

Academic Senate

Winter 2022 Newsletter

April 13, 2022

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MESSAGE FROM THE SENATE CHAIR ELECT

Dear Colleagues:

Winter quarter is often the toughest one, but last quarter seems to have been especially challenging. Those of us who taught were forced to switch from remote instruction to in-person teaching, which caused considerable stress and frustration among many students and, often, ourselves. Then we had to confront the reality of a brutal war raging in Ukraine, causing uncertain, potentially calamitous shifts in geopolitics. Moreover, Covid-19 may not be done with us quite yet. It's hard to stay cheerful in the face of so much struggle and uncertainty.

Nonetheless, UCI's Senate remained busy last quarter, as you can see from the summaries below. For example, the Council on Educational Policy and the Cabinet both discussed how much online content should be permissible for an in-person course, assuming that Covid-19 remains (more or less) under control. Surely some adjustment to our pre-pandemic policies is warranted, but the details remain to be worked out. Please be patient; the matter is complex and we all want to get it right. On a closely related matter, the UC's Academic Council considered a student-led request that all courses should, from now on, be taught in dual mode, meaning that all students should be able to take any class either in person or remotely (e.g., via Zoom or asynchronous recordings). While the Council acknowledged the need to accommodate students with disabilities, it declined to endorse the request.

In other news, I am pleased to report that Dr. Jisoo Kim has joined our Senate as its Executive Director. She comes to us from UCLA, where she served in several important positions, including Executive Director of Summer Sessions and Principal Policy Analyst for the Academic Senate. We are all excited to work with her and, at the same time, extend our warmest thanks to Gina Anzivino, our Associate Director, who cheerfully carried the extra load while the position was open, and did so expertly.

The Senate also held its annual election. Despite our hope and efforts, faculty participation remained relatively low at 27% (ranging from 17 to 78 % across schools). However, the process went smoothly, and I thank all those who stood for election and the Committee on Committees for identifying so many strong candidates. Personally, I look forward to working closely with Dr. Arvind Rajaraman (Department of Physics and Astronomy), who was elected to serve as Senate Chair Elect next year.

Meanwhile, Senate Chair Dr. Joanna Ho would like to hear from you. To that end, she invites you to a “Coffee Hour” on May 18, where you can share any departmental, school, or campus issues that the Senate should know about. The meeting will be held in 338 Aldrich Hall. The Senate Office will send an email invitation with meeting details in early May. Please know that we are here to represent your collective interests and concerns.

Take care,
Georg Striedter

ACTIVITIES BY SENATE COUNCILS

Council on Academic Personnel (CAP)

CAP Updates

CAP will welcome four newly elected members for 2022-2023, representing the Schools of Arts, Biological Sciences, Business, and ICS. The CAP term for members is a three-year term from September 1 to August 31. Information on the elected members can be found [in the announcement of election results](#).

During the winter quarter, CAP has been meeting on a weekly basis and will continue to do so through July, in order to review the large numbers of files that require CAP recommendations. In addition, CAP is continuing to work with Academic Senate leadership and the Office of Academic Personnel (AP), providing input to new policies and guidance that address impacts of the COVID-19 pandemic. CAP has also helped to inform discussions with various campus stakeholders regarding student evaluation watermarks, a faculty reflection on student feedback pilot, departmental voting terminology, external letter request documentation, and ongoing UC Senate initiatives. Under the COVID-19 conditions, CAP found great strengths, innovation, resiliency, and commitment to excellence in all areas of faculty file review.

As a reminder, [CAP's Frequently Asked Questions \(FAQ\)](#) provides helpful information and links to relevant policies.

Council on Educational Policy (CEP)

Review of Proposed Revisions to Systemwide Senate Regulation 424.A.3

At the request of Senate Chair Ho, CEP reviewed proposed revisions to Senate Regulation 424.A.3. The revisions, proposed by the Board of Admissions and Relations with Schools (BOARS), would create an A-G ethnic studies requirement for admission of California high school students to the university by adding Area “H” to the existing A-G requirements. Area H asks that at least one course used by high school students to satisfy another A-G area be an approved course of study (one-half unit) in Ethnic Studies. The addition of Area H is similar to a new ethnic studies requirement for California K-12 without adding to the total number of required courses in the A-G pattern. California high schools will have until 2030 to develop eligible ethnic studies courses. The California Board of Education approved a model curriculum with dozens of suggested lesson plans and high schools may choose from these plans or create their

own. Before adding an additional entrance requirement for UC admission, the Council felt it would be beneficial to assess the range of high school courses created in response to the State requirement. Although CEP affirmed the value of teaching ethnic studies, the Council was not in favor of revising the requirements at this stage of the process.

