

Academic Senate

Fall 2020 Newsletter

January 28, 2021

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MESSAGE FROM THE SENATE CHAIR ELECT

We have just finished a historic fall quarter and have undergone extraordinary adjustments to our learning ecosystem. I am very proud to have witnessed the coming together of our colleagues, staff, and administrators who have worked around the clock to address the evolving challenges of COVID-19.

The Irvine Division of the Academic Senate traditionally publishes a quarterly newsletter to report the efforts of councils and committees during the previous academic term. I am happy to continue in that vein (and there is some pleasure in keeping with tradition in the face of sweeping changes). I will briefly mention a few salient developments for this academic year so far. I hope you will read the entire newsletter to have better insight into all the activities that are underway.

Here, I'd first like to detail some of the task groups that are interweaving the new realities of COVID-19 with various plans and programs. The Academic Planning Group (APG), a joint Academic Senate-Administration body that advises the Provost on academic planning, resource allocation, and other strategic priorities, has constituted three work groups to address important Senate issues:

- The first group is charged with assessing and addressing the impact of the pandemic on faculty productivity and attendant inequalities, as assessed by merit and promotion, and offering recommendations for a review process that is explicitly attentive to the differential impact of this unprecedented disruption to research, teaching, and service.
- Another group is charged with understanding how faculty workload is divided among teaching, research, and service as a precursor to focusing attention on teaching and mentoring workloads in particular. What we learn from this review will allow a better assessment of the real costs of on-load teaching in self-supporting graduate professional degree programs.
- The third group is charged with reviewing and clarifying existing policy, expectations, and practices for the Professor of Teaching series, providing schools with local variability in ways that are consistent with campus and systemwide policies and attendant expectations, and offering recommendations on how best to communicate these expectations.

Perhaps a bright spot to highlight is how the campus has endeavored to deepen diversity, equity, and inclusion within our academic community. We

Message from Chair Elect (continued)

are very proud that 13 new Black faculty members – covering a spectrum of engineering, biological sciences, economics, history, English, and dance – have joined us this fall. This is the largest such group ever hired in a single year. As a pillar of the Black Thriving Initiative, the campus has launched a faculty cluster hiring program to recruit 10 faculty over the next 3-4 years, roughly evenly split across ranks (assistant, associate, full professor). The recruitments will be built on existing strengths and/or pave new paths, promote collaborations among schools or campuswide, and enhance graduate and undergraduate education. This program seeks both to promote racial equality and advance the university's standing and impact in our diverse society.

On a more sobering note, as we grapple with COVID-19 related challenges, we are confronted by a significant reduction in the UC's state-funded budget. To cope with this reduction, assigned targeted savings of \$132.6 million from all campuses will be implemented for the 2021 fiscal year. Fortunately, sound financial management from our campus leadership has allowed us to reach the assigned savings target of \$12 million, and we are therefore not required to participate in the UC Office of the President's curtailment program. Notwithstanding, we still face notable budgetary pressures arising from the pandemic. To ensure we continue on a sound financial footing, Interim Provost Hal Stern has convened 10 subgroups of the Budget Workgroup to achieve \$40 million in targeted savings from 10 different categories. These subgroups are reviewing current and future strategic initiatives, exploring ways to generate new revenue, and finding ways to achieve efficiencies and cost savings. They are tasked with prioritizing revenue generation in order to preserve jobs, protect the health of our students, faculty, and staff, and maintain our excellence in teaching and research. These recommendations will be given to Interim Provost Stern in mid-January.

During these unprecedented times, the university operates in an increasingly complex and challenging environment. Shared governance plays an even more critical role when large-scale coordination and fast-paced changes affect us all within the system. The current UCI administration takes shared governance seriously and is very open to input from the Academic Senate. In this time of uncertainty, I encourage faculty to engage with your Senate representatives, share concerns, and advocate for issues you care about. This will help with continued communication and consultation with UCOP and UCI leadership on various issues. Together, we can shape our institution's future in this critical time, and I believe that our collective strength will lead us toward a better 2021.

Healthy wishes to all!

