

# Academic Senate

## Fall 2021 Newsletter

**January 7, 2022**

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### MESSAGE FROM THE SENATE CHAIR ELECT

Dear Colleagues:

Just as many of us were beginning to hope for a return to “normal” operations, the omicron variant has left us wondering what lies ahead: Will we have to teach remotely all quarter? When will this pandemic subside, and what will be the “new normal”? We are in regular communication with UCI’s administrative leadership to help answer these questions, and we plan to share additional guidance with you in as timely a manner as possible. This will not be easy, both because the virus is so unpredictable and because most guidance does not work equally well for everyone. Indeed, I expect significant frustration among both the faculty and the students. I, for one, am very annoyed at the prospect of teaching via Zoom for a couple of weeks and then switching to in-person – I had planned some fun (and pedagogically useful) in-person activities for the first week of class. Yet I admit, remote teaching for the first two weeks seems like the best way to proceed for now (these words were penned during the holidays). Naturally, conditions will change as the pandemic evolves; so please stay tuned, and safe!

This quarterly newsletter summarizes the principal activities of the Senate and its various councils and committees during the fall quarter of 2021; I encourage you at least to scan the document. Although the fruits of Senate service are not widely appreciated, many of its activities do have significant impact on UCI and all of its constituents. If you feel inspired and have not yet filled out the Senate Committee Interest Survey, please do so [here](#). The Senate does try to match your interests and expertise when making committee assignments.

I also want to brief you on the activities of the Academic Planning Group (APG), which comprises both Senate faculty and administrators and makes recommendations directly to the Provost. This year APG has formed three separate workgroups that focus on (1) strategies for managing the growth of graduate programs, (2) reducing undergraduate outcome/achievement gaps, and (3) identifying specific challenges and opportunities for creative activity and research at UCI in the post-pandemic era (presumably we will get there some day). A more detailed summary of the workgroup charges can be downloaded [here](#).

## ACTIVITIES BY SENATE COUNCILS

### Council on Academic Personnel (CAP)

#### CAP Charge

The Council on Academic Personnel (CAP) welcomed seven new members to the Council for the 2021-22 review year. CAP now has fourteen members with a strong gender balance; a change to Irvine Bylaw 48 provided an opportunity to add one new representative to increase representation from the growing College of Health Sciences. CAP's reviews and 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 perspective on research, teaching, service, mentorship, and inclusive excellence. CAP also seeks to improve the quality and efficiency of the review process, most recently by providing feedback on how best to integrate the new course feedback forms into review files. 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. These include the [AP Summer Updates](#), [AP Fall Kick-Off](#) and two school visits in the fall. 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 [clough@uci.edu](mailto:clough@uci.edu).

#### COVID-19 Impact

For the second year CAP has met via Zoom and continues to work in partnership with the Academic Senate and AP to develop new policies and guidance for timely communication to the campus community. In merit and promotion files, we [encourage faculty to document COVID-19 related issues](#) with regard to their professional achievements in their self-statements (teaching, research, service and/or inclusive excellence, as may be relevant/appropriate). CAP has issued its updated [Frequently Asked Questions \(FAQ\)](#) document, and AP has updated its [COVID-19 FAQs for Academics](#) to provide information and links to relevant policies during this time.

### Council on Educational Policy (CEP)

#### Review of Proposed Revisions to Systemwide Senate Regulation 478

At the request of Senate Chair Ho, the Council reviewed the proposed changes to Senate Regulation 478, which will require transfer students to have an Ethnic Studies course as part of the Intersegmental General Education Transfer Curriculum (IGETC) prior to admission to UC. Notably, UC Irvine already has a broader GE degree requirement in Multi-Cultural Studies, GE requirement Area 7, and offers more than 70 courses that meet this requirement. Senate Regulation 478 puts CSU and California Community College requirements into alignment with current UC Irvine requirements. The core competencies requirements described in the June 4, 2021 Board of Admissions and Relations with Schools (BOARS) meeting report were comprehensive and consistent with course offerings at UC Irvine. The effect of requiring a course in Ethnic Studies for transfer students is that they will have already satisfied the UC Irvine Area 7 GE requirement. Following discussion, the proposed revisions were endorsed by the Council.

### Upcoming

In the coming months, the Council will continue discussions of undergraduate grading policies and will consider whether these policies should be updated.

## **Council on Enrollment Management and Admissions (CEMA)**

### Update on Elimination of Standardized Testing

Following the October 1<sup>st</sup> Board of Admissions and Relations with Schools (BOARS) meeting, the Council received an update from CEMA Chair Gago-Masague on the working group assigned to review standardized testing options. It was relayed to the Council that the BOARS working group recommended against Smarter Balance or any other standardized test. The Council discussed what metrics would be used going forward to assess any impact of the elimination of standardized testing on student performance, and looks forward to reviewing the results of this assessment in the next few years.

