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VIDEOCONFERENCE OF THE ASSEMBLY OF THE ACADEMIC SENATE

Thursday, December 7, 2023
10:00 am - 1:00 pm

To participate in the videoconference, you may join the video and internet audio at
https://UCOP.zoom.us/j/6568908103
Or by phone: 1 669 900 6833 Meeting ID: 656 890 8103

VI.   UNIVERSITY AND FACULTY WELFARE REPORT [NONE]
VII.   REPORTS ON SPECIAL COMMITTEES [NONE]
VIII.   PETITIONS OF STUDENTS [NONE]
IX.   UNFINISHED BUSINESS [NONE]
X.   NEW BUSINESS

I. Roll Call
2023-24 Assembly Roll Call – December 7, 2023

President of the University:
Michael Drake

Academic Council Members:
James Steintrager, Chair
Steven Cheung, Vice Chair
Maximilliam Aufhammer, Chair, UCB
Ahmet Palazoglu, Chair, UCD
Arvind Rajaraman, Chair, UCI
Andrea Kasko, Chair, UCLA
Patricia LiWang, Chair, UCM
Sang-Hee Lee, Chair, UCR
John Hildebrand, Chair, UCSD
Steven Hetts, Chair, UCSF
Susannah Scott, Chair, UCSB
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS
Dean Tantillo, Chair, CCGA
Jennifer Burney, Chair, UCAADE
Stefano Profumo, Chair, UCAP
Melanie Cocco, Chair, UCEP
John Heraty, Chair, UCFW
Cynthia Schumann, Chair, UCORP
Donald Senear, Chair, UCPB

Berkeley (5)
Tyrone Hayes
Chris Hoofnagle
Mark Goble
Jelani Nelson
Dean Toste

Davis (6)
Joseph Chen
Walter Leal
Abigail Thompson
Richard Tucker
Rena Zieve
Karen Zito

Irvine (4)
Noah Askin
John Crawford
Zeev Kain
Bert Winther-Tamaki

Los Angeles (7)
Mekonnen Gebremichael
Tim Groeling
Ronald D. Hays
Jody Kreiman
Reynaldo Macias
Moritz Meyer-ter-Vehn
Robert Zeithammer

Merced (1)
Shilpa Khatri

Riverside (2)
Y. Peter Chung
Jennifer Hughes

San Diego (5)
Niloofar Afari
Kimberly Cooper
Randy Hampton
Gabriella Caballero Hernandez
Deborah Stein

San Francisco (5)
Ifeyinwa Asiodu
Robin Corelli
David Hwang
Kewchang Lee
Soo-Jeong Lee

Santa Barbara (3)
Charles Akemann
Joao Hespanha
Elinor Mason

Santa Cruz (2)
Matthew McCarthy
Rita Mehta

Secretary/Parliamentarian
Andrew Dickson

UNIVERSITY OF CALIFORNIA   ACADEMIC SENATE

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE
June 8, 2023
MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, June 8, 2023. Academic Senate Chair Susan Cochran presided and called the meeting to order at 10:00 am. Senate Executive Director Monica Lin called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of April 19, 2023.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP
- **Susan Cochran, Chair**
- **James Steintrager, Vice Chair**

<u>Apportionment of 2023-24 Assembly</u>: The apportionment of Assembly representatives for the 2023-24 academic year is enclosed in the agenda. Campus representation has changed compared to 2022-23, with the UCSF division gaining one seat and UCLA yielding one seat.

<u>Transfer</u>: The topic of transfer involves multiple constituencies, including student leaders advocating for changes, lobbyists seeking to influence the system, and elected state officials, regents, and trustees exerting pressure. Various committees and groups within the Academic Senate address transfer issues. In addition, the Senate's Board of Admissions and Relations with Schools (BOARS), University Committee on Preparatory Education (UCOPE), and University Committee on Educational Policy (UCEP) join the Senate chair and vice chair on the Intersegmental Committee of the Academic Senates (ICAS) to discuss transfer issues. The UC faculty also participate in transfer issues through other intersegmental committees and workgroups to develop articulations of courses and programs that California students depend on to transfer from two-year to four-year institutions.

Chair Cochran serves on the Associate Degree for Transfer (ADT) Intersegmental Implementation Committee (AB 928 Committee). This committee was created by state legislation (Assembly Bill 928) to streamline the transfer process and reinforce the ADT as the primary transfer pathway between the California Community Colleges (CCCs) and both UC and CSU.

ICAS has approved final changes to the California General Education Transfer Curriculum (Cal-GETC) and is celebrating the completion of two years of work mandated by AB 928 to arrive at a "singular lower division general education pathway" CCC students can use to transfer to either the CSU or the UC.

While finalizing the governor's budget, the State Senate rejected a proposal to require UCLA to accept ADTs as a guarantee of transfer admission. However, it is considering Assembly Bill 1749 (McCarty), which would compel UC and CSU to maintain the same major and general education preparation requirements for CCC students seeking transfer to either system. The bill would also require UC to guarantee admission to transfer students who have completed ADTs with specific GPAs and give admission preference to students from community colleges local to their respective UC campus. The bill's emphasis on a primary transfer pathway based on ADTs could inadvertently raise admission requirements for CSU and benefit privileged students, as all transfer students would need to meet UC's higher standards. In response, UC has proposed a new systemwide transfer admission guarantee for CCC students who complete the new Cal-GETC and one of the 20 UC Transfer Pathways.

Labor Issues: The University is actively addressing labor issues stemming from the UAW strike. This includes handling grievance complaints from students who participated in the strike as Graduate Student Researchers (GSRs) or Teaching Assistants (TAs) while not performing their academic coursework, resulting in some failing course grades. CCGA is developing systemwide guidelines to clarify the expectations for academic and mentorship aspects of directed studies courses (e.g., 299/599 courses). The Office of Academic Personnel and Programs is also providing faculty with guidance on hiring and work performance management of student employees. Some campuses anticipate admitting fewer doctoral students this fall due to budget cutbacks and concerns about housing shortages.

Systemwide Groups: Two new groups have been launched:
1. The joint Senate-Administration Academic Planning Council's (APC) Future of Doctoral Programs at UC Workgroup, co-chaired by UCSB Division Chair Susannah Scott and UCI Vice Provost for Graduate Education Gillian Hayes, will provide recommendations for how UC doctoral programs can evolve to support the University's mission.
    a. Three subgroups have formed to study relevant issues at hand, one of which is being led by CCGA Chair Erith Jaffe-Berg and is focused on addressing the differentiation between academic and paid work for graduate students.
2. The joint Senate-Administration Workgroup on Achievement Relative to Opportunities (ARO) Principles, co-chaired by UCAP Chair Francis Dunn and Vice Provost for Academic Personnel and Programs Douglas Haynes, is tasked with making recommendations on evaluating faculty in upcoming merit and promotion reviews when their work was affected by the collateral effects of the pandemic.

Online Education: Individual regents oppose the newly implemented Senate Regulation 630.E, which closed a loophole allowing the potential creation of fully online undergraduate degree programs without first establishing the appropriate campus infrastructure to support such programs. Some regents and administrators advocate for the offering of fully online degrees, seeing it as a means to enhance access and generate revenue. They believe that online degrees can be designed to match the quality of degrees obtained through in-person campus experiences. However, the Senate is concerned about maintaining educational quality and understands that online degrees will require significant new resource investments. The Senate maintains that SR 630.E supports online innovations, including the new UCSC Creative Technologies online major recently approved by UCEP. It is within the Senate's purview to define the components of a quality UC education.

IV.   REPORTS OF STANDING COMMITTEES
     A.   Academic Council

1.   Nomination and election of the 2023-24 UCOC Vice Chair

ACTION: The Assembly elected Robin Nabi (UCSB) 2023-24 UCOC Vice Chair by unanimous consent.

2.   Amendments to Senate Regulation 479

At its December 2022 meeting, the Assembly approved a proposed new Senate Regulation (SR) 479, creating the California General Education Transfer Curriculum (Cal-GETC). Amendments are proposed for SR 479 to align with the final version of the Cal-GETC Standards governed by the Intersegmental Committee of the Academic Senates (ICAS). These revisions are technical updates to clarify the general education transfer curriculum requirements for California Community College students planning for transfer admission to UC and CSU. The amendments drop the requirement that the Area 1C: Oral Communication course must be preceded by completion of the required Area 1A: English Composition course after a review of student progress at the community colleges suggested that this sequence did not improve student outcomes and removing it would simplify student progress. The amendments also remove references to partial Cal-GETC certifications and Cal-GETC for STEM certifications to reflect that neither are allowable under Assembly Bill 928. The Academic Council approved the amendments at its May 24, 2023 meeting.

ACTION: A motion to approve the revisions was made, seconded, and passed.

3.   Proposed Revision to Senate Bylaw 182

At its May 24, 2023 meeting, the Academic Council approved revisions to Senate Bylaw 182, governing the University Committee on International Education (UCIE). The changes bring the bylaw language into alignment with current terms, titles, and practices.

ACTION: A motion to approve the revisions was made, seconded, and passed.

V.   ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS
     ▪ **Michael Drake, President**
     ▪ **Katherine Newman, Provost and Executive Vice President**
     ▪ **Nathan Brostrom, Executive Vice President and CFO**

President Drake commended UCSF Division Chair Steven Cheung on his election as the 2023-24 Academic Senate Vice Chair. He also extended congratulations to UC Riverside for its admission to the prestigious Association of American Universities (AAU). This recognition is a tremendous honor and achievement that acknowledges UCR's accomplishments in research, graduate education, and its commitment to expanding student access and support.

Labor Update: The UAW has filed multiple unfair labor practice charges. These include assertions that assigning students a U grade in a 299 or 599 course is a form of retaliation against protected strike actions. The Office of Academic Personnel and Programs is working with the Senate to establish a clear distinction between graduate student activities related to employment and their academic work. This task presents challenges due to the overlapping nature of these

two spheres. Additional UAW charges allege that UC assigns unrepresented undergraduates to perform tasks that should be carried out by represented graduate students. To address these concerns, the University is developing guidelines outlining best practices for structuring undergraduate courses. In addition, the UAW has submitted a petition to merge the Teaching Assistant unit with the Graduate Student Researcher unit. UC opposes this move, and it will be reviewed by the California Public Employment Relations Board.

State Budget: As the state budget deadline approaches, there is strong support from the governor and Legislature for maintaining a five percent increase to the UC budget. The University is seeking amendments on two proposed bills: Senate Bill 27 (Durazo), which places excessively onerous requirements on UC vendors who supply services to UC to comply with wage parity rules, and Senate Bill 525 (Durazo), which would require a $25 minimum wage for health care workers. The University also strongly opposes Assembly Constitutional Amendment 6, which would subject UC to certain labor standards currently required of private employers.

Transfer: President Drake highlighted UC's leading position among AAU institutions in supporting community college transfer. Approximately 30% of UC undergraduates initially attended a community college. Campuses like UCLA utilize the transfer portal to enhance diversity and surpass the goal of a 2:1 freshman-to-transfer ratio. The state wants UC and CSU to streamline the transfer process, with some advocating for identical transfer requirements. However, the challenge of doing so is the fact that UC and CSU have distinct academic characteristics. UC is cautious about simplifying transfer if it limits options and restricts pathways for students. The University and the state are working to find a compromise that aligns with the governor's interests, streamlines transfer pathways, preserves transfer opportunities, and ensures that transfers are well prepared to succeed and graduate from UC on time. Provost Newman mentioned her ongoing discussions with the new CCC chancellor regarding efforts to increase participation in the transfer process from community colleges that have historically sent few or no transfers to UC.

DC Meeting: Next week President Drake will travel to Washington, DC to meet with leaders from the legislative and executive branches to advocate for support for the University, including for funding in the Inflation Reduction Act that will help move UC to a fossil-free future.

Discussion:
Assembly members inquired about whether the union's grievances regarding undergraduate work pertained to instructional work or volunteer research opportunities regularly provided by faculty to undergraduates. They emphasized the importance of maintaining work-study and volunteer research options for undergraduates at UC. They also expressed concerns about how the University would manage to educate larger numbers of undergraduates if there were a reduced number of graduate students. They highlighted the significance of sustaining a strong graduate workforce and research enterprise as it relates to competitiveness and national security.

In response, President Drake shared that during his undergraduate years, he engaged in both volunteer instructional work and research under the guidance of faculty mentors. He found these experiences to be nurturing and educational, which ultimately influenced his career path in academia. Today, there are instances where undergraduates are compensated for such work, and President Drake anticipates growing calls for clear differentiation between pressure to clarify and differentiate between work activities and volunteer educational opportunities. The University

wants a system that appropriately compensates students based on the nature of work they contribute. However, he acknowledged that the new era of unionization will likely change the landscape of unpaid internships or similar experiences. Ultimately, addressing this issue will require a thorough reevaluation of the entire enterprise, guided by legal considerations.

President Drake further acknowledged the need for the University to maintain its competitive edge amidst the realities of California's labor politics. He pledged to continue working towards ensuring that UC receives the necessary support to thrive.

Provost Newman added that she has planned an Academic Congress on Innovations in Graduate Education, scheduled for October 9-10, 2023 at UCLA, which will be accessible remotely as well. This congress aims to mobilize individuals from the campuses to discuss these and other structural issues. All Assembly members are invited to attend. In addition, the Vice President for Research and Innovation is currently meeting with heads of federal agencies in Washington, DC to explain the cost implications and consequences for UC resulting from the new UAW contracts. This situation is expected to increase overall research expenses across the United States.

Assembly members expressed concerns that restricting undergraduates to unpaid research experiences could negatively impact graduate diversity, as not all undergraduates in the graduate education pipeline can afford to work without compensation.

Assembly members thanked Chair Cochran for her excellent leadership and hard work in the 2022-23 academic year.

VI. **SPECIAL ORDERS**
    A. **Consent Calendar [NONE]**

VII. **UNIVERSITY AND FACULTY WELFARE REPORT [None]**

VIII. **SPECIAL ORDERS [None]**

IX. **REPORTS ON SPECIAL COMMITTEES [None]**

X. **PETITIONS OF STUDENTS [None]**

XI. **UNFINISHED BUSINESS [None]**

XII. **NEW BUSINESS**

The meeting adjourned at 12:00 pm
Minutes Prepared by: Michael LaBriola, Assistant Director, Academic Senate
Attest: Susan Cochran, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 8, 2023

President of the University:
Michael Drake

Academic Council Members:
Susan Cochran, Chair
James Steintrager, Vice Chair (absent)
Andrew Garrett (alt for Mary Ann Smart, Chair, UCB)
Ahmet Palazoglu, Chair, UCD
Georg Striedter, Chair, UCI
Jessica Cattelino, Chair (absent)
Patricia LiWang, Chair, UCM
Sang-Hee Lee, Chair, UCR
Nancy Postero, Chair, UCSD
Steven Hetts, Vice Chair, UCSF (alt for Steven Cheung, Chair)
Susannah Scott, Chair, UCSB (absent)
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS (absent)
Erith Jaffe-Berg, CCGA Chair
Louis DeSipio, Chair, UCAADE
Francis Dunn, Chair, UCAP
Melanie Cocco, Chair, UCEP
Teresa Dalton, Chair, UCFW
Cynthia Schumann, Chair, UCORP
Donald Senear, Chair, UCPB (absent)

Berkeley (5)
Adrian Aguilera
Chris Hoofnagle
Rosemary Joyce
Martha Olney
Dean Toste

Davis (6)
Javier Arsuaga
Joseph Chen
Yufang Jin (absent)
Richard Tucker
Judith Van de Water
TBD (1) (absent)

Irvine (4)
Nathan Kaplan (alt for Michael Cooper)
 S. Ama Wray (alt for John Crawford)
Zeev Kain

Bonnie Ruberg

Los Angeles (8)
Carol Bakhos (absent)
Patricia Ganz
Tim Groeling
Ronald Hays
Eleanor Kaufman
Jody Kreiman
Moritz Meyer-ter-Vehn
Shane White

Merced (1)
Shilpa Khatri

Riverside (2)
David Biggs (absent)
Peter Chung

San Diego (5)
Niloofar Afari (absent)
Paola Cessi
Virginia de Sa
Kamau Kenyatta (absent)
Anita Raj (absent)

San Francisco (4)
Stella Bialous
Pamela Den Besten
Kewchang Lee
Janice Tsoh

Santa Barbara (3)
Isabel Bayrakdarian
Charles Akemann
France Winddance Twine (absent)

Santa Cruz (2)
Melissa Caldwell
Rita Mehta

Secretary/Parliamentarian
Andrew Dickson

III.   ANNOUNCEMENTS BY THE CHAIR
- **James Steintrager**

IV.   ANNOUNCEMENTS BY SENIOR UC MANAGERS (11:00 am)
- **Michael V. Drake, President**
- **Katherine S. Newman, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

V.   SPECIAL ORDERS
A.   Consent Calendar [NONE]
B.   Annual Reports [2022-23]

ACADEMIC COUNCIL
ANNUAL REPORT 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Academic Council is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the President on behalf of the Assembly, and has the continuing responsibility through its committee structure to investigate and report to the Assembly on matters of University-wide concern. In the 2022-23 academic year, the Academic Council held 11 regular meetings to consider multiple initiatives, proposals, and reports. Council's final recommendations and reports may be found on the Academic Senate website. Matters of particular importance for the year are summarized below.

PANDEMIC RESPONSES

As the Covid-19 pandemic emergency receded, the Council resumed a hybrid schedule and convened four meetings at UC Office of the President (UCOP). Although pandemic discussions were less prominent, President Drake provided regular updates to the Council on Covid case rates, mitigation strategies, and related concerns during each meeting. Despite a sense of a welcomed returning to a semblance of normalcy, Council members acknowledged mixed emotions because of lingering issues such as fatigue, anxiety, and other ongoing pandemic repercussions affecting faculty. In dialogues with senior UC leaders, the Council underscored the necessity for resources to aid affected faculty members and urged leaders to prompt campuses to implement recommendations from the Mitigating Covid-19 Impacts on Faculty Working Group. Council issued several reports and letters addressing the continued aftermath of the pandemic.

2022 UC Faculty Survey: Council sent a report summarizing outcomes from the spring 2022 Senate survey of UC faculty and instructors to President Drake and Senate division chairs. This survey collected insights on faculty/instructor experiences with remote and hybrid instruction during the pandemic, as well as on the personal toll of the pandemic on their professional and family lives. The report distilled these findings and proposed recommendations to both systemwide and campus administrations, focusing on alleviating pandemic effects on faculty and students while bolstering support for instruction and research.

Guidance for Review of Academic Personnel: Council endorsed a letter from the University Committee on Academic Personnel offering guidance to campus Committees on Academic Personnel, departments, and faculty in regards to the preparation and review of academic personnel files where the individual's work was affected by the Covid-19 pandemic.

Vaccine Policy: Council submitted a summary of comments from the systemwide Senate review of the proposed Presidential Policy on Vaccination Programs. The Council advocated for upholding a mandate for the Covid-19 vaccine primary series, while also highlighting the importance of a balanced approach that accommodates exceptions and provides ways to opt out given the now endemic nature of Covid-19 and the waning of a hope for its eradication.

Covid Impacts Workgroups: Two joint systemwide Senate/Administration workgroups were formed to discuss post pandemic issues. The Achievements Relative to Opportunities (ARO) Workgroup, co-chaired by Vice Provost for Academic Personnel and Programs Douglas Haynes and University Committee on Academic Personnel (UCAP) Chair Francis Dunn, aimed to address achievements within the context of evolving opportunities. The Academic Planning Council (APC) Workgroup on Faculty Mission Priorities & Balance Post-Pandemic, co-chaired

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by Vice Provost Haynes and UCD Division Chair Ahmet Palazoglu, will focus next academic year on recalibrating faculty mission priorities.

GRADUATE STUDENT STRIKE AND POST-STRIKE GUIDANCE

In response to a strike action initiated on November 14 by unionized academic workers from four UC academic employee groups, including graduate student researchers (GSRs) and teaching assistants (TAs), the Council chair and vice chair collaborated on a series of guidance letters to faculty. These letters aimed to assist faculty in navigating instructional matters within the context of their professional duties and the rights and responsibilities of graduate students. These letters included the following:

- [Strike Guidance from Senate Leadership](#) (11/22)
- [Guidance on Evaluating Academic Progress](#) (11/22)
- [Guidance on Effort Reporting for Grants and Contracts](#) (12/22)
- [Post-Strike Guidance on University Service and Compensation for Faculty](#) (1/23)
- [Guidance on Work Effort Reporting for Contracts and Grants](#) (2/23)
- [Post-Strike Guidance on University Service and Compensation for TAs, GSRs, and Postdoctoral/ Academic Researcher Employees](#) (1/23)

Throughout the strike, Council received briefings from the Office of Academic Personnel and Programs (APP) and UC Labor Relations on the status of negotiations. President Drake and other senior leaders also shared their perspectives. Council supported the right of students to organize for better pay and working conditions, but individual members also expressed concern that unionization would: complicate the faculty-student educational relationship; increase costs for employing students making it less feasible for faculty to maintain GSR and TA positions without additional administrative support; and lead to contractions in graduate student opportunities for admission and employment. Council members asked for clearer and more detailed communication from UCOP to campuses about implementation of the new contracts and from UC Labor Relations during future collective bargaining. They noted that the exclusion of faculty expertise from the bargaining process caused misunderstandings to persist longer than necessary and that greater engagement with faculty is needed in the future to ensure better preventive measures and response plans.

Following the strike, Council continued to meet regularly with APP and senior leaders to discuss these and other concerns. Council members provided input into a post-strike "reflections and opportunities" effort examining best practices for communication and collective bargaining. They encouraged administrators to expand investments in graduate education to help maintain quality and the current size of the graduate student population, including by providing central support for cost increases. Discussions between Council and APP also addressed the fundamental nature of labor vs. academic studies, the effect of unionization and the University's response to unionization on the UC academic culture, the roles and responsibilities of faculty and students under the contracts, and the faculty role in managing academic student employees.

Guidance for Academic Personnel Reviews and Directed Studies Courses: Council [endorsed](#) a UCAP letter providing guidance on merit and promotion reviews for faculty candidates whose research and/or teaching suffered adverse effects due to the strike. The Council also approved [guidelines](#) from the Coordinating Committee on Graduate Affairs (CCGA) aimed at clarifying academic and mentorship expectations within directed studies courses (commonly known as 299

or 599 courses). These guidelines sought to differentiate between the academic work of graduate students and tasks covered by an employment contract.

