

**Notes  
Council of Deans  
March 3, 2009**

**Executive Vice Chancellor and Provost's Remarks (Breslauer)**

EVCP Breslauer and the deans continued discussions about the campus's budget plans. Campus leaders will soon receive an invitation to a March 10 forum, at which Chancellor, EVCP Breslauer, and VC Brostrom will present Berkeley's strategies for dealing with the budget crisis.

The EVCP asked for responses to the multidisciplinary initiatives survey by March 6.

UCOP has been urging campuses to take greater steps to strengthen and monitor compliance with University, state, and federal requirements. The EVCP said that he had heard of instances of strong faculty resistance towards the multiplicity of training courses and reporting requirements that the University has asked of them in recent years. These include biennial sexual harassment prevention training, as required by state law; the ethics briefing, which was mandated by the Regents; federal effort reporting; and UC conflict of interest. Only one dean spoke of angry faculty reactions, while others said their faculty were oblivious or found the requirements too many and too difficult to distinguish one from another. The group discussed how to encourage greater compliance, including the creation of a website to assist individual faculty with anticipating and fulfilling their requirements, personal follow-up calls or appointments, and sanctions.

On behalf of AVC-CIO Waggener, who was unable to attend the meeting, EVCP Breslauer addressed the negative reactions that the AVC-CIO had gotten from deans and chairs to his February 23 letter to Cabinet members about the proposed new network funding model. The EVCP distributed a letter from AVC-CIO Waggener to him, which explained that the February 23 letter was intended solely for Cabinet, and should never have been distributed further. The March 2 letter further states that the model is still under development and will not be finalized until later this spring. At that time, each dean will receive an information packet and presentation about how the new model will specifically be applied to his or her unit. AVC-CIO Waggener and Deputy CIO Mundrane will then be invited to a future Council of Deans meeting to lead a discussion about implementation planning. The EVCP directed all questions to AVC-CIO Waggener.

**Academic Affairs and Faculty Welfare Updates (Zedeck)**

Handout: Targeted Searches for Faculty and Other Academic Appointments, February 6, 2009.

The deans were mailed in advance a redraft of the existing campus guidelines on faculty search waivers, entitled "Targeted Searches for Faculty and Other Academic

Appointments.” Last summer, the guidelines were updated to better reflect campus requirements for authorizing academic hires without a full search. That version, which was called “Search Waivers for Faculty and Other Academic Appointments,” led to negative press about what were perceived to be exceptions to policy in Berkeley hiring practice. The purpose of the new version is to clarify that it is within policy to make academic appointments without a search in certain limited circumstances. The use of the phrase “targeted search” instead of “search waiver” will better reflect the legitimate practices that have been developed over time to meet academic hiring needs. There are no changes to the underlying policy and procedures regarding when a case for an academic hire may be approved to go forward in the absence of a full search.

VP Zedeck asked the deans to remind their chairs to tell eligible faculty about the new Faculty Retirement Planning Program. He will send the chairs a list of their eligible faculty to help them initiate conversations. March 15 is the deadline for sending the VP-AAFW Office an estimate of how many faculty plan to take advantage of the new Faculty Retirement Planning Program.

Applications for the Hellman Family Faculty Fund are due March 9.

The two-year pilot run of the Emergency Backup Care Program will start March 1. VP Zedeck will send an announcement to all assistant professors this week.

The Early Childhood Education Program (ECEP) has received central campus funding, which will enable the program to maintain its current level of service. A letter to ECEP parents and staff was sent last week.

Please send comments to [jwfong@berkeley.edu](mailto:jwfong@berkeley.edu). Council of Deans agendas and notes are available on the Web at <http://evcp.chance.berkeley.edu/CouncilOfDeans/indexCOD.htm>.