1. Called to order at 10:00am and Roll Call was held

2. Minutes of the Assembly meeting of November 9, 2005 were approved.

3. The President was in Sacramento meeting with the Legislature on issues of administrative and faculty compensation. The Acting Provost, Rory Hume, made a presentation in place of Dynes, but because he could not contact us by phone until later, the Vice Chair, John Oakley, called for reports of the Standing Committees.

   The first action was that Michael Brown of UCSB – Dept. of Ed. and Chair of BOARS [Board of Admissions and Relations with Schools] was nominated for Vice-Chair of the Assembly for 2006-2007. Michael Brown was then elected the Vice Chair of the Assembly for the 2006-2007 year.

4. Oakley then reported that there was a request for a Memorial to the Regents on Non-Resident Tuition. The proposed Memorial calls for the elimination of non-resident tuition for academic graduate students and was submitted to the Council by the Davis Division. If approved by the Assembly, a Memorial is to be submitted within sixty days for a mail ballot. If the majority of members approve it, it is forwarded to the President to be put before the Regents.

   The proposed Memorial puts forth six points for the elimination of non-resident tuition for academic graduate students whether they are US residents or not.

   There was debate over how strongly worded the Memorial should be. A Berkeley contingent submitted an alternate version that would require students to pay the tuition in the first year and then have it waived from the second year on. It was agreed and voted on that the stronger Davis Memorial should go forward as it would give the administration a stronger beginning point from which to negotiate.
5. Acting Provost Rory Hume then joined us by telephone and said he believed the strong version of the Memorial was better and offered a better starting point for negotiations.

He then spoke about the Dynes report on compensation. He said that it was a serious press and PR problem. While there is strong support for Dynes’ position among the faculty, there are some who are critical and agree with the critics in the legislature. Dynes accepts the fault for not being more transparent, and he claims he will be more transparent in the future. He also says that we must be competitive and that the faculty compensation is far behind where it should be. Hume said that the editorial board of the LA Times says it is not just a problem of transparency but of overcompensation. They ask why is it necessary to pay the UCLA Chancellor $500,000? Why don’t we find someone who will take the position for half that amount? Hume also said that the University is planning greater enrollment growth in the health sciences, medicine, nursing, pharmacy, and health sciences.

He stressed the need for better support for graduate students in order for UC to be competitive and get the best. Government leaders understand the need for this support, but the legislators have trouble understanding it.

Joseph Childers asked about the impact of the slow-down in enrollments and the coming end of tidal wave II. He noted that campuses are competing more vigorously for undergraduates and that UCR and Merced are being hurt by this. Hume assured that “we all wish to see UCR prosper and grow.”

Many asked Hume questions about rumors regarding the University retirement program. He said that there had been several years when investments did well and it was not necessary for the University or the faculty to contribute to the program. Now, it is likely that some plan involving University and faculty contributions will be employed. The exact design has not yet been completed. When asked about the impact of such a change on attracting faculty, he said they were aware of that problem but must do something to keep the program attractive. He said that the health plan will also need even greater changes.

George Blumenthal said we are losing in many efforts to hire deans and EVCs and that as of next year UC faculty salaries will fall to 14.5% below our competitors. Hume said that the Regents know that. They see that we need to decide on our priority—better graduate students or better faculty. They are inclined to think that we must choose one over the other.

Hume then left to join President Dynes with the legislature.

At a meeting of the Academic Council on January 25, 2006, the Council approved Compensation Principles that it recommends to the Regents.

The Principles reaffirm the Master Plan’s model of excellence in research and teaching for the US system. Therefore, the Council reasserts the importance of adequate faculty and staff compensation and adequate support and appropriate fee policies for graduate and professional students.

Four principles should govern the compensation packages of senior administrators and all other employees:

1. Transparency
2. Fidelity to Shared Governance
3. Fairness within the context of the entire University Community
4. Merit

A motion to make a small amendment passed, and a motion to postpone a vote then failed. A vote on the final motion carried.

7. Professor Michael Brown gave a brief update on the 2005-6 BOARS activities.

8. Professor Raymond Russell of the UCR and Chair of the Senate Committee on Faculty Welfare gave a report.

He said that the new contributions to the Retirement Fund will begin July 1, 2007.

Issues: What is the relative burden of the Administration v. the faculty? Many combinations of figures have been discussed. At present, the Committee expects that UC faculty will likely pay a higher percentage than most other similar universities. Currently, the figures being discussed are 6% by faculty and 10% by the administration.

The meeting ended at 1:00pm.