### Art Department Proposal for Portfolio Review

The Council reviewed a proposal to address discrepancies in Grade Point Averages (GPA) for students in the fine arts applying to UCI whose work is not wholly reflected in the classroom. The proposal would adopt a Portfolio Review system, requiring the submission of 20 thematically linked pieces for faculty to judge and grade according to their own scale. It was emphasized to the Council that this proposed system sets a high bar for incoming freshmen and conveys to prospective students that UCI is a competitive institution in the field of fine arts. The Council voted unanimously to approve this proposal.

### Transfer Admission Guarantee (TAG) Program

A presentation from the Office of Undergraduate Admissions provided valuable insight on the benefits and potential hurdles of UCI's ongoing participation in the Transfer Admission Guarantee (TAG) Program, which guarantees spots to transfer students who meet key GPA and transfer coursework requirements. It was emphasized to the Council how successful the program has been in helping to achieve the 2-to-1 ratio of acceptance for California residents. However, with the increase in GPA for incoming freshman students, one potential challenge for the TAG Program is the lower GPA threshold for guaranteed transfers. The Council reached a consensus that more data is needed regarding the specific performance of TAG students, though it was noted by Admissions that, on the whole, transfer students tend to be higher performing.

### Upcoming

The Council looks forward to an initial impression from Admissions on the status of applications to UCI for the coming year, and evaluating the effects of the ongoing pandemic and mitigation efforts.

## **Council on Equity and Inclusion (CEI)**

### Pay Equity Studies and Demographics

The Council was asked by the Division of Institutional Research (DIR) for feedback on how to handle classifying non-binary or unknown gender/ethnicity in faculty pay equity studies. Recently, DIR has faced challenges with the way demographic data are collected and reported in relation to these

studies, particularly pertaining to the passage of California's Gender Recognition Act (SB 179), which allows a non-binary gender option for Californians for identity purposes, and with the implementation of the UCPath payroll system. With UCPath, employees are asked to self-report demographics when they enter the system for the first time; however, since this information is not required, there has been an increase in unknown gender or ethnicity, especially among newer hires. DIR presented two possible solutions and shared member feedback with the Office of Academic Personnel.

### **Other Business**

The Council reviewed the diversity plan section of the revised pre-proposal to establish a School of Population and Public Health and discussed a request from the Senate Chair to consider naming standards for review of endowed chair proposals. Members also engaged in discussion with Vice Chancellor for Equity, Diversity, and Inclusion Doug Haynes about the many funding programs for faculty offered by the Office of Inclusive Excellence. Finally, Associate Vice Chancellor for Wellness, Health and Counseling Services Marcelle Hayashida presented UCI's Equity in Mental Health funding proposal submitted in November. The proposal details plans for UCI's portion of ongoing funds allocated to the University of California to address critical student mental health needs.

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

### **Systemwide Review of Proposed Revisions to the Presidential Policy on Sexual Violence and Sexual Harassment**

The Council discussed the proposed revisions to the Presidential Policy on Sexual Violence and Sexual Harassment, which would: (i) comply with a new state law, Senate Bill (SB) 493, and (ii) better account for Prohibited Conduct in the clinical setting. Members expressed concern about the timeframes of investigations by Title IX Officers, specifically that reporting on investigation status "periodically" is too vague. Lack of timely communication could be a huge source of distress for the parties involved.

The Council also felt that providing the Office of Equal Opportunity and Diversity (OEOD) with the right to file a formal complaint even when the aggrieved individual does not desire this is overreach and infantilizes the victim. All individuals should have a right to decide, once they are informed of the OEOD process, whether they wish to move forward. Otherwise, the proposed policy may prevent some victims from seeking help and information.

The limitations on UC's use of no-contact orders that restrict a Complainant's contact with a Respondent is an important change to align with state temporary restraining orders, which typically are not imposed on both parties. To impose on both parties might be viewed as punitive. The new policies for clinical settings are important and provide needed protection for potentially vulnerable sub-populations.

### **Systemwide Review of Proposed Revisions to the Presidential Policy on Sustainable Practices**

The Council reviewed proposed updates to the existing Presidential Policy on Sustainable Practices. However, it became apparent during the discussion that members did not feel they had sufficient expertise to review the proposed policy revisions. Members of the Senate's ad hoc Climate Crisis task force were asked to also review and provide comments and recommendations.