Joanna Ho, Chair Elect
Academic Senate, Irvine Division

UPDATES TO SENATE BUSINESS DUE TO COVID-19

The Irvine Divisional Senate continues to hold remote meetings for all of its Committees and Councils, as well as for Cabinet and Assembly. Chair Barrett and Chair Elect Ho are serving on several advisory groups and in close contact with campus administration to keep faculty apprised of the most current information on the campus response to COVID-19. Following temporary policy changes implemented last spring, the Senate also announced a return to standard Pass/Not Pass grading policies effective Winter Quarter 2021.

SYSTEMWIDE BUSINESS

Irvine Review of Proposed Revisions to the APM, Bylaws, Regulations and Appendices

REVIEWED AT SENATE CABINET LEVEL:

- **Forwarded comments as part of the Systemwide review of Proposed Revisions to Senate Regulation 544**
 - Reviewed at Council level by GC & CEP
- **Forwarded comments as part of the Systemwide review of Proposed Revisions to Senate Regulation 630**
 - Reviewed at Council level by GC & CEP
- **Forwarded comments as part of the Systemwide review of the Report of the Online Undergraduate Degree Task Force**
 - Reviewed at Council level by CEP, CEI, CFW, CORCL, & CTLSE

IRVINE DIVISION BUSINESS

Divisional Issues/Updates

Black Thriving Initiative

Vice Chancellor Doug Haynes met with both the Cabinet and Assembly to discuss UCI's Black Thriving Initiative. Vice Chancellor Haynes shared the priorities of the Black Thriving Initiative, including confronting anti-Blackness, intensifying recruitment and improving the success of Black students, leveraging the research and teaching mission of the campus, and engaging Black communities within Orange County.

Public Safety Advisory Committee (PSAC) Review of Campus Policing

Members of PSAC, including Chair Katie Tinto, Professor Emerita Carroll Seron, and Mike Davis, an outside consultant hired to assist the group with expertise on campus policing, also met with both the Cabinet and Assembly to give an update on the review of campus policing. Mr. Davis has met with student groups, campus leaders, and other stakeholder groups to gather feedback, and PSAC invited faculty to reach out with any questions or concerns.

Review of Irvine Division Bylaws, Regulations and Appendices

APPROVED AT THE DECEMBER 3, 2020 ASSEMBLY MEETING:

- **Approved the modifications to Appendix IX: Undergraduate and Graduate Degrees (Cabinet – 10/6/2020)**

Review of Irvine Division Bylaws, Regulations and Appendices (continued)

Appendix IX: Undergraduate and Graduate Degrees

The modifications to Appendix IX update the list of undergraduate and graduate degrees to reflect current offerings.

- **Approved the modifications to Regulation 650. Paul Merage School of Business (Cabinet – 11/17/20)**

Regulation 650. Paul Merage School of Business

The modifications to Regulation 650 update the list of degrees offered by the Paul Merage School of Business to accurately reflect current offerings.

- **Approved modifications to the Senate Manual (Cabinet – 11/17/20)**

General Senate Manual Updates

The entirety of the Senate Manual was updated to correct typos, update office and position titles, and enact gender neutral language where possible.

- **Approved the modifications to Appendix I: Chapter V. The Henry Samueli School of Engineering (Cabinet – 6/16/2020)**

Appendix I: Chapter V. The Henry Samueli School of Engineering

The modifications to Appendix I: Chapter V establish a quorum for subcommittees and appoint a third-party observer for these subcommittees within The Henry Samueli School of Engineering Faculty Executive Committee.

