UNIVERSITY OF CALIFORNIA   ACADEMIC SENATE

MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

December 12, 2018

MINUTES OF VIDEOCONFERENCE MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, December 12, 2018. Academic Senate Chair Robert May presided and called the meeting to order at 10:00 am. Senate Director Hilary Baxter 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 June 13, 2018.

III. ANNOUNCEMENTS BY THE CHAIR
- Robert C. May

Budget: The University is developing a four-year budget framework to guide budget negotiations with the Legislature and Governor-elect. The framework focuses on full funding of the University's academic infrastructure and emphasizes UC's commitment to produce 200,000 more degrees by 2030, based on estimates of California workforce needs. It also highlights UC's role in promoting upward mobility, and the importance of faculty research. Senate leaders have encouraged UCOP to present a broad view of the University in the framework that stresses the value of the full range of disciplines, avoids the marginalization of the arts and humanities, and highlights the need to expand the ladder rank faculty.

Faculty Salaries: Last year, President Napolitano proposed a multi-year plan to eliminate the salary gap between UC faculty and faculty at UC's Comparison 8 group of institutions. The first year of the President's plan included a 4% increase to the published salary scales for 2018-19, which helped reduce the gap from 7.8% to 6.4%. The Administration is discussing a plan to augment the published salary scales in each of the next four years to eliminate the remaining differential.

Task Forces: An Academic Senate Standardized Testing Task Force will respond to the President's request that the Senate examine the role of standardized tests in undergraduate eligibility and admissions. A Scholarly Protections Task Force, co-chaired by Senate Chair May and UCSC Chancellor Blumenthal, will develop a policy addressing scholarly obligations and protections for non-Senate academic employees. Chair May has asked CCGA, UCPB, and UCAP to assess the Self-Supporting Graduate Professional Degree program; its overall success and effectiveness; impact on educational goals, campus budgets, State-supported programs, faculty effort, student/faculty diversity and the evaluation of faculty advancement. Finally, the President has empaneled a task force to develop systemwide guidelines for campus closures in emergencies like the air quality crisis caused by California wildfires in November.

<u>Posthumous Degrees</u>: Council Chair May has asked UCEP to follow-up its recommendation that campuses adopt policies on posthumous baccalaureate degrees, with a more specific proposed systemwide policy.

<u>SVSH</u>: A report from the California State Auditor recommended that Senate bylaws be further defined to specify that 1) hearings on sexual violence/harassment complaints against faculty respondents be scheduled before the Senate Privilege and Tenure Committee no more than 60 days after the Chancellor files charges, unless an extension is granted for good cause; and that 2) P&T issue its recommendation to the Chancellor no more than 30 days after a hearing concludes UCPT's proposed amendments to Senate Bylaw 336 will be released for systemwide Senate review later this month.

IV.   ANNOUNCEMENTS BY UNIVERSITY SENIOR MANAGERS
- **Janet Napolitano, President**
- **Michael T. Brown, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

<u>2019-20 Budget</u>: The 2019-20 budget plan approved by the Regents was conveyed to the Department of Finance on December 1 for consideration by the incoming Governor. It requests a total of $423 million in permanent new funding, including maintenance of last year's $145 million in one-time funding, and $277 million in new funding. The investments will support enrollment growth, mandatory cost increases, financial aid, and other high priority costs, and allow UC to avoid a tuition increase. The University is also requesting $100 million in one-time funding to address deferred maintenance. The University also hopes to gain support for a General Obligation bond as an alternate source of capital funding to address deferred maintenance, seismic upgrades, and enrollment growth.

<u>Multi-year Planning</u>: UCOP will present a four-year budget and enrollment plan to the Regents in January. The plan includes three themes: 1) produce 200,000 more undergraduate and graduate degrees by 2030 to help meet California's growing workforce needs; 2) ensure the California Dream is available to all by eliminating graduation gaps and increasing degree attainment; and 3) invest in the next generation of faculty and research to help the state meet its grand challenges. The 2019-20 budget plan includes a $60 million line item for improving degree attainment and student success. UCOP is working with campuses to develop specific strategies related to these goals.

