



Notes from the Academic Senate Chair

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Dear Colleagues –

Please join me in congratulating members of the Academic Assembly and Academic Council for their success this year in representing the Senate with respect to a number of controversial issues confronting the University, and in surmounting unusual challenges within the Senate itself. It has been a great honor to serve out the remainder of this year as Chair of the Academic Senate, and I look forward to a full year of service in 2006-07 maintaining a strong and vital Senate presence within the Office of the President and continued goodwill with The Regents. Although this is not my farewell issue of the *Senate Source*, I would like to highlight a few items of particular interest to faculty that have come before the Assembly and Council within just the past few months:

The University Committee on Academic Personnel (UCAP) has completed the first phase of a major effort on behalf of the Academic Senate to assess the present functioning of the University's rank-and-step system of faculty salaries, and propose possible reforms. It has found widespread use – arguably, overuse – of off-scale salary increments as a means to stem the erosion of competitive faculty salaries at the University. At the June 21 meeting of the Council, UCAP Chair Tony Norman presented an impressive set of principles and policy recommendations for restoring system-wide consistency and coherence to faculty salaries. These recommendations would promote a more systematic, rational, and transparent structure governing faculty salaries, which could easily be explained to the faculty, the Regents and the people of California. The Academic Council voted to distribute UCAP's Principles and Policy Recommendations for Senate review by all Senate divisions and committees, and to simultaneously convene an ad hoc working group composed of representatives from appropriate Senate committees and the administration to begin comprehensively to address solutions and propose implementation steps. I look forward to the establishment of this work group and to the outcome of the systemwide review. It is of vital importance to the welfare of the Academic Senate – and of the University as a whole – that the faculty take a leading role in ensuring that faculty salaries are determined in a fair, orderly, and systematic way. If we succeed in this effort, we will be better able to make the case for the systemwide salary-scale increases necessary to close the chronic 10-15 percent average lag between UC faculty salaries, and faculty salaries at our peer institutions.

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THE 2006 OLIVER JOHNSON AWARD

Karl Pister and Michael Cowan, two veteran UC faculty members with long and distinguished records of University service and academic excellence, are the recipients of the 2006 [Oliver Johnson Award](#) for Distinguished Service in the Academic Senate.



Karl Pister

Few individuals associated with UC have held as broad an array of positions at the University as Karl S. Pister—student, faculty member, Dean of Engineering, Academic Senate Chair, Chancellor, and Vice

President for Outreach, to name a few.

A California native, Professor Pister graduated from UC Berkeley in 1945 with a BS in civil engineering. He joined the UC Berkeley faculty as an assistant professor of civil engineering in 1952 and began his Senate service that same year—on the Berkeley Library Committee—before many current UC faculty had learned to read. He served for several years on Berkeley's Educational Policy Committee and the Universitywide Committee on Educational Policy, before becoming systemwide Senate Chair in 1979. [Story continues](#)



Michael Cowan

In the 37 years since he joined the UC Santa Cruz American Studies and Literature faculty, Professor Michael Cowan has demonstrated exceptional leadership on numerous committees and task forces of

the Academic Senate. He began serving on Senate committees in 1969, his first year at UCSC, and was the only person to serve twice as chair of the Santa Cruz Academic Senate, in 1979-80 and from 1994 to 1996. He worked closely with the administration on divisional and systemwide Planning and Budget committees before becoming Universitywide Academic Senate chair in 2000. In 1997, Cowan received the first Dean McHenry Award for Distinguished Leadership—given by the UCSC Academic Senate to acknowledge outstanding service. [Story continues](#)

Academic Assembly Endorses

Proposed Scholarly Work Copyright Policy

Over the last few years, sharp increases in prices charged for scholarly journals have exacerbated what many in academia believe to be a dysfunctional and steadily deteriorating model of scholarly communication. In May, the Academic Assembly took a major step in responding to this growing crisis by endorsing the Senate Special Committee on Scholarly Communications' (SCSC) [Scholarly Work Copyright Policy](#). The policy would establish a mechanism for faculty members to routinely grant a license to the Regents to make new work published in scholarly journals and conference proceedings publicly accessible in an on-line open access repository. The Assembly also asked President Dynes to appoint a joint Senate/Administrative work group to refine the copyright policy and prepare it for a full Senate and Administrative review.

This policy change is key element in the Senate's wider efforts to inform and engage faculty members and other stakeholders in the scholarly publication arena. To address faculty questions and misperceptions that have arisen, the SCSC has prepared answers to some [Frequently Asked Questions](#) about the copyright policy. Faculty members are also encouraged to read the SCSC's companion [white papers](#), which provide in-depth analyses of issues relating to copyright, journal and monograph publishing, scholarly societies, and the evaluation of publications in academic personnel processes. [Story continues](#)

I am extremely proud to commend the work of the Academic Senate this year to increase support for academic graduate students and to eliminate non-resident tuition in the Senate's overall effort to ensure UC's primacy among world-class research universities and remain competitive in its graduate student enterprise. As you may know, the Academic Senate faculty in May voted overwhelmingly in favor of a [Memorial on Non-Resident Tuition](#), which requests that The Regents structure and advocate a budget for the University that eliminates non-resident tuition for academic graduate students. In support of this effort, the Academic Council in July unanimously endorsed the Final Report of the Graduate Student Financial Support Advisory Committee (GSAC), with an eye toward the University's quick adoption of the specific recommendations contained in this important report. The Memorial on Non-Resident Tuition is the first of its kind since the Academic Senate last communicated a Memorial to The Regents in 1996, so I can assure you that the Academic Council will closely follow this issue in 2006-07 to fulfill the will of the faculty and ensure future University budgets are structured accordingly.

