

TRANSCRIPT (**Draft**)  
REGULAR MEETING OF THE REPRESENTATIVE ASSEMBLY  
OF THE DAVIS DIVISION OF THE ACADEMIC SENATE

Friday, February 3, 2006  
2:10 – 4:00 p.m.  
Memorial Union, MU II

1. Transcript of the November 1, 2005 Meeting -

**Action: Approved**

2. Announcements by the President - None

3. Announcements by the Vice Presidents – None

4. Nomination of Professor Zuhair Munir for the 2005-06 Faculty Research Lecture

**Action: Election unanimously approved**

5. Graduate Council: Report on Non Resident Tuition Funding

**Action: Status Report given by Professor Andrew Waterhouse**

6. State of the Campus – Chancellor Larry N. Vanderhoef

**Action: A complete copy of the address is posted to the Representative Assembly page on the Academic Senate web site:**

**([http://academicsenate.ucdavis.edu/ra/020306rameeting/state\\_of\\_the\\_campus\\_address\\_2006.pdf](http://academicsenate.ucdavis.edu/ra/020306rameeting/state_of_the_campus_address_2006.pdf))**

7. Announcements by Deans, Directors, or other Executive Officers – None

8. Remarks by the Chair of the Davis Division of the Academic Senate,  
Daniel L. Simmons

9. College and School Report of bylaw and regulation changes in 2004-05 - no action necessary

10. Reports of standing committees:

a. Committee on Elections Rules and Jurisdictions Legislative Ruling on Student Petitions (Informational Item)

b. Committee on Committees

i. Confirmation of appointment of Professor Linda Bisson as Davis Division Chair 2006-07 and 2007-08

**Action: Unanimously approved**

ii. Amend DDBL 76: Revises the process by which members are appointed to the Faculty Research Lecture committee. The proposal was endorsed by the Executive Council.

**Action: Unanimously approved**

**Motion: Amendment to DDBL 76 to become effective immediately**

**Action: Unanimously approved**

c. Undergraduate Council

i. Subject A: The proposal was forwarded by the Executive Council.

**Action: Item deferred prior to the meeting by proposal authors and supporters in order to conduct further review and refine the proposal.**

ii. Amend: DDR 542-B: Proposal seeks to make the required minimum GPA in all cases of Posthumous Recognition of Undergraduate Achievements consistent. The proposal was forwarded by the Executive Council.

**Action: Unanimously approved**

**Motion: Amendment to DDR 542-B to become effective immediately**

**Action: Unanimously approved**

All voting members of the Academic Senate (and others on the ruling of the Chair) shall have the privilege of attendance and the privilege of the floor at meetings of the Representative Assembly, but only members of the Representative Assembly may make or second motions or vote.

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11. Reports from Special Committees

- a. Special Committee on Shared Governance (to be considered as time permits)
  - i. Create DDBL 16.5: Removal from Office – Creates a process whereby a committee member may be removed under definitive circumstances. The proposal was endorsed by the Executive Council.

**Action: Approved with one opposing vote**

- ii. Amend DDBL 31 and 32: Clarifies the circumstances under which a special committee may be appointed and the process for appointing the membership. The proposal was endorsed by the Executive Council.

**Action: Amendment of DDBL 31 unanimously approved and by separate vote amendment of DDBL 32 unanimously approved**

12. Petitions of students – None

13. University and faculty welfare - None

14. New business

**Action: Professor Jerold Theis read two articles, one dated 1992 and the other 2006, related to the No Confidence Petition, into the record. The articles are enclosed.**

Susan Kauzlarich, Secretary  
Representative Assembly of the  
Davis Division of the Academic Senate

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# UC Focus

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SPECIAL EDITION

October 19, 1992  
Vol. 7 No. 2

## Regents to revise executive compensation *Consensus sought for simplified system to bolster public confidence*

UC Regents are moving toward revising and simplifying executive compensation and benefits, in part to restore public confidence in the university.

President Jack W. Peltason said he will consult with faculty and staff before presenting his recommendations for reforming executive pay and perquisites to Regents at their Nov. 19-20 meeting in San Francisco.

He will confer with executives as well as other staff members, who represent the "hundreds of men and women who are working very hard for this university," he said.

Staff members are being consulted "because it's their fate we're also talking about," Peltason explained.

*"No one said the amount we're talking about saving will balance the budget... We're talking about what it takes to restore confidence and to have an equitable approach to compensation."*

*Regent Yvonne Brathwaite Burke*

At an Oct. 5 meeting at UCLA, Regents discussed developing a new methodology for establishing executive sala-

and to advise Regents in resolving the controversy that followed their approval in March of a retirement package for former UC President David P. Gardner.

Post told Regents that confusion over compensation issues has eroded public trust in the university. His critique sparked a wide-ranging discussion among Regents.

