MEETING
The Riverside Division of the Academic Senate met on Tuesday, December 2, 2014 at 2:10 p.m. in the Genomics Auditorium Room 1102A. Chair J. Wudka presided. The meeting was attended by 73 members of the Riverside Division of the Academic Senate.

MINUTES
The Minutes of the Regular Meeting of May 27, 2014 were approved as presented.

ANNOUNCEMENTS BY THE PRESIDENT
There were no announcements by the President

ANNOUNCEMENTS BY THE CHANCELLOR AT RIVERSIDE
Chancellor Kim A. Wilcox addressed the Division and presented a power point presentation detailing the President’s Tuition Sustainability Plan. The Chancellor reminded the Division of President Napolitano’s goal of creating a predictable tuition model as part of a long term stability plan. The Chancellor shared that tuition spikes of as much as 40 percent over the last 30 years were in response to state budget reductions and that the spikes in tuition make planning difficult for the UC System as well as for students and families. The Chancellor then clarified that the President has not announced a plan to raise tuition 5% per year for 5 years, but rather announced her commitment to not raise tuition more than 5 percent in any one year for the next 5 years. The amount of the annual tuition increase would be reduced in proportion to an increase in state funding. He noted that, between 1990-91 and 2014-15, State funding increased only 31 percent, while inflation grew 80 percent and enrollment grew over 50 percent.

The Chancellor summarized the benefits for raising tuition as presented by President Napolitano. One benefit of raising tuition is the commitment that UC is able to maintain financial aid programs. Another benefit is more money would be spent to increase undergraduate enrollment by 5,000. Increased funding should also increase course availability and reduce time to degree. The Chancellor is supportive of receiving more funding from the state because it would allow UCR to provide transparency to students about the predictability of tuition and reduce tuition over the long term.

The Chancellor discussed the UC average net tuition by family income over the past 4 years as reported by the Public Policy Institute of California. Students whose family’s income is $75,000 or less will continue, under the President’s plan, to pay no tuition. Students with a family income of $75,000-$110,000 will continue to pay reduced tuition, and students whose family income is more than $110,000 will pay full tuition. Currently, under this plan, 55 percent of undergraduates who are California residents pay no tuition.
The Chancellor concluded his announcements and accepted questions from the floor. With there being no questions asked, the Chancellor informed the Division that a complete set of slides from the presentation will be made available on the Senate website.

**ANNOUNCEMENTS BY THE VICE CHANCELLORS**

The Chancellor introduced Provost & Executive Vice Chancellor (PEVC) Paul D’Anieri and invited him to address the Division. PEVC D’Anieri discussed several initiatives that UCR is working on, including the budget redesign, campus space utilization study, faculty hiring, and the proposed College reorganization.

PEVC D’Anieri reminded the Division of the goal to hire 300 Faculty by 2020, and shared that several new faculty have already been hired as part of the initiative. It was announced that before the holiday break requests for proposals for cluster hiring will be distributed.

There was considerable discussion about the proposed College reorganization and how a realignment corresponds with the budget redesign and space study. The goal of both is to examine our resources and establish protocols so that they are used in the most efficient way possible. The PEVC mentioned that the driving force for a college reorganization is to bring the allocative decision making process closer to the level of the faculty and staff. The Division was reminded of the meeting with CNAS Faculty to discuss the college reorganization scheduled to begin after the Division Meeting, and advised that a discussion with CHASS is scheduled for December 9 at 3:30pm.

During the Q&A period a member asked for an explanation of cluster hiring. PEVC D’Anieri explained that a “cluster hire” is used to describe hiring multiple faculty at the same time for a given area of study. A benefit of cluster hiring is that hiring several faculty at once rather than a single hire may entice more applicants who are interested in working with a group to apply. The PEVC was asked to discuss the administrative structure that he foresees in the proposed College of Arts and Sciences, to which he responded that the structure would likely include a Dean and Associate, Divisional, or contact deans for particular areas. PEVC D’Anieri shared that a benefit of this model is that some of his current responsibilities can be delegated to the Dean and as a result the Associate, Divisional, or contact deans will have direct access to the Dean who will be making the decisions. Currently the associate and divisional deans do not have much access to the PEVC, who makes many of the decisions.