Upcoming

CEP will complete its review of all courses currently approved to satisfy the Multicultural Studies General Education requirement (GE VII).

Council on Enrollment Management and Admissions (CEMA)

Updated Reading Criteria

CEMA discussed changes to the criteria for the review of applications and the effects on this year's review. Overall impressions were positive, with reporting from Undergraduate Admissions that this was the fastest year for reading of applications. Readers gave feedback that the new scoring metric provided invaluable information for areas such as academic preparation compared to major preparation, being able to hone in on various criteria, and evaluating what was most helpful and predictive of success. Concerns over changes to grading policy at the high school level with Pass/No Pass options leading to grade inflation were one of the challenges expected this year, and Admissions reported that readers were briefed ahead of time and given a framework for evaluating Pass/No Pass.

Upcoming

As a result of the Berkeley admission lawsuit, some cascading effects were expected for applications to other UCs. However, this potential problem has now been resolved by the CA legislature.

Council on Equity and Inclusion (CEI)

Updates from Vice Chancellor for Equity, Diversity, and Inclusion

Vice Chancellor for Equity, Diversity, and Inclusion Doug Haynes (ex officio) updated the Council on two key projects this winter.

First, Vice Chancellor Haynes responded to the Council's two-year review of the Equity Advisor Program (conducted during 2019-20 and 2020-21). He gave a presentation that included a brief history of the program, the role of equity advisors and an assessment of their impact, and the program's future steps in alignment with the Inclusive Excellence Action Plan. He noted that some adjustments have been made to the program as a result of feedback gathered from equity advisors during the review and issues highlighted in the Council's reports.

Vice Chancellor Haynes also gave the Council an update on the efforts of the Campus Safety Workgroup this year. The workgroup includes representatives from a range of stakeholder communities dedicated to establishing a model of campus safety that promotes inclusive excellence. The group's charge is to direct the implementation of the recommendations associated with the February 21, 2021

Public Safety Advisory Committee's report, "[Transformation of Public Safety in the UCI Community](#)." The group's activities this year include developing a community safety framework, administering a community safety survey and reporting on its results, and studying models for community review boards. The Council looks forward to an update on the survey results this spring.

Other Business

The Council reviewed the diversity plan for the proposed Master of Laws in Taxation program. Members generally viewed the plan positively, while offering several suggestions to strengthen the proposal and the program's efforts to advance diversity, equity, and inclusion.

Senate Chair Ho asked the Council to review recommendations from the University Committee on Academic Freedom (UCFW) addressing the freedom of academic departments to issue or endorse statements on political issues. Members had a robust discussion of this issue and provided feedback to the Cabinet for submission to the systemwide Senate.

Finally, Patty Morales, Associate Vice Chancellor of Enrollment Management, and Dale Leaman, Executive Director of the Office of Undergraduate Admissions, joined the Council to discuss the Transfer Admission Guarantee (TAG) program and its impact on diversity. Members shared several ideas for how the campus might address the program's impact on geographic and racial/ethnic diversity.

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

Systemwide Recommendations for Department Political Statements

The Council reviewed recommendations from the University Committee on Academic Freedom (UCAF) addressing the freedom of campus academic departments to issue or endorse political statements. The core recommendations were to (1) include a disclaimer that a department's statement does not reflect the campus or the University of California, (2) departments should indicate whose views are being represented, and (3) minority viewpoints should be given a proportionate opportunity to express dissenting views.

A majority of Council members agreed that this policy seems fair and balanced. Members did have concerns that disclaimers could have a deflating or chilling effect on political statements. However, disclaimers on statements on diversity, equity, and inclusion were deemed unnecessary, as diversity, equity, and inclusion are not political issues but central values of the university as an institution. Members expressed concern that, in some circumstances, department statements could suppress minority viewpoints of individuals and groups, creating a power differential.

