

**MINUTES OF THE REGULAR MEETING
OF THE RIVERSIDE DIVISION**

MEETING

The Riverside Division of the Academic Senate met on Tuesday, December 3, 2019 at 1:05 p.m. in the Genomics Auditorium Room 1102A. Chair D. Rodriguez presided. The meeting was attended by 75 members of the Riverside Division of the Academic Senate.

MINUTES

The Minutes of the Regular Meeting of May 21, 2019 were approved as presented.

ANNOUNCEMENTS BY THE PRESIDENT

There were no announcements by the President.

ANNOUNCEMENTS BY THE CHANCELLOR AT RIVERSIDE

There were no announcements by the Chancellor.

ANNOUNCEMENTS BY THE VICE CHANCELLORS

There were no announcements by the Vice Chancellors.

ANNOUNCEMENTS BY THE DEANS OR OTHER EXECUTIVE OFFICERS

Chair Rodríguez called upon the Secretary Parliamentarian to provide the report on election results. The Secretary Parliamentarian informed the Division that the results of the 2019-2020 recent elections for the Division, Colleges and Schools could be found on page 8 of the meeting agenda.

There were several positions that had no more nominees than vacancies and there were no nominations received from the floor. The Division authorized the Secretary-Parliamentarian to cast a single ballot for all open positions.

ANNOUNCEMENTS BY THE CHAIR

Chair Rodríguez informed the Division that the Senate will be holding a Town Hall on the UC Presidential Search alongside the Riverside Faculty Association (RFA) on Thursday, January 16, 2020 from 1-3 pm in the Genomics Auditorium. UCR's own Emeritus faculty member Dan Hare (former UC systemwide Senate Chair, and recently the Special Faculty Advisor to UC President Janet Napolitano) will be joining the Town Hall to offer perspective and context. The Senate will crystallize the feedback from this town hall in the form of a report to the systemwide UC Senate, which will include it with other campus' input in a report to the UC Presidential Search Academic Advisory Committee. Chair Rodriguez then listed the members of the academic advisory committee.

Chair Rodríguez then noted that Eddie Comeaux, Chair of the Board of Admissions and Relations with Schools (BOARS), asked Academic Council members to endorse a statement in support of California Senate Bill 206 – Fair Pay to Play Act, which allows student athletes to earn income from endorsements and the commercial use of their name, image, and likeness without losing eligibility for competitions or scholarships. Academic Council members agreed that Academic Council should ask University leadership to stand with the Senate in support of

the bill, and to express that Academic Council looks forward to engaging with the Administration as it makes plans to implement the legislation.

Chair Rodríguez noted that at the last Academic Council meeting, Interim Chief Financial Officer, Paul Jenny, noted that every UC campus will be represented on the \$2 billion GO (General Obligation) bond, PROP 13. UCOP has asked campuses to identify their top priority capital project related to seismic needs, deferred maintenance, or capacity. UCOP is reviewing the full list of proposed projects, and it plans to send a final list to the Regents in January. UC believes that by demonstrating effective use of the GO bond proceeds, the University can encourage additional investment from the state and philanthropy. He also noted that they are working with campuses to avoid campus conflicts in apportionment of potential funds.

Chair Rodríguez gave an update on faculty salaries. The President has decided to extend a 5.33% increase to the faculty salary scales (equivalent to a 4% increase on a 12-month scale), effective October 1, 2019. The President is reviewing a plan for additional augmentations over the next three years that will be adequate to eliminate the remaining UC faculty salary gap. The University's 2020-21 state budget request will include a faculty salaries component.

Chair Rodríguez gave an update on the Systemwide Senate Review of Revised Presidential Policy on Native American Cultural Affiliation and Repatriation. He noted that Council reviewed comments from Senate divisions and systemwide committees to the proposed revised Policy on Native American Cultural Affiliation and Repatriation. The Policy updates UC's compliance with the federal and state versions of the Native American Graves Protection and Repatriation Act (NAGPRA) and strengthens UC policy and practices related to the curation, repatriation, and disposition of Native American remains and cultural items in its custody. The Policy assigns responsibility for overall policy implementation and compliance to a joint systemwide committee. It also asks the six UC campuses with NAGPRA-covered holdings to establish local committees to assess campus implementation of the policy and review claims for cultural affiliation and requests for repatriation or disposition of human remains.

Senate reviewers noted that campuses could struggle to identify tribal members with five years of related experience, or faculty representatives from the list of specified academic disciplines, which do not all exist on all six campuses. Reviewers recommended incorporating additional flexibility into the requirements for the composition of campus committees and the scope of disciplines, noting that expertise should take priority over specific discipline.

Chair Rodríguez then invited Interim PEVC Smith to deliver a few brief remarks. Interim PEVC Smith noted that he is honored to be the interim PEVC this year and he will work on transparency and collaboration with the Senate. Ideas on how to achieve this would be appreciated, please email PEVC Smith or drop by his office. He then gave a few updates: This Fall UCR exceeded 25,000 students and noted that several projects are underway on campus that will help with the increase of students (The Barn, Student Success Center, North District, additional housing, classroom space, dining, etc.)

Interim PEVC Smith noted that UCR is hoping that UCOP will make an announcement for additional online courses through the Innovative Learning Technology Initiative (ILTI). Courses will be prioritized in the selection process and he encouraged faculty to have discussions in all departments about what courses would benefit having an online option. The Center for Teaching and Learning is hiring several course designers for those who would like to develop a course.