Chair Wudka called upon Vice Chancellor (VC) for Planning & Budget, Maria Anguiano, to address the Division. VC Anguiano took the opportunity to discuss the budget redesign, space utilization study and the master plan.

VC Anguiano discussed the UCR 2020 Strategic Plan for the Budget Redesign. The goal of the plan is for UCR to aspire to be a model of higher education in the 21st century with transparent resource allocation and a budget process that incentivizes academic excellence, access, diversity, and engagement, while maximizing resource creation and value.

VC Anguiano discussed that the space utilization study is focused on the next 5 years. The methodology used for the study consists of focus groups, questionnaires, pilot studies, facility
data, academic plans, research expenditures, growth enrollment for faculty/staff, review of class schedule, review of classroom and lab use, interviews, and walk-throughs of facilities. The goal of the study is to determine how the current space at UCR is being utilized and if more space is needed. The final report from the study is projected to be finalized by February 2015.

VC Anguiano discussed the new Master Plan study launching on December 5, 2014. The goals of the study are to recruit 300 new ladder rank faculty by 2020, increase enrollment to 25,000 students by 2020 and possibly to 30,000 by 2025, renewed focus on east campus growth, grow UCR's visual identity, aim for carbon-neutral operations by 2025, and comply with new regulations for storm water runoff.

VC Anguiano concluded her announcements and accepted questions from the floor. The first question was about the projection of total faculty in 2020 and PEVC D'Anieri responded that the goal for new faculty is projected to be a net increase bringing us to about 1,000 faculty. In order to meet the goal, we will likely need to conduct about 450 successful recruitments.

A member asked if building maintenance, which has been neglected in the past several years, will be part of the space plan and asked if the administration is working on a system to reinstate reasonable levels of maintenance. VC Anguiano responded that the space utilization study is separate from a deferred maintenance plan. She additionally shared that historically the UC System has not included deferred maintenance in the system’s operational plan, however UCR is working to build a deferred maintenance plan into our budget redesign.

A member asked VC Anguiano to explain the meaning of “campus visual identity”. VC Anguiano responded that the term means making the campus accessible and ensuring that buildings are aligned with an integrated capital plan.

Chair Wudka called upon the Vice Chancellor (VC) for Business and Administrative Services, Ron Coley, to address the Division. VC Coley discussed workforce planning, staff development and compensation.

VC Coley shared that UCR has a significant problem with how compensation resources are allocated, in particular merit, equity and reclassification resources for staff. VC Coley shared several key factors for the retention of employees such as compensation, work/life balance, and organizational stability. VC Coley discussed the current state of staff compensation at UCR and shared that there was a lack of consistent salary increases in 3 of the last 7 years as a result of the 50 year old classification structure, lack of differentiation in performance evaluations, and the value of internal equity versus external market focus. VC Coley explained that approximately $1.2 million of UCR’s non-represented salary budget was spent on re-classes and equities for 204 staff (1.4% of total), which does not include the administrative work and money it took to process the actions. VC Coley concluded that the current process of reclassification and merits for staff is inefficient and labor intensive and shared the administration’s goal to create a set of workforce management policies and processes that will help UCR meet staffing requirements and be responsive to current and future non-represented staffing needs.
ANNOUNCEMENTS BY THE DEANS OR OTHER EXECUTIVE OFFICERS

There were no announcements by the Deans.

Chair Wudka called upon the Vice Provost for Undergraduate Education (VPUE), Steven Brint, to address the Division.