Endowed Chairs

ENDORSED BY SENATE CABINET:

(Reviewed at the Council level by CPB)

- **Establishment of Bruce F. Connell Chair in Plastic Surgery in the School of Medicine (Cabinet – 11/3/20)**
- **Establishment of Allergan Endowed Chair in Ophthalmology (Cabinet – 11/3/20)**
- **Establishment of Jaime Landman Endowed Chair in Urologic Surgical Oncology (Cabinet – 12/1/20)**
- **Establishment of Steckler Endowed Chair in Information and Computer Science in the Donald Bren School of Information and Computer Sciences (Cabinet – Online vote – 1/5/2021)**

Other

- **Forwarded comments regarding CEI's review of UCI's Equity Advisor Program (Cabinet – 10/6/20)**
- **Discussed possible themes for WSCUC accreditation (Cabinet – 10/6/20)**
- **Forwarded comments regarding guiding principles for Dean search and review committees (Cabinet – 11/3/20)**
- **Discussed updated description of GE Category VII requirement (Cabinet – 11/17/20)**
- **Discussed updated Teaching Associate description (Cabinet – 12/15/20)**

ACTIVITIES BY SENATE COUNCILS

Council on Academic Personnel (CAP)

CAP Charge

The Council on Academic Personnel (CAP) welcomed five new members to the Council for the 2020-2021 review year. The reviews by CAP and its recommendations are central to the process by which faculty are appointed, advanced within rank, and promoted. In conducting its evaluative reviews, CAP seeks to apply a campus-wide standard refined by the vast number of cases that it reviews. It bears the joint responsibility of maintaining the campus' academic standards and seeking to improve the quality and efficiency of the review process.

CAP works closely with the Office of Academic Personnel (AP) and the Vice Provost for Academic Personnel to communicate pertinent information about the review process to Deans, Chairs, faculty, and academic personnel processors during information sessions held throughout the year, such as at the annual Fall Kick-Off, and through school visits. The CAP Chair is also available to meet with School Deans to discuss CAP's role in the personnel review process. Schools or Dean's offices may request a visit from AP and CAP by contacting the CAP analyst at leharris@uci.edu.

COVID-19 Impact

The past number of months has presented the campus with unique challenges, and CAP appreciates the care with which all its members have undertaken their responsibilities. CAP quickly made a successful transition to remote meetings and continued its timely review of faculty personnel files.

To address concerns related to potential impacts of the novel coronavirus on the personnel review process, CAP has been working in partnership with the Academic Senate and AP to develop new policies and guidance for timely communication to the campus community. CAP has issued its updated [Frequently Asked Questions \(FAQ\)](#) that provide information and links to relevant policies during this time.

Council on Equity and Inclusion (CEI)

Equity Advisor Program Review

The Council conducted a review of the Equity Advisor Program during the last academic year; the final report was submitted to Senate Chair Barrett and other stakeholders over the summer. This year, the Council will complete this important work by surveying faculty for their assessment of the program. Members have begun drafting the survey with assistance from the Office of Institutional Research and expect it to launch sometime in the winter quarter.

Online Undergraduate Degree Task Force Report

CEI reviewed the systemwide Online Undergraduate Degree Task Force Report and provided feedback on the three policy options presented by the report's authors. While there was concern about several issues related to offering remote degrees in general – for example, students' lack of access to technology infrastructure and support services – members also felt there were reasons to consider fully online programs, particularly as the nature of work is changing as a result of the pandemic. Online programs may have the potential to increase access to a UC education, and

CEI – Online Undergraduate Degree Task Force Report (continued)

expanded access may benefit more diverse students. Some also saw Online programs as a way to try something new when it comes to increasing diversity in certain programs where the traditional models have not been successful.

UCUES Results on Remote Learning

Angela Miu, Principal Research Analyst from the OVPTL Center for Assessment & Applied Research, presented data from the biannual UC Undergraduate Experience Survey (UCUES) at the December meeting. She focused on the student experience with remote learning last spring during the COVID-19 pandemic, with a special focus on the experience of first-generation, low-income, and URM students.

According to the survey results, first-generation, low-income, and Hispanic students were more likely to be concerned about the impact of COVID-19 and remote learning on their education. They were also more likely to be worried about the possibility of economic impacts and access to healthcare. Black students were less likely to feel remote learning was comparable to in-person classes, while international students were more receptive to remote learning and more positive about their experiences.

