

**GOVERNANCE AND COMPENSATION COMMITTEE**

July 19, 2018

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **TECHNICAL AMENDMENTS OF STANDING ORDER 105.1, ORGANIZATION OF THE ACADEMIC SENATE, AND BYLAW 40.3, SPECIAL PROVISIONS CONCERNING FACULTY; AND RESCISSION OF STANDING ORDER 103.10, SECURITY OF EMPLOYMENT, CONCERNING SENATE MEMBERSHIP FOR LECTURERS WITH POTENTIAL FOR SECURITY OF EMPLOYMENT AND LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT**

The Committee recommends that the Regents, following service of appropriate notice:

- A. Amend Standing Order 105.1: Organization of the Academic Senate, as shown in Attachment 1.
- B. Amend Bylaw 40.3: Special Provisions Concerning Faculty, as shown in Attachment 2.
- C. Rescind Standing Order 103.10: Security of Employment in its entirety as shown in Attachment 3.

Committee vote: Regents Blum, Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Elliott, Graves, Kieffer, Lansing, Makarechian, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye.”

2. **ESTABLISHMENT OF A NEW SENIOR MANAGEMENT GROUP LEVEL TWO POSITION, VICE CHANCELLOR FOR STRATEGIC COMMUNICATIONS, LOS ANGELES CAMPUS, AND THE CORRESPONDING MARKET REFERENCE ZONE FOR THE POSITION**

The Committee recommends to the Regents approval of the following items in connection with the establishment of a new Senior Management Group Level Two position, Vice Chancellor for Strategic Communications, Los Angeles campus, and the corresponding Market Reference Zone (MRZ):

- A. Establishment of the Senior Management Group position of Vice Chancellor for Strategic Communications, Los Angeles campus. This position will be in Level Two of the Senior Management Group.

- B. Establishment of the following Market Reference Zone for the position of Vice Chancellor for Strategic Communications:
- (1) Campuses with Health Services: 25th percentile – \$195,700, 50th percentile – \$231,500, 60th percentile – \$257,800, 75th percentile – \$283,300, and 90th percentile – \$329,300
  - (2) Campuses without Health Services: 25th percentile – \$183,600, 50th percentile – \$219,700, 60th percentile – \$237,100, 75th percentile – \$263,200, and 90th percentile – \$301,400
- C. This action will be effective upon approval.

Committee vote: Regents Blum, Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Elliott, Graves, Kieffer, Lansing, Makarechian, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye.”

3. **APPOINTMENT OF REGENTS-DESIGNATE AND FACULTY REPRESENTATIVES AS ADVISORY MEMBERS TO STANDING COMMITTEES AND SUBCOMMITTEES FOR 2018-19**

- A. The Committee recommends to the Regents that:
- (1) Regents-designate be appointed as advisory members of Standing Committees, effective immediately through June 30, 2019, as follows:
    - a. Regent-designate Simmons be appointed as an advisory member of the Finance and Capital Strategies Committee and the Public Engagement and Development Committee.
    - b. Regent-designate Um be appointed as an advisory member of the Finance and Capital Strategies Committee and the Public Engagement and Development Committee.
    - c. Contingent upon her appointment as student Regent for 2019-20, Regent-designate Weddle be appointed as an advisory member of the Academic and Student Affairs Committee and the Compliance and Audit Committee.
  - (2) Faculty Representatives be appointed as advisory members of Standing Committees, effective September 1, 2018 through August 30, 2019 as follows:

- a. Faculty Representative Bhavnani be appointed as an advisory member of the Finance and Capital Strategies Committee and the Public Engagement and Development Committee.
  - b. Faculty Representative May be appointed as an advisory member of the Academic and Student Affairs Committee and the Compliance and Audit Committee.
- B. The Committee reports its appointment of Faculty Representative May as an advisory member to the National Laboratories Subcommittee, effective September 1, 2018 through August 30, 2019 and contingent upon his appointment by the Regents to the Academic and Student Affairs Committee.\*
- C. The Committee reports its appointment as advisory members to the Investments Subcommittee of Regents-designate Simmons and Um, effective immediately through June 30, 2019, and of Faculty Representative Bhavnani, effective September 1, 2018 through August 30, 2019, contingent upon their appointment by the Regents to the Finance and Capital Strategies Committee.\*

Committee vote: Regents Blum, Elliott, Kieffer, Lansing, Makarechian, Napolitano, Ortiz Oakley, Pérez, Sherman, and Zettel voting “aye.”

Board vote: Regents Anderson, Elliott, Graves, Kieffer, Lansing, Makarechian, Morimoto, Napolitano, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, and Zettel voting “aye.”

---

\*This action was taken in closed session.