VPUE Brint discussed the need for academically enriched internships to assist undergraduate students interested in job related opportunities. The Office of Undergraduate Education has set aside a total of $6,000 to be awarded to 6 departments for the development of 12-15 internship programs. A request for proposals will be issued by email with the deadline of January 7, 2015.

VPUE Brint announced a request for online courses and shared that there is more than $90,000 remaining in the budget to develop online courses with enrollment of 300 or more students. Proposals for this initiative are due by January 3, 2015.

VPUE Brint discussed the research portal that will be launched on February 4, 2015 that will allow faculty to identify undergraduate students to assist with research projects. Faculty will be able to describe the research position on the portal for undergraduate students to apply to.

VPUE Brint discussed the Graduation Rate Task Force and the UC Completions Conference and shared that UCR is making good progress on the implementation of the recommendations from the Graduation Rate Task Force. He thanked PEVC D’Anieri and the faculty for making more seats in courses available to students. UCR now has sufficient seats for students to take 15 units a term, which historically had not always been possible. In recognition of what UCR is doing with respect to student success, the UC System is hosting the Completions Conference at UCR on January 8 and 9, 2015. Over 100 people will attend the conference to discuss what UC can do as a system to help students make timely progress to their degrees.

VPUE Brint discussed assessment with the Division and noted that UCR is required by WASC to assess student learning outcomes in all programs offered and that there are new requirements for competencies in the following 5 areas of general education: information literacy, quantitative reasoning, analytical and critical thinking, oral communication, and written expression. VPUE Brint shared that the Office of Undergraduate Education is working with the Academic Senate to assemble an assessment advisory committee. Questions were then accepted from the floor. A member asked when UCR can expect the next WASC accreditation review. VPUE Brint responded that UCR is up for re-accreditation at the beginning of 2016, however an interim report is due that needs to show some progress on the oral communication skills of students.

Chair Wudka called upon the Secretary Parliamentarian, Piotr Gorecki to provide the report on election results. Professor Gorecki informed the Division that the report of the recent elections for the Division, Colleges, and Schools is found on page 10 of the meeting agenda. The results from the recent call for nominations can be found on page 11 of the meeting agenda.

One valid nomination was received for the position of member of the BCOE Executive Committee from the department of Computer Science and Engineering for Professor Iulian Neamtiu to serve a three-year term beginning November 7, 2014.
One valid nomination was received for the position of member of the CNAS Executive Committee from the department of Environmental Sciences for Professor David Crowley to complete a one-year unexpired term to begin on August 11, 2014.

One valid nomination was received for the position of chair of the SPP Executive Committee for Professor Kurt Schwabe to serve a three-year term beginning on November 13, 2014.

Four valid nominations were received for the position of member of the SPP Executive Committee for Professors Juliann Allison, Ken Baerenklau, David Biggs and Ariel Dinar to serve a three-year term beginning on November 13, 2014.

The Senate Chair instructed the Secretary-Parliamentarian to cast a single ballot for the nominees. The nominee’s elections were confirmed.

The Secretary Parliamentarian informed the Division that the College of Humanities, Arts and Social Sciences held a faculty meeting (on October 15, 2014 and November 19, 2014), at which time they confirmed the following appointments:

- Professor Jennifer Doyle was appointed representative to the CHASS Executive Committee elected from among the English Department for a one-year term of office effective October 15, 2014
- Professor Sherine Hafez was appointed representative to the CHASS Executive Committee elected from among the Gender and Sexuality Studies for a one-year term of office effective November 19, 2014

The Secretary Parliamentarian informed the Division that the School of Medicine held a faculty meeting on July 18, 2014, at which time they confirmed the following appointments:

- Professors Devin Binder, Paul Lyons, Greer Sullivan and Scott Allen were appointed representatives to the SOM Executive Committee elected from among the Clinical Sciences and Biomedical Sciences for a two-year term of office effective July 18, 2014.