<u>Graduate Student Enrollment and Support</u>: A meeting between President Napolitano and the Council of Graduate Deans focused on the need to increase graduate student enrollment and funding to help campuses keep pace with competitor institutions and enhance their ability to compete for the best graduate students, particularly in the arts, humanities, and social sciences.

<u>Faculty Salaries</u>: As part of the President's plan to close the UC faculty salary gap, the 2019-20 budget sets aside funding to support 5% increases in the faculty salary scales, which represents a 4% increase in overall faculty salaries.

<u>DACA</u>: On November 8, the Ninth Circuit Court of Appeals upheld a preliminary injunction blocking the government from ending the Deferred Action for Childhood Arrivals (DACA)

program. UC is exploring contingency plans for supporting undocumented students in case the Supreme Court acts to rescind the program.

Title IX: On November 16, the U.S. Department of Education issued proposed new rules regarding how colleges and universities handle Title IX complaints about campus sexual misconduct. The rules are prescriptive, narrow the scope of what constitutes sexual harassment, and weaken the Office of Civil Rights' authority to enforce Title IX. UCOP is working with campuses on a University response to the proposed changes by the January 28 public comment deadline.

UCOP Restructuring: After a broad consultation process, the President has decided to consolidate UC's Mexico-related entities (the UC-Mexico Initiative, UC MEXUS, and Casa de California), into a single entity housed at UC Riverside. In addition, the President has accepted the recommendations of the UC Health Advisory Committee to maintain UC Health as a UCOP division with its existing governance structure, to be funded by the health systems as a separate subline item in the UCOP budget. The President is reviewing the recommendations of the ANR Advisory Committee for UC ANR's structure, governance, and funding. Additional organizational reviews are underway for UC Press, UCDC, UC Center in Sacramento, the Research Grants Program Office, and the Innovative Learning Technology Initiative.

Other Systemwide Groups: A Tiger Team commissioned by the President and the chancellors to explore issues around the security of intellectual property and threats posed by foreign entities has submitted its recommendations to the President. In addition, Provost Brown is assembling a Native American Advisory Council to develop a plan to review and update existing policies, committee structures, and implementation practices related to the curation, repatriation, and disposition of Native American remains and cultural items in the University's custody.

Cal Grant Expansion: The California Community College (CCC) system has proposed a dramatic expansion of Cal Grants for CCC students. UC is concerned that if new funding is not provided, the plan may shift existing resources away from UC and CSU to the CCC. UC is encouraging a do-no-harm approach.

Legislative Meeting: The University recently hosted a half-day interactive meeting on the Berkeley campus for a small group of legislators and three faculty experts to discuss policy topics of legislative interest. More events are planned in Sacramento on topics such as tax reform, utility restructuring, early childhood education, health care, climate change, and homelessness.

Discussion:
Professor William Marotti of UCLA asked about the prospects for convincing the incoming Governor to fully fund California higher education, in contrast to the previous Governor's incremental and austerity approach to funding, noting also that California voters overwhelmingly supported a presidential candidate who proposed tuition-free public higher education for families making up to $125,000.

President Napolitano noted that she has met with Governor-elect Newsom, who is familiar with UC and its budget challenges and who has promised to work with the University. CFO Brostrom added that UC hopes to gain the Governor's support for a higher education General Obligation bond that would appear on a statewide ballot in 2020. If approved by the voters, such a measure would help UC campuses meet their capital and deferred maintenance needs and reduce overall pressure on the operating budget. The University is also active in the bond market for housing

projects using the Public-Private-Partnership (P3) model. UC has housing projects on every campus, and is well on the way to adding 30,000 new beds by 2025.