Council on Educational Policy (CEP)**Review of the Multicultural Studies General Education Requirement**

At the request of Senate Chair Barrett, CEP reviewed the current learning outcomes associated with GE Area VII (Multicultural Studies). An ad hoc subcommittee reviewed multicultural studies general education requirements from UC Berkeley, UCLA, and UC Santa Cruz to identify best practices. The subcommittee then revised the current catalogue text and learning outcomes, placing greater emphasis on students developing skills in critical analysis and recognizing structural forms of power and intersecting systems of oppression. The proposed revisions were also reviewed by the Council on Equity and Inclusion. Once the updated catalogue copy and learning outcomes are adopted, CEP's Subcommittee on Courses will be asked to review all GE VII courses to ensure they are consistent with the revised description.

Review of the Online Undergraduate Degree Task Force Report

This fall, CEP reviewed the systemwide Academic Senate's Online Undergraduate Degree Task Force report. Members felt that the report was well-researched, thorough, and helpful for thinking through various issues that would be presented should UCI choose to launch fully online undergraduate degrees in the future. The Council noted that any Schools proposing online degree programs should engage in conversation with operations staff as early in the process as possible, as it takes considerable coordination and planning to address issues related to tuition and fees, licensing, financial aid, and admissions.

Upcoming

In the coming months, CEP will continue discussions regarding Pass/No Pass grading policies and consider whether independent study course policies and requirements should be updated.

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

University Hills Internet Issues

Residents in University Hills have notified the Council that internet access is inadequate in most areas. Residents have asked ICHA and Academic Personnel to provide better or alternate access and increased bandwidth. The Senate has been in discussion with the Provost on this issue, as quality internet access is essential while faculty are teaching and working remotely. OIT has also offered to assist individual faculty members with particular issues. CFW was asked by Senate Chair Barrett to provide further recommendations on the issue.

Instructors are expected to work remotely for an indefinite period of time, but have not been given adequate tools to do so thus far. The issue should be considered for all faculty, not just those residing in University Hills. The Council on Research, Computing, and Libraries (CORCL) will also be consulted on this issue. Ultimately, members voted unanimously to recommend that the administration consider a resolution to the issue, including connectivity equivalent to campus-level capability for all faculty working remotely.

In late November 2020, Academic Personnel began designing a pilot with OIT to test whether offering hotspots might improve internet connectivity for those faculty working from their homes who have experienced issues.

Parking and Transportation

Transportation and Distribution Services (TDS) updated its Sustainable Transportation Program due to the COVID-19 pandemic. In the past, faculty who walk or bike to campus could get an eco-pass and be able to park for 60 days with a sticker; they are now required to log in each day they wish to park, and only 50 days are available. Members felt this process was burdensome and questioned why TDS reduced the number of days from 60 to 50. They suggested that current eco-pass holders be surveyed to assess any access issues or opinions on the policy changes.

Although TDS clarified that parking permits are not required on campus at this time, members felt that this had not been made explicitly clear to eco-pass holders or other commuters. They strongly encouraged that TDS provide clearer communication on the current status of parking permits and eco-passes, as well as any future policy changes.

The Council will invite Ron Fleming, Director of Transportation and Distribution Services, to a meeting in Winter Quarter 2021 to further discuss these issues.

Upcoming

The Council will continue discussing faculty salary scales and a UCI academic freedom statement.

Council on Planning and Budget (CPB)

Systemwide Proposed 2020-21 Curtailment Program

CPB discussed the proposed systemwide curtailment program for 2020-21. The Council found the plan difficult to justify considering that faculty have already had to respond to the COVID-19 pandemic by

CPB – Systemwide Proposed 2020-21 Curtailment Program (continued)

using much of their summer to transition their courses to remote learning formats. Staff also had already forgone scheduled merits. The Council urged campus leadership to consider expanding the flexibility of the program for individual campuses to allow as few as zero curtailment days rather than the minimum of five days. The Council observed that the savings that the minimum curtailment might generate would be modest.

Upcoming Issues

CPB will discuss faculty salary scales. The Council will consider whether the Irvine scale should be returned to a dynamic scale reflecting market realities or be abandoned altogether.

