

**Executive Committee Minutes**  
**February 15, 2021**  
**via Zoom, 12:00 p.m. to 1:30 p.m.**

Present: Curry, Day, Delgadillo, Del Casino, Faas, Frazier, Marachi, Mathur, McKee, Peter, Sasikumar, Sullivan-Green, White, Papazian, Wong(Lau),

Absent: None

them that with more money coming into the coffers than expected, it would be a good time to invest in deferred maintenance.

**2. Presentation on RSCA by the Vice President for Research and Innovation, Mohammad Abousalem:**

This is an analysis of the assigned time for the RSCA award for the tenured faculty pool who had the choice of whether to apply for the program or not. There have been three cycles. We looked at both the applicants and awardees both by ethnicity and gender. This is based on data we obtained from institutional research. The actual number of faculty who gained entrance into the program is larger than the currently enrolled and that is because of natural attrition for obvious reasons. As you can see, this is the number of tenured applications, the number of awards, and the number of awards in each cycle as a percentage of the awards from the applications. As you can see, the percentage is going higher each cycle and that was expected because at the beginning of the program we got more applications and that decreased over time. There are applicants who applied once, or twice, or even three times. The number of individual applicants is 175. There were nine faculty who attempted three times. Six of the nine got awarded eventually. Three were from the College of Science and three from the College of Social Sciences. There were three females and three males. There were three White and three Unknown. The ones who did not get awarded in spite of three attempts were in the College of Social Sciences, two females, one male, one White and two Unknown. If you look at the two time applicants, there were 43 in total. There were eight who were not awarded. They included four from the College of Science, two from the College of Social Sciences, one from the College of Education, and one from the College of Humanities and the Arts. Four were female and four were male. There were three Asian and five White. The last category is one time applicants who were not awarded. There were 21 total. Eleven were in Cycle 1, four were in Cycle 2, and six were in Cycle 3. Please keep in mind the review and approval process changed from one cycle to the next. The first cycle was reviewed by the Provost. The second cycle was reviewed by the deans. And, the third cycle was reviewed by the deans and further approved by the VPRI. There was a change in the process of review and who reviewed and approved them. The standard process now is that the deans review and make the recommendation to the VPRI, and then the VPRI discusses with the deans and then makes the final decision. Another point to note is that there was no analysis or targeting of any demographic. It was based on the merit of the application.

Let's look at the gender distribution through the three cycles. In Cycle 1, 55 females and 47 males applied and the percentage awarded was 54% female/46% male. You have that for each cycle and then at the bottom a summary for all cycles. Then you have the awardee split between males and females. For example, for Cycle 2 there were 47 female applicants and 33 female awardees.

Seventy percent of the female applicants received awards. Before we go to the last column what you will see here is that the percentage of female and male applicants is very close to the percentage of the awardees for the same category, so 55 female/47 male applicants and 54% female/46% male awardees in Cycle 1. This is very consistent. Another interesting piece of information we wanted to look at was what did that pool of applicants represent compared to the total pool of tenured faculty at the time. We have on the far right the gender distribution in the overall tenured faculty pool at the time that cycle actually took place. What you will find is in all three cycles the distribution shows female applicants exceeded male applicants even though in the overall tenured faculty pool the number of males exceeded the number of females. In all three cycles it looks like tenured female faculty applicants were more interested in and applied more than tenured males even though males exceed the number of females in the bigger pool. If you're interested in the overall (or cycle)



**A:** [VPRI] I totally agree with the Provost. When faculty are applying for RTP and they apply for RSCA, they are automatically accepted into the RSCA program based on their RTP success. We will automatically give them the 5-year program. You will not have the situation where someone gets their tenure, but is denied RSCA.

**Q:** I think all of these forms of institutional support are wonderful, but I also think that we need the boots on the ground mentoring support as well. Mentoring really varies from department-to-department and college-to-college and that is really critical. That needs to be baked into the culture of this kind of thing.

**A:** [VPRI] Thank you.

**A:** [Provost] Thank you. We have to come up with something. We might not be all the way there, but we have to start with something.

**C:** Lots of senior faculty don't have any idea how to mentor someone who is 20 to 30 years younger than they are. It might take some skill. Maybe there need to be some incentives for senior faculty to take some time out and learn how to be good mentors.

