

**APPROVED MINUTES  
BERKELEY DIVISIONAL COUNCIL  
Monday, December 16, 2024 – 12:10-3:00 PM  
Stephens Hall, Conference Room 310**

Divisional Council (DIVCO) met on Monday, December 16, 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 special meeting of November 18, 2024**

**B. MINUTES of the meeting of November 25, 2024**

**ACTION:** The minutes were approved as corrected.

**II. CONSENT CALENDAR**

**A. Berkeley Faculty Service Award nominations**

**B. Committee on Committees nominations**

**C. Authorization for the Division Chair to act on behalf of the Divisional Council during winter break, until the Council reconvenes in the spring semester 2025.**

Authorization for the Division Vice Chair to act on behalf of the Chair and the Divisional Council in the absence of the Chair during winter break, until the Council reconvenes in the spring semester 2025.

**ACTION:** The Consent Calendar was approved as presented.

**III. ANNOUNCEMENTS**

*Division Chair Nuru-Jeter*

A motion was adopted to have this portion of the meeting in executive session.

**IV. UNFINISHED BUSINESS–None**

**V. NEW BUSINESS**

**A. Discussion only: Graduate Ph.D. Admissions Analysis**

*Guest: Lisa Garcia-Bedolla, Vice Provost for Graduate Studies and Dean of the Graduate Division*

Vice Provost Lisa Garcia-Bedolla provided a high-level overview on doctoral enrollments and showed a decrease in doctoral student enrollments and an increase in students enrolled in Self-Supporting Graduate Professional Degree Programs (SSGPDPs). She also described the increased number of students from underrepresented groups whereas the proportion of female students remained stable.

Vice Provost García-Bedolla also gave a high-level summary of graduate student funding, including the five-year funding guarantees, fellowship allocations, and block grant fund distribution changes. She emphasized the importance of maintaining a robust research enterprise within the Graduate Division. She then introduced new data dashboards that departments can use to better understand the ecosystem within their units. The dashboard is still in progress and DIVCO members made recommendations for enhancements. Among other things, the dashboard provides data on admissions, enrollment, retention, and funding. Her staff can provide access to DIVCO members to these dashboards and she plans to meet with departments to review the dashboard with them. The goal is to provide consistent and accurate data to support program reviews and other decision-making areas.

**B. Discussion only: Academic Personnel Cases**

*Guests: Victoria Plaut, Vice Provost of the Faculty (VPF)  
Dana Jantz, Chief of Staff, Vice Provost - Faculty*

Vice Provost Plaut provided a brief update on the Negotiated Salary Plan, acknowledging the DIVCO comments that were included in the revised implementation proposal.

In the area of faculty hiring, Vice Provost Plaut explained that the campus reached 1600 full-time equivalent (FTE) faculty for the first time in 20 years. With this increase, there was a growth in the number of women and underrepresented faculty members. Part of this growth is due to increases in non-state FTE funds and the Chancellor's FTE Chair lines. She acknowledged the need for additional growth to match the increased student enrollment.

Regarding Academic Personnel Cases (APO), Vice Provost Plaut addressed the backlog of 2023 cases, attributing it to a lean staff, strikes, new contracts, and increased appointment and retention cases which led to greater delays. She described how her team addressed the backlog, which included tracking and monitoring cases, recalling previous Berkeley staff and/or faculty members, and prioritizing assistant professor cases. There are updated deadlines to improve the flow of cases and her office will continue to assess if they think those deadlines are adequate, and adjust if needed. Vice Provost Plaut plans to meet with individual departments to learn about their pain points and where support is needed. She believes that helping deans and departments come up with better tools may help this process. DIVCO members agreed with these sentiments of getting chairs and deans more involved.

**C. Discussion/action: Review of the Department of Environmental Science, Policy, and Management (ESPM)**

Chair Nuru-Jeter introduced the review for the Department of Environmental Science, Policy, and Management (ESPM). Commenting committees noted issues with governance, climate, information sharing, and searches. They highlighted some of the following points:

- The existing governance structure;

- Concerns related to climate despite their strong reputation campus- and system-wide around DEIBJ;
- hostile climate and inconsistent mentoring; and
- Lack of alignment in ESPM among the three divisions—not feeling connected to any major and/or undergraduates.

Many of the concerns that DIVCO members raised pointed to issues of not having a strategic plan. DIVCO recommended decanal intervention and noted that campus should work with the Dean on working toward a clear and functioning governance structure. Due to these issues, members suggested a mid-cycle review to check in on progress.

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

**D. Discussion only:** Faculty Salary Plan feedback

Chair Nuru-Jeter provided an overview of the faculty salary plan feedback, including concerns about pay and the use of off-scale increments. DIVCO members stated the inequities of faculty salaries compared with chancellor salaries, and the need for a more equitable approach. They emphasized the need for clear communication and transparency in addressing faculty salary issues and the importance of a strategic plan.

Chair Nuru-Jeter shared that a UC Provost-led Academic Senate-Administrative work group analyzed the impact on assistant, associate, and full professors for both July and October range adjustment start dates. The findings revealed that the October start date would be more beneficial. DIVCO members expressed concerns with these changes impacting the Academic Personnel Office (APO) office.

**VI. INFORMATIONAL ITEMS**

- A.** Memo responding to inquiry about requiring in-person exams for online summer courses
- *Letter from the Vice Provost for Undergraduate Education & Dean of Extended Education*
  - *Comments from the Committee on Academic Freedom (ACFR)*
  - *Comments from the Committee on Courses of Instruction (COCI)*

**B.** Area H: Ethnic Studies requirement proposal

The meeting was adjourned at 3:00 p.m.



INVITED GUESTS *	9/9/24	9/23/24	10/7/24	10/21/24	11/4/24	11/18/24	11/25/24	12/9/24	12/16/24
García-Bedolla, Lisa									P
Jantz, Dana									P
Plaut, Victoria									P

SENATE STAFF	9/9/24	9/23/24	10/7/24	10/21/24	11/4/24	11/18/24	11/25/24	12/9/24	12/16/24
Banaria, Jocelyn Surla	P	P	P	P	P	P	P	P	P
Hashimoto, Dorothy	P	P	P	P	P	P	P	P	P

P=Present A=Absent \* Non-voting