College of Letters and Science
Chairs and Business Officers Briefing

February 15, 2018

David Marshall
Executive Vice Chancellor
Natural Disasters

• Thank you to staff, faculty, Academic Senate, administrators, and students for resourcefulness, dedication, flexibility, and cooperation.

• Challenges of real-time emergency management, and two interconnected, overlapping, and unpredictable natural disasters.

• Survey about “lessons learned.”

• Planning for future crises.
University of California

The UC offers formal undergraduate and graduate education. The UC is the public segment authorized to independently award doctoral degrees and is designated as the state's primary academic agency for research. Its 10 campuses enroll approximately 270,000 students. In 2016-17, the UC awarded 72,000 degrees. An additional 400,000 students participate in continuing education programs through the University extensions.

Significant Adjustment:

- Base Growth—An additional $92.1 million for the UC, which represents an increase in base resources of 3 percent. Consistent with provisions of the 2017 Budget Act, the Administration will continue to monitor the University's efforts to reduce its cost structure, pursuant to the agreement the Governor and the UC President made in 2015. The Administration will also continue to monitor UC's progress in meeting the recommendations the State Auditor made last year related to the Office of the President. Pursuant to the 2017 Budget Act, the Regents will provide evidence by May 1, 2018, that the UC has met expectations related to these efforts in order to receive $50 million in funding.
FY 2018-19 Budget

- $3.469B for ongoing State General Funds.
- 3% increase in UC's base budget ($92.1M).
- Prior agreement had anticipated 4% increase to base budget.
- No enrollment growth funding.
- UCOP and UCPath are separate line items and are funded at FY 2017-18 levels.
- No funding for deferred maintenance.
- Budget assumes UC retains $50M that was made conditional in FY 2017-19 Budget.
- Specific message to UC and CSU in budget press release about keeping tuition flat.
- Regents are considering tuition increase.
Huron Report

• Response to audit and claims of $175 million in “hidden” reserve funds.

• Efforts to separate UCOP administration, bureaucracy, overhead, infrastructure from system-wide programs.

• Options to reduce UCOP operations (staff and budget).

• Options to relocate some system-wide programs, such as UCDC, UCEAP, UC Sacramento, ILTI, University of California Press.

• UCEAP/UCSB model.
AB 168

- New California law prohibits employers from inquiring about or relying upon salary history as a factor in determining salary.

- Intent of the statute is to prevent perpetuation of pay inequities that arise when employment offers are based on previous pay that may have been based on discriminatory decisions.

- Statute seeks to narrow pay gaps due to gender, race, or ethnicity by focusing on the qualifications and the record of the prospective employee rather than past pay.

- Follow AP and UCOP guidance.

- Consult with Dean’s Office.
• Opportunity to consider how salaries are determined by departments and reviewing agencies and how they should be justified.

• Salary recommendations should be based on such factors as: qualifications of the individual as they relate to the position; record of academic accomplishment, as reflected by research, publications, grants, fellowships, experience, previous academic positions, and other measures that indicate experience, expertise, and standing in the field.

• For intercampus Senate faculty recruitments, the APM intercampus limits on salary continue to apply.
2016 Faculty Salary Equity Analysis

Alison Butler, Chair; Distinguished Professor, Department of Chemistry & Biochemistry; Associate Vice Chancellor for Academic Personnel
Maria Charles, Professor, Department of Sociology
Christopher Costello, Professor, Bren School of Environmental Science & Management
Michael Doherty, Professor, Department of Chemical Engineering
Nelson Lichtenstein, Distinguished Professor, Department of History
Shelly Lundberg, Leonard Broom Professor of Demography, Department of Economics
Steven Velasco, Director, Institutional Research, Planning & Assessment
Helly Kwee, Staff Consultant, Office of Academic Personnel
 Negotiated Salary Trial Program

• February 5, 2013: Provost Dorr approved moving forward with Negotiated Salary Trial Program (NSTP) on three campuses: UC Irvine, UC Los Angeles, and UC San Diego.

