

**APPROVED MINUTES
BERKELEY DIVISIONAL COUNCIL
Monday, October 21, 2024 – 12:10-2:00 PM
Stephens Hall, Conference Room 310**

Divisional Council (DIVCO) met on Monday, October 21, 2024 in Stephens Hall, room 310. Division Chair Amani Nuru-Jeter presided. A quorum was present as shown on the attached attendance chart.

I. A. MINUTES of the meeting of October 7, 2024

ACTION: The minutes were not approved.

II. CONSENT CALENDAR

A. Committee on Committees (COMS) nominations

B. Proposal to discontinue the Designated Emphasis in European Studies and Disestablish the Graduate Group

C. Proposal for a new Graduate Certificate (Option 2) in Business Journalism

ACTION: The Consent Calendar was approved as presented.

III. ANNOUNCEMENTS

Division Chair Amani Nuru-Jeter

Chair Nuru-Jeter asked DIVCO members for ideas for the upcoming fall Division meeting. She requested recommendations for possible panels, such as the topics of academic freedom, free speech, civility, and Title XI.

IV. UNFINISHED BUSINESS–None

V. NEW BUSINESS

A. Discussion only: Updates from the Executive Vice Chancellor & Provost (EVCP)

Guests: Ben Hermalin, Executive Vice Chancellor & Provost (EVCP)

Andrea Lambert-Tan, Assistant Executive Vice Chancellor and Chief of Staff

Chris Yetter, Senior Advisor

The Executive Vice Chancellor & Provost (EVCP) Hermalin, now in his 37th year on campus, briefed DIVCO on the state of the university and his current priorities for this year. He stated that while morale is usually low in higher education, student satisfaction is generally high at Berkeley due to its demand. There have been improvements such as with success in retention amongst all elite universities. Then, EVCP Hermalin described his priorities, which included the following:

- Ensuring campus financial sustainability, making sure that we plan wisely for the following academic year (another tight year);

- Continue to make progress in reducing bureaucratic burden—not an easy task;
- Build more inclusive classrooms and learning for our students (an ongoing challenge);
- Address deferred maintenance issues better;
- Address quality education in a world in which the longstanding financial model (being used for centuries) is under stress;
- Be creative on how to make changes that would allow us to achieve goals like significantly increasing the size of Academic Senate faculty; and
- Maintaining the quality of the faculty.

A major priority includes his budget mitigation strategy and includes the following five elements to increase revenue:

- Increasing investment income through realization of investment gains—working capital invested, taking a sufficient amount to tie us over;
- Increasing non-resident supplemental tuition for undergraduates on a cohort basis;
- Postponing planned reduction in non-residential undergraduate enrollment (due to the state compact) and reducing out-of-state enrollment;
- Reducing spending in various divisions;
- Noting that there will be less money from the central ledger for the campus going forward.

EVCP Hermalin, along with Chancellor Lyons, are constantly thinking about the campus' long term financial health and how to be more aggressive in how we invest in intellectual property (IP) on campus. While Berkeley has become a fundraising machine, he believes that we can do better, such as collecting gifts that have more flexibility to use for more needs.

In discussion with DIVCO, EVCP Hermalin touched upon high volume and high price programs and campus' position on online degree programs. With it being a highly competitive space, there are active systemwide conversations on the meaning of a quality University of California (UC) education - from an instructional perspective and how it would affect relationships, networking, and access to activities and opportunities. A systemwide task force was created last year (Task force on Instructional Modalities) to look into these. EVCP Hermalin briefly spoke that higher education is not included on any current bond measures.

DIVCO members submitted questions in advance which included the following:

- Faculty morale—climate is everyone's responsibility, ranging from workload, student accommodations, compliance matters, administrative work, decrease in Senate faculty teaching, labor issues—is the administration listening?;
- Spending priorities—Research, quality education, facilities—not clear the connection of “pain points” of the faculty;
- Cost reduction;
- Reducing bureaucratic burden—changing culture that does not view themselves as problem solvers;
- Disability accommodations being structurally underfunded on both sides;
- Demolishing University Hall—what will be done with this space;

- Looking at other financial/budgetary margins.

