



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

December 22, 2020

Dear Colleagues and Friends,

This is the last issue of the Fortnightly for 2020, the most difficult year that most of us can remember. Good riddance! We wish you all a very restful and healthy holiday season, and we hope that you return from the break recharged and with optimism for our collective future.

Yet even in these difficult times, our UC Berkeley community generates good news. Congratulations to our colleagues [Janet Yellen and Jennifer Granholm](#) on their nominations to cabinet posts in the Biden administration: well-deserved honors! Your talent and service inspire us all.

Over the last six weeks, both Academic Senate and administrative leaders have thought intently about the present moment in the country, and about its effects on students, faculty, and staff members. We have been looking for concrete actions we can take to lower the stress on everyone, with extra attention to those who are deeply affected by the collapse of support systems for child and eldercare. Thanks to the hard work of Ben Hermalin and Sharon Inkelas, with advice from the Committee on Faculty Welfare, [resources are available](#) for faculty support. All of you have worked so hard and done so much for our students, hopefully something on this growing list of resources will be of use to you.

There has been much conversation about the [campus budget](#). Senate leaders and committees, especially the Committee on Academic Planning and Resource Allocation (CAPRA), have been in conversation with the administration, and a joint senate-administrative task force has begun the work of making recommendations for financial crisis mitigation and will soon turn to avenues for increased revenues. Jenna is co-chairing that effort with the Vice Chancellor for Finance Rosemarie Rae. We need your ideas for how best to mitigate the current crisis and strengthen the campus' future. If you have any opinions on the budget, please do write. Jenna's email is johnsonhanks@berkeley.edu, and she is always happy to hear from you.

We have heard from many of you about [the furlough](#). We know the furlough is difficult for many, and we are very sorry that it is necessary. Opinions about the furlough's implementation are widely varying, conflicting and deeply felt. We have heard from some that the pay cut is too small and contributes too little to deficit reduction to be worth the pain; we have heard from others it is too large and will inspire colleagues to leave Berkeley; and we have heard that it is not progressive enough. We heard irreconcilable opinions about salary paid from grants and

gifts, and about backfilling salaries with those funds. What is best for morale and well-being? What best supports scholarship and teaching? What is best for the campus budget? We have heard from you widely differing views on this point as well, and we tried to convey that diversity of opinion to the Chancellor and other leaders who advise her. We know there is no perfect solution here, and we support the Chancellor in making the decision that she believes will best preserve the long-term excellence and inclusiveness of Berkeley.

In the midst of all this, we have also started a small pivot to the future. Ron Cohen is chairing a Senate task force that will provide recommendations regarding online and remote pedagogy after the pandemic. What parts of what we have done should we keep? Are there other ways that online and remote teaching could serve us? If there are ideas for the future you'd like to share, especially ones that you think will help our colleagues think about opportunities for more effective pedagogy, please send them to Ron at rccohen@berkeley.edu. Members of the task force will be named in January.

Another small task force will examine the use of working titles by adjunct faculty and some other of our academic colleagues. More information on this group will be forthcoming in January.

Emergency Division meeting

We held an emergency Division meeting to consider two matters, a change in regulation to allow the College of Engineering to offer a P/NP option to its students and a change to a bylaw so Divisional Council can act on any other legislative matter required to support our students (at the request of the faculties of the schools and colleges) without calling another emergency meeting. Both measures sunset at the end of Spring semester 2021. Both were approved. Students have been deeply appreciative of our efforts to find ways to make the current times less stressful.

Other items from Divisional Council meetings of Nov 16, Nov 30 and December 14

In addition to the items discussed above, DIVCO has been busy since we last wrote, especially with Systemwide policy issues. The normal order of business in this case is that Senate committees review the materials in light of their specific expertise, then DIVCO discusses the matter informed by those reviews and submits a summary statement of the Berkeley position to the Systemwide Senate.

Systemwide Bylaw 336 regarding the standard of evidence in sexual violence and sexual harassment cases. Changes in Systemwide bylaws are required to conform to both state law and changes in federal regulation. State law requires student cases be considered with specific standard of evidence. Federal regulations now require that all cases on campus use the same standard of evidence. DIVCO concurred with a change in the systemwide bylaw to conform to these requirements.

The *Systemwide Academic Personnel Manual (APM) 700 series* covers family and medical leave policies. DIVCO, informed by comments from Faculty Welfare and other committees, discussed a range of updates to this series. Comments forwarded to systemwide reflected a spirit of maximum generosity, suggesting the UC system not restrict itself to the minimum leave required by law.

The division was asked to comment on a *systemwide taskforce report on the topic of offering online undergraduate degrees*. The report was completed prior to the pandemic, and so does not reflect the last 9 months of practical experience. The DIVCO conversation found common ground in the ideas that degrees, if offered, should be created and sustained by faculty at a campus and that degrees should be consistent with UC standards, structured in ways that do not contribute to the creation of two tiers of faculty or two tiers of students. Most important, degree programs should be grounded in faculty who are committed to the programs being proposed, no matter the method of delivery.

The Division forwarded a letter from the Faculty Athletic Council to the Chancellor expressing their interest and commitment to more active involvement in decisions such as the one to restart competitive sports this fall.

We heard from Chancellor Christ and Vice Chancellor for Undergraduate Education Cathy Koshland about opportunities for UC Berkeley to merge with or acquire Mills College. An interim report from a task force on this topic was shared with DIVCO and the Council of Deans on December 14 as the starting point for a broader campus conversation. According to the interim report: “Mills has a rich legacy of educating woman-identified people, including those who identify as BIPOC and LGBTQ++; social justice and deep community engagement; and particular excellence in the arts and the school of education. This legacy corresponds profoundly with Berkeley’s mission and 150 year history of comprehensive excellence and a commitment to inclusiveness. The Mills opportunity ... would enable us to teach more students and reach more people: it would mean expanding opportunity and equity for more California residents.”

We also read and discussed a report about remote proctoring, which recommends we permit remote proctoring and increase our efforts to educate faculty about how to use a full range of tools to reduce the propensity for dishonesty in exams and other coursework. We will return to the issue of remote proctoring next semester.

Finally, we have one fervent request of you, and two opportunities to help.

Our fervent request is that you please fill out the form indicating how you would be able to serve in your Academic Senate next year. We have committees that meet twice a month, and others that meet only a few times a year, and all are important. Whatever your interest—research, equity and inclusion, undergraduate students, academic freedom, finance—there is likely a relevant Senate committee. Shared governance requires active participation: please do participate. The form is found on the [COMS website](#).

Two ways that you can give back to others this year are to share your money and your time. As you prepare your year-end giving, please consider a gift to the university. You know better than

almost anyone how critical are the research, teaching, and service that we provide. It may feel like giving a gift to your employer (especially as furloughs are being announced!) does not make sense, but it really does make sense, and in fact has the potential to be transformative to the welfare of our students and staff in this difficult time. Gifts to the university can be made online at <https://give.berkeley.edu/home>.

You can share your time by trying to help scholars around the world who are in crisis or in need. Our [UC Berkeley Townsend Center](#) is collaborating with the [Scholars at Risk Network](#) to protect scholars in situations of difficulty around the world. This is important work at all times, but perhaps especially right now.

Happy Holidays and Fiat Lux,

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