

**APPROVED MINUTES**  
**BERKELEY DIVISIONAL COUNCIL**  
**Monday, September 13, 2021 – 12:10-2:00 PM**  
**Academic Senate Conference Room, 310 Stephens Hall**

Divisional Council (DIVCO) met on Monday, September 13, 2021 in Stephens Hall, Room 310. Division Chair Ronald Cohen presided. Quorum was present as recorded on the attached attendance chart. The agenda was reordered to accommodate the guests.

**I. A. MINUTES** of the meeting of August 30, 2021

Revisions were suggested for the minutes.

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

**II. CONSENT CALENDAR**

**A. Committee on Committees (COMS) nominations**

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

**III. ANNOUNCEMENTS**

*Division Chair Ronald Cohen*

Campus leadership searches: Chair Cohen mentioned that the campus is currently in the process of two major administrative searches: The Vice Chancellor for Research (VCR) and the Executive Vice Chancellor and Provost (EVCP), for which Chair Cohen sits on the search committee. Both searches are progressing well.

COVID-19 testing: Among students, there are, on average, 8-10 positive COVID tests per day. That number has not been increasing or decreasing. There are roughly 8,000 undergraduate students being tested weekly.

Berkeley vaccine card mandate: Berkeley public health issued a mandate that requires those that have been vaccinated to present proof of vaccination at indoor dining locations, which likely includes on-campus restaurants. The mandate is effective indefinitely.

Campus union employee requirement: There is now a policy in effect, that any building on campus that used state funds in its construction or renovation must only use unionized employees for catering and moving services. This has created logistical issues (as there is not capacity among current employees to support the campus' needs). Details of compliance requirements are emerging.

**IV. UNFINISHED BUSINESS - None**

**V. NEW BUSINESS**

**A. Discussion/action: In-person meetings**

Chair Cohen briefly explained the handout that was shared with DIVCO members. The Division Chair does not have the authority to require that Senate committee meetings be in-person or via *Zoom*, but nominally, each committee can set its own rules. However, hybrid meetings are discouraged due to the additional demands they place on staff resources and time.

In the discussion that followed, a few DIVCO members felt that accommodations should be arranged for committee members who are not able to be on campus, and some members asked for guidance on how best to make the decision between remote or in-person meetings for their committees.

**ACTION:** Chair Cohen, Vice Chair Mary Ann Smart, and Executive Director Jocelyn Surla Banaria will draft a letter with guidance regarding in-person and remote committee meetings, and send to all committee chairs.

**B. Discussion/action: Working Titles update and report**

*Guest: Kris Gutiérrez, Associate Dean of the Graduate School of Education*

Associate Dean Gutiérrez explained that the Working Titles group was charged by past Division Chair Jennifer Johnson-Hanks to examine working titles for adjunct professors in research and teaching, to evaluate the request from the College of Natural Resources for a Cooperative Extension Specialist, and to consider if there any other working titles that should be used for other categories of academic appointees.

Associate Dean Gutiérrez explained that past Chair Johnson-Hanks's charge to the working titles group was conceived in the spirit of maximizing respect and support for adjuncts, who often report that the use of the "adjunct" title hinders their professional advancement. This concern was an ongoing theme in the working group's conversations and in documents it reviewed. Gutiérrez described the resources and conversations that informed the Working Group's deliberation, including interviews with adjunct faculty, memos and documents on the issue from DIVCO and the Committee on Budget and Interdepartmental Relations (BIR) (both 2017), and comparisons with the use of titles for adjuncts at peer institutions.

Associate Dean Gutiérrez then explained the working group's proposal, which is as follows:

- Use the title of "Research Professor" (with the ranks Assistant, Associate and Research Professor) for colleagues who are employed full-time on an annual basis, and whose primary responsibility is research.
- Adopt the existing title "Professor of Practice" for full-time adjunct faculty whose primary responsibility is teaching.
- Use the title "Professor of Cooperative Extension 'X'" (with "X" designating the faculty member's home department or research area) for full-time Cooperative Extension (CE) Specialists.

These working titles would be granted following a recommendation from the Chair or Dean of the faculty member's unit and a vote of faculty in the unit.

- use the working title “Distinguished Professor” for Above-Scale faculty.

Discussion among DIVCO members followed. Some questions and concerns raised by DIVCO members were: clarification as to what constitutes full-time employment; the possibility of making exceptions at the margins for those who may fall just below the full-time requirement; and the suggestion that the Working Group should draft a set of guidelines for chairs and deans to use in recommending faculty for these working titles. Overall, DIVCO supported the report.