Finally, I would like to draw your attention to the Academic Senate's proactive efforts this year in promulgating principled statements and policy recommendations concerning the University's handling of senior-management compensation issues. Of particular note, in February 2006, the Academic Assembly approved a set of [Recommended Compensation Principles for the University of California](#), and the Academic Council approved certain [Recommendations and Principles for Compensation for the Senior Management Group](#), in order to address The Regents' interim senior-management salary slotting plan. Further, the Academic Council at its June meeting approved a [Statement](#) on the senior-management slotting plan and its tacit stratification of the campuses, which calls for President Dynes to initiate a task force of appropriate administrative and faculty representatives to develop a more appropriate salary scale for senior management. I owe much gratitude to those who spearheaded these efforts on behalf of the Academic Senate, particularly the University Committees on Planning and Budget and on Faculty Welfare, chaired respectively by Stan Glantz (UCSF) and Rusty Russell (UCR). I assure you that the Academic Senate is committed to retaining an active role in addressing these issues both within the Office of the President and before The Regents, as resulting actions will surely impact the face and direction of the University for many years to come.

The Senate will continue working at full speed this summer, both in completing our own agenda and in consulting with the Office of the President with regard to an unusual number of high-level searches for Chancellors, Vice Presidents, and other key administrators. I welcome your input and encourage your participation in Academic Senate activities, whether at the systemwide level or through your local Senate division, and look forward to continued success for the Academic Senate in 2006-07. Cheers and have a pleasant and restorative summer! — John

UPDATES and EVENTS

- ▶ In June, the [Academic Assembly](#) voted to transmit a [Memorial to the Regents](#) on Non-Resident Tuition for Academic Graduate Students to President Dynes, after the Memorial passed with 83% of a systemwide faculty vote. The Assembly also adopted a set of [Principles on Private Funding for Senior Leadership Salaries at the Level of Dean and Above](#).
- ▶ In July, Academic Council forwarded to President Dynes a [Statement on Interaction Between UC's Faculty and UC-Associated National Laboratories](#); and the Science and Mathematics Initiative Workgroup's [Recommendations for On-going Science and Mathematics Initiative Administration, Oversight and Implementation](#). Academic Council also endorsed a set of [Additional Review Recommendations](#) for the California Institutes for Science and Innovation; released its official [position on the proper shift of assets](#) between the Los Alamos National Security LLC and UCRs; and issued [point-by-point responses](#) to the recommendations of the April 2006 Report of the Task Force on UC Compensation, Accountability and Transparency.
- ▶ An [Informational Report](#) on Health Care Reimbursement Accounts and Health Savings Accounts was prepared by the Health Care Task Force of the University Committee on Faculty Welfare in January. The HCTW's letter on Total Compensation and Changes in Salary and Benefits was forwarded to the President in July. Senate Chair Oakley also issued this [memorandum](#) to UC faculty regarding plans to resume contributions to the UC Retirement Plan in July 2007.
- ▶ The Academic Council Special Committee on the National Labs (ACSCONL) recommendations were incorporated in a [Statement on Interaction Between UC's Faculty and UC-Associated National Laboratories](#), which the Academic Council approved at its June 21 meeting.
- ▶ The Senate's new [Legislative Affairs Web page](#) has a full list of bills currently being monitored by the Senate, as well as those for which the Senate has submitted comments.

Budget Pathways and UC's Future

[Current Budget Trends and the Future of the University of California](#), a recent report of the University Committee on Planning and Budget (UCPB), grew out of the committee's belief that short term budget decisions have long-term implications for the quality and nature of the University. Completed in May, the report provides an in-depth and authoritative analysis of different budget options open to UC and the effect of each in areas such as student fees and access, faculty and employee salaries, graduate education, and the role of private fund-raising. The report plays out four scenarios: the current budget path as determined by the Compact with Higher Education; a return to recent state funding levels; a return to state funding levels of 1990; and a public funding freeze that would in effect privatize UC. [Story continues here](#)

Senate Highlights Diversity

Two recent Senate actions—the adoption of a proposed [University of California Diversity Statement](#) by the Academic Assembly and the addition of the chair of the Universitywide Committee on Affirmative Action and Diversity (UCAAD) to the Academic Council roster as a guest—underscore the Senate's commitment to equal opportunity and signal the growing importance of diversity issues to the faculty. [Link to full article](#)

THE SENATE SOURCE

is published bi-monthly during the academic year for UC faculty by the Systemwide Senate. Your comments are welcome. senateneeds@ucop.edu

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