Endowed Chairs

- Allergan Endowed Chair in Ophthalmology
- Bruce F. Connell Endowed Chair in Plastic Surgery
- Jaime Landman Endowed Chair in Urologic Surgical Oncology
- Steckler Endowed Chair in Information and Computer Science

Council on Research, Computing, and Libraries (CORCL)**Systemwide Review of the Report of the Online Undergraduate Degree Task Force**

CORCL reviewed a systemwide task force report on online undergraduate degrees. The report proposed three degree options (UC-quality on-campus only, UC-quality remote, instruction-only remote). The Council acknowledged that remote teaching has become a necessity in light of the pandemic. However, the Council advised against making broad policy decisions with prolonged consequences designed to address a short-term problem. Therefore, the Council expressed support exclusively for on-campus only degrees that would require at least one-third of all major and total units to be earned in non-remote courses. CORCL observed that the other options make it nearly impossible for students to do research and may not satisfy visa requirements for international students.

Reviews for ORUs

CORCL considered an application for the re-establishment of the Center for the Neurobiology of Learning and Memory (CNLM). The Council endorsed the proposal noting the Center's achievements in interdisciplinary research and team science.

Upcoming

CORCL will discuss a proposed presidential policy that addresses issues related to the ownership of data and tangible materials generated during the course of UC research. The policy draft states that the Regents of the University of California own research materials.

Council on Teaching, Learning, and Student Experience (CTLSE)**Systemwide Review of the Report of the Online Undergraduate Degree Task Force**

The Council reviewed the systemwide Report of the Online Undergraduate Degree Task Force. Last year, the Academic Council formed this task force to examine the implications of creating full-time,

CTLSE – Systemwide Review of the Report of the Online Undergraduate Degree Task Force (continued)

online, undergraduate degree programs at the University of California. Its July 2020 report provided three distinct policy options and outlined the strengths and weaknesses of each. Members admired the thoughtfulness of the report and thought the issues it raised merited further discussion. Some members argued that it would be short-sighted to disallow any of the three options without due consideration, while others reminded the Council of the special value of the on-campus experience and urged that we consider all aspects of the UC student experience to determine what constitutes a “UC-quality” degree.

Additionally, members noted that it is necessary to fully understand who the potential audience for a given online degree program is, keeping in mind that the structure and feasibility of a program bears a direct relationship both to the discipline on which it focuses and the population it is intended to serve. Members also presented a number of other issues that deserve careful consideration going forward.

Public Safety Advisory Committee (PSAC)

Katie Tinto, Assistant Clinical Professor of Law, and Chair, PSAC presented the Council with general information on the role of PSAC, current issues, and goals for this year and beyond. A subcommittee of PSAC is reviewing policing on campus. An outside consultant, Michael Davis, is assisting with the review and has met with senior campus leadership, the Chancellor, and the Chief of Police. The review includes examining policing data such as how calls were addressed, stop data, and racial issues. The review will also address whether PSAC will or should have oversight of campus policing. PSAC currently serves as UCI's Policing Task Force and is also looking at budgets for policing.

The Council will invite Chair Tinto or another representative from PSAC to give updates on the review in Winter or Spring 2021.

Upcoming

The Council will continue discussing Student Mental Health and Wellness, Career Pathways Systemwide Review of the Innovative Learning Technology Initiative, and Appendix II: Grade Appeals Revisions.

Graduate Council (GC)**Graduate Education**

Student Course Feedback Form for Graduate Courses. Graduate Council is charged with developing a student course feedback form appropriate for use in graduate-level courses. The Council is in the data collection phase.

Revisions to Teaching Associate Description. Graduate Council reviewed proposed revisions to the Teaching Associate job description. The revisions are intended to clarify the limits of a Teaching Associate's role and provide appropriate Senate authority. While the Council concurred with the justification presented, it expressed concerns with the element of “sole responsibility” for course content and related issues. The Council agreed that oversight of the appointed Teaching Associates and the final responsibility for the course lie with the faculty in charge.