*APC Workgroup***:** Council members participated in an Academic Planning Council (APC) Workgroup on the Future of UC Doctoral Programs. Co-chaired by UCI Vice Provost for Graduate Education & Dean of the Graduate Division Hayes, and UCSB Senate Division Chair Scott, the workgroup embarked on a mission to explore innovative pedagogical and financial models for graduate education and training. The workgroup's deliberations commenced in late spring and are ongoing, with preliminary recommendations forthcoming in fall 2023.

UNDERGRADUATE ADMISSIONS

Council devoted significant time to undergraduate transfer issues and to responding to state legislation on transfer policy. The Council supported maintaining a student-centered approach to UC transfer admissions that maintains the faculty's authority over defining appropriate academic preparation for majors and student access to a comprehensive review of general education and major preparation. The Council was concerned that several legislative approaches to transfer failed to recognize differences between UC and the California State University (CSU) and would lead to unintended consequences, including less prepared students and less diversity in the transfer pool.

Introduction of Cal-GETC: Following a systemwide Senate review, Council approved a new Senate Regulation 479, which established the California General Education Transfer Curriculum (Cal-GETC). Cal-GETC was designed by the Intersegmental Committee of the Academic Senates (ICAS) in response to California Assembly Bill 928 (Berman), which called for the establishment of a "singular lower-division general education pathway that meets the academic requirements" for transfer admission from the California Community Colleges (CCC) to both UC and CSU. The UC Assembly issued its final approval of Cal-GETC in December. The Assembly also approved technical updates to the Cal-GETC in June, to clarify the general education transfer curriculum requirements for CCC students planning for transfer admission to UC and CSU.

Establishment of ACSCOTI: Council established the Special Committee on Transfer Issues (ACSCOTI) in March 2022 to offer guidance on policies and processes pertaining to transfer. ACSCOTI Chair Chalfant joined Council's January and July meetings to discuss ACSCOTI's work and goals. These include identifying common pathways in each Associate Degree for Transfer (ADT) major that can prepare students for transfer to either CSU or UC, reviewing and updating the UC Transfer Pathways to support additional alignments, and developing new UC Transfer Pathways.

Assembly Bill 1749: The Council opposed California Assembly Bill (AB) 1749 (McCarty), which would require UC to give priority admission to CCC students who complete an ADT with a 3.0 GPA. Council also endorsed an ACSCOTI position paper on AB 1749. Chair Cochran sent an opposition letter to the California Senate Education Committee. Vice Chair Steintrager testified at a state Education Committee hearing on the bill in Sacramento.

Senate Transfer Guarantee Proposal: Senate leaders proposed an alternative transfer admission guarantee proposal that ensures UC admission for CCC transfer applicants who fulfill both the Cal-GETC requirements and a UC Transfer Pathway with a satisfactory GPA, and worked with the Provost's office to propose the guaranteed pathway to the Governor and State legislature.

Mathematics/Subject Area C: Council sent a [statement](#) to the Board of Admissions and Relations with Schools (BOARS) affirming BOARS' role in shared governance and endorsing the committee's vote to form a UC faculty workgroup that will make recommendations to BOARS on criteria for the Advanced Mathematics categories of subject area C and criteria for Advanced Mathematics to validate (substitute for) the Algebra II/Mathematics III requirement.

AB 928 Committee: AB 928 Committee: Chair Cochran served on the ADT Intersegmental Implementation Committee (AB 928 Committee) created by Assembly Bill 928 to enhance communication and coordination across the higher education segments around the goal of making the ADT the primary transfer pathway between the CCC and UC and CSU.

UNDERGRADUATE EDUCATION

Online Education: Certain administrators and UC regents sought faculty support for fully online undergraduate degrees developed by individual departments. Their objective was to increase access to UC-quality education for more students and promote campus autonomy in decision-making. Council discussed questions related to online courses, majors, and minors, and the viability and possible role of fully online degrees. Council was concerned about allowing financial and space considerations to drive academic decisions about online education. It observed that campuses would need significant new resources to develop high-quality online courses to meet the demands of a fully online degree. It questioned the premise that a fully online degree could be designed to provide the same opportunities and experiences as an in-person degree and warned that fully online degrees could create two distinct categories of undergraduates, and disproportionately benefit well-resourced campuses and affluent students. Council engaged with the provost on these topics. The University Committee on Educational Policy (UCEP) took the lead on these issues as described below.

White Paper on Online Programs: Council [endorsed](#) a UCEP white paper titled "Understanding Online Undergraduate Degree Programs: Definitions, Status, Process, and Questions at the University of California." The paper synthesized insights and feedback from campus Committees on Educational Policy regarding online undergraduate degree programs. It also highlighted specific metrics related to online course and program design, content, and pedagogy that can serve as references to campuses as they develop online majors and minors.

Amendments to Senate Regulation 610 and 630: Following a systemwide review, the Assembly [approved](#) revisions to Senate Regulations 610 and 630 as proposed by UCEP. The amendments updated the residency prerequisite for an undergraduate bachelor's degree by adding a "campus experience requirement" that mandates all undergraduates complete a minimum of six units of in-person courses during a quarter/semester for one year, with the in-person course defined as having at least 50% of instruction occur face-to-face. The revision effectively closed a loophole that could have enabled both students on their own and campuses to create fully online degree programs through individually approved online courses and may have led to students having limited or no access to on-campus resources. The change not only safeguards against such scenarios but also permits campuses to experiment with online majors and minors.

Creative Technologies BA: On the recommendation of UCEP, Council [endorsed](#) UC Santa Cruz's proposal to establish a Creative Technologies Bachelor of Arts degree. This program represents a pioneering endeavor within the UC system as the first fully online major, and fully adheres to the campus experience requirement stipulated in Senate Regulation 630.E.

Principles and Standard Terminology Guide: Council endorsed a set of recommendations from UCEP aimed at assisting campuses in the planning and evaluation of proposals for online undergraduate programs. These guidelines underscore principles for maintaining quality and student engagement in online education, ensuring it aligns with the standards of in-person programs. The Council also endorsed a standard terminology guide developed by UCEP and CCGA for distance education courses and programs. This guide offers consistent definitions derived from accrediting agency guidelines and federal regulations and will contribute to enhanced clarity and uniformity of terminology across the UC system.

Academic Integrity: Council endorsed a UCEP letter with recommendations to faculty about how to combat academic dishonesty and intellectual property and copyright violations.

PREPARATORY EDUCATION

ELWR Task Force Report: Following a systemwide Senate review, Council approved the report of the Senate's Entry Level Writing Requirement (ELWR) Task Force and a revision to Senate Regulation 636, later approved by the Assembly. The report proposed several principles to guide ELWR placement methods, and the revision reflects the principle of the ELWR as an instrument of equity and inclusion, and establishes an ELWR Coordinating Committee to advise the University Committee on Preparatory Education (UCOPE) about the use of the requirement.

UC ELWR Fee: Council wrote to President Drake on behalf of UCOPE seeking confirmation that the revenue from the new student ELWR fee would be used only to support writing placement at the campuses.

Recommendations on ELWR Satisfaction and the Digital SAT: Council endorsed recommendations from UCOPE related to methods for satisfying the ELWR. Council also supported an additional UCOPE recommendation concerning the use of scores from the Digital SAT Reading and Writing test being introduced in January 2024.

GRADUATE EDUCATION

Degree and School Approvals: Following recommendations from CCGA, the University Committee on Planning and Budget (UCPB), and UCEP, Council approved the following degree programs, schools, and simple name changes. CCGA was responsive and efficient in its reviews and worked closely with the campuses to hone and strengthen proposals to ensure they met UC standards for educational excellence.

- Pre-Proposal for UCI School of Population and Public Health (SPPH) (1/23)
- Master of Computational Social Sciences (MCSS) at UCB (1/23)
- Master of Data Science in Health (MDSH) at UCLA (2/23)
- Master of Advanced Study in Engineering (MAS-E) at UCB (4/23)
- Pre-Proposal for UCSD School of Computing, Information, & Data Sciences (SCIDS) (4/23)
- College of Computing, Data Science and Society (CDSS) at UCB (4/23)
  - Conditions of Approval for CDSS (4/23)
- Master of Management (MM) at UCD (5/23)
- Master of Climate Solutions (MCS) at UCB (6/23)
- Master of Biotechnology (MBT) at UCB (7/23)

APC Workgroup Report: In September, Council endorsed the [report and recommendations](#) of the APC Workgroup on the Review and Approval of Master's Degree Programs. The Workgroup was charged to evaluate systemwide review processes for master's degree proposals and the potential move of delegated authority for approving master's programs from UCOP and the systemwide Senate to the divisional Senates and chancellors. It concluded that the existing process is efficient and effective, and that CCGA's continued role in reviews should be preserved.

RESEARCH

Multi-campus Research Unit (MRU) Reviews: Council approved reports from two University Committee on Research Policy (UCORP) Five-Year MRU Reviews: the [UC Institute of Transportation Studies](#) and the [UC Institute for Mexico and the United States (UC MEXUS)](#), As specified by the Compendium, UCORP was the lead reviewing committee, with participation of members of UCPB and CCGA.

Software Procurement and Implementation: Administrative leaders joined Council to discuss UC's decision-making practices around system software procurement and implementation, including several financial and business process problems associated with the transition to the Oracle Alpha Financials software at UCM and UCSD. Council sent President Drake a [letter](#) summarizing the conversation and urging administrators to engage faculty on the front end of the procurement process. President Drake responded by expressing his commitment to improving areas of substandard performance and service in UC's financial accounting and business processes.

Office of Research and Innovation: Research and Innovation (R&I) Vice President Maldonado and Associate Vice Provost Brandt joined Council at two meetings to discuss activities and initiatives in their office. The first meeting touched on efforts to examine UC policies around restricted research, work with funding agencies to help support the higher cost of graduate student labor under the new union contracts, and eliminate systemwide barriers to the faculty's ability to translate research discoveries into commercial products. The second meeting addressed faculty concerns about proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer that had circulated for systemwide review. Following this meeting, Council sent a [summary of comments](#) about the policy, encouraging authors to clarify specific areas and include better safeguards for faculty around income distribution and royalties.

Small Business First Policy: Council sent a [summary of comments](#) from the systemwide review of the revised Presidential Policy BFB-BUS-43 (Purchases of Goods and Services; Supply Chain Management.) The letter noted concerns about increased costs of services and equipment, as well as limitations on products and services under the Small Business First program. Associate Vice President and Chief Procurement Officer Williams joined Council in May to discuss these concerns.

BUDGET

Monthly Budget Briefings: The president, provost, chief financial officer, and other senior leaders met with Council each month to discuss the development of the 2023-24 state budget and UC budget plan, the progress of budget negotiations and advocacy efforts, state legislation affecting the budget, finance strategies to increase campus discretionary funds, systemwide planning for student housing, modifications to the Budget Allocation Model, and other issues. A designated subset of Council members participated in monthly budget briefing videoconferences for faculty and senior administrators hosted by the provost that explored budgetary issues in more depth.

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Budget Advocacy: Council was pleased that the 2023 state budget funded a 5% increase to the University and a swap of nonresident undergraduates at three campuses that exceed the 18% nonresident enrollment policy cap. However, Council also expressed concern about campuses' growing deferred maintenance needs and encouraged administrators to seek sustained support for physical and software infrastructure to fully address these needs. They also noted that state funding was not keeping pace with escalating labor costs and inflation, and emphasized the problem of high housing costs in UC campus communities. They encouraged UCOP to convey to the state the critical role of graduate education in relation to the UC mission, to acknowledge in the 2030 Capacity Plan the need to increase the size of the faculty to address the rising student-faculty ratio, and to support campus Senate involvement in local budget processes.

Report on Faculty Hiring: Council endorsed and forward to President Drake and Provost Newman a UCPB report analyzing relative trends in the hiring of faculty, instructors, and other employee groups across UC campuses between 2011 and 2021. The report compared the hiring of ladder-rank Senate faculty to non-Senate lecturers and non-ladder-rank Senate, and also analyzed hiring within other instructor and staff groups. The report raises concerns about decreased tenure density, among other matters.

FACULTY WELFARE ISSUES

Input on Faculty Salaries: UCPB and the University Committee on Faculty Welfare (UCFW) led Council's consideration of a 2023-24 salary program for ladder-rank faculty. In September, Council endorsed a request from those committees for a salary program that would help eliminate the salary gap for ladder-rank faculty, reinforce UC's merit-based review system, and be implemented on July 1, rather than October 1, to align with increases for other employee groups. Council later sent the president a follow-up letter that recommended applying the proposed 4.6% increase to all salary components, including on-, off-, and above-scale salaries, and reiterated the request for a July 1 implementation. These requests for increases applied to total salary beginning July 1 were consistent with similar increases July 1 of 4.6% to total salary for both policy covered staff and administrators. Most campuses agreed to implement the 4.6% increase on total salary. However, others are considering lower increases for on-, off-, and above-scale components. The increase will take effect October 1, 2023.

Abusive Conduct Policy: Following a systemwide review, Council submitted a summary of comments about a proposed presidential policy to address abusive conduct by and against members of the UC community in the workplace. Council opposed the policy due to concerns about how it would interact with and be implemented in relation to other UC and campus policies, and its potential effect on academic freedom and Senate adjudication processes.

RASC: Council endorsed a UCFW letter expressing concern about delays at the UC Retirement Administration Service Center (RASC) in processing survivor and beneficiary benefits. Council also endorsed the report of the Joint Benefits Committee of the UC Emeriti and UC Retiree Associations recommending improvements to the RASC performance. Systemwide Human Resources Vice President Lloyd and RASC Executive Director Green briefed Council on the progress made by RASC to improve their services.

Default Retirement Choice Option: Council endorsed a request from the UCFW Task Force on Investment and Retirement to change UC's default pension option from "Pension Choice" (Defined Benefit) to "Savings Choice" (Defined Contribution) for all new UC employees hired after July 1, 2016 who join the 2016 UC Retirement Plan tier.

Behavioral Health Report: Council endorsed a report from the UCFW Health Care Task Force Behavioral Health Working Group that analyzed problems with access to behavioral healthcare within UC provider networks, and options for improved access and delivery.

Proposed Faculty Welfare Issues for Study: Council supported UCFW's request for a new study of total remuneration for faculty and staff and its request for a comprehensive benefits survey of UC employees.

SUSTAINABILITY

Climate Crisis Task Force: The systemwide Senate Climate Crisis Task Force continued meeting to discuss strategies for implementing the June 2022 Senate Memorial on Reducing Fossil Fuel Consumption. Immediate Past Senate Chair Horwitz joined Council to discuss his role as co-chair (with Vice Chair Steintrager) of the Pathways to a Fossil Free UC Task Force that was developing recommendations for steps to eliminate the use of fossil fuels on campuses.

Policy on Sustainable Practices: Council submitted a summary of comments from the systemwide review of revisions to the UC Presidential Policy on Sustainable Practices. Council applauded UC's efforts to advance climate neutrality goals, but also urged UC to move more quickly to reduce greenhouse gas emissions, to shift its focus and effort away from climate neutrality goals to decarbonization goals, and to implement the fossil fuel reduction targets in the Senate Memorial on Reducing Fossil Fuel Combustion. The Senate's recommendations were reflected in the updated policy published July 2023.

State Funding: Council discussed the use of monies provided in the 2022-23 state budget to support sustainability and climate resiliency efforts, including $100M to establish the Climate Action Research, Seed, and Matching Grants Program, a competitive program available to faculty researchers, and $85M to fund climate research infrastructure at UCR, UCM, and UCSC.

DIVERSITY AND EQUITY

Diversity and equity issues and considerations came up frequently during Council discussions in a variety of contexts. Council also issued letters on the following topics:

Anti-Discrimination Policy: Council sent a summary of comments from the systemwide review of the proposed Presidential Policy on Anti-Discrimination. Council opposed the policy based on concerns about its redundancy with other UC and campus policies, the role and authority of the Local Implementation Officer, its potential to harm academic freedom, and the lack of recognition of the Senate's role in investigating and adjudicating these matters when they include faculty.

Scholarly Communication DEI Resource: Council endorsed a request from the University Committee on Library and Scholarly Communication (UCOLASC) to promote the distribution of the UC Office of Scholarly Communication's Diversity, Equity, and Inclusion (DEI) website as a resource to support the UC community as it engages with DEI issues in scholarly communication.

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OTHER ACADEMIC PERSONNEL ISSUES

Senate Bylaw 55: Council approved circulating for systemwide Senate review in fall 2023 a UCAP proposal to modify Senate Bylaw 55 to give Lecturers with Security of Employment (LSOEs) full

departmental voting rights and to change the LSOE title series to "Teaching Professor," with corresponding changes in the Academic Personnel Manual (APM).

Revisions to APM 210: Council sent a [letter](#) summarizing comments from the systemwide review of proposed revisions to APM 210, which proposed new language for the APM about the consideration of mentoring in the criteria for appointment, promotion, and appraisal for several academic employment series. Council expressed overall support for the goal of incorporating mentoring into APM 210, but identified several issues to address before it would support adopting the revisions as policy.

Simultaneous Misconduct and Personnel Actions: Council [endorsed](#) a request from the University Committee on Privilege and Tenure (UCPT) for the Office of Academic Personnel and Programs to initiate a systemwide review of proposed language for APM 016 to address the handling of simultaneous academic misconduct and personnel actions. UCPT Chair Simon attended two Council meetings to discuss the proposed policy and conferred with UCAP and the University Committee on Academic Freedom (UCAF) on the proposed language.

OTHER BRIEFINGS AND ISSUES

Senior Managers: Katherine S. Newman joined UCOP in January as UC Provost and Executive Vice President for Academic Affairs. Provost Newman, and before her Provost Brown, along with President Drake and CFO Brostrom, joined Council each month, as their schedules permitted, to exchange views with the faculty on issues concerning the budget, pandemic, labor relations and the academic worker strike, online education, Regents agenda items and presentations, diversity and inclusion initiatives, and other topics.

Meeting with Chair of the Regents: Board of Regents Chair Leib met with Council in October to discuss his priorities and engage with the faculty on common goals for access, affordability, diversity, and continued excellence; improved state funding and state relations; support for the UC research and graduate education mission; and opportunities to leverage UC research power to solve environmental and social problems.

Meeting with Student Regent: Student Regent Blas Pedral joined Council in January to discuss her role, priorities as student regent, experience of faculty mentorship as a graduate student, perspectives on unionization, and the connection between graduate education, undergraduate education, and the faculty diversity pipeline.

Budget 101: Associate Vice President for Budget Analysis & Planning Alcocer joined Council for a high-level overview of the UC budget, the budget development process and campus allocation process, budget trends over time, and specific issues such as enrollment growth funding and rebenching.

Meeting with SGR: Associate Vice President and Director of UC State Governmental Relations (SGR) Fullerton and Associate Director Virtanen briefed Council on SGR's role and UC's primary legislative interests from the 2022-23 year.

UCUES: Director of Institutional Research and Academic Planning Chang briefed Council on findings from the 2022 UC Undergraduate Experience Survey (UCUES).

ACSCOLI: Academic Council Special Committee on Lab Issues Chair Todd briefed Council about the work of the ACSCOLI and the UC-managed national laboratories.

Health Care Task Force: UCFW Health Care Task Force (HCTF) Chair Ong joined Council in December to introduce the report of the UCFW HCTF Behavioral Health Working Group. He returned in July to summarize the activities of the Task Force during the academic year.

*Community Safety Plan***:** UC Director of Community Safety Stiger briefed Council about UC's Community Safety Plan and UCOP's plans to assist campuses with implementation.

ECAS: Senior Vice President Bustamante of the Office of Ethics, Compliance and Audit Services (ECAS) briefed Council about ECAS' role and its efforts to enhance communication and transparency around compliance requirements, to better support faculty, and to improve faculty's understanding of IT security regulations, conflicts of interest, and other issues.

Author Rights in License to Publish Agreements: Council endorsed a UCOLASC statement urging UC's Project Transform Negotiating Team to negotiate open access agreements which stipulate that UC authors grant only "limited" or "non-exclusive" licenses to publishers.

Chat in Virtual Meetings: Council adopted a set of best practice recommendations from the University Committee on Rules and Jurisdiction (UCRJ) for the use of the chat feature in virtual meetings of Senate committees.

Mid-Career Leadership Award: UC Davis Professor Katheryn Russ and UCSD Professor Daniel Widener were the selected recipients of the Academic Council Chairs Mid-Career Leadership Award.

Senate Bylaw 182: Council endorsed minor changes to Senate Bylaw 182 proposed by the University Committee on International Education (UCIE) to align the bylaw with current terms, titles, and practices.

UCRS Advisory Board: Council selected UCD Distinguished Professor David Kleinfeld for a 4-year term as Senate representative to the UC Retirement System (UCRS) Advisory Board beginning July 1, 2023.

Reports from Division Chairs: Council set aside time at each meeting to hear reports from division chairs. These reports touched on many topics, including: efforts to engage administrators on new programs to fund research recovery and faculty renewal; organization of post-strike recovery efforts, including joint Senate/Administration task forces and other groups to review the graduate education funding model; hosting of town halls to discuss strike impacts and grant support for students; engagement of faculty in advocacy around the climate crisis; clarification of policies on remote teaching accommodations; new initiatives around diversity, equity, and inclusion; addressing struggles with access to childcare and affordable housing; and the impact of staffing vacancies.

*Division Chairs Listserv***:** A listserv for division chairs was established by the systemwide Senate office to foster communication. Division chairs met in between several Council meetings to share information and best practices.

ADDITIONAL SYSTEMWIDE REVIEWS

In addition to those mentioned, Council sent comments on the following policies and policy revisions circulated for systemwide Senate review:

➢ Revisions to APM 025 and 671, Conflict of Commitment and Outside Activities (11/22)

- [UC Presidential Policy on Developing & Maintaining Presidential Policies](#) (3/23)
- [Revisions to Senate Regulations Governing Undergraduate Admission](#) (3/23)
- [UC Presidential Clery Act Policy – Campus Safety and Security Reporting](#) (6/23)
- [Revisions to Presidential Policy on Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities](#) (5/23)
- [Revisions to APM 710 (Leaves of Absence/Sick Leave/Medical Leave)](#) (7/23)

RELATIONS WITH OTHER GOVERNING BODIES

Board of Regents: Chair Cochran and Vice Chair Steintrager executed their roles as faculty representatives to the Regents throughout the year, acting in that capacity on Regents' Standing Committees and the committee of the whole. Chair Cochran delivered remarks to the Regents at each meeting; these can be found on the [Academic Senate website](#).