ANNOUNCEMENTS BY THE CHAIR

Chair Wudka advised the Division that APM 210 which pertains to criteria for appointment and promotion is currently under review. The Senate Chair encouraged faculty to review the proposed changes posted on the Academic Senate Website.

Chair Wudka advised the Division that a Total Remuneration Study was conducted by the office of the President. The Riverside Committee on Planning and Budget is currently working with the office of the President to obtain a campus specific version of the study. After this study is received, the Senate will initiate a discussion with the administration about the issue of salary compensation. The Senate Chair shared that the Senate is also working with the administration to review policy at UCR that pertains to off scale salaries. Senate Chair Wudka will update the Division as to the progress of this issue.

Chair Wudka informed the Division that the presentation of the School of Medicine Bylaws approved at the May 27, 2014 Division meeting was incorrect and a summary version is available in the agenda. Senate Chair Wudka clarified that the Bylaws approved at the May Division Meeting did not change and the error was strictly editorial.
Chair Wudka informed the Division that the School of Business Administration’s curriculum changes to the Administrative Studies Program were approved at the May 27, 2014 Division Meeting without consultation with the CHASS Executive Committee and have since been withdrawn. The changes were removed from the General Catalog and SOBA has been advised of the process required to resubmit the proposal.

**SPECIAL ORDERS**
The Consent Calendar was unanimously approved.

The annual reports of standing committees, annual reports of the faculties, degree reports and regular reports of standing committees and faculties were received and placed on file. Chair Wudka informed the Division that reports from every standing committee are included to document committee business conducted between May and August 2014. Going forward, annual reports for all standing committees will be presented at the fall division meeting.

**REPORT OF THE REPRESENTATIVE TO THE ASSEMBLY**
The assembly meeting on May 21, 2014 was cancelled.

**REPORTS OF SPECIAL COMMITTEES**
There were no reports of Special Committees.

**REPORTS OF STANDING COMMITTEES AND FACULTIES**
Professor John Levin introduced and moved for adoption the proposed changes to Bylaws E4.1.1, E4.2 and E4.4 found on page 178 of the full agenda. The motion was approved unanimously.

Professor Rami Zwick introduced and moved for adoption the proposed changes to SoBA 4.2 and SoBA 4.2.1 found on page 180 of the full agenda. The motion was approved unanimously.

Professor Ken Baerenklau introduced and moved for adoption the proposal to establish R courses at UCR, found on page 181 of the full agenda. Chair Wudka moved to amend the proposal to remove Bracken Dailey’s name from the document and replace it with the title of registrar. The motion to amend the proposal was approved unanimously. Chair Wudka moved for adoption of the proposal to establish R courses at UCR. This motion was adopted unanimously.

**PETITIONS OF STUDENTS**
There were no petitions from the students.

**UNFINISHED BUSINESS**
There was no new business.

**UNIVERSITY AND FACULTY WELFARE**
Chair Wudka called upon the Campus Store Manager, Stacy Weidner, to address the Division.

Campus Store Manager Stacy Weidner informed the Division that the Campus Store is now operated by Barnes and Noble and presented a video on the Faculty Enlight Resource.

Campus Store Manager Weidner also gave an update from the Fall Quarter and shared that 43% of faculty have utilized the Faculty Enlight Platform. In addition, over 6,200 textbooks were
rented, which combined with the purchase of used and digital books provided a savings of $174,657 to students.

Campus Store Manager Weidner accepted questions and feedback from the floor. A member requested that the volume of the background music of the video for the Faculty Enlight program be reduced. Another member asked if the name of the Campus Store could be changed back to UCR Bookstore. Campus Store Manager Weidner thanked the Division for their comments and feedback.

NEW BUSINESS
There was no new business.

There being no further business, the meeting was adjourned at 3:41 p.m.

ATTEST:

P. Gorecki, Secretary-Parliamentarian
Riverside Division of the Academic Senate

Leondra Jacobs
Recording Secretary