B. Discussion only: Negotiated Salary Program (NSP) implementation plan update

Guests: Ben Hermalin, Executive Vice Chancellor & Provost (EVCP)

Victoria Plaut, Vice Provost of the Faculty (VPF)

Heather Archer, Assistant Vice Provost, Academic Personnel

EVCP Hermalin provided a brief summary of the *Negotiated Salary Plan (NSP)*. The purpose of NSP is to provide a mechanism for campuses to augment faculty compensation on a temporary basis according to the competitive requirements of academic disciplines. UC San Diego and Los Angeles put this in place despite being unable to do so. The University of California implemented a pilot NSP. Berkeley's Academic Senate committee on Budget and Interdepartmental Relations (BIR) and DIVCO were not in support of it due to various concerns including concerns about equity across disciplines.. However, DIVCO did endorse the program because if Berkeley was left out it could significantly impact our ability to recruit top faculty. The stated concerns were noted in a memo to the Office of the President.

Vice Provost Plaut stated that *Academic Personnel Manual (APM) 672-Negotiated Salary Program* was to be effective as of July 2025 for six campuses. While it was not ideal, it was mentioned that it could be done. The points raised by previous DIVCO comments were incorporated into the policy.

Now being implemented, the campus is working with the Academic Personnel Office (APO) and the Academic Senate's committee on Budget and Interdepartmental Relations (BIR) as certain aspects require some flexibility such as exceptions to the summer salary rule, contingency plans and funds. Assistant Vice Provost Archer, noted the following timeline:

- Start of spring 2025: Announce the Negotiated Salary Plan to campus;
- Start of February: Call of proposals;
- March: Departmental level work—6 week timeline for submissions to Deans office;
- April: Submissions due by April 18—Deans have 2 weeks to review proposals before submitting to the Academic Personnel Office (APO); and
- The Vice Provost for the Faculty (VPF) will have 2 weeks to make decisions.

This will be an annual process with applications accepted once a year. Assistant Vice Provost Archer clarified that funds should be in hand for the whole year before the application and approval process. Members hoped that departments would receive clear guidance of the process. They questioned if the contingency fund would be adequate. Vice Provost Plaut noted that the need to use the contingency funds would be very rare.

C. Discussion/action: Review of the Department of Plant and Microbiology

Members expressed concerns with the packet put together by the External Review Committee, noting that it was lacking a number of components that they thought would be helpful to have. The Academic Senate committees asked to comment, brought up the following thoughts and concerns:

- Lack of faculty size for Plant Biology and loss of faculty;
- Facilities maintenance–resource allocation;
- Difficulty in recruiting (7 failed searches and what internal or external factors led to this);
- Impressive diversity despite faculty size;
- Great support of transfer and students with disabilities;
- Dissatisfaction with course offerings–clean up the course catalogs;
- Lack of pedagogy courses covering topics such as discipline-specific pedagogy techniques and career paths within and outside of academia as a weakness in the PMB graduate curriculum.
- Regarding lab experience to provide research, who is better equipped–research faculty versus LSOE versus staff;
- Concerns with the land portion of outside review–being a land grant school (funds from USDA)--can be a huge political issue if infrastructure is not handled correctly;
- DIVCO suggests that PMB look at successful departments, and for PMB to recommend alternative approaches of how to increase the number of faculty and to have successful searches.

ACTION: DIVCO authorized Chair Nuru-Jeter to write a letter forwarding committee comments to the Vice Provost of Academic Planning

A. Forward* *Guidelines for Response to Disruptions to Instruction*
Forwarded to the Committee on Courses of Instruction (COCI). DIVCO discussion tentatively scheduled for November 25, 2024.

B. Forward* *Review of the Department of Mechanical Engineering*
Forwarded to the committees on Academic Planning and Resource Allocation (CAPRA), Budget and Interdepartmental Relations (BIR), Diversity, Equity, and Campus Climate (DECC), Graduate Council (GC), and Undergraduate Council (UGC). DIVCO discussion tentatively scheduled for December 9, 2024.

**A copy is available on the DIVCO Box site on the tentatively scheduled meeting date.*

VI. INFORMATIONAL ITEMS

A. University of California Academic Council Meeting Schedule

B. *The Finances of a Public Flagship University* By Ben Hermalin

C. Committee on Research (COR) Annual Report

The meeting was adjourned at 2:01 p.m.

INVITED GUESTS *	9/9/24	9/23/24	10/7/24	10/21/24	11/4/24	11/25/24	12/9/24	12/16/24
Archer, Heather				P				
Dubón, Oscar				P				
Hermalin, Ben				P				
Lambert-Tan, Andrea				P				
Parlour, Christine				P				
Plaut, Victoria				P				
Yetter, Chris				P				

SENATE STAFF	9/9/24	9/23/24	10/7/24	10/21/24	11/4/24	11/25/24	12/9/24	12/16/24
Banaria, Jocelyn Surla	P	P	P	P				
Hashimoto, Dorothy	P	P	P	P				

P=Present A=Absent * Non-voting