**ACTION:** DIVCO authorized Chair Cohen to forward the report on Working Titles to the Vice Provost for the Faculty with a cover letter including additional recommendations, and also to ask the Working Titles group to draft guidelines for review, to be reviewed by BIR.

### **C. Discussion only: Graduate admissions and diversity**

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

Vice Provost García-Bedolla explained that diversifying the student population has been a core objective of hers, and talked about some actions she has taken in her role as Dean of the Graduate Division. These include holding a graduate admissions fair in the fall; recruiting a group of graduate students to assist incoming students in filling out the application for admission; reaching out to students who started but did not complete their applications for admission; and expanding the number of programs eligible for fee waivers.

The most recent application cycle saw an 18% increase in graduate applications overall. Applications from students from underrepresented minorities (URM) increased by 43%, and the campus admitted the largest numbers of URM doctoral students in Berkeley’s history, a total of 154 students.

The Graduate Division’s Graduate Diversity Pilot Program is beginning its second year. Nine departments are working as a cohort to think about how to improve climate. The program will be hosting an admissions institute this fall. Over the course of the entire year, the Graduate Division is hosting a Graduate Diversity Academy, focused on admissions, belonging, climate, and data for equity.

Vice Provost García-Bedolla has visited with 55 departments so far, and she reported that one thing that has become apparent is the severe financial distress that students are facing. At the systemwide level, there was a report on graduate education systemwide, and one of their main recommendations was to have a five-year guarantee of funding. The Vice-Provost described her plan to provide five years of guaranteed funding at a minimum level of \$34,000 per year to all students admitted to Berkeley. This plan would end the university-wide fellowship competition and redistribute those funds (\$18,000,000) to deans, to allocate to departments according to need and to support recruitment of the best students.

Discussion among DIVCO members followed. One member asked about the shrinking size of cohorts. Vice Provost García-Bedolla discussed the tension between cohort size and an ethical obligation to provide support packages that allow students to thrive. She suggested one model might be to admit students every other year. DIVCO members also discussed mentorship opportunities and programs linking graduate and undergraduate students, as well as faculty and graduate students.

**D. Discussion only: Division Chair/Senate priorities**

Due to time, DIVCO was not able to discuss this item. It will be discussed at a future meeting.

**VI. INFORMATIONAL ITEMS**

**A. Library (LIBR) annual report 2020-21**

**B. Committee on Rules & Elections (R&E) annual report 2020-21**

**C. Undergraduate Council (UGC) annual report 2020-21**

The meeting was adjourned at 2:01pm  
Recorder: Haniya Ferrell, Administrative Assistant

**DIVCO – ATTENDANCE, FALL 2021**

DIVCO MEMBERS	8/30/21	9/13/21	9/27/21- CANCELLED	10/11/21	10/25/21	11/15/21	11/29/21	12/13/21
Aguilera, Adrian	P	P						
Catanese, Brandi	P	P						
Cohen, Ronald	P	P						
Doremus, Holly	P	P						
Fernald, Lia	P	P						
Gilles, J. Keith*	P	A						
Glaunsinger, Britt	A	P						
Hesse, Carla	P	P						
Kern, Richard	P	P						
Leonard, Thomas	P	P						
McMains, Sara	P	A						
Olney, Martha	P	P						
Ozer, Emily	P	P						
Plaut, Victoria	P	P						
Sayre, Nathan	P	P						
Siu, Lok	P	P						
Smart, Mary Ann	A	P						
Sweetser, Eve	P	P						
Tarica, Estelle	P	P						
INVITED GUESTS *	8/30/21	9/13/21	9/27/21	10/11/21	10/25/21	11/15/21	11/29/21	12/13/21
García-Bedolla, Lisa		P						
Gutiérrez, Kris		P						
SENATE STAFF	8/30/21	9/13/21	9/27/21	10/11/21	10/25/21	11/15/21	11/29/21	12/13/21

Allen, Patrick	P							
Banaria, Jocelyn Surla	P	P						
Corley, Linda								
Dobin, Deborah								
Ferrell, Haniya	P	P						
Lynch, William								
MacIntyre, Courtney								
Marias Dezendorf, Rachel								
Mitchell, Lanayah								
Quiggle, Sumei								

P=Present    A=Absent    \* Non-voting