• Five-year trial program from July 1, 2013 through June 30, 2018, with Taskforce review of the program in year four to make “informed judgments” about its future.

• June 22, 2017: joint Senate-Administration Taskforce recommended continuation of the program under certain conditions. Provost Dorr circulated recommendations for systemwide review.

• January 30, 2018: Provost Brown extended Trial Program for an additional four years, adding a fifth year of “wind-down” should the program not be continued after four years. The program would run from July 1, 2018 through June 30, 2022, with fiscal year 2022-2023 as a transition year, if needed.

• New campuses may join either July 1, 2018 or July 1, 2019. Academic Personnel will send out information for review.
AA/EO & Diversity Search Committee Briefing

• Tuesday, February 27th, 1:00 p.m. to 3:00 p.m.
• HR Learning Center, SAASB 3101DD.
• Encouraged for Academic Search Committee members, support staff, department chairs.
• www.learningcenter.ucsb.edu
• Ricardo Alcaino, Director, Equal Opportunity & Discrimination Prevention (EODP) Office

• Briefing will address effects of implicit bias on the search process and offer ways to counter and minimize the effects of this phenomenon.
• Provide Search Committee Members and Support Staff with tools, procedures, and best practices to address the University's responsibilities under Affirmative Action and Equal Opportunity regulations and guidelines.
• These procedures not only encourage diversity but also serve to ensure the best candidate is successful through a thoughtful, deliberate, defensible, and well-documented process.
Duncan and Suzanne Mellichamp Academic Initiative
Professorships

- Alison Butler, Associate Vice Chancellor for Academic Personnel
- Ann Jensen Adams, Professor, History of Art & Architecture; Chair, Council on Budget and Planning
- Bruce Bimber, Professor and Chair, Political Science
- Richard Duran, Professor, Education
- Patricia Holden, Professor, Bren School
- Tobias Hollerer, Professor, Computer Science/Media Arts & Technology; former Vice Chair, Council on Budget and Planning
- Bishnupriya Ghosh, Professor, English
- Tresa Pollock, Professor, Materials
- Josh Schimel, Professor, Environmental Studies; former Chair, Council on Budget and Planning
- Deans and Council on Planning and Budget
Duncan and Suzanne Mellichamp Academic Initiative Professorships

- Call for Pre-proposals for new Academic Initiative Professorship Cluster.
- Due April 2, 2018.
- Designed to support new academic program and faculty recruitment initiatives on campus.
- Four endowed chairs for a coordinated group of faculty within a selected academic area that was identified as a major academic priority or a special opportunity.
- Potential initiatives: data science; immigration and ethnic identity; conservation and the environment; structural biochemistry and biology; among other areas.
Campus Growth and Staff

- LRDP anticipated that enrollment growth would come with ratio-driven growth in faculty, staff, facilities.
- Changing budget models and funding formulas, budget cuts, unplanned and uneven enrollment growth, have caused asymmetrical growth.
- Academic areas, dependent on “core funds,” have not recovered from budget reductions.
- Chancellor has initiated discussion with Budget Strategy Committee on 5-year staff augmentation program using savings and new funds.
- Committee finalizing recommendations about criteria, principles, priorities.
- Focus on workload pressures due to enrollment and faculty recruitment; unfunded mandates.
- Plan for 2017-2018 and 2018-2019 positions to be deployed at once.
- Potentially 60 FTE authorized this year.
New University Librarian: Kristin Antelman

- Currently University Librarian, California Institute of Technology.

- Formerly Associate Director of Libraries at North Carolina State University, where she oversaw the technology program for the new James B. Hunt Jr. Library, which received the 2014 Stanford Prize for Innovation in Research Libraries.

- Thanks to Search Advisory Committee chaired by Professor Bruce Tiffney.

- Thanks to Acting University Librarian, Alan Grosenheider.
Library Updates

• After consultation, Library is reducing off-site storage; $250K to be redirected annually back into the acquisition of new collections.