ICAS: Chair Cochran, Vice Chair Steintrager, and chairs of BOARS, UCOPE, and UCEP attended meetings of the Intersegmental Committee of the Academic Senates (ICAS), which represents the faculty Senates of the three segments of California public higher education.

ACKNOWLEDGEMENTS

We express our gratitude to UCOP staff for their hard work and productive collaboration with the Senate over the past year. In particular, we thank the senior UC managers who as consultants to the Academic Council were vital to our meetings: President Drake; Provost and Executive Vice President Newman and Brown (retired); Executive Vice President and Chief Financial Officer Brostrom; Vice Provost Gullatt; Vice Provost Haynes; Associate Vice Provost Lee; Vice President Maldonado, Associate Vice Provost Brandt, Associate Vice President Alcocer; Senior Vice President Bustamante; Deputy General Counsel Woodall; Community Safety Director Stiger; Chief Information Officer and Vice President Williams; Associate Vice President & Chief Procurement Officer Williams; Executive Vice President and Chief Operating Officer Nava; Chief of Staff to the CFO Werdick; Executive Director Silas; Associate Vice President Matella; Director Roller; Director Chang; Director Yoon-Wu; Vice President Lloyd; Executive Director Green; Associate Vice President and Director Fullerton; and Associate Director Seija.

Respectfully submitted:

Susan Cochran, Chair
James Steintrager, Vice Chair

Divisional Chairs:
Mary Ann Smart, UCB
Ahmet Palazoglu, UCD
Georg Striedter, UCI
Jessica Cattelino, UCLA
Patricia LiWang, UCM
Sang-Hee Lee, UCR
Nancy Postero, UCSD
Steven Cheung, UCSF
Susannah Scott, UCSB
Patricia Gallagher, UCSC

Senate Committee Chairs:
Barbara Knowlton, BOARS
Melanie Cocco, UCEP
Erith Jaffe-Berg, CCGA
Louis DeSipio, UCAADE
Francis Dunn, UCAP
Teresa Dalton, UCFW
Cynthia Schumann, UCORP
Donald Senear, UCPB

Council Staff:
Monica Lin, Executive Director
Michael LaBriola, Assistant Director

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UNIVERSITY COMMITTEE
ON
ACADEMIC COMPUTING AND COMMUNICATIONS

ANNUAL REPORT 2022-2023

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Computing and Communications (UCACC) is charged in Senate Bylaw 155 to represent the Senate in all matters involving the uses and impact of computing and communications technology and advise the President concerning the acquisition, usage and support of computing and communications technology and related policy issues. UCACC met four times during the academic year. Three meetings were conducted via videoconference and one was held in-person in Oakland (with the option to join remotely). This report highlights the committee's activities in 2022-23.

This year, UCACC topics included changes made at UCOP since the Accellion data breach, the outcomes of a systemwide IT assessment, research data security, software procurement, federal government security requirement changes, and ongoing issues with the financial accounting system that was deployed at UC San Diego and UC Merced.

Cybersecurity Changes at UCOP

In December, UCACC welcomed UCOP Chief Information Officer Molly Greek and UCOP Chief Information Security Officer April Sather to discuss IT changes made at UCOP in the aftermath of the Accellion security breach that came to light in 2021. One of the first actions was the hiring of April Sather as UCOP CISO. Greek shared with UCACC a summary of the changes that were implemented and noted that UC Executive Vice President and Chief Operating Officer Rachael Nava oversees UC's Information Technology Services. COO Nava is responsible for approving all higher-level (P3 and P4) security exceptions to the IS-3 policy. The UC President gets involved when needed.

UCACC and UCOP administrators discussed the role of IT staff and the benefit of having a diverse workforce in understanding users. Approximately 40% of the UC IT staff are women. UC's Information Technology Services unit is in a pilot program with the Office of Workplace Inclusion and Belonging at UCOP.

Systemwide IT Assessment and Outcomes

Last year, UCOP engaged the consulting firm bakertilly to conduct a review of its data security program. The project included surveys and interviews, including with UCACC members. The final report from the consultants yielded four focus areas: strategy and governance, structure and roles, practices and technology, and talent and resources, along with recommendations for changes in each area. Several changes are in the process of being implemented (see below) and UCACC will continue to monitor and consult with the UC CIO as the changes progress.

Cyber-Risk Governance Committee (CRGC)

Several IT assessments conducted over the last year commented on the configuration of the Cyber-Risk Governance Committee (CRGC), which was formed under UC President Janet Napolitano, and the unusual role of the Cyber-risk Responsible Executive (CRE) from each

location, which comprise the membership. CRE is a unique designation, meant to identify a single campus person who is responsible for sharing information systemwide. The charge of the CRGC is to monitor UC's risk profile, oversee IT investments, coordinate cybersecurity efforts across the system, and facilitate information sharing about cybersecurity best practices.

In the spring, CIO Van Williams updated UCACC on the changes that were being proposed for UC's Cybersecurity Governance, including the CRGC. Based on a "RACI" matrix, which documents who is responsible, accountable, consulted, and informed, the new model recommends that CIOs and CISOs have primary *responsibility* for cybersecurity on their campuses, while chancellors are ultimately *accountable.* The roles will be formalized, with clearly defined recommendations for consultation and reporting.

Digital Risk Tolerance and UC Policy

A recent cybersecurity assessment suggested that UC create a "digital risk tolerance statement" to delineate the risks, rewards, and tradeoffs, and make it clear that UC assumes reasonable risks that are inherent in a university environment. The statement will function as an overarching document with multiple iterations and associated materials; campuses/units can create their own statements that meet the minimum requirements but are tailored to specific needs.

UC will be revising its IS-3 (Information Security policy soon, with input from UCACC. In a preliminary discussion, UCACC members questioned the combining of operational security and research security needs into a single policy and suggested that the policy should refrain from using terms like "business need" and "business unit." "Operational unit" or "academic unit" are more appropriate terms for an educational environment – possibly divided into research and teaching. The IS-3 policy is informed by UC Legal and IT experts, as well as compliance requirements from the federal government. It is meant to provide a minimum-security standard, with the understanding that risk decisions are made operationally every day.

Cybersecurity Metrics

Cybersecurity metrics were developed by the campus CISOs over the past year or so and presented to the Board of Regents at its April meeting. UC's security goal is to make sure that the most critical areas have appropriate control levels, not to protect everything against every possible threat. Examples of metrics include training, application of multi-factor authentication, end-point security implementation, and incident reporting. Considerations of cyber-insurance were among the motivating factors in developing the metrics, which will be extended and shared with the chancellors and eventually the public. CIO Van Williams pointed out that the metrics also responded to UCACC's calls over the past few years for increased information sharing and transparency around data governance at UC. Williams would like data security to be discussed regularly within local CITs and more broadly on the campuses. He noted that metrics are one way to acknowledge achievements and convey successes.

Systemwide IT procurement

IT Strategic Sourcing Associate Director Tom Trappler joined UCACC's October meeting to talk about UC IT Strategic Sourcing, which coordinates systemwide licensing of software used for administrative as well as pedagogical and research purposes. The systemwide contracts allow individual campuses, schools, departments, and smaller units to take advantage of pre-negotiated terms. An IT Sourcing Committee (ITSC) reviews new projects while the UC Strategic Sourcing

team oversees the contracts. UCSF representative Jenson Wong served as this year's UCACC liaison to the ITSC.

Regarding the Oracle financial system, Trappler said that UC Merced joined UC San Diego's contract and that decisions about those licenses were not made by the IT Strategic Sourcing team.

Research Data Backup System

In February, UCOP Strategic Advisor Anne Bessman joined UCACC to provide an update on the work of the Research Data Backup System (RDBS) Steering Committee. The committee conducted a review of the current data backup system landscape and prepared an RFP. The scope of the research data that would be included in such a UC system spans everything from data stored on individual computers to large scale server clusters, potentially necessitating two separate solutions. The Steering Committee proposed that the ongoing costs be incorporated into campus assessments due to the imperative of a systemwide solution. UCACC members noted potential challenges of user uptake and the often complicated details of data ownership at UC. The committee encouraged the RDBS Steering Committee to work closely with the California Digital Library (CDL) to coordinate research data management and stewardship efforts across the university.

Federal Government Requirements and Policy Changes

UC IT Policy Manager Robert Smith provided an overview of national cybersecurity trends and changes to policy that will be coming from the federal government. Congress and the national intelligence agencies are increasingly concerned about cybersecurity and the prevention of malicious foreign influence and security breaches. The changes will result in an increase in requirements for cybersecurity protections from federal funders, although to many faculty it will look like a directive for administrative controls on academic computing. Nevertheless, federal grant recipients will be obligated to comply with all regulations. UC receives hundreds of millions of dollars from the Department of Defense annually. Some grant recipients will have to follow the new Cybersecurity Maturity Model Certification (CMMC), which expands current controls and may require third-party certification. The framework for third party certification is underway.

ADDITIONAL BUSINESS

Campus IT Governance Structure: UCACC updated the Campus IT Governance Structures chart (shared via Google docs) that tracks faculty involvement in campus IT governance.

Financial accounting system issues: UCACC continued to hear about problems with the Oracle financial software at UC Merced and UC San Diego. The problems with the system have led to delinquent accounts, inaccurate grant fund balances, and financial losses to researchers and the university.

Inclusive Workplace Culture Megastudy: UCACC was briefed about a new study involving the collection of staff email metadata at some campuses. The purpose of the study is to learn whether specified interventions improve feelings of connection with colleagues. Although the project does not involve electronic communications of faculty, the study was brought to the attention of UCACC due to potential interest by faculty in the application of the UC Electronic Communications Policy (ECP). Campus privacy officers analyzed the protocols and determined

that it is low risk given that the content of communications will not be accessed or examined and an opt out option will be provided.

Lecture-Capture and Shifting Modes of Teaching: UCACC members spent some time throughout the year discussing issues around teaching modality and the recording of course lectures. Since the pandemic, students increasingly expect that courses will be recorded and made available. Although it is an issue of ADA accommodation for some, that is not widely the case. UCACC members talked about the various ways that campuses are coping with the demands, and whether remote class participation is in the student's best educational interest. Systemwide guidelines would be appreciated.

Systemwide and campus updates*:* UCACC devoted part of each regular meeting to discussing systemwide issues as reported by Academic Senate leadership and reports from campus representatives on individual campus activities and concerns.

SYSTEMWIDE REVIEWS AND CORRESPONDENCE
- Oracle Financial System Implementation (April 27, 2023)
- Proposed Presidential Policy on Inventions, Patents, and Innovation Transfer (April 28, 2023)

REPRESENTATION
UCACC Chair Matt Bishop, served as a faculty representative to the Information Technology Leadership Council (ITLC) and as an *ex officio* member of the University Committee on Library and Scholarly Communications (UCOLASC). Chair Bishop served as Senate representative to the Cyber-Risk Governance Committee (CRGC) and the newly constituted UC Presidential Working Group on Artificial Intelligence Standing Council.

UC Davis representative Jenson Wong served as liaison to the systemwide IT Sourcing Committee.

ACKNOWLEDGEMENTS
UCACC is grateful for the contributions made by the consultants and guests who attended meetings in 2022-23, including:
- Anne Bessman, Strategic Advisor, UCOP
- Jennifer Chatman, Co-PI of the "Inclusive Workplace Culture Megastudy" and Professor at Haas School of Business, UC Berkeley
- Molly Greek, UCOP Chief Information Officer
- Jayesh (Jay) Panchal, UC Chief Information Security Officer
- Monte Ratzlaff, Cyber-Risk Program Manager, UCOP
- April Sather, UCOP Chief Information Security Officer
- Robert Smith, IT Policy Director, UCOP
- Hoyt Sze, Managing Council, UC Legal
- Thomas Trappler Associate Director, IT Strategic Sourcing, UC Procurement Services
- Van Williams, Chief Information Officer and Vice President for Information Technology Services

RESPECTFULLY SUBMITTED,

Matthew Bishop, Chair (UC Davis)
Avi Yagil, Vice Chair (UC San Diego)
John Kubiatowicz (UC Berkeley)
Kya Thaw Paw U (UC Davis)
Kevin Thornton (UC Irvine)
Christine Borgman (UCLA)
Emily Jane McTavish (UC Merced)
Sheldon Tan (UC Riverside)
George Porter (UC San Diego)
Jenson Wong (UC San Francisco)
Frank Brown (UC Santa Barbara)
Peter Alvaro (UC Santa Cruz)
Susan Cochran, Chair, Academic Senate *(Ex Officio)*
James Steintrager, Vice Chair, Academic Senate *(Ex Officio)*
Dean Tantillo, CCGA Vice Chair *(Ex Officio)*
John Hildebrand, UCOLASC Chair *(Ex Officio)*
Joanne Miller, Committee Analyst

ACADEMIC COUNCIL SPECIAL COMMITTEE ON LAB ISSUES
ANNUAL REPORT 2022-23

TO THE MEMBERS OF THE ACADEMIC COUNCIL:

The Academic Council Special Committee on Lab Issues (ACSCOLI) was established by the Academic Council to provide broad-based Senate oversight of UC's relationship with the National Laboratories – Los Alamos National Laboratory (LANL), Lawrence Livermore National Laboratory (LLNL), and Lawrence Berkeley National Laboratory (LBNL, also called the Berkeley Lab). ACSCOLI advises the President and Regents on general policies relating to the National Laboratories, which includes the dispersal of UC's share of net fee monies, policies that affect the lab science management, and the quality of science being performed at the labs. ACSCOLI is also concerned with evaluating the benefits of UC's continued participation in the management of the labs and has been charged by the Academic Council with stimulating closer connections between the lab staff, faculty, and students.

ACSCOLI met three times during 2022-2023 academic year (AY). Two meetings were held via videoconference, and one was held at the new University of California Livermore Collaboration Center (UCLCC). A summary of the committee's discussions is below.

OFFICE OF THE UC NATIONAL LABORATORIES
At each ACSCOLI meeting, Vice President Craig Leasure, Associate Vice President June Yu, and Executive Director for National Laboratory Programs Alan Wan provided updates on the national labs and the work of the office of the UC National Laboratories. In January, ACSCOLI was also joined by Camille Bibeau, the new Executive Director for National Laboratories Partnerships and Outreach for UCNL, who joined UCOP office after a long career in laser physics at Lawrence Livermore Lab.

UC is the prime contractor for the management and operation of Lawrence Berkeley National Laboratory (LBNL). The University is a partner in the Lawrence Livermore National Security (LLNS), LLC, that manages Lawrence Livermore National Laboratory (LLNL) and in Triad National Security, LLC, the partnership that manages Los Alamos National Laboratory (LANL). LLNS and Triad are overseen by the National Nuclear Security Administration (NNSA), an agency within the U.S. Department of Energy. The office of the UC National Laboratories coordinates this work for the University.

UC has partnered with LLNL's Weapons and Complex Integration (WCI) Directorate on a new Early Career UC Faculty Initiative as part of UC's ongoing efforts to build enduring relationships with the labs. This year's award, on the topic of Artificial Intelligence and Machine Learning (AI/ML), will provide a researcher with $1m over five years. In addition to sponsoring worthwhile research, the initiative is intended to foster connections between UC and LLNL researchers and technical staff, enable the hiring of UC postdocs and students, provide LLNL researchers with opportunities to collaborate and connect to the UC community, and develop a cadre of UC faculty who appreciate and support LLNL in the long-term.

Two postdoctoral programs are also underway. UCNL's Technology and International Security postdoc program, which is housed at the UCDC offices in Washington, DC, welcomed its third cohort of six participants. The LANL-UC Entrepreneurial Postdoctoral Fellowship Program has supported 22 postdocs since 2017.

In early 2023, UCNL received approval from the UC Board of Regents to submit a bid for the management contract for the Frederick National Laboratory for Cancer Research. The results will be known in 2024.

NATIONAL LABORATORIES UPDATES

The big news this year was that scientists at Lawrence Livermore National Lab's National Ignition Facility achieved fusion ignition. On December 5th, 2022, NIF produced 3.15 megajoules of fusion energy output, paving the way for abundant carbon-free energy sources for the (distant) future. LLNL hosted a celebration of this milestone that included the Secretary of Energy.

Using the ACSCOLI checklist as a guide, Vice President Craig Leasure updated the committee at each meeting on the status of the three national laboratories. ACSCOLI members learned the labs are dealing with the post-pandemic transition to a hybrid schedule for many employees. Most labs are allowing a 3/2 (work/home) schedule, although highly secure work done at the NNSA labs is done on site. The committee heard about significant events affecting the labs, including safety incidents, scientific breakthroughs, conferences, and the status of signature projects. In 2022, Nobel prizes for physics and chemistry were awarded to researchers who had worked at the Livermore and Berkeley labs.

Each year, the US Department of Energy conducts an evaluation of the scientific, technological, managerial, and operational performance of the contractors who manage and operate its national laboratories. These evaluations provide the basis for determining annual performance fees and award term extension, if applicable. All lab scores this year were very high and funding from the federal government continues to be strong.

UC LIVERMORE COLLABORATION CENTER

ACSCOLI was thrilled to hold its May 22nd meeting at the newly opened University of California Livermore Collaboration Center (UCLCC). Formerly the Hertz Hall Complex, the site offers conference rooms and facilities for onsite meetings, conferences, and classes. The space is already attracting new partners and enriching existing relationships with high-tech rooms that offer new approaches to collaboration. There are ongoing efforts with campuses to bring in more guests through the lab's institutes and centers, including summer opportunities and shorter-term sessions for undergraduate students. Faculty members can take advantage of a funded, month-long mini sabbatical program.

While at Lawrence Livermore National Lab, ACSCOLI members were escorted to guided tours of the National Ignition Facility (NIF) and Advanced Manufacturing Laboratory. Members also had an open conversational luncheon with Director Kim Budil and Deputy Director for Science and Technology Pat Falcone where they learned about new initiatives and frank assessment of

challenges that the lab is facing with regard to culture, hybrid work, and other issues. The conversation included discussions about continuing to strengthen lab-UC relationships.

UC OFFICE OF RESEARCH & INNOVATION

UC Vice President for Research & Innovation Theresa Maldonado and her staff joined ACSCOLI meetings during the year to discuss the UC Climate Action state funding, the DOE's Hydrogen Hub, the federal government's CHIPS Act, and other research-related topics. UC received $185 million from the state for climate research and is responsible for its distribution. For the DOE hydrogen hubs program, UC is leading a coalition of coalition of partners in the state that includes environmental justice and workforce development components. The consortium will prepare a proposal for $2.5-3b, with several projects focused on ports and transportation.

UC LAB FEES RESEARCH PROGRAM

ACSCOLI provided input on the thematic areas for the next Collaborative Research and Training (CRT) award competition of the Lab Fee Research Program (LFRP). Six potential topical areas were drafted by lab leaders, who noted that the community building and relationship formation that results from the LFRP workshops and proposal development are of comparable benefit to the actual funded projects. They encouraged leveraging the new UCLCC at LLNL and the SoCal Hub as collaborative venues. ACSCOLI members discussed the six proposed thematic areas and provided feedback to the Research Grants Program Office. The themes will be narrowed down to three areas of mutual benefit to the labs and UC.

JOINT APPOINTMENTS

Thanks in part to ACSCOLI advocacy, the ability to establish joint appointments for faculty with the national labs is finally moving forward. Two UCSD faculty members – ACSCOLI chair Michael Todd and Rod Lin – and one UCI faculty member – ACSCOLI member Eric Mjolsness – finalized joint appointments with Los Alamos National Lab. Although this is a big milestone, the process involved multiple steps and approvals from the federal government. ACSCOLI will continue to work to institutionalize and simplify these agreements so that others may have a smoother process. Joint appointments allow researchers to pursue funding that is restricted either to lab employees or to faculty.

REPRESENTATION AND OTHER UPDATES

UC Davis Professor Robert Powell, Chair of the Science, Technology, and Engineering Committees for the two NNSA labs, provided updates during the year about the LANL and LLNL boards. UCSB Professor Ram Seshadri serves on the LBNL Advisory Board on behalf of the Academic Senate and also provided the committee with updates about the Berkeley Lab and its impressive leadership.

ACSCOLI members do not report back to a corresponding campus committee, but the committee was joined by Senate leadership during two of the meetings this year for updates about the work of the Senate. These regular updates to standing and special committees help all faculty members have a broader view of the university.

ACSCOLI Chair Michael Todd participated in the LLNS Board of Governors Science and Technology Committee reviews in September 2022 and March 2023. He participated in the LANL Engineering Capability Review in May 2023.

On June 26, ACSCOLI Chair Michael Todd joined the Academic Council meeting to give a presentation of ACSCOLI's discussions over the past year to Council members.

UNIVERSITY COMMITTEE ON ACADEMIC FREEDOM
2022-2023 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Freedom (UCAF) met three times by videoconference in Academic Year 2022-2023 to conduct business with respect to its duties as outlined in Senate Bylaw 130. Highlights of the Committee's activities and accomplishments are noted in this report.

SYSTEMWIDE REVIEW OF PROPOSED PRESIDENTIAL POLICY – ANTI-DISCRIMINATION

UCAF participated in the limited management consultation of the proposed Presidential Anti-Discrimination policy in the fall and also provided comments during the systemwide review in the spring. The committee agreed that there is no room for discrimination at the University of California and recognizes the importance of having a policy that addresses how to properly handle complaints, but members expressed concerns about the proposed mechanism of investigation and procedures for implementation. Concerns included that the proposed procedures minimize the role of peer evaluation for determining whether the reported behavior comports with academic freedom, while permitting administrative offices to make this determination. UCAF also recommended that there should be initial and constant consultation with relevant academic representatives, rather than the late enforcement stage, to insure consistent and equitable application of academic freedom principles.

SIMULTANEOUS ACADEMIC MISCONDUCT AND PERSONNEL ACTIONS

The University Committee on Privilege and Tenure asked UCAF to opine on a proposal to change Senate bylaws to guide the handling of simultaneous academic misconduct and personnel actions. The committee offered feedback related to the guardrails to prevent policy being used for retaliation, the need for examples of the types of misconduct charges that should lead to a suspension of personnel actions, and the importance of ensuring timely investigations and preventing unreasonable delays in merit and promotion.

PARAMETERS FOR FACULTY SEARCHES

UCAF sent a memo to University Committee on Academic Personnel (UCAP) regarding academic freedom concerns stemmed from a policy limiting access to the letters of recommendation during faculty searches. While the reported intention was to decrease bias during hiring process, limiting access to these letters may in fact amplify other biases, and a blanket policy limiting scholars' access to the materials they deem necessary is against academic freedom. UCAF recommended that any limitations and restrictions should be decided by the academic units that conduct faculty searches, rather than blanket policies.