**Additions shown by underscoring; deletions shown by strikethrough**

**STANDING ORDER 105.1 – ORGANIZATION OF THE ACADEMIC SENATE**

105.1: Organization of the Academic Senate

- a. The Academic Senate shall consist of the President, Vice Presidents, Chancellors, Vice Chancellors, Deans, Provosts, Directors of academic programs, the chief admissions officer on each campus and in the Office of the President, registrars, the University Librarian on each campus of the University, and each person giving instruction in any curriculum under the control of the Academic Senate whose academic title is Instructor, Instructor in Residence; Assistant Professor, Assistant Professor in Residence, Assistant Professor of Clinical (e.g., Medicine); Associate Professor, Associate Professor in Residence, Associate Professor of Clinical (e.g., Medicine), Acting Associate Professor; Professor, Professor in Residence, Professor of Clinical (e.g., Medicine), or Acting Professor; ~~full-time~~ Lecturer with Potential for Security of Employment, ~~full-time Senior Lecturer with Potential for Security of Employment~~, full-time Lecturer with Security of Employment, Acting Lecturer with Security of Employment, or full-time Senior Lecturer with Security of Employment, or Acting Senior Lecturer with Security of Employment; however, Instructors and Instructors in Residence of less than two years' service shall not be entitled to vote. Members of the faculties of professional schools offering courses at the graduate level only shall be members also of the Academic Senate, but, in the discretion of the Academic Senate, may be excluded from participation in activities of the Senate that relate to curricula of other schools and colleges of the University. Membership in the Senate shall not lapse because of leave of absence or by virtue of transference to emeritus status.
- b. The Academic Senate shall determine its own membership under the above rule, and shall organize, and choose its own officers and committees in such manner as it may determine.
- c. The Academic Senate shall perform such duties as the Board may direct and shall exercise such powers as the Board may confer upon it. It may delegate to its divisions or committees, including the several faculties and councils, such authority as is appropriate to the performance of their respective functions.

**Additions shown by double underscoring; deletions shown by strikethrough**

**BYLAW 40. ACADEMIC SENATE**

40.1 Duties and Powers of the Academic Senate.

The Regents recognize that faculty participation in the shared governance of the University of California through the agency of the Academic Senate ensures the quality of instruction, research and public service at the University and protects academic freedom. The Academic Senate shall perform such duties as the Board may direct and shall exercise such powers as the Board may confer upon it. The Academic Senate, subject to the approval of the Board, shall determine the conditions for admission and for certificates and degrees, and recommend to the President all candidates for degrees. The Academic Senate shall authorize and supervise all courses and curricula, except in the Hastings College of the Law, in professional schools offering work at the graduate level only, and over non-degree courses in the University Extension. No change in the curriculum of a college or professional school shall be made by the Academic Senate until such change shall have been submitted to the formal consideration of the faculty concerned. The Academic Senate may select committees to advise the President and Chancellors on campus and University budgets and, through the President, or to the Regents directly by a formal Memorial, may address the Board on any matter pertaining to the conduct and welfare of the University.

40.2 Organization of the Academic Senate.

Membership in the Academic Senate is as determined in Regents Policy. The Academic Senate shall organize and choose its own officers and committees and may delegate authority to its divisions or committees as appropriate.

40.3 Special Provisions Concerning Faculty.

(a) No Political Test

No political test shall ever be considered in the appointment and promotion of any faculty member or employee.

(b) Privilege of a Hearing Before the Academic Senate

Any member of the Academic Senate shall have the privilege of a hearing by the appropriate committee or committees of the Academic Senate on any matter relating to personal, departmental, or University welfare.

(c) Tenure

All appointments to the positions of Professor and Associate Professor and to positions of equivalent rank are continuous in tenure until terminated by retirement, demotion, or dismissal. The termination of a continuous tenure appointment or the termination of the appointment of any

other member of the faculty before the expiration of the appointee's contract shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate, except as otherwise provided in a Memorandum of Understanding for faculty who are not members of the Academic Senate.

An Assistant Professor who has completed eight years of service in that title, or in that title in combination with other titles as established by the President, shall not be continued after the eighth year unless promoted to Associate Professor or Professor. By exception, the President may approve appointment of an Assistant Professor beyond the eighth year for no more than two years.

(d) Security of Employment

A Lecturer-Potential Security of Employment ~~or Senior Lecturer-Potential Security of Employment~~ appointed at more than half time who has completed eight years of service in that title, or in that title in combination with other titles as established by the President, shall not be continued in that title after the eighth year unless given appointment with security of employment.

By exception, the President may approve appointment of a Lecturer-Potential Security of Employment ~~or Senior Lecturer-Potential Security of Employment~~ on more than half time beyond the eighth year without security of employment, but may not extend it beyond two years.

(e) Dismissal

Dismissal of an academic appointee who holds tenure or security of employment shall be only for good cause and shall be voted by the Board upon recommendation of the President of the University, following consultation with the appropriate Chancellor. Prior to recommending dismissal, the Chancellor shall consult with the appropriate advisory committee(s) of the Division of the Academic Senate.

**Additions shown by underscoring; deletions shown by strikethrough.**

**STANDING ORDER 103.10 – SECURITY OF EMPLOYMENT**

~~103.10: Security of Employment~~

~~Except as otherwise provided in a Memorandum of Understanding for faculty who are not members of the Academic Senate, a Lecturer Potential Security of Employment or Senior Lecturer Potential Security of Employment appointed at more than half time who has completed eight years of service in that title, or in that title in combination with other titles as established by the President, shall not be continued in that title after the eighth year unless given appointment with security of employment.~~

~~By exception, the President may approve appointment of a Lecturer Potential Security of Employment or Senior Lecturer Potential Security of Employment on more than half time beyond the eighth year without security of employment, but such appointment may not extend beyond two years.~~

~~An appointment with security of employment shall not be terminated except for good cause after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate.~~