Overall, members agreed that all of the specific policies and goals pertaining to sustainable practices are laudable. There was little information, however, about how the policy provisions will be funded.

The proposal generally aims to make UC a leader, but what defines leadership in some areas is unclear. Members also recommended more aggressive targets in some policy areas.

### Council on Planning and Budget (CPB)

#### **Pre-Proposal for the School of Population and Public Health**

The Council voted against the approval of a revised pre-proposal for the School of Population and Public Health (SPPH). The Council found that, as the establishment of a school is a major undertaking requiring significant campus resources, the revisions did not sufficiently articulate pragmatic plans. The Council recommended that the proposers work on building a better coalition among its faculty and specify plans for philanthropic development and the management of faculty growth.

#### **Upcoming**

The Council will discuss a proposal to establish a Master of Laws in Taxation program and develop guidelines for the ongoing review of Self-Supporting Graduate Professional Degree Programs.

#### **Endowed Chairs**

Gilly Family Endowed Chair in Marketing

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

#### **Pre-Proposal to Establish the School of Population and Public Health**

The Council discussed a revised pre-proposal to establish the School of Population and Public Health (SPPH). While generally supportive of the endeavor, members observed that the pre-proposal would benefit from further elaboration of the School's plans to build on current campus relationships and elevate the research beyond its existing program. The Council advised that additional consideration of how interdisciplinary scholarly activity will function in practice and what concrete mechanisms will be employed would clarify the school's vision and approach.

#### **Reviews for ORUs and Campus Centers**

The Council considered a proposal to establish the Center for Latin American and Caribbean Studies (CLACS). The Council endorsed the proposal noting the Center's collaborative research potential.

#### **Upcoming**

The Council will evaluate the second five-year review of the Reeve-Irvine Research Center.

### Council on Teaching, Learning, and Student Experience (CTLSE)

#### **Systemwide Review of Proposed Revisions to the Presidential Policy on Sexual Violence and Sexual Harassment**

The Council discussed proposed revisions to the Presidential Policy on Sexual Violence and Sexual Harassment. Members agreed that the policy needs to be more patient- and survivor-centered, with

a focus on trauma informed approaches. Members also noted that the language should be more inclusive and gender neutral and could be clarified in some places.

Council members felt that the designation of “responsible employees” can be a problem in cases where an individual who “is acting in a professional capacity for which confidentiality is mandated by law” is also a faculty member. Furthermore, it was unclear whether non-UC employees with hospital privileges or graduate student instructors of record were considered “responsible employees.” The Council recommended further clarification of these issues.

Members also thought that the policy revisions should be more widely distributed to undergraduate and graduate students and should clarify what, if any, remedies may be available to affected students, particularly with regard to supportive services.

### **Revisions to Appendix II: Grade Appeals**

Last year, the Council proposed revisions to Appendix II of the Manual of the Irvine Division of the Academic Senate, which were approved by both Cabinet and Assembly. However, a grade appeal filed under the new procedures has raised additional concerns about the process. Senate Chair Ho has asked the Council to review Appendix II once again and propose further revisions. It is requested that members specifically consider revising or eliminating language around the “burden of proof” in the policy, and to reconsider whether a hearing (a meeting of the grievant, respondent, and the hearing panel) is the appropriate mechanism for resolving these cases. An alternative model, employed at other UC campuses, allows the hearing panel to review the evidence and interview both parties separately, if needed, eliminating a potentially adversarial face-to-face hearing. This review will begin in January 2022.

## **Graduate Council (GC)**

### **Graduate Education**

Graduate Policies and Procedures – Repeat of Critical Examinations. The Council approved updates to “Section VI. Academic Standards for Students. D. Examinations. 2. Repeat of Critical Examinations” to allow additional exam attempts for students who are recommended for academic disqualification.

Graduate Policies and Procedures – Catalogue Rights Policy. The Council approved updates to “Section VII. Standards and Requirements for Graduate Degree Programs” to formalize current practices of Catalogue rights for graduate students.

Graduate Policies and Procedures – En Route Master’s Degrees. The Council approved updates to the Catalogue descriptions for programs that allow students to earn a master's degree en route. The modifications better align the Catalogue language with Graduate Policies and Procedures on second advanced degrees.

#### Revised School Pre-Proposal

- School of Population and Public Health

#### SSGPDP Year Three Review

- Master of Embedded and Cyber-Physical Systems

#### Academic Program Review

- School of Social Sciences



## SENATE ANNOUNCEMENTS

### Save the Date - Academic Senate 2021-22 Distinguished Faculty Virtual Awards Ceremony

We hope you can join us for the 2021-22 Distinguished Faculty Virtual Awards Ceremony on Wednesday, March 9, 2022 at 5:00 p.m. via Zoom Videoconference. The Save the Date can be found [here](#). Invitation and RSVP details to follow.