OTHER ISSUES AND ADDITIONAL BUSINESS

In response to requests for formal comment from the Academic Council, UCAF also issued views on the following:

- Second systemwide review of proposed revisions to APM 025 and APM 671
- Second systemwide review of the proposed Presidential Abusive Conduct policy

Additionally, UCAF devoted part of each regular meeting to reports on issues facing local committees, including how the data from recorded lectures are utilized and the China Initiative.

Respectfully submitted,

Melike Pekmezci, Chair (SF)   Farrell Ackerman, Vice Chair (SD)
Sean Gailmard (B)   Gregory Downs (D)
Lisa Naugle (I)   Joseph Bristow (LA)
Justin Yeakel (M)   Ivy Zhang (R)
Daniel Arovas (SD)   Steven Altschuler (SF)
Eileen Boris (SB)   Roger Schoenman (SC)
Kenneth Ng (Undergraduate Student)

Susan Cochran (Chair, Academic Senate, *Ex Officio*, (LA))
James Steintrager (Vice Chair, Academic Senate, *Ex Officio*, (I))
Brenda Abrams, Principal Analyst

UNIVERSITY OF CALIFORNIA   **ACADEMIC SENATE**
UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2022-2023

TO THE ASSEMBLY OF THE ACADEMIC SENATE:
The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2022-2023 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

DEPARTMENTAL VOTING RIGHTS OF LECTURERS WITH SECURITY OF EMPLOYMENT
Last year, UCAP discussed the issue of Lecturers with Security of Employment (LSOEs) serving and voting on divisional Academic Personnel committees (CAPs) and transmitted a set of recommendations to Academic Council in June. The recommendations underscored that that the Senate Bylaw (SB) 55 restriction on LSOE voting is not a reason to prevent LSOEs from serving on CAPs, and that decisions about giving LSOEs full voting rights should be left to divisional Senates, who should maintain the ultimate authority over who can be a member of CAP. In October, the committee agreed to suggest changing SB 55 to grant this series departmental voting rights, and in March UCAP submitted proposed changes to SB 55 to codify equal departmental voting rights for those in the LSOE series and the Teaching Professor series. UCAP also requested a title change for the LSOE series to the Teaching Professor series in the Academic Personnel Manual. The proposals will be disseminated for systemwide review in the fall.

SIMULTANEOUS ACADEMIC MISCONDUCT AND PERSONNEL ACTIONS
The University Committee on Privilege and Tenure (UCPT) asked UCAP to opine on a proposal to change Senate bylaws to guide the handling of simultaneous academic misconduct and personnel actions. The committee offered feedback about the rationale for making a major change in personnel review procedures, the potential unfairness of delaying a personnel action for reasons extrinsic to the personnel review process, and the differences in campus review procedures that could make one systemwide approach unfeasible. UCAP met with the chair of UCPT in March and expressed support for a revised proposal, and UCAP members appreciated that the new policy aims to balance transparency, accountability and faculty rights.

TRIENNIAL CAP PRACTICES SURVEY
The divisional CAP analysts began providing the 2020-2021 data for the Triennial CAP Practices Survey last year but responses from all the campuses was not available until March 2023. As always, UCAP members found that the survey provides valuable insight into how each CAP operates, including the differences. Members discussed challenges related to securing course releases as well as the various ways CAPs interact with campus administrators. Committee members may share the survey with their divisional CAPs and relevant administrators and acknowledged the CAP analysts' efforts to compile the survey data.

OTHER ISSUES AND ADDITIONAL BUSINESS
In response to requests for formal comments from the Academic Council, UCAP submitted views on the following:

- Second systemwide review of proposed revisions to APM 025 and APM 671

- Second systemwide review of the proposed Presidential Abusive Conduct policy
- Management consultation and systemwide review of proposed revisions to APM 210
- Systemwide review of proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer
- Management consultation of technical revisions to APM 500 and 501
- Management consultation of proposed revisions to APM 710, APM 715, and APM 760
- Systemwide review of proposed revisions to APM 710

CAMPUS REPORTS
UCAP devoted part of each regular meeting to a discussion of issues facing local committees including the impact of the graduate student researcher strike.

UCAP REPRESENTATION
UCAP Chair Dunn represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate and served on the Provost's Academic Planning Council (APC). Chair Dunn will co-chair the APC's Achievement Relative to Opportunities (ARO) Workgroup in 2023-2024.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS
UCAP benefited from regular consultation and reports from Douglas Haynes, Vice Provost, Academic Personnel, Academic Personnel and Programs (APP); Amy K. Lee, Associate Vice Provost for Academic Personnel and Programs, APP; and Kelly Anders, Director, Academic Policy and Compensation, APP. UCAP occasionally consulted the Academic Senate Chair Susan Cochran and Vice Chair James Steintrager about issues facing the Senate and UC.

Respectfully submitted,

Francis Dunn, Chair (SB)	Lisa Tell, Vice Chair (D)
Hannah Ginsborg (B)	Edward Dickinson (D)
Susanne Jaeggi (I)	Chon Noriega (LA)
Peggy O'Day (M)	Sean Malloy (UCM alternate)
Deborah Wong (R)	Katerina Semendeferi (SD)
Hannah Glass (SF)	Ruth Finkelstein (SB)
Stefano Profumo (SC)	

Susan Cochran (Chair, Academic Senate, *Ex Officio,* (LA))
James Steintrager (Vice Chair, Academic Senate, *Ex Officio,* (I))
Brenda Abrams, Principal Policy Analyst

University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

Annual Report 2021-22

To the Assembly of the Academic Senate:

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2021-22 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

Statements on Contributions to Diversity, Equity, and Inclusion

In October, Vice Provost Haynes suggested that UCAADE work with UCAP about the use of diversity statements and ways to recognize faculty for their DEI contributions. DEI statements are not mandated for advancement, only in hiring.

Ethnic Studies Requirement

Past UCAADE Chair Daniel Widener met with UCAADE in January and summarized the history of the process to implement an ethnic studies requirement into the a-g framework. Ethnic studies would align the UC with California requirements in K-12, and the CSU and community colleges require an ethnic studies component. Chair DeSipio served on the Ethnic Studies Implementation Workgroup. The issue is likely to continue into next year, and UCAADE will monitor discussion and progress.

Graduate Student Labor Action

UCAADE received updates on progress and likely effects of the negotiations between the University and the United Auto Workers (UAW), representing graduate students. The committee expressed concern that higher labor costs would disproportionately affect younger and underrepresented faculty and urged Senate leaders to provide clear actionable guidance to faculty, especially to PIs. UCAADE members expressed concern over the prospect of admitting fewer graduate students, not only for the sake of the students having sufficient numbers to experience work in a cohort of scholars, but also for likely effects on efforts to diversify the professoriate of the future.

Presidential Post-Doctoral Fellowship Program (PPFP) Update

In January, Mark Lawson, the Director of the Presidential Postdoctoral Fellowship Program (PPFP) reported that the program has been in place for almost 40 years. COVID negatively impacted growth through delayed starts for participants, but additional focus and funding has increased its impact. Eleven percent of all URM hires in the past 5 years at the UC have come through this program, with 87 percent of fellows achieving tenure, compared to 76.5 percent of non-fellows peers. Fellows also appear to stay at the UC when hired, increasing diversity over time. The Mellon Foundation has provided a $15M five-year grant to fund fellowships, career development and hiring. This grant is focused on humanities and social sciences.

Consultation with Systemwide Disability Services Office

In January, Executive Director, Student & Equity Affairs Cynthia Davalos briefed UCAADE regarding a systemwide work group charged by then-Provost Brown to look at issues of students with disabilities. The project was followed up in a January 2022 Regents item. The work group planned an end-of-year report including recommendations for chancellors and other campus leaders. The group addressed staffing related to accommodation and how long it takes for students to receive an accommodation, how to have full time ADA compliance advisor on all campuses, and how to increase a sense of belonging for those with disabilities.

Professor Menke represented UCAADE on the work group.

Consultation with Graduate, Undergraduate, and Equity Affairs (GUEA)

Pamela Jennings, Executive Director of Graduate Studies in the (GUEA) office provided an overview of four priority areas through which the office promotes graduate studies:

1. Academic pathways, primarily the UC-HBCU Initiative which is the longest running program, the Summer Institute for Emerging Managers and Leaders, (SIEML), and the UC-Hispanic Serving Institutions Doctoral Diversity Initiative (UC-HSI DDI).
2. Advocacy and outreach through partnerships with education (including K-16 programs), community-based and business sectors.
3. Outcomes and analysis using data from the programs to better support graduate education.
4. Supporting PhD career pathways to enhance career development and preparation opportunities for PhD students.

In addition, the office promotes the "Growing our Own" approach, focusing on currently existing programs for outreach and funding that can be used to broaden appeal beyond diversity efforts alone.

Consultation with the Office of Academic Personnel and Programs

Throughout the year, Vice Provost Douglas Haynes, Associate Vice Provost Amy K. Lee, and Director of Academic Programs Patricia Osorio-O'Dea met with the committee and noted that UCAADE is an important source of voice and counsel for their office. VP Haynes suggested that UCAADE should speak with UCAP about the use of diversity statements and ways to recognize faculty for their contributions to diversity in the faculty advancement process. DEI statements are not currently mandated for advancement; only hiring. Jane Stoever represented UCAADE and served on the ARO work group. Other topics included:

Advancing Faculty Diversity Initiative (AFD)
UCAADE received regular updates on the AFD program, now in its seventh year, with $3M in funding. Nine awards were allocated by the program in 2022-23. Three focus on recruitment; the balance on climate and retention A seven-year program review should be completed within the year. Faculty were requested to serve on the review committee for AFD proposals. The Spring Convening was in person again this year at UC San Diego. Chair DeSipio participated on the AFD Advisory Board and at the two meetings held this year: in Oakland in October as well as in San Diego.

UCAADE Annual Report 2022-23

Changes to APM 210
The Academic Senate proposed revisions to the APM involving the addition of mentoring to criteria and assessment, and revisions to evaluation and evidence of teaching effectiveness. Another change is the incorporation of contributions to diversity by librarians. UCAADE had provided management consultation previously and supplied systemwide review comments on the revisions.

Systemwide issues and Campus Reports

UCAADE devoted part of each meeting to updates from members about concerns and activities on their home campuses. Senate Chair Cochran and Vice Chair Steintrager updated UCAADE on issues of concern to the systemwide Senate including transfer issues, effects of the UAW labor agreement with graduate student workers, increasing pressure for fully-online degrees, problems with implementation of large Oracle software purchases, timing of faculty salary increases, implementation of the recommendations from the Mitigating the Effects of COVID-19 on Faculty Report, a joint Senate-Administration Workgroup on the Future of Doctoral Education at the UC, and consideration of ethnic studies as an overlay for high school for UC admission. At the request of Council Chair Cochran, Chair DeSipio served on the Senate/Health Sciences Joint Clinician Workgroup and the Consultation Committee for UCOP's Systemwide Accountability, Fairness and Equity Office (SAFE).

Reports and Recommendations

To the Academic Council:

- Comments in support of proposed Senate Regulation 479 (Cal-GETC) (October 27, 2022)
- Comments in support of proposed amendments to Senate Regulation 630 (November 2, 2022)
- Comments in support of the proposed Presidential Policy on Anti-Discrimination (April 19, 2023)
- Comments in support of the Presidential Policy on Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities (May 12, 2023)
- Comments in support of the revisions to Academic Personnel Manual Section 210, Review and Appraisal Committees: Mentoring (July 7, 2023)
- Comments in support of revisions to Academic Personnel Manual Sections 710, Leaves of Absence/Sick Leave/Medical Leave (July 7, 2023)
- Concerns regarding the permanent implementation of the Negotiated Salary Program (July 7, 2023)

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Vice Provost Douglas Haynes; Director of Academic Program Coordination Patricia Osorio-O'Dea; Associate Vice Provost, Academic Personnel and Programs Amy K. Lee; PPFP Director Mark Lawson, Pamela Jennings, Executive Director, Graduate Studies, Sandra Wulff, Executive Director, Outreach and Educational Partnerships, Cynthia Davalos, Executive Director, Student & Equity Affairs. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

Louis De Sipio (Chair, Irvine)
Jennifer Burney (Vice Chair, San Diego)
Julianna Deardorff (Berkeley)
Augustina Carando (Davis)
Jane Stoever (Irvine)
Reynaldo Macias (Los Angeles)
Carrie Menke (Merced)
Katherine Meltzoff (Riverside)
Michael Taffe (San Diego)
Erin Gordon (San Francisco)
Sang Peng Oh (Santa Barbara)
Kirsten Gruesz (Santa Cruz)
Sylvanna Falcón (Santa Cruz, spring)
Stefani Leto (Analyst)

BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS)
ANNUAL REPORT 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Board of Admissions and Relations with Schools (BOARS) met eleven times in Academic Year 2022-23 to conduct business with respect to its duties as outlined in Senate Bylaw 145: to advise the President and Senate agencies on the admission of undergraduate students and the criteria for undergraduate status. The major activities of BOARS and the issues it addressed this year are outlined briefly, as follows:

ANNUAL REPORT TO THE REGENTS ON UNDERGRADUATE ADMISSIONS REQUIREMENTS AND COMPREHENSIVE REVIEW

BOARS' annual *Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review* discusses freshman and transfer application, admission, and enrollee outcomes under comprehensive review for the years 2015–2022; first-year UC performance outcomes for students who entered UC in fall 2021; efforts by BOARS to enhance the transfer admission path and to ensure that admitted nonresidents compare favorably to California residents; diversity outcomes; a summary of each UC campus's comprehensive review process; and challenges associated with the future of the referral guarantee. The report notes BOARS' concern that annually increasing enrollment expectations from the state, absent funding for additional academic facilities, could have deleterious educational outcomes in the long run.

- *Policy on Augmented Review in Undergraduate Admissions*

Regents Policy 2110 outlines guidelines and criteria for an additional review of select applicants who fall in the margins for admission, but whose initial application yields an incomplete picture of their qualifications or presents extraordinary circumstances that invite further comment. It outlines three types of supplemental information a campus may request from up to 15% of applicants in a given admissions review cycle: 1) a questionnaire inviting the candidate to elaborate on special talents, accomplishments, extraordinary circumstances, and their school/home environment; 2) 7th semester grades; and 3) up to two letters of recommendation. The policy states that campuses may solicit letters only from applicants selected for augmented review, applicants considered for admission by exception, or applicants given a special review in other specific situations.

NONRESIDENT ADMISSION

- *Annual Systemwide Compare Favorably Report*

BOARS issued its annual "Compare Favorably" report on 2022 nonresident admissions. The annual report summarizes systemwide and campus outcomes for the policy, focusing on comparisons of high school GPA, SAT score, and first-year UC GPA and persistence for residents, domestic nonresidents, and international nonresidents for each campus. The report notes that based on those limited measures, the University is largely meeting the standard on a systemwide basis, although outcomes vary on specific campuses. The report emphasizes that GPA is a narrow, imperfect measure for the assessment, given campuses' use of 13 comprehensive review factors in admission.

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ETHNIC STUDIES REQUIREMENT

In response to state law and intersegmental curricular changes to establish ethnic studies requirements for high school graduation and for graduation from the California State University, BOARS discussed whether and how to establish an ethnic studies admission requirement for first-year students. BOARS consulted with ethnic studies faculty and continues to consider the issue of how such an admissions requirement could be implemented.

MATH PREPARATION

BOARS discussed whether previous changes to the topics approved under Area C (mathematics) in August 2021 were appropriately reviewed by the Senate. BOARS unanimously recommended that Data Science courses should no longer validate Algebra II, and discussed strategies for implementation. BOARS will convene a work group of experts to provide advice on a range of topics within Area C, including which courses will be defined as "advanced mathematics." The workgroup will examine the policy and criteria by which advanced math courses can validate (substitute for) lower-level area C math courses covering the content areas of algebra and geometry.

TRANSFER ADMISSIONS

BOARS endorsed the new Cal-GETC common general education curriculum for transfer to the CSU and UC systems and helped lead the University's response to create pathways that better prepare CCC transfers for success at UC.

- *Pathways+*

Under the Pathways+ program, prospective CCC transfers who complete the specified courses in one of the UC Transfer Pathway majors with a satisfactory GPA, and who submit a Transfer Admission Guarantee (TAG) agreement to one of the six TAG-participating campuses (Davis, Irvine, Merced, Riverside, Santa Barbara, Santa Cruz) will be guaranteed admission in the Transfer Pathway major at the TAG campus. CCC transfer students may also apply for non-guaranteed admissions to any other UC campus offering their intended Transfer Pathways major. BOARS continues to monitor the outcomes of the Pathways+ program.

JOINT MEETINGS WITH THE UC ADMISSIONS DIRECTORS

The Admissions Directors and Associate Vice Chancellors for Admissions and Enrollment Management joined BOARS by videoconference in November 2022 and June 2023 to discuss the "Compare Favorably" policy implementation, augmented review implementation, transfer issues, reader training innovations, and recruitment efforts designed to increase enrollment of students from disadvantaged and underrepresented backgrounds. BOARS and the campus Admissions Directors also discussed outcomes from the 2022 admissions cycle; issues and challenges associated with nonresident admission; continuing transfer admissions issues, including achieving the 2:1 freshman-to-transfer enrollment ratio, transfer access to impacted majors, data science, Area C and A-G requirements, and the role of the UC Transfer Pathways in comprehensive review; implementation of the Augmented Review policy; strategies for expanding student diversity in the context of increasing selectivity; and new tools for transfer students.

OTHER BUSINESS AND BRIEFINGS

Campus Reports: BOARS set aside a portion of each meeting for updates from faculty representatives about issues being discussed on their admissions committees and campuses. These briefings touched on a wide range of topics, including local holistic review processes; best practices for increasing diversity and enhancing outreach to underrepresented populations; individual campus strategies for meeting the 2:1 freshman:transfer enrollment ratio; strategies for addressing impaction in majors and boosting enrollment in under-enrolled majors; the effects of the ongoing enrollment surge on campus infrastructure and faculty workload; local analyses of student success factors; the effect of potential new federal immigration policies on undocumented students; strategies to ensure strong English language skills in international admits; the role of athletics admissions committees and admission-by-exception; application fee usage policies; admissions staff turnover; over-enrollment in STEM fields; the on-going impacts of COVID-19 on admissions practices and learning loss; and changes to local bylaws.

Senate Leadership Briefings: The Academic Council chair and vice chair attended a portion of each BOARS meeting to brief the committee on business from the Academic Council and Regents meetings, and other systemwide issues of particular interest to BOARS or of general interest to the faculty. These briefings included the status of negotiations with the state around the budget and enrollment funding; proposed legislation affecting the University; the Regents' nonresident enrollment policy; and planning for future crises.

Graduate, Undergraduate, and Equity Affairs: The Office of Graduate, Undergraduate, and Equity Affairs provided regular briefings throughout the admissions cycle on application, admissions, and SIR outcomes for freshman and transfer students from different demographic groups and residency categories. They also provided valuable information to BOARS about transfer policies, initiatives, and legislation; admissions messaging; feedback from counselor conferences; high school and online A-G course accreditation issues; recruitment programs targeting the ELC cohort and other specific populations; California high school accreditation, including for online schools; analysis of PIQ responses; and other topics.

BOARS REPRESENTATION

BOARS Chair Knowlton represented the committee at meetings of the Academic Council, the Assembly of the Academic Senate and the Intersegmental Committee of Academic Senates (ICAS), and as liaison to the University Committee on Preparatory Education. Vice Chair Cleaves represented BOARS on the Academic Council Special Committee on Transfer Issues and on the Ethnic Studies Implementation Working Group.

ACKNOWLEDGEMENTS

BOARS collaborated closely with UCOP and benefited from regular consultations with Executive Director of Undergraduate Admissions Han Mi Yoon-Wu, and Associate Director of A-G and Transfer Policy Analysis & Coordination Chase Fischerhall. BOARS also received valuable support and advice from Institutional Research and Academic Planning Director Tongshan Chang and Institutional Research and Planning Analyst Matt Reed, who provided the committee with critical analyses and data related to the Report to the Regents and the Compare Favorably analyses.

Respectfully submitted,

Barbara Knowlton, Chair (LA)	Akos Rona-Tas (SD)
Wallace Cleaves, Vice Chair (R)	Josh Berke (SF)
Sophie Volpp (B)	Greg Mitchell (SB)
Jay Stachowicz (D)	Laura Giuliano (SC)
Sergio Gago-Masague (I)	
Rob Watson (LA)	
Charlie Eaton (M)	
Pete Sadler (R)	Kenneth Feer, Principal Analyst

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Per Senate Bylaw 180, the Coordinating Committee on Graduate Affairs (CCGA) advises the University President and all agencies of the Senate on matters regarding research and learning related to graduate education. One of CCGA's chief responsibilities, as delegated by the Regents, is the authority to review and evaluate campus proposals for new graduate programs and schools that require approval of the President. In addition, CCGA establishes basic policies and procedures for coordinating the work of the various graduate councils and divisions, recommends to the Assembly minimum standards of admission for graduate students, reviews policies applied by graduate councils, reviews policies concerning relations with educational and research agencies, and approves UC graduate courses as system-wide courses to be listed in divisional catalogs.

Review of Proposed Graduate Degree Programs

During the 2022-23 academic year, CCGA approved 18 program proposals and declined one. Eight of the approved proposals were Self-Supporting Graduate Degree Programs (SSGPDPs), and two proposals had PDST (Professional Degree Supplemental Tuition). The single declined proposal was an SSGPDP. Two proposals will carry over to the 2022-23 year. One of these was received in March and has been in the process of review with the campus. The other was received on June 16.