**A:** We can do all of the training but the training will only achieve some of the objectives with people who are already interested that want to be trained in mentoring which is a long-term relationship. I would look at the collaborations that we are already building between research development and faculty success. I think mentoring will come out of hand-to-hand collaboration between the two sides. I support that very much.

**C:** I was part of my department's first cycle of RSCA reviews. I was the chair at that time. One of the challenges was that we had people applying who were not RSCA-productive. They wanted the time to become RSCA-productive. The metrics we were using at the time only rewarded people who were active and productive. This tied our hands in many ways. I think if you can provide seed program grants to support faculty in a stuck pattern that would be great.

**A:** This is a point well taken. This is exactly why we are having the seed program, so that we get them going in the program before we start evaluating them.

**A:** [Provost] You have to have some metric. In research productivity you are making a \$14,000+ investment. This program is a multi-million dollar program. The goal is to allow people to excel in their scholarship. A number of colleges took their own dollars and created a seed program when they saw the gap. People did jump on some of that stuff, but there aren't enough dollars for every faculty member. We are structurally and financially in a place where we still have to make decisions. There had to be some bars at the beginning.

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The Executive Committee reviewed and discussed the nominees and made some recommendations to the Provost. The Provost was very impressed with the pool of nominees.

4. **University Updates:**

**A. Vice President for Student Affairs (VPSA):**

COVID testing has been occurring for our returning students. Right now our rates are below 1%. That is very good news. There have been no surprises in the residence halls. We will be doing surveillance testing which is a random 10% across the population of students in the residence halls. This will continue throughout the semester. Our student athletes have a lot more contact and have a lot more testing. Our athletes have kept things tight.

**Question:**

**Q:** When and how can people get their COVID shot?

**A:** [Wong(Lau)] I have been monitoring five different sites and last night when I went to the myturn.ca.gov site and hit education as the category, for the first time it said I was eligible for shots. The closest place was the Oakland Coliseum, but they were sold out.

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I've decided to continue the Public Voices Fellowship. It has been wonderful to see so many people flourish this year out of that space. There were 40-50 newspaper articles, opinion pieces on all kinds of things our faculty are involved in. We also talked about getting some staff voices into that group and I'm going to make a three-year commitment.

The Coache Survey could be launched again next year and has to include lecturer faculty. I think a lot came out of it. It certainly was a set of guideposts for me to understand people's positions vis-à-

**A:** [CDO] I'm somebody in the cabinet who has disagreed. It is true none of us are told what to say or do and we are not threatened. However, I think the data the Provost has presented was not what any of us expected. It contributed to some understanding that we are not together as a cabinet or leadership or this issue, I think that is true. We are strong because we able to discuss, debate and to advocate. That is all part of leadership.

**C:** I do want to support Senator Sullivan-Green's concern. When I had a chance to visit I&SA it wasn't just that they were having debate, some really negative things were said by some of the administrators about faculty. In addition, faculty were saying some negative things about students. Shared governance is really important, but people are making these all or nothing statements about groups on the campus such as "all faculty are like this" or "all students are like that." We need to move away from this. This is the challenge Senator Sullivan-Green is having in I&SA.

**C:** This is not only about the grades themselves, but also the anxiety that students have about their grades. One reason to change CR/NC to reduce anxiety that students are having.

**C:** Listening to this, I'm thinking about some of the passionate statements we have heard from students at the meetings and it isn't really about grading, it is about something else. It is that something else we really aren't able to fix with the grading policy. Maybe there is a need to have a greater conversation regarding the two different things. I think that is important. I like what the Provost said. We already have a policy. It was passed and it needs to be enforced. I understand the dilemma you are facing. I recommend addressing the fact that there are other issues here. I'm not sure how you can do that, but maybe bringing President Papazian, VP Day, Deanna Gonzalez, and Kathleen Wong(Lau) to your meeting to discuss it with I&SA would help .

**C:** I feel like people are trying to make decisions from their emotions as opposed to the reality and facts and looking at the impact and workload of the people having to do it. Bringing these issues up is not well received in I&SA, because people are passionate and reacting with emotion while under stress. It is very difficult to manage and try to get members to remember that we need to