Interim PEVC Smith also noted that the Provost's office is conducting non-academic external reviews and are modeling the Academic Senate's process of reviews for Undergraduate and Graduate programs. The first to be reviewed was the Library on December 5-6, 2019. Summer Sessions and Academic Advising are also on the list.

Interim PEVC Smith gave an update on the Strategic Planning Steering groups. Workgroups include "Unparalleled Student Experience", "Research and Scholarly Distinction", "Thriving Campus Community", "Contributions to the Public Good" and "Sustainable Infrastructure Operations and Finance". If anyone has a specific ideas and/or interests, please reach out to the Chairs of the workgroups. Committees and membership can be found at <https://strategicplan.ucr.edu/>

Interim PEVC Smith also noted that two task forces have been created:

- 1) Graduation Task Force was created to make recommendations on where Commencement for this year and on will be held. A campus wide announcement will be sent out next week.
- 2) Graduate Finance Taskforce is looking into incentives for the Masters program and funding for the PhD programs going forward.

There were not questions/comments from the floor.

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.

REPORT OF THE REPRESENTATIVE TO THE ASSEMBLY

Riverside Assembly Representative Professor Thomas Cogswell and Professor Manuela Martins-Green provided the Division with a written report from the Assembly meeting on June 12, 2019. This report can be found on page 159 of the full agenda. There were no questions from the Division.

REPORTS OF SPECIAL COMMITTEES

There were no reports of Special Committees.

REPORTS OF STANDING COMMITTEES AND FACULTIES

Professor Timothy Close, Chair of the Committee on Charges, introduced and moved for adoption of the proposed changes to Bylaw 8.7.1, found on page 160 of the full agenda. The motion was approved unanimously.

Professor Kevin Esterling, member of the Committee on Rules and Jurisdiction, introduced and moved for adoption of the proposed changes to Bylaw 8.21.2.2, found on page 163 of the full agenda. The motion was approved unanimously.

Professor Daniel Jeske, from the Department of Statistics, introduced and moved for adoption of the joint proposal from the Department of Computer Science and Engineering and the Department of Statistics for the new undergraduate major in Data Science, found on page 168 of the full agenda. The motion was approved unanimously.

PETITIONS OF STUDENTS

There were no petitions from the students.

UNFINISHED BUSINESS

There was no unfinished business.

UNIVERSITY AND FACULTY WELFARE

- A. Professor Abhijit Ghosh, Chair of the Committee on Faculty Welfare, addressed the Division and gave an update the Faculty Climate Survey administered by the committee. The survey was created and implemented by the Committee on Faculty Welfare last academic year and was open May 6-27, 2019. The data is being analyzed this year. The survey was sent to 1,123 faculty (including 243 emeriti) and a response rate of 30-32% was received. Some preliminary key points include: generally content with department leadership, but not with campus leadership; mixed picture at the level of the colleges; administration's goals for campus growth are not aligned with faculty priorities (e.g., quality instruction and research); serious concerns on administration's plans for growth without appropriate infrastructure (not enough classrooms, TA's, faculty or staff); the current approach to teaching evaluations are strongly disfavored and many faculty commented on bias against women and faculty of color; many faculty described experiences with inequality among teaching, service and retention of faculty of color and women, especially at junior level; faculty reported many instances of bullying by tenured faculty towards staff, students, and junior faculty, often without consequence; with regards to graduate students, one of the strongest complaints across different colleges is the poor funding and support (fellowship and TA) they receive; and there is a general sense across all disciplines that mentoring graduate and undergraduate students is undervalued, especially in review processes (merit, tenure, and promotion).
- B. Crystal Petrini, President of the UCR Staff Assembly, address the Division and gave an update on the Staff Assembly engagement survey results. The survey was jointly conducted with UCOP and CUCSA – Council of UC Staff Assemblies by Willis Towers Watson and sent to policy covered staff and conducted every two years. This year, new questions were added on empowered culture, leadership, and organizational change and innovation. A summary of the results can be found at:
<https://staffassembly.ucr.edu/document/ucriverside-engagement-survey-2019>.
- C. Chair Rodríguez introduced the Academic Senate General Education Review Committee. Bob Clare, Chair of the General Education Review Committee, introduced the committee members. Each workgroup gave an update to the Division.
Workgroup 1: What is the current state of GE at UCR? Historical review and current state. What works now? What are current challenges? Why have previous attempts failed? What's broken? Group to get this perspective from departments. And related questions.
Workgroup 2: Input/Survey/Focus Groups/Student groups/Faculty groups visits development: for current students and alumni. What do they want/would have wanted? Also, for faculty – what should we ask faculty? Getting information and feedback from Student Affairs/Relations units on campus (Administration and student-initiated). And related questions. University Innovation Alliance. Community (employer, etc.) relationship assessment.
Workgroup 3: Keeping folks informed. Communications, transparency, garnering buy-in from stakeholders (faculty, students, staff). Effectively communicate progress and get feedback along the way. What are the financial and infrastructure issues and

information? Creating a communications plan that will last throughout the project (to faculty, students, staff). And related questions.

Workgroup 4: Reports/Research: State of GE at other institutions? What works? What has been successful? Not to emulate, but to learn.

Next steps will be to work on a survey to poll the faculty, students and alumni. Town Halls will also be conducted inform faculty what is happening within the workgroups and how the committee as a whole is progressing.

NEW BUSINESS

There being no further business, the meeting was adjourned at 2:39 p.m.

ATTEST:

K. Esterling, Secretary-Parliamentarian
Riverside Division of the Academic Senate

Leondra Jacobs
Recording Secretary