Programs Decided Upon During the 2022-23 Year

Campus	Program	Date Received	Date Approved	SSGPDP
UCB	Master of Computational Social Science	6/17/22	12/5/22	Yes
UCB	COLLEGE – Data Science and Society	6/16/22	3/1/23	No
UCB	Master of Advanced Study in Engineering	8/19/22	4/5/23	Yes
UCB	Master of Climate Solutions	1/17/23	6/7/23	Yes
UCB	Master of Biotechnology	3/28/23	7/5/23	Yes
UCB	Addition of an *en route* MA to the PhD in Buddhist Studies	4/10/23	6/7/23	No
UCD	Master of Management	12/14/22	5/3/23	Yes
UCD	Master of Engineering in Medical Device Development	1/26/23	5/3/23 (rejected)	Yes
UCD	Certificate in Psychiatric Mental Health Nurse Practitioner	5/26/23	7/5/23	No
UCI	Pre-Proposal SCHOOL of Population and Public Health	6/24/22	12/5/22	No
UCI	Addition of an *en route* MA to the PhD Psychology Science	3/17/23	5/3/23	No
UCLA	Master of Legal Studies	6/14/22	4/5/23	Yes
UCLA	Master of Data Science in Health	7/8/22	12/5/22	Yes
UCR	MS in Computational Data Science	6/6/22	11/2/22	No
UCR	PhD in Astronomy	6/3/22	1/8/23	No
UCR	4+1 in Microbiology	12/18/22	3/1/23	No

Campus	Program			
UCSC	MA in Geographic Information Systems, Spatial Technologies, Applications, and Research	7/6/22	4/5/23	No
UCSC	MS/PhD in Materials Science and Engineering	2/1/236	4/5/23	No
UCSD	Pre-Proposal SCHOOL of Computing Information and Data Science	9/13/22	2/15/23	No

The committee worked diligently with campuses and faculty throughout the year to help them craft and improve proposals that would meet the University's expectations of excellence.

Proposals Under Review to be Carried Over to 2023-24

Campus	Program	Date Received	Status	SSGPDP
UCLA	Master of Real Estate Development	6/16/23	On Hold Until October	Yes
UCR	Master of Public Health	3/1/23	On Hold Until October	No

Topics of Note During the 2022-23 Year

Labor Relations and the Graduate Student Strike

In November 2022, nearly 50,000 UC graduate students, led by the UAW, went on strike for better pay and benefits. This strike resulted in a tremendous disruption of graduate and undergraduate education systemwide. Throughout late fall and into early winter, faculty struggled (with limited success) to manage their classes and laboratories without student support or assistance. For the faculty, the strikes were an especially challenging situation given they required last-minute pivots following so closely on the Covid period. Faculty on CCGA reported how on the campuses faculty members were strained by these two historic circumstances in such close proximity. Nevertheless, the CCGA members, together and with faculty on their home campuses, worked to develop guidelines in response to the evolving situation.

CCGA members spent considerable amounts of time at the November and December meetings discussing the situation on their home campuses. For many, the sense was that faculty were left to figure out what to do in terms of grading without clear and timely guidance from the Office of the President. Faculty also felt left out of the negotiations since they were repeatedly told that they could not be part of those. For many, this meant that they felt their input was neither sought nor valued. Faculty members expressed this to the CCGA members, and CCGA members shared this sense among themselves. While faculty had no direct role in the negotiations, the consequences for the faculty were strongly and immediately felt in terms of a changed relationship with their graduate students. The faculty-student rapport is one of the cornerstones of graduate education and research at UC. However, during the period of the strike, this relationship was strained because neither party was able to fully and transparently communicate with one another. CCGA members were concerned that this evolving situation would have an impact on longer term mentor/mentee relationships among faculty and students. CCGA members continuously lamented that there were connections that could be potentially lost, that the graduate enterprise was evolving, and that the graduate student and faculty connection was something that should be preserved.

UC Labor Relations reached an agreement with a portion of the students in early December, with the remainder being brought to agreement at the end of the month. Classes were able to resume as usual after

winter break. CCGA members considered how to return to productive teaching and mentorship as quickly as possible. All agreed that CCGA had an important role in developing guidelines for some of the more challenging areas. One of these areas included guidelines over independent study courses (called 299s or 599s on many campuses). CCGA began a months-long process of developing these syllabus guidelines with input from Labor relations and legal counsel as well as from the APC committee on the Future of Graduate Education. At the same time, discussions about faculty-student interactions and communications remain fraught in light of what will certainly be further contract negotiations in the future and amidst a number of known grievances. Faculty systemwide are uncertain about their current relationship with their students and would like to preserve the important role they have had as mentors and guides in their student's academic journeys.

Language Pertaining to Online Instruction/Education

In response to a program proposal that involved an online component, the committee determined that the language/terminology pertaining to types of online education (e.g., "remote," "hybrid," "mixed-modality," etc.) was not being used in a uniform manner across the campuses. Members felt that it would serve the University – and be helpful to CCGA – if UC had agreed-upon definitions that were used systemwide. It was determined that CCGA should work with UCEP to develop a glossary of terms related to online education. Members forwarded any existing campus definitions that were in place, and Professor Macey (UCLA) volunteered to work with representatives from UCEP to develop standard terminology systemwide. Professor Nieri (UCR) volunteered to help with the effort.

Professors Macey and Nieri worked with UCEP representatives. The subgroup determined that the fundamental distinction between an in-person class and other modalities is whether it requires a physical classroom. The subgroup developed clear and standardized definitions, drawing from accrediting agencies and federal guidelines, to bring a shared understanding of terms related to online education. These guidelines do not aim to replace existing campus terms and definitions. However, inconsistencies in definitions across campuses has, at times, led to confusion. It is hoped that campuses will use these shared definitions, at least within the program proposal process. Council endorsed the glossary of standard terminology at its June meeting; it will be included as reference material in the *CCGA Handbook*.

Interim Guidance on Directed Studies Courses ("299s"[1])

In the wake of the graduate student strike, there was much confusion about how to delineate the expectations for academic research, distinct from expectations for employment. The Chair asked for any materials developed by the campuses to guide this distinction and shared a draft Google Doc for input. Vice Chair Tantillo volunteered to head the effort to develop guidance with regard to 299s; Professors Schank (UCD) and Kruggel (UCI) agreed to help. Directed studies courses are often classified as research for the thesis or dissertation. They may also be taken as a form of independent study, in connection with research in laboratories and towards a student's thesis. The material produced as part of the 299 may be intended for future publication or other activities (e.g., performances, poster presentations, etc.). In a lab setting, the 299 allows a student to conduct research under the oversight and mentorship of a professor. 299 courses are typically for S/U grades and taken for 1 up to 12/16 units (quarter/semester) per term.

The subgroup developed some preliminary guidelines, which subsequently were reviewed by UC Legal and Academic Personnel and Programs. Following these reviews and revisions, the committee brought

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[1] On most campuses, 299 courses come under the category of graduate-level directed studies courses (290s). On some campuses, 299s are used interchangeably with 297 or 295, and on some campuses 596 and 599 are used for directed study courses, while others use 299 for education-only courses. For the purposes of this document, we will refer to all directed study courses as "299."

the draft language to Council in June. Council had input, which was taken back to CCGA, UC Legal, and APP. A new draft was brought to Council in July, and still more revisions were suggested. In early August, a [final set of guidelines](#) was approved by CCGA, UC Legal, and APP, and was submitted to Council.

Clarifying the research and mentorship component of 299 courses is ongoing on a departmental, campus, and systemwide level. It is hoped that this guidance will assist the campuses until more definitive help is provided by the Office of the President.

Visit with Provost Newman

In July, Provost Newman met for an hour with CCGA. The Provost talked about her educational and employment history. She said that her commitment to graduate education is very deep. She acknowledged that she came to the University after the graduate student strike, but the aftermath reflects a new reality that the University had to face. She said that the moment calls for a reinvention of graduate education. A significant hurdle is the real limitation of funding for graduate education. There is a question about what is affordable and where UC is going to invest the dollars it has; the state will probably not "save" UC. Decisions are going to have to be made on the campuses. For the sciences (and other areas that are grant funded), the funding agencies have new limitations. They are facing pressure to distribute things more widely rather than granting large gifts to concentrated areas. She asked how can graduate education become more efficient. The Provost said she has an effort underway to try to address these questions and concerns. She intends to hold a system-level congress about the future of graduate education in early October. A second congress may be held in the spring. Members had questions for the Provost and there was considerable discussion.

Presentation of UC Systemwide Workgroup on Students with Disabilities

At the June meeting, Vice Chancellor Reguerín (UCD) explained that he and Vice Chancellor Sutton (UCB) have been serving as co-chairs on a two-year workgroup - with considerable involvement from the Regents - to look at ways to make strides forward in the University's work with students with disabilities. The workgroup is comprised of about 30 staff, faculty, and students. The Regents ask for regular updates from the workgroup, and Vice Chancellors Reguerín and Sutton shared material from those updates asked committee members how UC can better serve students with disabilities.

The workgroup came up with six "Elevated Items" that the co-chairs presented to the Regents:

- Sufficiently increase staffing at offices for students with disabilities so they can offer students an appointment within 2–4 business days of first contact.
- Require training for faculty, staff, and leadership on addressing and serving students with disabilities to ensure effective service of students with disabilities and to move toward UC's goal of disability inclusion.
- Require all campuses to have a full-time ADA Coordinator focused exclusively on disability compliance issues, consultation, and education.
- Develop and appropriately staff disability cultural/resource centers for students on each campus.
- Establish on each campus a disability task force appointed by the chancellor and co-chaired by a senior faculty member and a senior administrator. The task force will engage in an ongoing dialogue on disability inclusion and other issues concerning students with disabilities and will be tasked with developing actionable recommendations.

- Develop a systemwide community of practice by convening the chairs of the campus disability task forces semiannually, to share best practices and challenges and to ensure accountability.

Committee members had questions and suggestions for the Vice Chancellors.

Return of Graduate Student Members

In 2022-23, CCGA was very gratified to welcome two graduate student members to serve on the committee. The committee has had no graduate student applicants since the advent of Covid-19, and has very much missed student input and interaction. The committee sincerely hopes to have applicants for its two graduate student positions going forward.

Respectfully submitted,

Erith Jaffe-Berg, Chair (UCR)   Michael Scheibner (UCM)
Dean Tantillo, Vice Chair (UCD)   Tanya Nieri (UCR)
Candace Yano/Edmund Campion (UCB)   Jennifer Smith (UCSD)
Jeffrey Schank (UCD)   Andrei Goga (UCSF)
Frithjof Kruggel (UCI)   Michelle O'Malley (UCSB)
Paul Macey (UCLA)   Andrew Fisher (UCSC)

UNIVERSITY COMMITTEE ON COMMITTEES
ANNUAL REPORT 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Responsibilities and Duties
Pursuant to Senate Bylaw 150, the University Committee on Committees (UCOC) oversees the appointment of chairs and vice chairs for each of the standing committees of the Assembly; oversees the nomination of Senate members to serve on ad hoc or ongoing joint Senate-Administration committees and task forces; and sends letters of appointment to all appointees specifying term of the appointment and committee charge. In 2022-23, UCOC met three times via Zoom and once in person (with an option to join remotely). Major issues and accomplishments are reported below.

Appointment of Chairs and Vice Chairs of the Senate's Standing Committees
While being mindful of balance and representation among campuses, UCOC reviewed and approved chairs and vice chairs for standing committees for 2023-24. This year it was particularly challenging to find vice chairs for certain committees. In addition, due to varying circumstances, three Council committee chairs are continuing on as chair for a second term (UCEP, UCORP, and UCPB). There were a few late changes and selections that had to be approved by the committee via email, but all chair and vice chair positions for systemwide committees were filled as of September 5th.

Appointment of members of Standing Committees
The ten divisions nominated representatives to standing committees and to the Assembly of the Academic Senate. UCOC subsequently issued appointment letters to each division specifying the term of appointment and information regarding service on systemwide committees.

Appointment of members of Senate committees, subcommittees, or task forces within the systemwide Academic Senate
- ACSCOLI – Appointed four new members.
- Editorial Committee – Appointed nine new members.
- UCFW Health Care Task Force (HCTF) – Appointed two new members.
- UCFW Task Force on Investment and Retirement – Appointed three new members.
- University Committee on Rules & Jurisdiction – Appointed two new members.

Selection of Senate Representatives to Other Committees
UCOC is responsible for selecting Senate representatives to various groups that are proposed by the President, Provost, or other senior administrators. UCOC nominated or reviewed nominations of representatives to serve on joint administration-Senate task forces, external councils, and other groups in 2022-23. These included:
- UC ANR Governing Council
- UC Berkeley Chancellor Search Advisory Committee
- Education Financing Model (EFM) Steering Committee
- Shared Library Facilities Board (SLFB)

Academic Council Chairs Award for Mid-Career Leadership

UCOC reviewed nominations from the divisions for the 2023 Academic Council Chairs Award for Mid-Career Leadership and forwarded two names to the Academic Council, per the award's guidelines. The Academic Council selected UC Davis Professor Katheryn Russ and UC San Diego Professor Daniel Widener.

Expanding Participation in the Academic Senate

UCOC members continue to share practices used at the divisions for expanding participation in Senate service, increasing diversity, and building leadership. Many have difficulty filling Senate committees. Techniques to expand participation include having members of the division's Committee on Committees meet with department chairs to identify faculty who might be interested in Senate service, conduct interviews with committee chairs, and engage in other types of focused outreach. Some divisions match junior faculty members with more senior colleagues as informal mentors. Some use or are considering incentives such as direct compensation, step acceleration, or course releases.

Other UCOC Discussions

- UCOC began a discussion that will likely continue next year regarding criteria for serving on Divisional Committees on Academic Personnel (CAPs), particularly around whether non-Senate faculty are included.
- UCOC also briefly discussed questions around removing a committee member from a Senate committee.
- UCOC received regular updates from the Academic Senate chair and vice chair about important issues facing the faculty and the university.

Respectfully submitted:

Jennifer Nájera, UCOC Chair
Reza Ahmadi, UCOC Vice Chair
Oliver Arnold (UCB)
Clare Yellowley (UCD)
Matthew Huffman (UCI)
Christopher Evans (UCLA)
Martin Hagger (UCM)
Michalis Faloutsos (UCR)
Rommie Amaro (UCSD)
Christine Glastonbury (UCSF)
Robin Nabi (UCSB)
Elizabeth Abrams (UCSC)
Susan Cochran (Academic Council Chair, ex-officio)
James Steintrager (Academic Council Vice Chair, ex-officio)
Joanne Miller (Committee Analyst)

**UNIVERSITY COMMITTEE
ON
EDUCATIONAL POLICY**

2022-2023 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:
The University Committee on Educational Policy (UCEP) met by videoconference ten times and one time in-person in Academic Year 2022-2023 to conduct business with respect to its duties as outlined in Senate Bylaw 170 and in the Universitywide Review Processes for Academic Programs, Academic Units, and Research Units (the "Compendium"). The major activities of the committee and the issues it addressed this year are outlined briefly, as follows.

PRINCIPLES FOR ONLINE MAJORS AND PROGRAMS
Last year's white paper, "Understanding Online Undergraduate Degree Programs: Definitions, Status, Process, and Questions at the University of California," set the stage for UCEP to resume work on principles for online majors and programs. In addition to the white paper, the principles were informed by the 2020 Online Undergraduate Degree Program Task Force report, the Western Association of Schools and Colleges Senior College and University Commission's (WSCUC) Substantive Change Manual, and the Federal Code of Regulations. The principles are offered in the context of newly developing online majors, but they apply equally to in-person degree programs that use online tools and are intended to provide faculty and departments with insight into ways of adapting new technologies that ensure rigor, engagement, and academic integrity. UCEP transmitted the principles to Academic Council in June and the document was endorsed and transmitted to the divisional Senates.

STANDARD TERMINOLOGY FOR DISTANCE EDUCATION
Members of UCEP collaborated with members of the Coordinating Committee on Graduate Affairs to develop standard terminology related to distance education courses. The terminology is aligned with Federal regulations and WSCUC requirements and is intended to facilitate a shared understanding of the terms. Campuses do not have to adopt this terminology, but they are encouraged to use these terms when describing distance education courses in proposals to the systemwide Senate.

GUIDELINES FOR REVIEWING PROPOSALS FOR NEW SCHOOLS AND COLLEGES
Per Senate Bylaw 170.B.2, UCEP is charged with approving the establishment of new undergraduate schools and colleges. Although its long-standing role in reviewing proposals is described in the Compendium, the committee did not have a standard template to facilitate this work. In October, members began developing a template based on the guidelines for proposal reviews used by the Coordinating Committee on Graduate Affairs (CCGA). The template was fine-tuned over the course of the year as the committee gleaned insight from its review of pre-proposals and proposals for new programs. The guidelines, finalized in June, will be posted on UCEP's website, and it is a living document that may be updated in the future.

PROPOSED RESIDENCY AMENDMENT TO SENATE REGULATION 630.E
In September, UCEP's proposed revisions to Senate Regulation (SR) 630.E to clarify the residency requirement for an undergraduate bachelor's degree were sent out for systemwide review and the committee considered the feedback from the review in December. A significant change was reframing SR 630.E as a campus experience requirement, and the revision was grounded in WSCUC expectations that campuses track how many courses being taught are more than 50% online. The amendment closes

the loophole previously identified by UCEP that currently allows for the potential creation of a fully online degree programs through individually approved online courses while providing a pathway for campuses to experiment with online minors and majors. UCEP also proposed an additional revision to the definition of residency in SR 610 to align it with the new SR 630.E. A revised proposal was endorsed by Academic Council in January and subsequently endorsed by Academic Assembly in February.

REVIEW OF THE UC SANTA CRUZ ONLINE MAJOR IN CREATIVE TECHNOLOGIES
UCEP received UC Santa Cruz's proposal for a two-year Creative Technologies Bachelor of Arts degree program in May 2022, but it was not reviewed until this academic year. Since this degree was originally proposed as a fully online degree, UCEP members spent considerable time discussing the criteria for review in the fall/winter. The lead reviewers identified the proposed program's central strengths and weaknesses, and the committee sent the campus a substantial list of questions in February. UCSC communicated a thorough and comprehensive reply to those questions in April and the proposers modified the program to include in-person course options to fulfill the campus experience requirement outlined in SR 630.E. The proposers also addressed issues related to WSCUC accreditation.

Members of UCEP were pleased to see that the proposal was responsive to the concerns raised and voted to endorse the revised proposal unanimously in May. The committee believes that the Creative Technologies program will set a high bar for future online degree programs. UCEP communicated its approval to Academic Council in June. Council recognized that although the current version of the Compendium authored in 2014 did not anticipate the specific issue of fully online degrees or majors, and those kinds of programs are not explicitly addressed in the Compendium review processes, the "first of its kind" nature of UCSC's proposed program seemed to necessitate a system-level review and approval to align with the spirit, if not the exact wording, of the Compendium.

ACADEMIC INTEGRITY, GENERATIVE ARTIFICIAL INTELLIGENCE, AND INTELLECTUAL PROPERTY
In June, UCEP consulted with the director of UC San Diego's Academic Integrity Office about recent developments related to contract cheating, including the emergence of generative artificial intelligence (GenAI). The director highlighted the need to provide guidance to faculty and students regarding the utilization of GenAI and recommended that the committee advocate that the Office of the President provide funding to support testing centers at every campus that are available to all students. UCEP also updated its annual reminder about academic integrity and intellectual property which will be distributed to the divisions in the fall.

OTHER ISSUES AND ADDITIONAL BUSINESS
In response to requests for formal comment from the Academic Council, UCEP issued views on the following:
- Second systemwide review of the proposed Presidential Abusive Conduct policy
- Second systemwide review of proposed revisions to APM 210 and APM 671
- Proposed Senate Regulation 479 – the California General Education Transfer Curriculum
- Systemwide review of the Entry Level Writing Requirement Task Force report and recommendations
- UC Berkely's Master of Advanced Study in Engineering proposal
- UC Irvine's School of Population and Public Health proposal
- UC Berkeley's College of Computing, Data Science, and Society proposal
- UC San Diego's School of Computing, Information and Data Science pre-proposal

UCEP touched on a variety of other issues related to the business of the Academic Council, Academic Assembly, the Intersegmental Committee of the Academic Senates, and the work of campus Committees on Educational Policy/Undergraduate Councils.

UCEP REPRESENTATION
UCEP Chair Cocco represented the committee at meetings of the Academic Council and Academic Assembly. Chair Cocco also participated on the Provost's monthly budget briefing teleconferences and the Academic Planning Council (APC). UCEP was represented by Vice Chair Bawn on the APC's Workgroup on the Future of Undergraduate Education; by Katie Harris on the Academic Council Special Committee on Transfer Issues; by David Cuthbert on the UC Education Abroad Program Advisory; and by Holley Moyes on the UC Washington Center's Academic Advisory Council.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGEMENTS
UCEP benefited from consultation with and reports from: Pamela Brown, Vice President, Institutional Research and Academic Planning (IRAP); Todd Greenspan, Executive Advisor, Academic Planning and Policy Development, IRAP; Carmen Corona, Director, Academic Planning and Policy, IRAP; Ethan Savage, Academic Planning and Policy Analyst, IRAP; and Ellen Osmundson, Program Director, UC Online, Graduate, Undergraduate and Equity Affairs.

In addition, UCEP consulted the Academic Senate chair and vice-chair, who updated the committee on issues facing the Academic Council and Senate.

Respectfully submitted,

Melanie Cocco, Chair (I)	Kathy Bawn, Vice Chair (LA)
Darlene Francis (B)	A. Katie Harris (D)
Manoj Kaplinghat (I)	Dorothy Wiley (LA)
Holley Moyes (M)	Eric Schwitzgebel (R)
Geoffrey Cook (SD)	Thuan Le (SF)
Julie Bianchini (SB)	David Cuthbert (SC)
James Weichert (Undergraduate Student)	Sadaf Bandeali (Graduate Student)

Susan Cochran ((LA), Chair, Academic Senate, *Ex Officio*)
James Steintrager ((I), Vice Chair, Academic Senate, *Ex Officio*)
Brenda Abrams, Principal Policy Analyst

UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
2022-23 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW met nine times during the 2022-23 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two semi-permanent task forces with separate memberships and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, David Brownstone (TFIR) and Michael Ong (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). Many of these consultants, along with Academic Personnel and Programs and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

UNIONIZED LABOR CONSIDERATIONS

Academic graduate students went on strike in the fall of 2022 to secure greater pay and benefits. They were able to achieve a new contract, but implementing the contract has been difficult. UCFW heard concerns about grant funding and distinguishing academic training from compensable labor. Because some of the negotiated increases are significant, many worry that fewer students will be admitted, contradicting enrollment goals set by the state, or that fewer graduate student researchers and instructors can be afforded, leading to an increase in faculty workload. Accounting procedures are still being developed. The total impact to faculty welfare remains unclear, and UCFW will continue to monitor the situation.