Parental Leave at UC

Faculty members brought to the Council concerns regarding a potential disparity in APM 760 between parental leaves for childbearing parents as opposed to leaves available for non-childbearing parents.

In its discussion, the Council considered some literature indicating that a non-childbearing parent may produce more research when they are on a parental leave because their roles are different. This can create inequities in research productivity.

There is an apparent inequity between childbearing and non-childbearing parents. One additional quarter teaching release for the childbearing parent seems potentially appropriate, but allowing only one quarter for a non-childbearing parent is very restrictive. There should be a distinction between "teaching release" and "leave," as they are fundamentally different. It was encouraged that this issue be reviewed more in depth.

Upcoming Issues

The Council will begin revising its bylaws to better reflect the functions of the Council as well as its membership.

Council on Planning and Budget (CPB)

Faculty Salary Scales

CPB discussed flaws with the current merit-raise system given that nearly all faculty are off-scale. Members observed a downward bias in compensation created by percentage shortfalls relative to what would have been earned by a faculty member paid on scale. Remedies for the downward bias were considered including off-scale faculty members receiving the same percentage increase as an on-scale faculty member, raising the current scales, creating more salary scales that recognize market forces across disciplines, or adjusting the current computation of merit raises by adding an extra amount. The Council noted that off-scale is intended to be a mechanism for recognizing merit but is being used to account for interdisciplinary differences. Discussion is ongoing.

Upcoming Issues

CPB will discuss the third year review of the four SSGPDPs (Master of Conservation & Restoration Science, Master of Computer Science, Master of Finance, and Master of Business Analytics).

Council on Research, Computing, and Libraries (CORCL)

Reviews for ORUs

The Council considered the five-year reviews of the Reeve-Irvine Research Center (RIRC) and the Institute for Genomics and Bioinformatics (IGB). CORCL voted against the renewal of the RIRC as a campus ORU citing concerns about the loss of faculty and lack of an upward trajectory in national recognition and research funding. The Council recommended a provisional renewal for the IGB contingent on the development of a clear and actionable five-year plan, consideration of a name change that better aligns with the current work of the ORU, and growth in training impact. The Council submitted its findings to the Office of Research which will then work with the aforementioned ORUs on the stated concerns.

Upcoming Issues

CORCL will evaluate the five-year review of the Irvine Materials Research Institute (IMRI).

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

Student Government

CTLSE regularly asks its student government representatives for updates on student issues and concerns. The Council heard from the Presidents of ASUCI and AGS, who wanted to specifically discuss concerns regarding the return to in-person instruction.

There were concerns with personal well-being and the well-being of families, particularly for caregivers of young children and elderly family members. AGS is looking at how other campuses are managing these issues. Continuing options for Pass/No Pass or extending the drop deadline may be helpful to students. However, this is ultimately up to each Dean and would not be consistent across Schools.

Accommodations through the Disability Services Center (DSC) seem to be going well. A member expressed concern regarding the fact that the DSC at UC Davis is hiring students to record courses with their phones as opposed to taking notes. Members expressed concern regarding the use of the word "flexibility," specifically that there has been little guidance or overall decision-making with providing accommodations. A member suggested that providing some guidance as to what "flexibility" might mean for graduates versus undergraduates would be helpful.

Concern was expressed regarding how the duties of TA's are being fulfilled or divided amongst in-person and remote courses. It was suggested that, in the future, classrooms and workplaces should provide improved technology to adapt to a more realistic environment. It was stated that the communication from administration to students and faculty is not always consistent and it would be helpful if more rationale or explanation were provided for decisions or policies.

The Council will continue to work closely with AGS and ASUCI to ensure that there are appropriate avenues for consultation on issues. The Council will task the Office of the Vice Provost of Teaching and Learning (OVPTL) to collect data (using CANVAS LMS data) to examine how many courses have specific accommodation policies and what they look like. The Council will work with the Council on Educational Policy (CEP) to explore whether a university-wide policy for non-ADA accommodations would be feasible. The Council will also work on FAQs or similar documents (partnering with OVPTL/Associate Deans) to better inform students about how to seek accommodations with their instructors and which campus units can assist with negotiating those accommodations.