Regent Frank W. Clark Jr. praised Post's recommendations and said the board must act immediately to re-establish public confidence. The board's credibility is "at an all time low" among faculty, staff, students, alumni, donors and the general public, he said.

Regent Yvonne Brathwaite Burke said executive "perks" and so-called golden parachutes "are being challenged again and again" in board rooms, both public and private. Because of UC's budget crisis, Regents have an even greater responsibility to rescind certain programs, she said.

"No one said the amount we're talking about saving will balance the budget... We're talking about what it takes to restore confidence and to have an equitable approach to compensation."

Others cautioned that the board shouldn't hastily overhaul compensation programs.

"I don't think we have to take a meat ax approach to all the things that we have in these reports today," Regent Roy T. Brophy said. "We need to gain back the respect of the

Regent Howard H. Leach said he sees a need to simplify, not necessarily cut, compensation. "We may have an overly complex (compensation) package that's not properly understood. I think we ought to simplify it, which probably means the removal of some things but not necessarily lower compensation for our executives. It's just in a different form of compensation that's more readily understood."

In establishing salaries for chancellors, Regent Paul Hall, who represents UC alumni said, "We cannot simply ignore the fact that we live in a free market economy."

*"I don't think we have to take a meat ax approach to all the things that we have in these reports today. We need to gain back the respect of the public... in a responsible way."*

*Regent Roy T. Brophy*

Hall suggested that chancellors' salaries be determined in part by the size of campuses they oversee. Chancellors of mid-sized campuses would receive salaries in the middle or mean of salaries at the 26 public and private institutions surveyed for pay comparisons.



## Chancellor gives details of deal

**Black legislators wanted administrator to be treated fairly, UCD's leader says.**

**By Pamela Martineau -- Bee Staff Writer**

***Published 2:15 am PST Friday, February 3, 2006***

***Story appeared on Page A3 of The Bee***

UC Davis Chancellor Larry Vanderhoef said that before he finalized a controversial settlement last year with a vice chancellor who alleged racial and gender bias, several African American state legislators forwarded concerns that the woman be treated fairly.

Vanderhoef, speaking during a meeting Thursday with The Bee editorial board, said he was told by Senior Vice President for University Affairs Bruce Darling that "six or seven" members of the Legislative Black Caucus had contacted UC Regent Tom Sayles, who is African American, and other UC officials with concerns that the settlement agreement with Celeste Rose be "fair."

Rose, who is African American, is married to a legislative aide of an assemblyman who is a member of the Black Caucus.

Under a settlement crafted by Vanderhoef and UC attorneys, Rose was allowed to work from home for two years with no set job duties at a salary of \$205,000, and to receive a \$50,000 payment at the end of those years if she dropped her gender and race discrimination claims against the university.

Since the deal last July, Rose has performed no work for the university.

Vanderhoef said he didn't feel any political pressure about crafting the settlement.

"Bruce Darling just called to tell me of those inquiries (from the Black Caucus)," Vanderhoef said. "All we heard is that they wanted to be sure that the agreement was fair."

Assemblyman Mervyn Dymally, D-Compton, who is chairman of the Legislative Black Caucus, laughed when told about the chancellor's statement Thursday.

He said in a telephone interview that he knew nothing of the Rose settlement prior to news reports, had never made any inquiries about it and didn't believe the five other members of his caucus had either.

"When you write that story, put it in the section with 'A Million Little Pieces,' because it's fiction," said Dymally, referring to a best-selling memoir that recently was exposed for its falsehoods.

"If six members had thought it was a serious issue, they certainly would have raised it in a caucus meeting," Dymally said.

Efforts to reach Sayles and Darling on Thursday were not successful. Vanderhoef's statements came during a wide-ranging interview in which UC President Robert Dynes and UC Board of Regents Chairman Gerald L. Parsky vowed changes in UC policies to make pay and severance packages more open to public scrutiny.

News reports about high administrator salaries, perks and severance packages cut without regent approval have sparked public outcry. It's unclear why lawmakers would have contacted Sayles, because regents have expressed concern they weren't advised of the financial arrangements.

"From the regents' standpoint, we recognize that there needs to be cultural change organized around accountability and transparency," Parsky said. "If the administration can't defend publicly what it is doing, then it shouldn't be doing it."

Dynes added: "We've made some mistakes and we're going to fix that as we move forward. ... The policy will be much clearer and more transparent."

The state Legislature has scheduled hearings on the UC pay issue and ordered an audit into UC pay practices.

The UC regents, the governing board over the university system, will now authorize pay raises, bonuses and other stipends for employees earning more than \$200,000. Dynes, Parsky and Vanderhoef stressed Thursday that the salaries, severance packages and perks often are needed to attract top talent and remain competitive.

But critics have balked at the financial arrangements, especially at a time when student fees have risen dramatically in recent years.

Outrage over the Rose settlement has been so intense on the Davis campus that a group of faculty is trying to force an Academic Senate vote of no confidence against Vanderhoef.