COVID-19 IMPACTS TO ADVANCEMENT, WORK-LIFE BALANCE, AND INSTRUCTIONAL DELIVERY

UCFW members agreed that a continuing issue for this year was how to mitigate the negative impacts of the pandemic on faculty career trajectories and overall morale, especially given the unequal impacts of job disruption on a) individuals and members of specific types of scholars, namely those whose research or scholarly activities experienced

severe and lengthy disruptions due to campus and performance venue closures, and b) individuals or members of specific demographic groups for whom the pandemic markedly increased their dependent care duties, especially single parents, women, and persons of color whose communities were hard hit by the pandemic. UCFW devoted time at each meeting to hear from the campuses about their efforts, short-comings, and surprises in dealing with COVID-19 impacts to advancement, work-life balance, and instructional delivery. UCFW looks forward to Academic Planning Council-led efforts to codify "achievement relative to opportunity" principles in the Academic Personnel Manual.

FACULTY WELFARE

Housing: A lack of affordable housing proximate to UC campuses is pricing many employees out of working for the university, and it is straining the finances of many faculty, especially in expensive housing markets. Planned projects at some campuses will open slowly and not fully address the needs. Affordable student housing is a similar issue.

Retirement Transition: Inadequacies stemming from both software changes and staffing shortages have led to chronic unresolved concerns with the Retirement Administration Service Center (RASC). A new Vice President has begun to address these issues by hiring a permanent director for RASC and securing an augmented budget. Administration of Survivor benefits fell under close scrutiny. UCFW will continue to monitor the improvements closely.

CASH COMPENSATION

A multi-year salary plan designed to close the gap with the Comparison 8, met the goals of the first year (2018), but in 2019, the plan was scaled back following underinvestment by the state and other budgetary concerns. In light of COVID impacts in 2020, salaries were frozen (except for merits). Budget improvements for the state allowed a 4% increase to faculty on October 1, 2023, and staff on July 1, 2023.

The budget compact with the governor has promised a 5% base budget increase to UC for the next four years. It is hoped that subsequent years will see greater increases both to close the market gap and to compensate for high inflation.

HEALTH AND WELFARE BENEFITS

UCFW and HCTF continued to monitor the operations of UC Care. Issues surrounding pharmacy formulary changes and billing transparency were the most common concerns. HCTF also engaged with UC Care to analyze the benefits survey conducted in the fall of 2022. Although assessment continues, findings of dissatisfaction in the mental health area were on-trend, unfortunately. TFIR hopes that in future surveys, Human Resources will

include financial awareness and preparedness questions, including the impact of student loans.

Comprehensive Access returned as a topic before the Senate this year, stimulating much discussion at HCTF and UCFW. The Regents adopted language aimed at balancing access to UC quality care and non-discrimination principles, and a new Presidential policy is being developed. A joint Senate-administration oversight committee, the Joint Clinical Advisory Committee, continued to meet this year. HCTF will monitor developments closely, especially in a post-*Dobbs* era.

UCFW and HCTF recommended the expansion of fertility benefits in the standard suite of coverage available to all UC employees. An RFP failed, and other options are being investigated.

RETIREMENT ISSUES

TFIR continued its close work with the administration to make more user-friendly the Fidelity brokerage window investment options, an effort led by the Office of the Chief Investment Officer, in conjunction with Human Resources. TFIR also supported an OCIO initiative to remove fossil fuel holdings from the Retirement Savings Program.

TFIR worked to improve communications and planning tools related to the "Second Choice" window of the 2016 UCRP Tier, wherein certain eligible employees may change their initial pension election from defined contribution plan to defined benefit plan. This year is the first year the new election provision is available as this is the first fifth year of the Tier. For both initial elections and the "Second Choice" window, a financial modeling tool was created by TFIR for use by prospective and new hires, as well as those facing their second choice. TFIR also recommended that the default option in the 2016 tier be changed to Pension Choice, the defined contribution plan, as it best matches the behavior patterns of those who have defaulted in the past.

OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:

Academic Personnel Manual Revisions: UCFW opined on the following:
- 025 and 671 (Conflict of Commitment and Outside Activities of Faculty Members)
- 210 (Mentoring)

CORRESPONDENCE:

Beyond submitting opinions and recommendations on the topics above, UCFW opined on the following matters of systemwide import:

- Proposed Policy on Abusive Conduct in the Workplace
- Student Loan Debt
- Proposed Anti-Discrimination Policy
- Sustainable Practices
- Total Remuneration
- Vaccination Policy

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

<u>**Charge of the Committee**</u>
According to Academic Senate Bylaw 182, the University Committee on International Education (UCIE) should fulfil the following roles in systemwide governance:

1. Consider and report, in consultation with other Academic Senate committees, on matters of international education and engagement referred to the Committee by the President of the University, the Academic Council, the Assembly, a Divisional or any Senate Committee. (Am 28 May 2003)
   a. Report to the Academic Council and other agencies of the Senate and confer with and advise the President and agencies of the University Administration on matters concerning international engagement.
   b. Initiate policy recommendations regarding international engagement programs and the status and welfare of international students and scholars at UC.
   c. Evaluate and advise on UC's international service learning or experiential learning programs, except programs whose authorization and supervision is performed independently by the campuses.
2. Provide Continuing review of the Education Abroad Program and its policies. (EC 28 May 2003 and 8 June 2023)
   a. Consult with the UC Education Abroad Program (UCEAP) on future program development, including modification of the programs of existing Study Centers, establishment of new Study Centers, and disestablishment of UCEAP Programs. (Am 28 May 2003)
   b. Represent the Senate in the selection of Study Center Directors. (Am 28 May 2003)
   c. Maintain liaison with the Council of Campus Directors. (Am 28 May 2003)
   d. Advise the UC Education Abroad Program Associate Vice Provost and Executive Director on all matters of international education. (Am 28 May 2003)
   e. Have the responsibility for the final academic review of new programs after the first three years, and for regular reviews of all programs every ten years or as conditions may require. (En 4 May 89; Am 4 Jun 91; Am 28 May 2003)
   f. Authorize and supervise all courses and curricula in the UC Education Abroad Program (Am 2 Dec 71; Am 4 May 89; Am 28 May 2003)

<u>**New UCEAP Programs Proposed in 2022-23**</u>
The Berlin Experience – Approved
KAIST - Approved

<u>**Program Review Reports/Reviews**</u>
2021-22 10-Year Korea Review – Approved
2021-22 10-Year Ireland Review – Approved

<u>**Program Discontinuances/Closures**</u>
Contemporary Spain
European Studies, Free University of Berlin

Linear Algebra in Rome
Pacific Islan Environmental and Community Health
Public Health, Thammasat University

Topics of Note During the 2022-23 Year

UCEAP

Prior to the pandemic, UCEAP was slated to send out 6,000 students and welcome in about 1,500. During the pandemic it had a low of 72 students; most of those were students who were in China and were not able to return to the US. At the start of 2022-23, the program anticipated roughly 3,900 outbound, and approximately 1,300 inbound students. In the spring, UCEAP reported that it had 13K applications from students for 2023-24.

In October, UCEAP was in the process of final negotiations with Lyra, which would provide mental health support for students in English in all of the countries in which UCEAP has students. UCEAP had 201 students in Seoul at the time of the [Halloween crush](#), and the program was able to use its live headcount support to ensure all UC students were safe. One student did not check in for many hours, so now UCEAP has made it mandatory that students agree to respond to welfare check calls.

The Executive Director gave an update on the First Year Fall program. The Davis campus reported in November that it was postponing its participation in the program. This precipitated the overall delay of the launch of the program because could not run with just UC Irvine. Now the program will launch in summer 2024 with Davis, Irvine, UCLA, and UCSD. Students will start at their home campuses over the summer and then will go to Spain or Sicily in the fall, returning to campus in the winter. This program is only open to incoming freshmen.

UC faculty have been asking for UCEAP to offer programs in Cairo, but there are concerns about academic freedom and the safety of LGBTQ+ students. Students who go to other areas with similar concerns are given cultural orientations; If UCEAP moves forward with an Egyptian program, a similar orientation would be given. The program is also looking for new partnerships in Southeast Asia and in South America.

A UCEAP donor is offering funding in select locations for extra-curricular trips and experiences for students.

In 2022-23, UCEAP hired a marketing and communications director, and the program will be working with that person to develop campaigns for outreach and major marketing over the next three years. The programs in Australia and Mexico will be emphasized. There will be two academic areas of focus: sustainability and STEM opportunities. Executive Director Nyitray has been talking with many UCEAP partners about initiating or increasing summer research opportunities. UCEAP is also going to work to have better outreach to first generation students and encourage them to see education abroad as an educational option.

At the May meeting, the Executive Director shared that UCEAP is relocating to a new location at UCSB. The new site has two buildings that will provide sufficient office and meeting space. It is removed from the campus but connected, so there will be no confusion with the campus education abroad office.

Executive Director Nyitray reminded the committee that her office has been providing 0.5 FTE support to the campuses for their international education efforts. UCEAP will now be increasing that to 1.0 with a three-year agreement to the campuses. The hope is that this extra staffing will result in roughly a 10

percent increase in program participation.

Also at the May meeting, the Executive Director asked whether UCIE exercised any oversight of academic programs at the Casa de California in Mexico City other than those administered by UCEAP. She referred the committee to ALIANZA, the umbrella organization created from three pre-existing initiatives for UC-Mexico engagement, now operating under the aegis of UCR. She noted that several campus Senior International Officers had asked whether UCEAP was involved in new programming of which they'd become aware. The Committee was not aware, and it was agreed that the Executive Director would provide background information and an update for UCIE's first meeting in fall of 2023.

Early in the year, UCEAP hired two new associate deans: Rachel Jean-Baptiste and Peter Graham. The Associate Deans visited the Riverside, Irvine, Santa Barbara, and Los Angeles campuses and met with study abroad center staff and the campus faculty directors; at that time, they planned to visit the northern California campuses in late summer or early fall of 2023. Associate Dean Jean-Baptiste left for a new position in the spring.

Throughout the course of the year, UCEAP staff made presentations about the resources available to campuses and families through UCEAP. Associate Dean Graham discussed the campus course credit abroad database, which allows students to find courses that will apply toward UC and major credit. This helps tremendously with students' ability to plan. He explained that UCEAP is working with the campus registrars to update the information; the database has not been updated since the pandemic. Each campus has a different system. Mr. Graham said that UCEAP also is working on is producing DEI videos; the hope is to have a draft video by summer and then a final product ready by the fall. The program is also working to more fulsomely engage parents and student support networks in the consideration of study abroad. UCEAP Analyst Lam shared a slide deck on UCEAP data resources with regard to enrollment, the economic value of education abroad, scholarships and awards, curriculum integration, and program reviews. She shared an email invitation so that members could take advantage and explore the resources.

At the October meeting, the Executive Director explained that student evaluations used to be mandatory. The response rate was always good but as UCEAP's numbers grew, it became difficult to review and redact them. In 2019, the program decided that it needed to shift away from making the evaluations mandatory, and the response rate plummeted. Director Nyitray said that responses were necessary for the UCEAP review. She asked for the committee's input on how to optimize or maximize the response on student evaluations.

Proposed Changes to UCIE Bylaws

In March, Director Abraham explained that the language in the Senate Bylaw governing UCIE was out of date and incorrect. UCEAP suggested some changes to the Bylaw to bring it into alignment with current titles, language, and practice. The committee agreed with the changes, and sent a letter to Council asking that the updates be made. The changes were made to the Bylaw in June 2023.

Presidential Proclamation 10043

Presidential Proclamation 10043 allows the US Department of State to deny new F or J visa applications or revoke existing visas from Chinese graduate students and researchers who previously studied or conducted research at Chinese universities that support PRC military initiatives or its military-civil fusion strategy. The State Department policy is described as seeking to protect against intellectual espionage and the military application in China of US technologies. The Proclamation was issued in June 2020, and applies to existing and new visas. Initially, because of the COVID-19 pandemic, new visas were largely not being processed. Once the consulates reopened in China, there were concerning reports of this

Proclamation being applied very broadly. Many members of UCIE were concerned that this Proclamation was leading to the profiling of scholars of Chinese and Chinese-American descent.

Last year, UCIE wrote a letter to Council on PP 10043; Council's response to the letter was positive. The letter was forwarded to the President, and meetings were arranged with FGR to try to find ways to address problems brought about by PP 10043.

On January 13, the Chair, Vice Chair, a 2021-22 committee member, and the Council Chair and Vice Chair met with representatives from UC Federal Government Relations and the State Department regarding Presidential Policy 10043. The Chair and the other University representatives expressed their belief that the Proclamation was being too broadly interpreted and was hurting campus recruitment, retention, and research. The State Department members were adamant that the Proclamation needed to be enforced to protect national security. The Biden administration will not be changing the Proclamation.

<u>Acknowledgements</u>

Thanks to Academic Council Chair Susan Cochran, Vice Chair James Steintrager, and Senate Executive Director Monica Lin. Thanks also to our UCEAP partners: Associate Vice Provost and Executive Director Vivian-Lee Nyitray, Director of Academic Development Sarah Abraham, and Associate Deans Rachel Jean-Baptiste and Peter Graham.

Respectfully submitted,

Julian Schroeder, Chair	Michelle Leslie (UCM)
Michelle Leslie, Vice Chair	Denver Graninger (UCR)
Alexandra Saum-Pascual (UCB)	Yuri Fialko (UCSD)
Jennifer Schultens (UCD)	Alan Shindel (UCSF)
Long Bui (UCI)	Spencer Smith (UCSB)
Marco Giovannini (UCLA)	Kent Eaton (UCSC)

**UNIVERSITY COMMITTEE ON
LIBRARY AND SCHOLARLY COMMUNICATION**

2022-23 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

According to Senate Bylaw 185, the University Committee on Library and Scholarly Communication (UCOLASC) shall:

1. Advise the President concerning the administration of the libraries of the University in accordance with the Standing Orders of The Regents and issues related to innovations in forms of scholarly communication.
2. Perform such other appropriate duties as may be committed to the Academic Senate by proper authority.

UCOLASC met three times in 2022-2023 via videoconference.

Consultation with the California Digital Library (CDL)

UCOLASC met with representatives from the California Digital Library at each meeting. CDL AVP Günter Waibel provided regular updates on their collections budget, which was returned to permanent funding via a set-aside in 2022, and efforts to maintain a full staff. New announcements about the future of work from OP may impact the CDL, as they hired remote workers to compete for qualified staff in highly specialized library as well as IT positions. UCOLASC noted that remote work is critical and appropriate for CDL's digital work and offered its advocacy support.

The UC's eScholarship Publishing program provides comprehensive publication services for UC-affiliated researchers. UC's open access repository and scholarly publishing platform receives many requests and the CDL hired an additional staffer to provide enhanced capability. The UC now hosts two preprint servers, EarthArxXive and EcoEvoRxiv. eScholarship provides an archive home for UC scholars without a discipline-specific preprint server. It was suggested that UCOLASC's feedback to the eScholarship team can function as an informal form of governance.

CDL participated in the National Academies of Science Open Science Community of Practice, which elevates development of open publishing incentives, as part of the Office of the President delegation.

AVP Waibel is a co-PI on a Mellon grant that funds investigations into lawful use of in-copyright digitized books, called Project LEND. The grant, led by UC Davis, is sponsored by the Council of University Librarians (CoUL), and engages two faculty experts from UCB and UCI in the critical research on legal and user requirements questions This work builds on the success of the HathiTrust emergency temporary access service (ETAS) during the pandemic, which sparked great interest in finding ways to continue enhanced access to library materials.

HELIOS is a project of the National Academy of Sciences; a cohort of colleges and universities working to advance open scholarship across higher education. Maryanne Martone represents UCOP on behalf of the Academic Senate. AVP Waibel is a library representative, and other campuses also have sent representatives. Representatives to the project are preparing a survey to the UC community to reveal a high-level overview of services supporting OA scholarship. UCOLASC discussed ways to create an effective survey to capture the multitude of experiences across the university.

UCOLASC received updates from active OSC working groups:

OSC DEI Working Group
UCOLASC received updates on OSC work to create a Diversity, Equity, and Inclusion in Scholarly Publishing resource on their website to develop specific recommendations for faculty and others to address DEI issues within scholarly communication, create a more diverse and inclusive publishing environment, and enrich the scholarly record. The website resource was finalized this year and UCOLASC approved the final version of the resource and through Council, shared it with Vice Provos Haynes, the University Committee on Academic Personnel, the University Committee on Affirmative Action, Diversity and Equity (UCAADE), and the divisional Senates.

Emeriti Works Archiving Project
The Emeriti working group focuses on helping scholars upload large collections of their own academic work to eScholarship. The Working Group finalized the Secure Your Own tool, including a systemwide self-help resource, publisher contact information, templates for requesting rights reversion, and instructions that guide users to ease the process. UCOLASC was asked to provide feedback on the finalized toolkit.

Project Transform

Project Transform is charged to negotiate and implement a set of transformative agreements with publishers of scholarly journals. The goal of these transformative agreements is to convert all subscription spending into open access publishing spending. UCOLASC discussed Project Transform's progress at each meeting.

Over 50 percent of all UC articles are eligible for open access publishing with financial support from the UC libraries. Roughly thirty-five percent of UC authors continue to opt-out of open access publishing, but efforts to educate authors continue.

A new issue surfaced this year as publishers have been asking UC authors to sign "License to Publish" (LTP) agreements that undermine the intention of the faculty as expressed by the Senate's Systemwide Open Access Policy of 2013, and the UCOLASC Declaration of Rights and Principles which was unanimously endorsed by eight Senate Committees and Academic Council in 2019. Publishers are allowing authors to retain copyright is in name only. All rights therein are being transferred to publishers through LPT agreements that publishers require authors to sign as a condition for publication. Some publishers are also inserting language in their LTP agreements that sets conditions for manuscripts in eScholarship and preprint servers. The Project Transform negotiating team intends to continue pushing all publishers to alter their LTP agreements such that the original intentions and clearly stated goals of the faculty are fully achieved.

UCOLASC authored a statement urging the negotiating team to "exert the full leverage of the UC system, further demonstrate global leadership on a key priority for authors, and if necessary, stand on principles." The statement was presented to Council, endorsed and forwarded to President Drake and Provost Newman.

Project LEND (Library Expansion of Networked Delivery)

UCOLASC heard about Project LEND's efforts to expand lawful use of in-copyright digitized books within and beyond the UC, corresponding to the way HathiTrust expanded access through emergency access arrangements. The committee urged that the project roll out as a trial version, so updates from users can be incorporated into the final version.

Ongoing Impacts of Labor Agreements

Committee members shared how the new teaching assistant and graduate research assistant contracts will affect their campuses. Libraries fear that their budgets may be cut as campuses work to find additional funding for increased graduate labor costs. Members emphasized the importance of the libraries on the UC's reputation, based on world-class collections, librarians, and staff.

Council of University Librarians (CoUL)

UCOLASC met jointly with the Council of University Librarians. The first phase of the Regional Library Facilities Operations Funding Project is done. The current model does not reflect expanding costs and increased service needs. An equitable funding model is under consideration, taking into consideration the systemwide impact of the RLF.

Staff vacancies, due both to funding issues and to hybrid and remote preferences for work, impact the libraries' functioning. Campus libraries reported pressure to reframe library space as study/learning spaces rather than scholarly or archival spaces.

NIH Data Sharing Policy and Data Publication and Sharing

A policy by the National Institutes of Health establishing minimum requirements for data management and sharing is likely to be replicated by other federal funding agencies. Campus libraries and the CDL have resources to help faculty comply with these policies. One resource is the DMPTool, a free service of the CDL helping researchers and institutions create high-quality data management plans that meet funder requirements. The tool is used by 350 institutions nationally, including all R1 campuses in the US. Data repositories include the CDL's digital curation program, University of California Curation Center (UC3) and Dryad, a generalist repository, provide best practice data publishing for UC researchers.

The UC's Research Data Backup Service Program sent out an RFP to explore options for commercially available software for research data backup. UCOLASC hopes to provide input prior to the choice of any proposed software provider.

Consultation with Senate Leadership

UCOLASC received updates by Senate leadership on matters of interest to the committee as well as to the wider UC community. Topics covered included:
- Labor issues and the effects of new agreements with the UAW on faculty.
- The benefits of UCOLASC considering ways to translate the committee's work into demonstrable public good.
- Ongoing interest in online education, including fully online degrees.
- UCOLASC's potential role in planned software purchases for a data backup system.
- OA publishers' overreach of copyright

Campus Reports

UCOLASC set aside a portion of each meeting for updates from members about issues under discussion on campuses and local library committees. These briefings touched on a wide array of topics, including library budget concerns, libraries transitioning to post-pandemic fully open status, efforts to increase acceptance of open publishing on campuses, unique challenges facing humanities researchers in open-access publishing, strategic plan development for libraries, Regional Library Facility costs shared by campuses, and efforts to ensure that library committees are consulted in campus academic and budget planning.

Endorsements and Letters of Support

In March, UCAADE provided Management Consultancy on a proposed change to APM 210 which adds "efforts to advance equitable access to information; library services that address the needs of California's diverse population; the development of inclusive library collections that support the diverse needs for teaching, research, and patient care; or the fostering of welcoming and inclusive library spaces, services, programs, and operations" to the list of activities on which librarians' appointments, merit increases, promotions, and career status actions can be evaluated.

In June, UCOLASC drafted and unanimously approved a statement authorizing the Project Transform Negotiating Team to uphold the intent of both the Senate's Systemwide Open Access Policy of 2013, and the UCOLASC Declaration of Rights and Principles which was unanimously endorsed by eight Senate Committees and Academic Council in 2019 as they push back against publisher's efforts to abrogate faculty's retention of rights to their works through License to Publish agreements. UCOLASC wrote a letter strongly encouraging the negotiating team to negotiate Open Access agreements with publishers that preserve UC authors' full control over the copyrights in their work, and Chair Hildebrand and Rich Schneider presented the issue at a Council meeting. After discussion, Council approved the letter and shared it with President Drake, Provost Newman, Systemwide Senate Director Lin, and Senate Division Executive Directors.

Also in June, UCOLASC wrote a letter asking the Council to share the OSC DEI resource with the Vice Provost, the University Committee on Academic Personnel (UCAP), the University Committee on Affirmative Action, Diversity, and Equity (UCAADE), and the divisional Senates. Council approved and forwarded the letter.

