



Notes from the Academic Senate Chair

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Dear colleagues,

Greetings! 2007-08 is shaping up to be another exciting, demanding, and productive year for the Academic Senate.

As you know, the University of California has been experiencing exceptionally challenging and turbulent times, especially with respect to the governance of the University and our budget position. I feel strongly that the Senate and shared governance can be, and must be, a stabilizing force for UC at this point in its history.

Over the coming year, the Senate will be intimately involved in the selection of the next president. On September 17, at the request of The Regents, I appointed a 13-member Academic Advisory Committee, which includes one distinguished faculty representative from each division, Senate Vice Chair Mary Croughan, former Senate Chair Daniel Simmons as an at-large member, and myself. The Advisory Committee will work with The Regents' Presidential Selection Committee to generate a confidential list of prospects, evaluate them against academic standards and other criteria, convert prospects to candidates (with the help of a search firm), interview them, and make recommendations to the Selection Committee.

I believe it is critically important for the future of the University that we choose a president who will command the respect and admiration of the University community, The Regents, and the public. The next UC president must be an "academic manager" in every sense of the term. He or she must be a highly distinguished scholar who has also demonstrated the ability to effectively manage a large, complex, public, research university. The next president must be a visionary and inspiring leader with the judgment, creativity, and courage to navigate the University through its current political and budgetary challenges, and to bring diverse constituencies together with one common purpose: to help this great institution achieve even greater heights for California, the nation, and the world.

The heart of UC can be found in our campus classrooms, laboratories, and training/service clinics. We need a president from an academic background who understands the challenges facing students and faculty at the ground level and who can provide administrative leadership to solve those challenges. The president must also be viewed by our constituencies outside the University as not simply a corporate leader concerned with the bottom line, but as a great academic leader—objective and analytical, deeply thoughtful and understanding, and committed to serving all of California's diverse constituents. The new president must understand that the University is a source of hope for the people of California, who believe fervently that a UC education can enable anyone, regardless of means, station, or background, to make great contributions to their families and society at large.

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Senate Chair: Diversity and Access Key to Reinvigorating Public Investment in UC

The two biggest challenges facing the University of California are the need to re-invigorate public investment in higher education and UC's own obligation to increase access and diversity, says Michael T. Brown, who began his term as leader of the systemwide Academic Senate on September 1. Professor Brown contends those issues are also closely intertwined. "Nobody questions the greatness of UC in terms of its global reputation," he says. "The real issue is what makes UC publicly relevant. When people think of the University, they think first and foremost about who gets to participate directly in the benefits of higher education here – who gets admitted to UC; who gets to learn here; who gets to teach here; who gets to work here. All of these things tell people 'This is My UC.'"



Academic Senate Chair Michael Brown and Vice Chair Mary Croughan

Professor Brown believes the University of California has entered a critical period in its history, as political and fiscal circumstances call into question the public nature of the institution, and a crisis in access and diversity threatens the University's public mission to maintain a profile that reflects the State's demographics. Brown points to "[The Futures Report](#)," prepared last year by the University Committee on Planning and Budget, which starkly details UC's eroding state support and its implications for the University. In addition, he warns that UC's response to an increasingly diverse California population could have important funding implications. "California citizens and legislators don't want to fund 'your UC'; they want to fund 'my UC'. But we are steadily pricing people out of the University, and that closes the door on broad access. I can't think of a more important issue in California than the state of unequal educational opportunity. If we open the doors to talent across the spectrum, I think we will repair, solidify and re-invigorate public investment in UC."

[Story continues](#)

Senate Played Crucial Role in Development of New Faculty Salary Scales

Thanks in part to the advocacy and involvement of the Academic Senate, range adjustments and new salary scales took effect for UC faculty on October 1. The adjustments are part of a four-year plan to close the salary gap between UC and its Comparison 8 institutions, restore the relevance and integrity of the UC salary scale system, and bring the majority of faculty back on-scale.

The first year of the plan provides all general campus faculty with a 2.5% range adjustment. At the same time, each salary scale between Assistant Professor I and Professor Step IV will be adjusted upwards by 8-10%, with a somewhat smaller increase of approximately 6-7% for Professor Step V to Step IX, as a first step to make the scales more reflective of market conditions. Faculty will benefit from the market adjustment if their salary, including the 2.5% range adjustment, is calculated to be smaller than the new scale for their rank and step. The actual increase will vary depending on the faculty member's current salary. The full plan calls for three additional years of range and market adjustments to bring salaries and scales up to more competitive levels.

Academic Senate Vice Chair Mary Croughan says that the Senate enjoyed an almost unprecedented level of involvement in the development and implementation of the plan, and its input was also integral to the effort.

[Story continues](#)

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With regard to the budget, I believe it is critical for the Senate to take advantage of its advisory role in budget-setting to help re-vitalize UC's academic infrastructure. The Senate should also support the efforts of the administration and The Regents to reinvigorate public investment in UC. Access and affordability are declining precipitously, and the twin specters of "corporatization" and "privatization" bring additional challenges that threaten the University's excellence, governance autonomy, stability, and core mission.

Academic Council cautiously shares President Dynes' philosophy that UC should act as one University with ten campuses ("The Power of Ten") to maximize the resources of the system and address big issues more effectively. It will be important to monitor any possible adverse effects of stratifying campus ambitions and quality. The Senate supports UCOP's efforts to seek greater efficiencies in business and administrative systems and functions so that UC's campuses, medical centers, and national labs can act in a unified and cost-effective way.