GC – Graduate Education (continued)

University Teaching 399 Courses. Graduate Council considered policies and practices surrounding 399 courses. The Council found current practices appropriate and recognizes the pedagogical value of teaching for graduate students. The practice is widely used across the campus with most schools opting for S/U grades and some schools opting for letter grades. The Council did not see a need for campuswide policy. Moreover, without receiving credit for 399 courses, it would be a burden for graduate students to enroll in four additional units to maintain full-time status while serving as TAs.

UCI Policies

Use of Profits from SSGPDPs. Graduate Council considered a recommendation for the campus to be more prescriptive about the use of profits from SSGPDPs, for example, by requiring self-supporting programs to implement a return to aid component that funds diversity fellowships, either in the program and/or for the campus more broadly. The Council strongly supports the spirit of the recommendation to improve or increase diversity at all levels. The Council believes that making this a guideline rather than a requirement is more effective in generating systemic impact.

Systemwide Policies

Revisions to Senate Regulation 544. SR 544 sets rules governing cross-campus enrollments with the goal of facilitating access and the transfer of credits between campuses. The revisions are intended to facilitate UC student access to courses offered on other UC campuses by clarifying certain aspects of the cross-campus course enrollment process. While the Council is in full support of facilitating access to cross-campus enrollments, particularly during this time of displacement for UC students, it expressed reservations about implementation as there is no administrative structure in place for graduate courses.

Suspension of Admissions

- MS in Engineering Management (temporary suspension)

Academic Program Review

- School of Education Year 1 Follow-Up
- Program in Public Health Year 1 Follow-Up
- Henry Samueli School of Engineering Year 4 Follow-Up
- School of Humanities Year 7 Follow-Up

**Council on Undergraduate Admissions &
Relations with Schools (CUARS)**

Member Training

New this year, all CUARS members participated in the training, led by staff from the Office of Admissions, to ensure members had a thorough, in-depth understanding of the admissions process. This training was largely taken from the reader training the Office of Admissions provides application readers, so members could also see the materials readers use during their training.

CUARS (continued)**Systemwide Review of Potential Ethnic Studies Admissions Requirement**

Members heard information regarding three proposals for how to integrate an Ethnic Studies requirement into A-G. These included requiring a semester of Ethnic Studies in the 'A' History and Social Studies requirement, explicitly making Ethnic Studies an alternative to U.S. and World History, and requiring a semester of Ethnic Studies as a replacement for the one semester "College Elective" requirement in the G category. CUARS members did not come to a consensus on which option was best.

Upcoming

The Council will hear a presentation about updates to the current admissions cycle in light of the elimination of the standardized testing requirement for admission. Members will also be joining a group to provide yield modeling feedback to the Office of Enrollment Management. Further, members will be voting on a potential update to the CUARS bylaw.

SENATE ANNOUNCEMENTS**Academic Senate 2020-21 Distinguished Faculty Virtual Awards Ceremony**

We hope that you can join us for the [2020-21 Distinguished Faculty Virtual Awards Ceremony](#) scheduled to take place Wednesday, February 10, 2021 at 5:00 p.m. via Zoom Videoconference. Please [RSVP here](#) by February 3, 2021.

Please visit the [2020-2021 Distinguished Faculty Awards webpage](#) for additional information on the 2020-21 Senate Faculty Award recipients.

In Memoriam

At the December 3, 2020 Divisional Senate Assembly meeting, the following In Memoriam resolutions were reviewed:

- Carol McDonald Connor (1953-2020)
- Paul Jesilow (1950-2019)
- Paolo Sassone-Corsi (1956-2020)
- Jack Yellott (1938-2019)

If you would like to submit an In Memoriam resolution, or have any questions regarding the In Memoriam resolution process, please contact Christine Aguilar at cmaguil1@uci.edu. Please visit the Senate [In Memoriam webpage](#) for more information.

The Academic Senate Newsletter is published quarterly during the academic year by the UCI Academic Senate to inform UCI faculty about the activities of the Senate. Your comments are welcome: senate@uci.edu

Joanna Ho, 2020-2021 Chair Elect, Academic Senate, Irvine Division

Christine Aguilar, Editor

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