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. However, a grade appeal filed under the new procedures this year raised additional concerns about the process. Senate Chair Ho asked the Council to review Appendix II once again and propose further revisions. It was 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, if needed, interview both parties separately, thus eliminating a potentially adversarial face-to-face hearing.

The Council's review subcommittee drafted revisions and proposed a draft to the Council for review.

Major revisions included the elimination of the hearing process, adding an ex officio student representative, and creating an official grievance form. Members unanimously approved the revisions with two friendly amendments. The proposed revisions will be forwarded to the Committee on Rules and Jurisdiction (CRJ) for further review before they are sent to Cabinet and Divisional Assembly for final review and approval.

Upcoming Issues

The Council will invite the Chair of the Public Safety Advisory Committee and the Chief of UCIPD to its April meeting to discuss public safety updates.

Graduate Council (GC)

Graduate Education

Assessment of Learning Outcomes for Graduate Programs and Courses. Graduate Council voted to change its bylaws to include periodic reviews and evaluations of graduate programs of study under its purview in coordination with the Council on Educational Policy and the Academic Program Review Board.

TA Remote Teaching Requests. Graduate Council considered the systemwide request to recommend policies and procedures for responding to remote teaching requests from Teaching Assistants or Teaching Associates that prioritize pedagogy and prevent disparities across academic units. The Council does not recognize the need for campuswide policies or procedures and trusts that Deans and Department Chairs will continue to effectively manage this issue by allowing discretion to individual faculty on what works best for their classes and students.

Remote Instruction Exception. Graduate Council adopted guidelines from the Council on Educational Policy on remote instruction exceptions for an approved Disability Services Management accommodation, to be applicable for graduate courses. The Council offers a temporary, one-quarter exemption from an in-person mode of instruction as an accommodation with specific guidance on the virtual/remote exception.

Graduate Policies and Procedures – Posthumous Graduate Degrees. Graduate Council approved a new policy by the Graduate Division awarding posthumous degrees to graduate students who pass away near the completion of their degree. The Graduate Division may issue a certificate of attendance should the conditions for awarding a posthumous degree not be met.

Graduate Policies and Procedures – Automatic Disqualification. Graduate Council approved revisions to the current policy to allow a graduate student to be given a warning and placed on Academic Conditional Status if a graduate student's GPA is less than 2.0 for any term. The program will allow the graduate student one quarter to improve their GPA to 2.0 or greater before becoming automatically disqualified from further registration.

New Graduate Degree Program

- Master of Laws in Taxation (SSGPDP) – under review

Academic Program Reviews

- Sue and Bill Gross School of Nursing
- School of Physical Sciences year 4 follow-up
- Claire Trevor School of the Arts year 7 follow-up

SENATE ANNOUNCEMENTS

Open for Nominations - 2022 Academic Senate Distinguished Faculty Awards

The UCI Academic Senate's Committee on Scholarly Honors and Awards (SH&A) invites you to nominate colleagues for the Distinguished Faculty Awards. More information about the awards can be found on the [Call for Nominations](#) and at the [Academic Senate Distinguished Faculty Awards](#) webpage.

The deadline for nominations is Monday, April 18, 2022 at 5:00 p.m. PT. Nominations should be submitted through <https://dms.senate.uci.edu/~awards/>.

If you have any questions or concerns regarding the submission process, please contact Christine Aguilar at cmaguil1@uci.edu.

2022 Academic Senate Annual Election Results

The annual election of the Irvine Division of the Academic Senate was conducted from March 1, 2022 – March 15, 2022. Please see the [announcement of March 21, 2022](#) for the election results.

In Memoriam

At the February 3, 2022 Divisional Senate Assembly meeting, the following In Memoriam Resolutions were reviewed:

- Lim, Henry (1936-2021)
- Miller, J. Hillis (1928-2021)
- Hill, Lamar (1938-2021)
- Pike, Nelson (1930-2010)
- Reeburgh, William (1940-2021)
- Santas, Gerasimos (1931-2021)
- Spear, Gerald (1928-2021)

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.