• Plans for new Center for Innovative Teaching, Research, and Learning (CITRAL).
  – Partnership with Division of Undergraduate Education.
  – Faculty development initiatives focused on research-based approaches to teaching and assessment of learning.

• Data Collective pilot project: Library seeks faculty to participate by sharing data and consulting on a variety of repository platforms being evaluated for future use by the UCSB research community.
UCSB Reads

• Hope Jahren will give a free public lecture April 3, 2018, in Campbell Hall.

• Winner of the National Book Critics Circle Award for Autobiography.

• Winner of the American Association for the Advancement of Science/Subaru Science Books & Film Prize for Excellence in Science Books

• Finalist for the PEN/E.O. Wilson Literary Science Writing Award


Innovative Learning Technology Initiative (ILTI) due April 2\textsuperscript{nd}

- Academic Senate faculty.
- Unit 18 Continuing Lecturers may submit proposals in collaboration with Senate PI’s.
- PI’s may submit as individual or team, department or undergraduate curriculum chair.
- ILTI will fund hybrid courses: courses that utilize online components, consistent with the goals and multi-campus dimension of the program.
- Commitment to offer course \textit{five times in five years} during the academic year (previously three years).
- Separate campus RFP to be distributed later this quarter.
Title IX Updates

• In September 2017, the Department of Education rescinded the two previous “Dear Colleague” Letters and the 2014 Q&A Guidance.
• In 2018, new Q&A Guidance will be issued.
• Current UC policies and procedures remain in effect.
• UC policies and practices reaffirm our commitment to prevent and respond to sexual violence and sexual harassment.
Title IX Updates

• In August 2017, NCAA Board of Governors adopted new policy on campus sexual violence.
• New training compliance standard due in Spring 2018.
• Applies to all Athletic Coaches, Athletic Administrators, and Student Athletes.
Title IX Updates

- National Science Foundation new award terms and conditions:
- Grantee organizations must report:
  - findings of sexual harassment, or any other kind of harassment regarding a PI or co/PI or any other grant personnel.
  - placement of the PI or co-PI on administrative leave relating to a harassment finding or investigation.
- NSF may take unilateral action as necessary to protect the safety of all grant personnel, to include suspending or terminating an award or requiring the grantee to replace or remove personnel.
- Expectation includes activities at all research facilities and field sites and during conferences and workshops.

NSF will solicit feedback on this new award term and condition through its Proposal and Award Policies and Procedures Guide Federal Register process within the next several weeks.
Office of the Ombuds

**Concerns**
- allegations of harassment or bullying
- graduate student - advisor conflicts
- giving and receiving feedback
- difficulties navigating the system
- questions about formal procedures

**Visitors**

- Faculty 15%
- Undergraduates 19%
- Grad Students 12%
- Staff 53%

Advice, tips, and instructional videos with more coming soon.

[www.ombuds.ucsb.edu](http://www.ombuds.ucsb.edu)

2016-17 Annual Report posted.

**Crucial Conversations**
for faculty & other leaders

x3285
Office of CIO/ETS

• **UCPATH**: single payroll, benefits, HR and Academic Personnel solution the UC system
• **Electronic timekeeping**: Kronos to track hours worked and leave
• **Connect**: Google (G Suite for Education) email, calendaring, and collaboration services
• **Cybersecurity**: Defense in depth from the edge of the network to attached devices
UCPath: UCSB and UCLA Go Live 9/1/2018

New Business Processes

126 Processes, 116 complete

100 UCSB processes, 26 UCPath Center Processes
Electronic Timekeeping: UCSB Complete 5/16/18

Departments Using Kronos
206 planned, 86 complete

Employees Using Kronos
9506 planned, 7099 complete
63 Million Messages Migrated
43 Departmental Mail Servers Retired

UMail Student Migration: June to September 2018
Palo Alto Networks Enterprise Firewall PA-7050

Deployment Start: 12/12/17
317 of 500 UCSB Subnets Protected
279,395 Threats Blocked to Date

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Isla Vista

- Community Services District.
- IV Foot Patrol.
- Halloween
- Deltopia
Thank you.