The Senate is also looking at ways to streamline our own operations and policy review practices. As former Academic Senate Chair Daniel Simmons noted in his [paper on shared governance](#), the process of faculty evaluation can contribute to delays and inefficiencies. Shared governance is, indeed, a sometimes difficult and time-consuming process. Yet, it is part of a process that melds ten large and distinctive campuses into one University. That said, where the Senate can streamline operations, we should. We are currently developing a "triage" system for determining review priorities as well as a policy to help guide when "re-review" is necessary.

In September, I was pleased and gratified when The Regents followed President Dynes in endorsing the Senate's [Statement on Diversity](#), which asserts that diversity in education is a compelling interest for UC and the State of California. Given the Senate's long-established commitment to both excellence and access, I look forward to receiving feedback from systemwide committees and divisions to a [proposal from the Board of Admissions and Relations with Schools](#) recommending changes to UC's eligibility policy. Some of my other priorities this year include reducing the student-to-faculty ratio, increasing support for graduate students and graduate education, and strengthening the four-year plan to increase faculty salaries and restore the strength and relevance of the salary scale system.

I look forward to working with you on solutions to the problems facing the University. I hope to find the wisdom to effectively translate the issues, needs, and perspectives of ten divisions into the policy perspectives of one Senate and to represent faithfully those views to the faculty, administration, The Regents, and other constituencies. I believe the Academic Senate has a vital role in helping make the academic climate at UC optimal for world-class teaching, research, and service to the state, nation, and the world. The slate of challenges before us is formidable. But then, so are the faculty, students, staff, and friends of UC. I invite you to contact me at any time this year with your questions and ideas.

- *Fiat Lux*, Michael T. Brown

THE SENATE SOURCE

is published periodically during the academic year by the Systemwide Senate to inform UC faculty about the activities of the Senate. Your comments are welcome: senatenews@ucop.edu

Michael Brown, 2007-08 Academic Senate Chair

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Senate to Monitor Non-Resident Tuition Directive

Monitoring the implementation of a presidential directive to return non-resident tuition (NRT) to graduate student support at the campuses is one of the Academic Senate's top priorities in 2007-08.

Earlier this year, President Dynes responded to the Senate's May 2006 [Memorial to the Regents](#) by eliminating NRT for three years after an academic graduate student's advancement to candidacy. The president also issued a directive for all NRT funds to be made transparent and returned to the campuses earmarked broadly for graduate student support.

Senate Chair Michael Brown says that although NRT funds will not necessarily return to their specific source, the campuses should use them to support graduate students. He encourages divisional faculty and Senate committees to help monitor implementation of the directive. "Local faculty should be able to ask their chancellor and EVC where the NRT funds, dollar for dollar, are going in terms of graduate student support," he says. "The funds should be traceable."

Chair Brown says the Senate's Memorial urged the complete elimination of NRT; however, UC is currently legally bound to collect it. Still, he believes the new protocol will have a positive impact on graduate education. The Senate will continue to lobby for relief from the state mandate. "NRT is a tax on our graduate education enterprise that reduces the diversity of our graduate student profile, particularly with respect to our international representation. It handicaps the research engine, and the teaching engine, of UC. We need to continue working to eliminate the NRT, period."

UPDATES and EVENTS

- ▶ The University Committee on Committees seeks nominations for the [2008 Oliver Johnson Award](#), recognizing exceptional Senate service. Faculty may submit nominations to their divisions before February 16.
- ▶ Academic Council is seeking [nominations](#) for the 2008-09 Senate vice chair. Council votes to nominate a new vice chair in January.
- ▶ Former Academic Senate Chair [George Blumenthal](#) has been named Chancellor of UC Santa Cruz.
- ▶ Council recently approved for posting a supplemental [Q&A document](#) related to BOARS' [Proposal to Reform UC's Freshman Eligibility Policy](#).
- ▶ A new [Office of the President website](#) tracks information related to the University's organizational restructuring and long-range planning efforts.
- ▶ Academic Council and the campus Chancellors hold their joint bi-annual meeting on March 5, 2008.
- ▶ The UC Education Abroad Program is currently accepting faculty applications for 10 directorship openings. See the [UCEAP recruitment web page](#) for details.

Under Senate Review

Unless otherwise noted, send comments to your [Division Chair](#) or relevant [Divisional Committee](#). Click [here](#) for a comprehensive list of items currently under review. A new online Senate [Tracking Log](#) tracks the progress of all issues under Senate review.

- ▶ [The Role of Graduate Students in University Instruction](#)
(Systemwide committee responses due 11/26/07; Divisions 12/21/07)
- ▶ [Proposal to Repeal SR 458](#) (Committees: 11/26/07; Divisions 12/21/07)
- ▶ [Proposal to Reform UC's Freshman Eligibility Policy](#)
(Committee and Division responses due 12/5/07)
- ▶ [Proposed Amendments to Academic Personnel Manual 710, 711, and 080](#)
(Committee and Division responses due 12/13/07)
- ▶ [Proposed Regulations Governing Conduct of Non-Affiliates](#)
(Committee and Division responses due 12/13/07)
- ▶ [Report of the Joint ad hoc Committee on International Education](#)
(Committee responses due 2/13/08; Division responses due 3/13/08)

Academic Senate Legislative Activities

Throughout the year, the Senate monitors state and federal legislation of potential impact to faculty, students and the University's teaching, research and service missions. Updates are available on the Senate website at: <http://www.universityofcalifornia.edu/senate/legistracker/results.php>