

**Minutes of Meeting
Tuesday February 27, 2007**

I. Follow up to the Joint Academic Council and Executive Vice Chancellors (EVC) Meeting)

Action: Chair Oakley invited members to send by email any comments on the joint meeting with the EVCs.

II. Proposed UCI Divisional Resolution on Stratification

- UC Irvine Divisional Chair Martha Mecartney

Issue: The UC Irvine Divisional Cabinet has endorsed a resolution on stratification. This resolution will be placed for a vote before the UCI Assembly at its April 3 meeting. UCI Divisional Chair Mecartney would like to discuss the possibility of the Academic Council endorsing the resolution and forwarding it for adoption as a systemwide statement by the Assembly of the Senate.

Discussion: Members expressed general support for the sentiment of the UCI resolution, but agreed that it would be more appropriate for the Academic Council to draft a statement of its own that would, if endorsed, be forwarded to the Assembly and which would reflect the language of the Council's July 2006 letter to President Dynes regarding senior management slotting and campus stratification.

Action: A Council subgroup made up of Division Chair Mecartney, UCAP Chair Croughan, and UCFW Chair French will draft a Council resolution on stratification, which will be ready for email circulation by March 14th, and will be discussed and acted on at the March 28, 2007 Council meeting.

III. UCPB Update: Futures Report II

- **Chris Newfield, UCPB Chair**

Issue: UCPB has a draft expenditures budget for meeting the Regents' stated goals of UC (Distribution #2). This is a preliminary Council discussion of the UCPB initiative.

Report: UCPB's follow up to the 'Futures Report' is a report demonstrating the true costs associated with meeting the Regents' stated priorities. Preliminary numbers are reflected in Table 1 of the draft. Discussion is ongoing of whether or not to break the budgetary request down into the categories in the table, and push for them individually with a clear set of priorities. UCPB Chair Newfield will be meeting this week with Vice President Hershman to go over the draft. There has been recent interest expressed by the Budget Office and elsewhere in the development of a multiyear financial plan for UC, and this report could converge with that emerging effort.

Discussion: Members briefly discussed the list of priorities in Table 1 of the draft report. One view was that it would be dangerous to push for one priority over the others, which approach would not allow for intelligent managing of resources for all of the other important areas. On the other hand, it was suggested that resolving one or two areas may overlap with other categories of need and have a ripple effect that would help address other problems. Another suggested approach was to set prioritized targets within a multi-year plan, and phase-in other goals. Members wished to know the status of the Council's Resolution on Returning UC to a Sound Fiscal Basis, which was sent to President Dynes in January, and whether the UCPB findings are going to be presented to the Regents. In answer, Council Chair Oakley reported that a possible presentation is being discussed, but as yet no invitation to do so has been extended. Chair Oakley noted that at the March Regents meeting he will participate in making a presentation on faculty salaries.

Action: UCPB will update Council on the progress of the expenditures report.

IV. UC Merit and Promotion System, Off-Scale Salaries, UCAP Report

Issue: In 2005-06, and as a follow-up to the April 4, 2006 joint Academic Council–Chancellors meeting, UCAP was requested to address the issue of faculty off-scale salaries. At its June 21, 2006 meeting, the Academic Council voted to distribute the UCAP report and recommendations for systemwide Senate review. Committee and Divisional responses from that review have been received and a document has been submitted to Council summarizing the responses and recommending that the comments be referred to the President's Workgroup on Faculty Salary Scales for consideration.

Discussion: UCAP Chair Croughan agreed with the recommendation to refer the range of Senate comments to the President's workgroup to be considered in generating a policy recommendation for revising faculty salary scales. She noted that UCAP may have some additional comments to forward to the workgroup. Other members agreed with this suggested approach and emphasized that early discussions of any resulting draft policy should be given to UCAP and the Council for timely input. One member felt that since money is the issue driving this issue, both the workgroup and Senate discussions should be centered around abstract principles that are non-divisive. Further discussion touched on reform measures, such as: defining steps as range, addressing the mid-career sag, creating one, or perhaps, two supplemental disciplinary scales and significant across the board augmentation of salaries.

Action: The Academic Council agreed to:

- 1) Endorse the discussion and summary document for the use of Academic Council Chair Oakley, UCAP Chair Croughan, UCFW Chair French, and UCPB Chair Newfield, to inform the deliberations and recommendations of the Presidential Work Group on Faculty Salary Scales.
- 2) Request early consultation with the Academic Council on any early drafts of the report and recommendations produced by the Presidential Work Group on Faculty Salary Scales.
- 3) Request full Senate review of the final report and recommendations produced by the Presidential Work Group on Faculty Salary Scales.

Action: UCAP Chair Croughan will consult with UCAP to see if they wish to make any additional comments on the report and its review, and if so, include those with the packet that will be sent to the faculty salary scales work group.

Attest: John Oakley, Academic Council Chair

Minutes prepared by: Brenda Foust, Policy Analyst

Distributions:

1. 12/4/06 ltr. Oakley/Dynes re: Howard Hughes Medical Institute / Ludwig Institute for Cancer Research – Draft Proposal Retroactively to Increase Investigators’ Retirement Benefits.
2. DRAFT – Preliminary Report on Fulfillment of Regental Goals for the University of California: Estimates of True Costs.

Attachment: February 27, 2007 attendance sheet

