or salary cuts, and the future of the UC Retirement Plan (UCRP).

Graduate Council

Graduate Council continues to set policy and standards for new graduate degrees and graduate admissions. It also continues to review graduate degree structure and programs as they adapt to their fields and incorporate interdisciplinary research. In addition to its day to day responsibilities, the Council has been focusing its efforts this year, and especially this spring, on Time to Degree and Doctoral 2A Status.

Doctoral 2A (or "Doc 2A") is the UC designation for doctoral students who are more than nine quarters post-Advancement. The University receives a budget based on student headcount. Students in this category are not included in these headcounts; thus, the campus does not receive funding from OP for Doc 2A students, who comprise roughly 2.5% of all doctoral students at UCI. Therefore, Graduate Council has urged units to revisit their times to degree and make efforts to reduce the number of students who are beyond nine quarters past advancement, as well as ensure that their policies accurately reflect the national standards in their field. Starting in the 2009-2010 academic year, Graduate Council will work closely with individual units and the Graduate Division to improve completion rates of dissertations within normative time to degree (NTTD), and thereby lower the number of students lapsing into Doc 2A status.

Council on Research, Computing and Libraries

The Council on Research Computing and Libraries is in the process of reviewing multi and single investigator grant proposals to award faculty a total of around \$200,000.00, a modest reduction of funding compared to previous years. At the June meeting, CORCL will also evaluate two renewals for campus centers: Center for Pervasive Communications and Computing and the Center for Organizational Research. The NIH announced the launch of the NIH Challenge

Grants in Health and Science Research (RC1) as part of The American Recovery and Reinvestment Act of 2009 (Recovery Act). NIH has designated at least \$200 million in FY 2009 – 2010, an opportunity that opens up research funding possibilities for many UCI faculty.

Council on Student Experience

The Council on Student Experience is approving two new teaching evaluation forms, one for TAs and a revised form for all instructors. Forms are simpler, easier to read, less redundant and have been improved in their ability to determine if course objectives were met. CSE has also reviewed the implementation of a software system which encourages and simplifies academic dishonesty reporting by faculty. Instructors have a single place to go that will provide them with a simple course of action (boiler plate letters, procedure for reporting to associate deans) when basic information about the cheating incident is inputted. The software also allows UCI to build a database of dishonesty incidents so students' behavior can be monitored from department to department, school to school. Finally, CSE expects to follow up on the recommendations of the LAUNCH committee (see report above) in the next few years.

Council on Undergraduate Admissions and Relations with Schools (CUARS)

CUARS hosted a meeting with the Director of Admissions and the CUARS Chair of UCLA to discuss an ongoing pilot program to read and share comprehensive admissions scores between the two campuses. The revised Freshman Eligibility Proposal from BOARS was reviewed to ensure that the proposed changes in regulations were consistent with University Admissions Policy. The council also discussed campus policy on admission of non-resident students. Freshman admissions for the fall of 2009 decreased by approximately 1500 students. Despite this reduction, the percentage of under-represented minorities at UCI accepting admissions offers remained steady and/or increased over fall 2008.

Council on Educational Policy

Recent proposals for establishment of new Schools on campus, which have been on CEP's agenda, have raised issues about the organization of the campus. CEP has not reached conclusions on these topics.