IRVINE DIVISION BUSINESS

Divisional Issues/Updates

Reaffirmation of Accreditation

Associate Vice Provost for Academic Planning Paul Kang was invited to a Cabinet meeting to discuss the 10-year comprehensive review by the Western Association of Schools and Colleges (WASC), and the re-accreditation process. UCI will be completing a streamlined option for institutions in good accreditation standing, known as the Thematic Pathway for Review. The Steering Committee on Reaffirmation (SCOR) proposed that UCI's self-study theme focus on promoting student success across an increasingly diverse student body, which will serve as the basis for the report to be drafted by the committee. Chair Ho updated Cabinet that WASC's on-site visit is expected in spring 2023.

Research Data Security and Related Issues

Associate Vice Chancellor and Chief Information Officer Kian Colestock and Research Cyberinfrastructure Center Director Phil Papadopoulos presented at the Divisional Senate Assembly on steps being taken to address cybersecurity, especially concerns over data breaches and ransomware. Key changes expected are the phasing out of all non-secure web-based applications and email systems; the goal is to have a single gateway for incoming email that can 'scrubbed' effectively. It was emphasized that new policies are being developed to ensure all data have secure back-ups, with varying levels of security, in order to meet Federal standards for continued grant funding.

Proposed Modifications to Irvine Regulation A350.A, The Passed/Not Passed Option

Cabinet discussed modifications suggested by CEP to change the minimum letter grade requirement considered Passing from a 'C' to a 'C-'. This change was proposed as an effort to address an equity issue whereby students must pay back financial aid if they do not pass 67% or more units taken during a given year. Currently, a student who receives a C- in a course is considered passing for the purposes of financial aid, but not passing if they take the P/NP option. Cabinet's conclusion was that the new policy, which is already in place at half of the other UCs, would encourage students to take a greater diversity of courses. Cabinet voted to approve the modifications but, due to necessary catalogue and systems updates, it will likely take at least until the Fall quarter to implement this change.

Remote Instruction Exception for Approved Disability Services Management Accommodations

Cabinet discussed CEP's proposal for a temporary, one-quarter exemption from in-person instruction as an accommodation for short-term disability. Cabinet approved the policy and discussed that a parallel policy be developed by the Graduate Council. Under the policy, instructors must still be present and available online to interact with students, and the exemption period must be approved by Disability Services Management.

Upcoming

Cabinet reviewed updated guidelines on course modalities, specifically on the definition and review of hybrid and online courses. The guidelines were discussed at length at Cabinet, and discussions are expected to continue in CEP and its subcommittees before the issue is reconsidered at Cabinet.

Review of Irvine Division Bylaws, Regulations and Appendices

- **Approved modifications to Senate Manual Appendix I: Bylaws of the Faculties, Chapter XII: School of Law (Cabinet – 1/4/22)**

Appendix I: Bylaws of the Faculties, Chapter XII: School of Law

The changes create a process by which faculty can require the Dean to convene a faculty meeting, and they codify how abstentions will be handled in reporting the outcome of votes.

- **Approved modifications to Senate Manual Appendix I: Bylaws of the Faculties, Chapter I: The Paul Merage School of Business (Cabinet – 1/18/22)**

Appendix I: Bylaws of the Faculties, Chapter I: The Paul Merage School of Business

The changes expand eligibility for the position of Faculty Chair-Elect and Personnel Committee Chair-Elect.

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 Presidential Policy on Abusive Conduct/Bullying in the Workplace**
 - Reviewed at Council level by CFW and CPT
- **Forwarded comments as part of the Systemwide review of Proposed Revisions to APM 025 and APM 671, Conflict of Commitment & Outside Activities of Faculty Members**
 - Reviewed at Council level by CFW and CPB
- **Forwarded comments as part of the Systemwide review of Proposed Revisions to APM 759, Leaves of Absence/Other Leaves without Pay**
 - Reviewed at Council level by CFW
- **Forwarded comments as part of the Systemwide review of Proposed Revisions to SR 478**
 - Reviewed by Cabinet
- **Forwarded comments as part of the Systemwide review of Recommendations for Department Political Statements**
 - Reviewed at Council level by CEI and CFW
- **Forwarded comments as part of the Systemwide review of Proposed Revisions to SR 424.A.3**
 - Reviewed at Council level by CEMA and CEP

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.

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

Christine Aguilar, Editor

For an archive of Senate Newsletters, please visit: <https://senate.uci.edu/newsletters/>.