If you have any questions about the event, please contact [Christine Aguilar](#), Senate Faculty Awards Event Coordinator.

### In Memoriam

If you would like to submit an In Memoriam resolution, or have any questions regarding the In Memoriam resolution process, please contact [Christine Aguilar](#). You can also visit the Senate [In Memoriam webpage](#) for more information.

The Senate was asked whether it would be possible for UCI to create a Memorial Website for members of the UCI community who passed away from, or lost a loved one to, COVID-19. Unfortunately, the people most likely to be able to help with this project are also overwhelmed with managing UCI's ongoing response to the pandemic.

## IRVINE DIVISION BUSINESS

### Divisional Issues/Updates

#### **Resources to Help Targeted Academics**

The Senate Cabinet heard from guests Kyhm Penfil, Principal Campus Counsel, and Michelle Deutchman, Executive Director of the UC National Center for Free Speech and Civic Engagement, who have been charged by the Chancellor with producing a resource guide for faculty who are targeted online for exercising their free speech or academic freedom rights. The ensuing discussion focused on how best to make this resource guide both directive and supportive for faculty as well as administrators. There were also questions about the extent to which these same resources could be made available to other academic employees.

#### **Revised Pre-Proposal for the School of Population and Public Health**

The Senate Cabinet discussed the revised pre-proposal for the School of Population and Public Health (SPPH). Cabinet heard reports from the Councils about areas where concerns raised last year had been addressed adequately, as well as other areas that require more work. Although there was strong support for developing a SPPH, Cabinet did not vote to endorse the revised pre-proposal. Efforts to regroup and proceed are ongoing.

### **Mitigating COVID-19 Impacts on Faculty**

Following a preliminary report from the systemwide working group on mitigating COVID-19 impacts on faculty, Vice Provost for Academic Personnel O'Dowd requested Senate input on how to prioritize the recommendations for further action, given the various measures already in place at UCI. Cabinet discussed the disproportionate impacts of the pandemic on some faculty and departments, and considered how best to tailor the mitigation efforts. Chair Ho and Chair Elect Striedter have met with Vice Provost O'Dowd to discuss these issues further.

### **Review of Irvine Division Bylaws, Regulations and Appendices**

- **Approved the modifications to Appendix IX: Undergraduate and Graduate Degrees** (Cabinet – 11/2/2021). These modifications will be reviewed at the February 3, 2022 Divisional Assembly meeting.

#### Appendix IX: Undergraduate and Graduate Degrees

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

- **Approved modifications to Regulation 607. Donald Bren School of Information and Computer Sciences** (Cabinet – 11/2/2021). This modification will be reviewed at the February 3, 2022 Divisional Assembly meeting.

#### Regulation 607: Donald Bren School of Information and Computer Sciences

The modification to Regulation 607 reflects an undergraduate major name change.

- **Approved the modifications to Appendix I: Chapter V. The Henry Samueli School of Engineering** (Cabinet – 11/2/2021)

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

The modifications to Appendix I: Chapter V add the Dean or Dean's designated representative as an ex officio member of the school's research committee.

### **Endowed Chairs**

#### **ENDORSED BY SENATE CABINET:**

*(Reviewed at the Council level by CPB)*

- **Establishment of Gilly Family Endowed Chair in Marketing in the Paul Merage School of Business** (Cabinet – 11/16/2021)

### **Other**

- **Discussed with Provost Stern the search for a new Dean of Continuing Education** (Cabinet – 12/7/2021)



## SYSTEMWIDE BUSINESS

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

#### REVIEWED AT SENATE CABINET LEVEL:

- **Forwarded comments as part of Systemwide review of the Revised Presidential Policy on Sexual Violence and Sexual Harassment**
  - Reviewed at the Council level by CFW, CTLSE & CPT
- **Forwarded comments as part of Systemwide review of Proposed Revisions to Senate Regulation 478**
  - Reviewed at the Council level by CEP & CEMA
- **Forwarded comments as part of Systemwide review of the Proposed Presidential Policy on Integrated Pest Management**
  - Reviewed at Council level by CFW
- **Forwarded comments as part of Systemwide review of Proposed Revisions to the Presidential Policy on Sustainable Practices**
  - Reviewed at Council level by CFW & CPB

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](mailto:senate@uci.edu).

Georg Striedter, 2021-2022 Chair Elect  
Academic Senate, Irvine Division

Christine Aguilar, Editor

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