Respectfully submitted:

John Hildebrand, Chair (UCLA)	Mark Hanna (UCSD)
Maria DePrano, Vice Chair (UCM)	Soo-Jeong Lee (UCSF)
Christine Rosen (UCB)	Sven Spieker (UCSB)
Cecilia Guilivi (UCD)	Abraham Stone (UCSC)
Robert Steele (UCI)	Susan Cochran, *ex officio*
Robert Zeithammer (UCLA)	James Steintrager, *ex officio*
Susan Laxton (UCR)	Stefani Leto, Committee Analyst

UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB) ANNUAL REPORT 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Planning and Budget (UCPB) met ten times in Academic Year 2022-23 to conduct business pursuant to its duties to advise the President and other University agencies on policy regarding planning, budget, and resource allocation as outlined in Senate Bylaw 190 and in the *University-wide Review Processes for Academic Programs, Academic Units, and Research Units* (the "Compendium"). The major activities of UCPB and the issues it addressed this year are outlined briefly, as follows:

BUDGET, ENROLLMENT, STATE RELATIONS, AND ADVOCACY

The University's Chief Financial Officer, Associate Vice President for Budget Analysis and Planning, Associate Director of State Government Relations, and other senior administrators joined UCPB each month to discuss the development of the 2023-24 University budget plan, the State budget, and the progress of budget negotiations and advocacy in Sacramento. UCOP leaders also spent time to brief UCPB on the risk landscape faced by the University, timing and application of a faculty salary increase, and rebenching review efforts. UCPB Chair Senear supplemented these updates with in- and between-meeting summaries of business from Academic Council and UC Regents meetings, and the monthly budget calls hosted by the UC Provost.

As has become common in recent years, the state budget process extended beyond the June 15 legislative deadline. A budget shortfall resulting from a decrease in income tax receipts due to declines in the real estate and stock markets was projected initially by the LAO to be $23B. This has subsequently been revised upward in different amounts by the LAO and DoF. Significant uncertainty results from an extension of the income tax filing deadline for 2022 to October 15 for most California counties due to the effects of winter storms. Personal income tax is the largest revenue source for the state. The budget the Governor signed accounts for a $31.5b revenue shortfall and spends $225B. If the difference between 2022 collections of $148B received and that anticipated in the proposed spending plan is not made up by the October filing deadline, either a declaration of fiscal emergency to allow the deployment of state reserves or mid-year budget cuts will ensue.

The funding compact between the UC and the Governor ensured a five percent increase to the UC base budget, provided specific enrollment targets were met. A decline in community college students wishing to transfer to UC has imperiled that part of the agreement; the labor action on behalf of graduate students means that meeting a proposed increase in graduate student enrollment will also be challenging. Despite this, the University continues to fare well in comparison to other state agencies. While many received cuts to their budgets, the University received its five percent base budget increase, though some previously passed one-time allocations were extended over a longer period. However, this places the University at risk for mid-year budget cuts early next year should a final state deficit be realized. As in past years, the legislature appended trailer bills designed to influence University policies through the budget process. There was general acknowledgement that previous state budget crises resulted in the early termination of past funding agreements between the State and the University.

Increases to undergraduate enrollment agreed to by each of the nine undergraduate campuses as necessary to the compact targets will interact with changes to the Budget Allocation Model (formerly rebenching). This includes adding a new 1.5 weight for students from LCFF+ designated schools and reducing weights for non-MD health sciences doctoral students to match the current weight of 2.5 for academic doctoral students. The weight for MD and veterinary students will remain 5. A workgroup on set asides is expected to be formed this summer with

representation from each campus. General agreement is that fewer set asides would be beneficial, but there is no guarantee that additional ones will not be approved. Changes are expected to be phased in starting in FY2024.

A joint UCPB/UCFW letter to President Drake outlining concerns about faculty salary competitiveness was approved by Council. A follow-up call from UCPB to start the faculty salary increase at the start of the fiscal year as is done staff was also approved by Council but was not successful. However, many campuses used information from the Senate discussion of these letters to inform their Chancellor about other campuses applying salary increases to both on- and off-scale salary components, increasing the number of campuses so doing.

Consultation on Cost of Instruction

In January, UCPB received a briefing on the two methods to calculate the per-student cost of instruction used to project the amount required to fund enrollment increases, e.g., as promised in the University's compact with the governor. One method addresses the total cost increase while the other addresses the marginal cost share expected to be funded by state allocation. The calculations include the cost to add faculty to meet increased student numbers but do not address necessary capital costs. The marginal cost per student also blends a twelve percent doctoral student population with the undergraduate population and is included in base budget yearly increases. The current marginal cost calculation yields an average of about $10,000 per student in excess of tuition. UCPB noted that the marginal cost has proved insufficient to maintain an appropriate student faculty ratio and to grow doctoral programs to twelve percent at many campuses.

Labor Costs Consultations

Following the negotiated labor agreement with graduate students, UCPB met with Vice President Pamela Brown, IRAP staff and members of UC Legal to understand budget impacts of the new labor agreements. UCOP noted faculty need information about their roles as supervisors of employees, that grant monies would not be sufficient to cover increased labor costs, departmental funding agreements with doctoral students may need revision, admission planning needs to take funding of graduate student researchers and teaching assistants into consideration, and that without sufficient housing, ongoing labor disputes are likely. Cost estimates of the new contracts were presented, although estimates were revised throughout the year.

In April, Vice President for Research and Innovation Theresa Maldonado briefed UCPB on efforts to mitigate negative impacts of the labor agreement on grant-funded research. While granting agencies are aware of the new salaries' effects on grant budgets, there exists no supplemental money for labor costs. President Drake and Federal Government Relations staff continue to discuss funding with government agencies, especially requesting additional funding for graduate research training programs.

OTHER BRIEFINGS AND ISSUES

UC Insurance and Risk Landscape

In June, AVP and Chief Risk Officer Kevin Confetti met with UCPB and reported on Fiat Lux Risk and Insurance Company. The company is ten years old and allows the University's risk to be viewed on a global or portfolio basis rather than siloed. It also allows the UC to cover risks for which it cannot purchase insurance in the open market, such as sexual misconduct. For this and other uncovered risks, Fiat Lux fills gaps in the "stacked" coverage from other providers. Fiat Lux covers 41 different lines of coverage and is investigating providing insurance to UC Health as a stop loss for medical insurance coverage for employees, renters insurance for students, student damage deposits, and potentially homeowners or auto insurance to faculty and staff.

UC Health

Carrie Byington, EVP, University of California Health and Todd Hjorth, Director of Finance, UC Health, gave a presentation about funds flow from UC Health to the campuses and the role and future of UC Health and the wider University. The discussion with UCPB focused on the marginal unspent funds. There remains some difficulty comparing how funds are allocated among medical centers, with each campus reporting operating expenses differently.

Although the medical centers fund very little research directly, clinical salaries are paid by the medical centers. UC Health argues that clinical providers do not spend all their time in practice, but also have research and teaching responsibilities, such as supervision of students and residents. Consequently, it considers salary expenditures to constitute indirect support of the teaching and research missions of the University.

There is a looming crisis in medical providers in the state, partially driven by health workforce issues, leading to hospitals closing, creating healthcare deserts. Dr. Byington wants UC Health to cooperate with the state to close these gaps and provide UC quality healthcare statewide. She noted that UC Riverside and UC Merced are not ready for independent hospitals or medical centers, and that the cost to build hospitals is extremely high. The current model is to partner with community hospitals who they must pay to train residents. Both campuses have multi-million-dollar losses each year. Their problems cannot be solved at the campus level, which has been the model in UC Health. While these must be addressed at the system level there is no model for doing so.

Budget Director Hjorth offered to return next year and report on the deep dive into UC Health funds flow to UCPB.

Consultation with UCOP – Capacity Report

In November, Vice President Brown, Director Greenspan, and Associate Vice President Alcocer discussed the 2030 Capacity plan and its relation to the compact. The proposed plan is to grow by 17,000 undergraduate and 6,000 graduate students by 2030, created to secure an ongoing five percent base budget growth and the buyout of out of state students. A second, more aggressive, aspirational Building 2030 Capacity Plan created by Chancellors envisions growing by 20,000 undergraduate and 10,000 graduate students.

The state has not kept up with the capital needs to support student growth. The UC must decide whether to hire ladder rank faculty to serve the needs of graduate students at the expense of undergraduates or reduce costs to admit and teach growing numbers of undergraduates by hiring non-ladder rank faculty, reserving current faculty for graduate instruction.

Agriculture and Natural Resources (ANR)

Tu Tran, Associate Vice President for Business Operations, ANR, discussed the structure of ANR and campuses and the continuum between the AES mission and the cooperative extension mission. ANR has a FY23-24 projected budget of $277M – state funding is $121M, or 44 percent, federal is $20.8M or 7 percent with county funds, endowment and other sources making up $22.4M, 8 percent, $11.6M, 4 percent, and $24.2M, 9 percent respectively. Competitive grants and others provide $77.2M, 28 percent. Campus-based extramural funds obtained by the specialists (contracts, grants) stay on the campus where they are. This practice has been controversial.

There is high demand on campuses for science topics needed across the state, like fire science. ANR reaches out to campuses to find where a particular research topic of interest is covered.

Ideally, a specialist is placed in an environment where they can grow and bring the science from a larger collaborative enterprise on the campus to the state. ANR has not considered funding internal grants but responds to scientists reaching out and would provide funding support to a scientist who works and collaborates with ANR on emerging and/or priority issues.

Senate Leadership Briefings

The Academic Council Chair and Vice Chair attended a portion of each UCPB meeting to brief the committee on business from Academic Council and Board of Regents meetings, and other systemwide issues of interest to UCPB or of general interest to faculty, including: transfer issues and a singular transfer pathway, faculty salary increase timing and scope, labor agreements and guidance to faculty responding to increased labor costs and reporting requirements, and issues surrounding online education.

SELF-SUPPORTING GRADUATE PROFESSIONAL DEGREE PROGRAMS (SSGPDPs)

Review of Individual SSGPDPs: Per the Compendium, CCGA leads the main systemwide review of proposed SSGPDPs, while UCPB provides financial analysis to CCGA after assigning a lead reviewer to assess the business plan and market analysis. UCPB reviewed eight SSGPDPs, one college proposal, and two proposals for new schools this academic year.

- UCB Master of Computational Social Sciences – approved
- UCB Master of Advanced Study in Engineering – approved
- UCB Master of Climate Solutions – approved
- UCB Master of Biotechnology – approved
- UC Davis Master of Management – approved
- UC Davis Master of Engineering in Medical Device Development – approved
- UC Los Angeles Master of Legal Studies – approved
- UC Los Angeles Master of Data Science in Health – approved
- UCB College of Computing, Data Science, and Society – conditionally approved
- UC Irvine School of Population and Public Health Pre-Proposal – approved
- UC San Diego School of Computing, Information and Data Sciences Pre-Proposal - approved

Nearly all UCPB members served as lead reviewer for an SSGPDP. Reviews addressed the financial viability of the SSGPDP; the proposed indirect cost (IDC) rate and its determination; the planned use of net revenues; and the disposition and compensation of faculty serving the program. Reviewers also considered factors that could prevent the program from achieving UC quality; the extent to which SSGPDPs could divert resources – including space, services, and faculty effort – away from state-supported programs; their financial aid plan, and other factors that could affect accessibility to diverse and underserved student populations. Concerns were raised about the effect of proposed schools or colleges on existing ones on campus. Reviewers noted positive elements such as strong academic and market justifications, or well-documented academic, business, and facilities usage plans. UCPB continues to be concerned about the assessment of financial performance of SSGPDPs, and effects of rapidly-proliferating SSGPDPs on the reputation of the University.

Reports and Recommendations

UCPB Hiring Report

In October, Academic Council endorsed UCPB's September, 2022 Hiring Report and sent it to President Drake. The report found that faculty hiring has not kept pace with student enrollment growth; there has been a large increase in academics and clinicians with "medical titles;" and professional staff has increased at a greater rate than enrollment and almost twice the rate of

faculty; senior administration has increased far faster than any other staff category. In May, UCPB asked Council to forward the report to Provost Newman along with a letter noting that faculty hiring increases would not be on pace with planned student growth. UCPB plans to refine the report by extracting student- and faculty-facing staff numbers from other staff positions.

To the Academic Council:

- Comments noting concerns with proposed amendments to the Presidential Policy on Abusive Conduct in the Workplace (October 13, 20220
- Comments noting concerns with proposed amendments to Academic Personnel Manual sections 025 and 671 (October 17, 2022)
- Comments in support of proposed amendments to Senate Regulation 630 (November 2, 2022)

UC Health Work Group: Professor Marc Steurer led the working group made up of Professors Brewer, Hollenbach, Leuchter, Ramamoorthy, and Rose. Vice Chair Steurer reported that the workgroup gathered information from each of the five health sciences campuses with attached medical centers regarding faculty input on governance related to financial decisions, budget decisions, strategic calls, and UC Health. Discussion of the business of medical centers on campus should take place in campus CPBs. This represents a large shift in those committees' work. A draft report was provided to UCPB in April.

Best Practices: All members of UCPB were asked to provide summaries of the involvement of their division budget and planning committees with the budgeting of academic units. Professor Brewer led the effort to write the final report. Best practices for CPBs including eliminating duties the committees should not assume going forward but focus on items with the largest impact on campus budgets, such as faculty hiring, budgeting for growth, strategic directions and the budget process; beginning budget reviews much earlier and allowing for iterative feedback; increasing communication out to wider faculty from budget committees including drawing attention to publicly available budget information.

Consultation with TFIR Chair: UCFW Task Force on Investments and Retirement (TFIR) Chair Brownstone briefed UCPB at each meeting on a variety of investment and retirement topics, including concerns among the Regents about investment returns and pressure to increase employee pension contributions, efforts to change the default retirement plan for new hires to Savings Choice, the deployment of the Pension Choice and Savings Choice retirement plans modeling tool for new hires, new student loan repayment matching option for employers, efforts to address issues with service from the Retirement Administration Service Center (RASC), a total remuneration study, and efforts to have a comprehensive benefits survey of employees and retirees performed.

Campus Reports: UCPB set aside a portion of each meeting for updates from members about issues under discussion on campuses and local budget and planning committees. These briefings touched on a wide range of topics, including ongoing negative outcomes from the Oracle software transitions on a number of campuses, budget shortfalls and cost-cutting measures, acute housing shortages for graduate students and faculty, efforts to increase CPB input into campus budget and hiring decisions, impacts of the graduate student strike and labor agreement, and campus expansion plans.

UCPB REPRESENTATION
Chair Donald Senear represented UCPB at meetings of the Academic Council, the Assembly of the Academic Senate, the Senate / UCOP leadership monthly budget meeting, the Health Care Task Force, and the APC Workgroup on the Future of UC Doctoral Programs, for which he chaired the Cost and Budgeting subgroup. Kevin Mitchell reviewed the UC MEXUS as UCPB liaison to the Multicampus Research Units and served as UCPB representative to the Academic

Council Special Committee on Lab Issues (ASCOLI), Heather Rose served as UCPB representative to the Education Abroad Program.

Respectfully submitted:

Donald Senear, Chair, UC Irvine	Peter Atkinson, UC Riverside
Marc Steurer, Vice Chair, UC San Francisco	Michael Provence, UC San Diego
Max Auffhammer, UC Berkeley	Jill Hollenbach, UC San Francisco
Heather Rose, UC Davis	James Rawlings, UC Santa Barbara
Alyssa Brewer, UC Irvine	Dard Neuman, UC Santa Cruz
Andrew Leuchter, UC Los Angeles	Stefani Leto, Analyst
Kevin Mitchell, UC Merced	

UNIVERSITY COMMITTEE ON PREPARATORY EDUCATION
ANNUAL REPORT 2022-2023

TO THE ASSEMBLY OF THE ACADEMIC SENATE:
During the 2022-2023 Academic Year, the University Committee on Preparatory Education (UCOPE) held three videoconferences and UCOPE's English for Multilingual Students Advisory Group met once, also by videoconference. Both groups considered matters in accordance with their duties as set forth in Senate Bylaw 192, which states that UCOPE shall advise the President on matters relating to preparatory and remedial education (including the language needs of students from diverse linguistic backgrounds); monitor and conduct periodic reviews and evaluations of preparatory and remedial education; supervise the University of California Entry Level Writing Requirement (ELWR); monitor the development and use of placement examinations in mathematics; and work with the Board of Admissions and Relations with Schools to communicate these standards to all high schools and colleges in California.

A summary of the committee's activities and accomplishments follows below:

ENTRY LEVEL WRITING REQUIREMENT TASK FORCE REPORT AND RECOMMENDATIONS
The Entry Level Writing Requirement Task Force report and recommendations were distributed for systemwide review in September 2022. After discussing the document in October, UCOPE sent Academic Council a memo endorsing the report and recommendations and offering several points for further consideration. In December, Council sent the feedback from the review to UCOPE, directing the committee to consider two specific issues: the language in the proposed revision to Senate Regulation (SR) 636 and the composition of the proposed ELWR oversight committee.

SENATE REGULATION 636
The Task Force suggested changes to SR 636 including eliminating the reference to the systemwide Analytical Writing Placement Exam (AWPE), which sunsetted in May 2022, and there was also a question of whether the ELWR is intended to prepare students for all first-year college courses or for first-year Writing courses more narrowly. In October and January, UCOPE considered the revisions to SR 636 proposed by the Task Force along with the concerns raised by reviewers and agreed upon a final set of revisions. The committee's proposed revisions were endorsed by Council in February and approved by the Academic Assembly in April.

ENTRY LEVEL WRITING REQUIREMENT COORDINATING COUNCIL
UCOPE began working on the Task Force's recommendation to establish a body of Writing Studies experts to provide expert oversight of and support to ELWR, ELWR-satisfying courses, and ELWR placement practices. The committee renamed the group the ELWR Coordinating Council (ECC) and focused on fine-tuning the Task Force's proposal that the ECC will oversee regular assessment of campus placement models and curricula and support ELWR by advocating in favor of campuses receiving the resources that they need to ensure that ELWR placement mechanisms remain reliable and valid instruments of equity. UCOPE also considered the composition of the ECC, agreeing that the campus ELWR program leads or their designees should form the ECC core and that writing instructors (including non-Senate faculty), administrative staff, and any other interested parties should be encouraged to participate. Committee members were asked to solicit feedback on the proposed ECC charge and membership from their Writing program directors and other relevant stakeholders. This information has been archived and UCOPE will aim to finalize the ECC charge early in the upcoming academic year.

SENATE BYLAW 192
The ELWR Task Force report and elimination of the AWPE provided the committee with an opportunity to reevaluate its charge, Senate Bylaw (SB) 192. After some debate, members decided against replacing the word "preparatory" in its name, but how the term will be defined in the text of SB 192 remained unresolved by the end of this year. However, there seemed to be emerging consensus that the committee's responsibilities reside in supporting student success at the transition point into the UC campus system. Accordingly, the committee agreed that its bylaw should specify that UCOPE's focus should not be limited to preparatory Writing and Math and that the committee will take up issues related to the general education curriculum for students transferring from the California Community College system to UC. Following the April meeting, members sought comments from their divisional committees and the Committee on Rules and Jurisdiction was asked for feedback on a draft of the proposed revisions, and this input will be discussed in the year ahead.

PREPARATORY MATH WORKING GROUP
This year, UCOPE began looking at how students are placed into preparatory Math and how preparatory Math is being taught. A small working group was convened and sent a survey to Math departments to learn about how placement is being conducted. The campuses responded with varying amounts of information, and most reported not having data on the long-term impact of preparatory Math courses on retention or graduation rates. Furthermore, it was evident that the departments were unaware that UCOPE's charge includes monitoring Math placement. A potential next step involves divisional Preparatory Education committees engaging with Math departments in discussions about placement and courses, but the departments need to be reassured that UCOPE is not attempting to micromanage their processes or course content. Alternatively, a math-focused advisory group similar to the ELWR Coordinating Committee might be formed at the systemwide level.

ELWR-SATISFYING EXAMS WORKING GROUP
A working group was established to consider a variety of questions related to the tests used to satisfy the ELWR including the cut scores and whether they include direct writing. In January, the group recommended that UCOPE consider approving the Advanced Placement (AP) Seminar and AP Research courses for ELWR satisfaction, which could send a signal to secondary schools that writing beyond the timed essay is important and should be taught. The committee reviewed an analysis of data on the two courses, sought input from its Admissions consultants, and considered the pros and cons of utilizing the scores from these AP courses to fulfill the requirement. In April, UCOPE voted unanimously to accept scores of 3+ on AP Seminar and AP Research for ELWR satisfaction and a [recommendation](#) transmitted to Council was endorsed in June.

Additional discussion included conversation about using the high school Smarter Balanced English Language Arts scores for ELWR satisfaction. Consideration of this new pathway for ELWR satisfaction should soon be a UCOPE priority.

2017 RECOMMENDATIONS FOR THE REVISED SAT AND ACT AND THE ELWR
In 2017, UCOPE recommended starting a pilot on the revised SAT Evidenced-Based Reading and Writing (EBRW) exam for satisfying the ELWR using a threshold score of 680. In January and April, members reviewed an updated data analysis on the SAT EBRW scores. It was noted that although SAT scores are no longer required for admission to UC, they continue to be submitted by some students. The committee voted unanimously to end the pilot and to confirm the cut score of 680 on the SAT EBRW is accepted for ELWR satisfaction. This [decision](#) was communicated to Council and endorsed in June.

ENGLISH FOR MULTULINGUAL STUDENTS ADVISORY GROUP
In addition to the standard campus reports, in April the English for Multilingual Students (EMS) Advisory Group discussed issues related to budget, the ongoing impact of the ongoing COVID-19 pandemic, and the impact of the graduate student researchers' strike.

OTHER ISSUES AND ADDITIONAL BUSINESS
In response to requests for formal comment from the Academic Council, UCOPE issued views on the following:
- Proposed Senate Regulation 479 – the California General Education Transfer Curriculum

UCOPE REPRESENTATION
UCOPE Chair Camfield represented the committee at meetings of the Intersegmental Committee of Academic Senates. The committee was represented by the UCD representative on the Academic Council Special Committee on Transfer Issues.

ACKNOWLEDGEMENTS
UCOPE gratefully acknowledges the contributions of these UCOP and campus consultants over the past year: AWPE Committee Chair and Chief Reader Jon Lang; EMS Advisory Group Chair Paul Beehler and all members of the EMS Advisory Group; AWPE Coordinator Julie Lind, Undergraduate Admissions; Laura Hardy, Associate Director, Undergraduate Admissions; Han Mi Yoon-Wu, Executive Director, Undergraduate Admissions; Matt Reed, Institutional Research Analyst, Institutional Research and Academic Planning (IRAP); and Tongshan Chang, Director, IRAP.

Respectfully submitted,

Eileen Camfield, Chair (M)	Amanda Solomon Amorao, Vice Chair (SD)
Sarah Freedman (B)	Yuming He (D)
Daniel Gross (I)	Jeffrey Malloy (LA)
Francois Blanchette (M)	Po-Ning Chen (R)
Stanley Lo (SD)	Brian Dolan (SF)
Katherine Saltzman-Li (SB)	Javier A. Birchenall (SB, spring)
John Tamkun (SC)	Jennifer Reifman (Graduate Student)

Susan Cochran (Chair, Academic Senate, *Ex Officio,* (LA))
James Steintrager (Vice Chair, Academic Senate, *Ex Officio*, (I))
Brenda Abrams, Principal Policy Analyst

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UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE
2022-23 Annual Report

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TO THE ASSEMBLY OF THE ACADEMIC SENATE:
Under Senate Bylaw 195 and consistent with Bylaw 40, the University Committee on Privilege and Tenure shall: (Am 23 May 01; Am 28 May 2003)

1. Advise the President, the Academic Senate and its Divisions, and the Divisional Privilege and Tenure Committees on general policies involving academic privileges and tenure [see Bylaw 334]. (Am 25 May 76; EC 28 May 2003)
2. Constitute special Hearing Committees as provided for in Bylaw 336.A. (EC 28 May 2003)
3. Maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in Bylaw 334.B . (EC 28 May 2003)

<u>Topics of Note During the 2022-23 Year</u>

Simultaneous Misconduct Charges and Merit and Promotion Considerations

Last year, then-Vice Chair Simon explained that the question of how to conduct simultaneous merit and misconduct cases had arisen in at least three instances on her campus. She explained that the Davis administration had taken upon itself to sometimes inform the department chairs, to include information in dossiers, and also occasionally would engage in some "foot dragging" to slow and stall the promotion process. She asked if credible allegations exist regarding serious misconduct, should the administration have the ability to pause a personnel action. She asked if a "no fault" pause could be placed on a personnel action. She remarked that it is not in the interest of P&T to be ambiguous about this matter; any ambiguity could result in a grievance. This year, Chair Simon wrote Council a letter with recommendations on this issue, and Council advised that the Senate seek guidance from the Provost (which would be a temporary fix). In the interim, Chair Simon was advised to consult with UCAP and UCAF.

Chair Simon sent some draft language to UCAP and UCAF; initial responses from those committees were fairly negative. The Chair reviewed the UCAP and UCAF responses with the committee. After considerable discussion, it was determined that Chair Simon would reach out to the chairs of UCAP and UCAF committees directly to try to get some resolution. In her subsequent discussions with those committees, Chair Simon explained that UCPT proposed this change to the APM to accomplish several goals:

1. To provide a uniform policy for handling concurrent misconduct and personnel actions across all campuses systemwide and end the ad hoc solutions currently being employed.
2. To provide clear guidelines for circumstances in which personnel actions may be paused. These will include:
   a. A temporary no-fault pause may be imposed at the point in the disciplinary process when charges are filed in most cases. Currently, some administrations pause actions as soon as investigations are opened.
   b. The misconduct being charged must have occurred during the period under review and have a direct bearing on research, teaching, or service.
3. To require that the faculty member under review be notified that their personnel action has been paused.
4. To establish procedures for grieving the imposition of the pause on an expedited basis.

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5. To require the administration to provide a timeline for the anticipated conclusion of the disciplinary action and resumption of the personnel case.
6. To require the administration to provide periodic updates (at least every 6 months) on the status of the case to divisional privilege and tenure committees.
7. To prevent the insertion of materials into personnel files before the conclusion of disciplinary proceedings.

Ultimately, both UCAF and UCAP agreed with the proposed language. In April, UCPT brought it forward to Council again in the hopes of having it forwarded to APP for inclusion in the APM. In May, Council forwarded a request to Provost Newman for a proposed change to APM 016. As of this writing (early August 2023), there has been no response from the Provost's Office.

Proposed Policy Overlap Questions

Between the February and June meetings, UCPT reviewed the revision to the proposed Presidential Policy on Anti-Discrimination. Via email communication, the committee expressed concern about what appeared to be significant overlap and redundancy between the proposed policy, the SVSH policy, and the abusive conduct policy. Members felt that these areas of overlap with other policies could lead to difficulty in adjudicating specific cases of misconduct on the campuses. The committee wrote a letter to Council explaining its concerns and also its unease regarding a lack of guidance for implementation of the policy. This letter was appended in its entirety to a letter to Vice Provost Haynes from Academic Council Chair Cochran on May 1. As of this writing (early August 2023) there has been no response to this letter. Prior to this letter, Associate Vice Provost Lee shared a chart developed by UC Legal which outlined differences in application of the various policies.

Consultation with the Systemwide Title IX Director and UC Legal

Throughout the year, UCPT consulted with the systemwide Title IX Office and with UC Legal. At the start of the year, the Title IX consultations were held with Isabel Dees, the Deputy Director and Interim Director. Ms. Dees remarked that P&T members should be receiving training on SVSH issues. She added that it is important that P&T members have support around processing vicarious trauma and access to adequate support resources. Cases that develop a public profile create additional hardship for faculty, and it is important that they are supported through the process. Members voiced surprise that such training and support were available and were very much in favor of it taking place on the campuses. The committee discussed the issue of training and support extensively with the Deputy Director and it was agreed that she and Attorney Adviser Meltzer would work together to determine how training could be provided and what it would entail.

At the February meeting, Title IX was represented by both Deputy Director Dees and by Julie Lewis, the newly hired Title IX Director. At that time, it was believed that the new Title IX regulations would be available in May. However, at the June meeting, Director Lewis said that the regulations would not be available until October 2023. Following up on the November consultation with Deputy Director Dees, Director Lewis stated that it might be better to have the Title IX regulations finalized before she and Mr. Meltzer conduct P&T trainings.

Attorney Adviser Meltzer was available at all three UCPT meetings and was able to give his counsel on items that had arisen on the campuses.

Consultation with Academic Personnel and Programs

In addition to discussing matters related to the proposed APM revision and the confusion with the many policies addressing inappropriate conduct, Vice Provost Haynes, Associate Vice Provost Lee, and Academic Personnel Director Anders were available at the UCPT meetings for consultation. One topic that Vice Provost Haynes informed the committee about was the Provost's intent to form a workgroup or task force regarding Achievement Relative to Opportunity (ARO). VP Haynes' office engaged with Senate Chair Cochran to identify Senate representation to serve on this workgroup.

Much of the consultation during the course of the year was related to the graduate student contract. APP was in conversations with other universities across the country to see how they managed the issue of graduate student unionization.

<u>**Acknowledgements**</u>
UCPT is grateful to have had valuable input from - and exchange with - these UCOP consultants and guests over the past year: Douglas Haynes, Vice Provost; Amy K. Lee, Associate Vice Provost, Academic Personnel and Programs; Kelly Anders, Director, Academic Personnel; Joshua Meltzer, Senior Counsel; Julie Lewis, Systemwide Title IX Director; and Isabel Dees, Systemwide Title IX Deputy Director. Special thanks to Academic Council Chair Susan Cochran, Vice Chair James Steintrager, and Senate Executive Director Monica Lin.

Respectfully submitted,

Julia Simon, Chair (UCD)	Susan Amussen (UCM)
Irene Tucker, Vice Chair (UCI)	Y. Peter Chung (UCR)
Andrew Minor (UCB)	Philip Roeder (UCSD)
Catherine VandeVoort (UCD)	Daniel Bikle (UCSF)
Bogi Andersen (UCI)	Deborah Fygenson (UCSB)
Sandra Graham (UCLA)	Onuttom Narayan (UCSC)

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University Committee on Research Policy
Annual Report 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Research Policy (UCORP), as specified in Senate Bylaw 200, is responsible for fostering research; formulating, coordinating, and revising general research policies and procedures; and advising the President on research. UCORP met nine times during the 2022-23 academic year. All meetings were held via videoconference. This report summarizes the committee's activities during the year.

MRU REVIEWS: INSTITUTE OF TRANSPORTATION STUDIES AND UC MEXUS

In 2022-23, UCORP led two five-year reviews for the Academic Senate. The committee was split into two groups and, per the 2014 Compendium's "Guidelines for Five-Year Reviews of Multicampus Research Units," representatives from CCGA and UCPB joined with UCORP to conduct reviews of the Institute of Transportation Studies (ITS) and UC MEXUS. Directors and staff from ITS and UC MEXUS joined the UCORP meeting in February for two sessions of presentations and discussions. UCORP's MRU review reports were completed in May and approved by the Academic Council. The reports were then transmitted to the Vice President for Research and Innovation. This year, the review reports were structured as a more streamlined and concise summary documents, with sections divided into bullet points to highlight each MRU's strengths and weaknesses.

The ITS review found that the Institute of Transportation Studies provides a distinct and important service to UC in leveraging resources for transportation research and supporting graduate education. It also provides a valuable service to the state. The review concluded that ITS' continuance as an MRU is well justified, along with recommendations that ITS undertake additional efforts to extend its resources beyond its four primary campuses, which would help broaden UC-wide participation and expand the impact of research programs. ITS has begun to expand the diversity of its leadership and staff and is cognizant of the need to continue on that path. ITS has made efforts toward diversity in its programs, including formation of the UC ITS Transportation Equity Committee, comprising leading equity scholars across the ITS branches.

The UC MEXUS review found that the unit provides important services to UC, but most are not directly related to the conduct of research. Some aspects of the UC MEXUS review were complicated by the subsuming of the MRU under the umbrella of Alianza MX. In addition, the Mexican government stopped providing matching funds that had sustained several UC MEXUS programs. A presentation to UCORP in February from Alianza MX Director Isabel Studer and her staff was helpful in providing clarity around the current status of the systemwide initiatives and the efforts to maintain and advance the MRU. Due to the changes in focus and funding sources in the past few years, UC MEXUS reviewers felt that either Alianza MX should undertake additional efforts to strengthen the MRU aspects of its programs or the MRU designation should be dropped. A follow-up review within the next two- to three years was recommended.

GRADUATE STUDENT STRIKE AND AFTERMATH

Many discussions this year, including those with the Academic Council chair and vice chair, focused on the impacts of the graduate student and postdoc strike and its aftermath. When the strike began in November, faculty asked for guidance around communication protocols and how to handle pay for striking workers, especially those funded by grants. Primary concerns included: how to cope with higher salaries for graduate students, where additional funding might come from, distinctions between work, academic work, stipends and wages, and long-term repercussions to the research enterprise and graduate student training environment. UCORP spent time in meetings sharing campus plans to help faculty with the increased cost of supporting graduate students as these became available. In post-strike discussions with Senate leadership and UC administrators, UCORP members provided input for moving forward within the new wage structures, including that accounting and payroll details be handled by administrative staff rather than PIs in order to protect the PI-GSR relationship. UCORP members also noted that tuition for graduate students who have advanced to candidacy is commonly reduced or waived at comparable institutions, but not in the UC system. Members suggested revisiting this practice in light of the increased labor costs under the new contracts.

A joint workgroup of the Provost's Academic Planning Council was formed to examine the model of graduate student funding more broadly. UCORP Chair Schumann is a member of the workgroup and part of a subcommittee that is looking at distinguishing paid labor from non-paid work in the education and training of graduate students.

RESEARCH TOPICS

As consultants to the committee, members of the Office of Research & Innovation joined UCORP each month to provide updates and solicit feedback. Vice President for Research & Innovation Theresa Maldonado and her staff provided regular updates on research-related topics from the administration.

Animal Research – UCORP reviewed a draft white paper from the UC Animal Research Transparency (ART) Working Group that was convened last year. Former UCORP Chair Karen Bales is a faculty representative on the group. The white paper included recommendations for the university, such as a statement of support from President Drake, the establishment of a taskforce of subject matter experts on each campus that would develop systems of support for animal researchers, a public awareness campaign, and engagement with state and federal policymakers.

Climate action funding – UCORP was regularly updated on the UC Climate Action state funded initiative. UC received $185 million from the state of California for climate research and is responsible for its distribution. Six review panels will read 30-40 proposals in multiple disciplines to determine the awardees. A subset of selected awards will receive a small supplemental amount for community engagement/impact.

DOE Hydrogen Hub funding – UC is leading a coalition of partners within the state to prepare a proposal for $2.5-3b of DOE funding for hydrogen energy projects that will include environmental justice and workforce development components. The consortium will have several projects focused on ports and transportation.

Financial accounting system issues – Troubles with the Oracle financial system at UC Merced and UCSD continued to adversely impact researchers at those campuses this year. Faculty want to make sure that other campuses planning to transition to a new financial system are aware of the issues.

HELIOS – UCORP learned briefly about the Higher Education Leadership Initiative for Open Scholarship (HELIOS), a member-based organization of more than 60 U.S. colleges and universities working to advance open scholarship. The UCOP HELIOS cohort is developing a high-level consolidated list of activities and services that UC offers to support open scholarship.

NIH salary cap – The issue of salary caps in NIH grants was brought to UCORP by UC Merced. Some units struggle to find funding to cover the gap, and the concern is that it creates a disincentive to apply for NIH awards. This is an issue faced by other campuses and is generally dealt with at the school or department level on an ad-hoc basis. Some units do not cover the gap and faculty end up with less than their full salary; others find a way to cover it.

Patent Policy – UCORP provided input to the development of the new Policy on Inventions, Patents, and Innovation Transfer. The revision to the 25-year-old UC patent policy narrows its focus to UC's legal responsibilities while giving more autonomy to the campuses. Policy procedures will be separate from the policy, per current UC protocol.

Public Access to the Results of NIH-Supported Research – UCORP was briefed on UC's response to the National Institute of Health's RFI on its Plan to Enhance Public Access to the Results of NIH-Supported Research. Members were invited to share the information and submit comments.

NAGPRA – UCOP will be issuing a policy clarification statement regarding its NAGPRA (Native American Graves Protection and Repatriation Act) policy. The document will note that policy research restrictions do not apply to collections that are not under UC control and that use restrictions apply to the materials themselves and not what is written about them.

UC Natural Reserve System – In May, the Executive Director of the UC Natural Reserve System joined UCORP to talk about the history, mission, challenges, and current status of the statewide resource. Each of the 47 reserve sites offers a "living laboratory" to be used by UC researchers, students, non-profit organizations, other California college constituents, and K-12 programs. The system serves over 100,000 users per year. Although the NRS received $1 million from the state as part of the climate resilience funding, more funding is needed to maintain the facilities.

UC Research Initiatives – UCORP was updated on the multicampus research programs and initiatives (MRPI), which distributes two- and four-year awards every other year, and the lab fees research program (LFRP), which disburses income from UC's management of the Los Alamos and Lawrence Livermore national labs. VP Maldonado remains interested in evaluating the oversight of systemwide research efforts, although circumstances this year pushed that effort to the back burner. Maldonado expressed concern about the lack of a mechanism for systemwide fundraising, which impacts units like the UC Observatories and Natural Reserve System, but also other systemwide initiatives.

SYSTEMWIDE SENATE ISSUES, CAMPUS REPORTS, LIAISON REPORTS

UCORP devoted part of each regular meeting to updates from Academic Senate leadership and reports from members on campus COR issues. UCORP's undergraduate student, graduate student, and liaisons to other committees and working groups also provided updates at each meeting.

SYSTEMWIDE REVIEW PARTICIPATION AND CORRESPONDENCE

- Comments on Proposed Amendment to Senate Regulation 630, November 14, 2022.
- Comments on Proposed Presidential Policy on Inventions, Patents, and Innovation Transfer, May 17, 2023.

UCORP REPRESENTATION

As Chair of UCORP, Cynthia Schumann served on the Assembly of the Academic Senate, Academic Council, and the Academic Planning Council. Chair Schumann also served as a Senate representative on the Research Data Backup Plan Steering Committee and the APC Workgroup on the Future of UC Doctoral Programs. UC San Diego member Gert Cauwenberghs represented UCORP on the Academic Council Special Committee on Lab Issues (ACSCOLI).

ACKNOWLEDGEMENTS

UCORP is grateful to its regular consultants who have provided invaluable information and perspective to the committee:
- Agnes Balla, Director, Research Grants Program Office
- Scott Brandt, Associate Vice President for Research & Innovation
- Lourdes DeMattos, Director, Research Policy Analysis and Coordination
- Kathleen Erwin, Executive Director, Research Grants Program Office
- Felice Lu, Research Policy Manager, Research Policy Analysis and Coordination
- Theresa Maldonado, Vice President for Research & Innovation
- Deborah Motton Executive Director, Research Policy Analysis and Coordination
- Anna Ward, Program Officer, Research Grants Program Office

UCORP also wishes to thank its invited guests for their participation and support throughout the year, as well as colleagues across the system who brought to the attention of the committee research-related issues of concern.

Respectfully submitted, UCORP 2022-23:
     Cynthia Schumann, UCD, **Chair**
     Susanne Nicholas, UCLA, **Vice Chair**
     Emily Ozer (fall) and Susanna Elm (spring), UCB
     Paul Hastings, UCD
     Matthew Harding, UCI
     P. Jeffrey Brantingham, UCLA
     Jason Sexton, UCM
     Weixin Yao, Danko Turcic, Heidi Brayman, and Kinnari Atit, UCR

Gert Cauwenberghs, UCSD
Mary Helen Barcellos-Hoff, UCSF
David Stuart, UCSB
Michael Hance, UCSC
Daniel Halpern-DeVries, Undergraduate Student Representative, UCSC
Hanna Butler-Struben, Graduate Student Representative, UCD
Susan Cochran, Academic Senate Chair, *Ex Officio*
James Steintrager, Academic Senate Vice Chair, *Ex Officio*
Joanne Miller, Committee Analyst

UNIVERSITY COMMITTEE ON RULES AND JURISDICTION (UCRJ)
ANNUAL REPORT 2022-23

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Pursuant to Senate Bylaw 205, the University Committee on Rules and Jurisdiction (UCRJ) is responsible for:

➢ examining and supervising all changes and additions to the Senate bylaws and regulations, both substantive and editorial
➢ examining all divisional legislation that affects the systemwide bylaws and regulations
➢ preparing and reporting to the Assembly or to any of the divisions such changes and additions to the bylaws and regulations as may seem to it advisable and
➢ making editorial and conforming non-substantive changes in the bylaws and regulations about numbering, headings, cross-references, organizational titles, details of style, and similar items

Pursuant to Senate Bylaw 206, UCRJ responds to informal requests from Senate members for information concerning the *Code of the Academic Senate* and shall file with the Secretary/Parliamentarian of the Senate, and summarize in its annual committee report, all correspondence containing committee response to such requests. In academic year 2022-23, UCRJ conducted most of its business over email. Its major actions are reported below.

LEGISLATIVE RULINGS

Legislative Ruling on Virtual Privilege and Tenure Hearings
UCRJ issued Legislative Ruling 11.22 in response to a request from the chair of the UCLA Committee on Rules and Jurisdiction for a ruling regarding whether virtual participation in a Privilege and Tenure disciplinary hearing would preserve due process rights for both the grievant and the accused pursuant to Senate Bylaw 335.D.3 and Bylaw 336.F.3. UCRJ issued the ruling after conferring with the Academic Council per Senate Bylaw 206.A:

> "Virtual participation is an accepted way for individual participants in a Privilege and Tenure hearing to be "present" at a hearing pursuant to Senate Bylaw 335 and 336. "Presence" is understood to include the possibility of a fully remote hearing (all participants joining using videoconferencing technology) or a hybrid hearing (some participants joining with videoconferencing technology and some in-person), in addition to a fully in-person hearing. Senate divisions are not precluded from promoting and maintaining a stricter definition of "presence" in their division."

ADVICE TO ACADEMIC SENATE CHAIR

Use of Chat in Virtual Academic Senate Meetings
Chair Cochran asked UCRJ for advice about how virtual (Zoom) Senate committee meetings should be run in accordance with parliamentary procedures, and specifically how to treat Zoom chat conversations within the normative meeting rules and parliamentary procedures. UCRJ responded with a set of best practice recommendations around the use of chat in virtual meetings of Senate committees. The Academic Council endorsed the recommendations and circulated them to the Senate divisions.

Bylaw 128.B

Chair Cochran asked UCRJ to clarify whether Senate Bylaw 128.B makes UCSF faculty ineligible to serve as the chair or vice chair of BOARS or another systemwide committee with no divisional UCSF counterpart. UCRJ responded that Senate members of the UCSF division are ineligible to serve as the BOARS chair or vice chair except if the member has history of service on a corresponding divisional committee in another division. Moreover, no provision exists for granting an exception to this rule.

ADVICE TO DIVISIONS AND COMMITTEES

Advice to UCSD on Senate Regulation 780

UCRJ responded to a request from the UCSD Senate division to clarify if the systemwide grading option deadline described in [Senate Regulation 780](#) could be changed by individual Senate divisions without systemwide approval. UCRJ opined that no clarifying amendment to Regulation 780 was needed and that Senate Regulations 778.A and 778.B grant broad authority to divisions to determine how letter grades and Pass/No Pass grades are applied on their campus. The systemwide regulations establish foundational language about grading policy and leave many details about policies to divisional decisions. If a provision is not specifically addressed in the systemwide regulation, it is assumed to be devolved to the division.

Parliamentary Authority

In response to a question from the UCLA R&J chair, UCRJ recommended that the Assembly revise its 2004 policy adopting the 2004 edition of the *Standard Code of Parliamentary Procedures* (Sturgis) for all rules of order in matters that are not covered by Senate legislation except the Division of a Question, to account for the 2012 version of the *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* (AIPSC), an update to Sturgis, which remains the latest edition.

UCRJ also recommended that the Assembly eliminate the carve-out for the Division of a Question and adopt the AIPSC rules to maintain consistency with other parts of the AIPSC that vest authority in the chair and to reduce the number of votes on the technical details of running the meeting. The Assembly approved these changes at its April meeting.

Advice to UCSC R&J Chair

UCRJ advised the chair of the UCSC Committee on Rules and Jurisdiction about a potential conflict of interest in a disciplinary hearing.

Advice to UCAP

UCRJ advised the University Committee on Academic Personnel about the language of a proposed revision to Senate Bylaw 55 the committee was proposing that would grant Lecturers with Security of Employment LSOEs full departmental voting rights and change the systemwide series title to "Teaching Professor."

Advice to UCOPE

UCRJ advised the University Committee on Preparatory Education (UCOPE) about a set of proposed revisions to Senate Bylaw 192 governing the charge of that committee.