Chair May noted that the Academic Senate appreciates the Administration's commitment to graduate education and to increasing the competitiveness of graduate student support packages in a broad range of disciplines. The Senate is eager to work with the President on this issue. Provost Brown added that the administration is considering graduate student support in very broad terms, but focusing on the need to grow academic doctoral education and the research professoriate. He also noted that the current generational shift presents an institutional opportunity to grow a diverse faculty. Vice Chair Bhavnani remarked that it is important to build child care provisions into any faculty housing plans.

V. UNIVERSITY AND FACULTY WELFARE REPORT
  ▪ **Sean Malloy, Chair, University Committee on Faculty Welfare (UCFW)**

Faculty Salaries: Last year's UCFW helped make a convincing case to the President and Provost that closing the faculty salary gap is crucial to maintaining the UC faculty core. UCFW worked with the Office of Academic Personnel to develop a concrete plan for closing the gap, and then, after the President announced her three-year plan, followed-up with a proposal for continuing the President's plan to close the residual gap within the remaining two years.

SVSH: UCFW has been concerned less with the specific elements of the proposed revised UC Policy on Sexual Violence and Harassment, and more with ensuring that there is a mechanism to promote fair, transparent, and consistent application of the policy across campuses and within a campus.

Health Sciences Faculty Morale: UCFW has asked for a comprehensive study of factors contributing to low faculty morale and attrition in the UC Health Sciences to better understand the faculty experience at the medical centers. The underlying principle is the need to support health faculty across the system and to maintain research and teaching as central to their mission.

VI. REPORTS OF STANDING COMMITTEES

A. Academic Council
1. Assembly Approved Revisions to Senate Regulation 424.A.3 (Area "d")

In February 2018, the Assembly approved revisions to Senate Regulation 424.A.3 related to the area "d" (laboratory science) requirement for freshman admission, proposed by BOARS to better align UC admission requirements with the Next Generation Science Standards and the Common Core curriculum. However, the Senate's recommendation on area "d" is not moving forward, because the Provost has reservations about one of its key elements – increasing the area "d" requirement from 2 units required (3 recommended) to 3 units required. The Administration supports implementing other elements of the policy, including changing the name of the requirement from "Laboratory Science" to "Science" to reflect a broader set of options for science disciplines proposed to fulfill the third unit under area "d," and modifying the A-G Guide to include specific examples of courses that may fulfill the requirements not explicitly mentioned in the Senate regulations, such as engineering, and computer science.

The Provost is concerned that increasing the area "d" requirement to three years will disproportionately affect underrepresented minorities in the eligibility pool, despite BOARS' determination that the change will have minimal, if any, adverse effects on those populations. BOARS found that 95% of UC applicants already take three years of science. UC knows the handful of high schools that do not offer three years, and flags their applicants so that campuses do not penalize them during comprehensive review.

The Santa Cruz Division of the Senate requested a legislative ruling from the University Committee on Rules and Jurisdiction concerning the Administration's actions, in the context of Regents Standing Order 105.2, which states that, *The Academic Senate, subject to the approval of the Board, shall determine the conditions for admission, for certificates, and for degrees other than honorary degrees.* UCRJ's ruling 11.18 affirms the Regents' final authority over admissions policy articulated in SO 105.2 and states that the Administration does not have the authority to implement an admissions policy independently of the Regents.

BOARS does not support a partial roll out of the policy, but has agreed to consider new information, where appropriate, that could weigh on the appropriateness of the policy change. In addition, BOARS has approved expanding the courses eligible for area "d" listed in the A-G Guide. The Assembly will be asked at a later meeting to amend its policy to remove the elements of the policy related to the courses eligible for area "d".

➢ An Assembly member urged the Academic Senate to push back against any suggestion emanating from internal or external sources that the University's overall admission requirements are too stringent. The University should not bow to political pressure, real or perceived, to lower preparation standards. Others noted that campuses must also be prepared to support the academic success of the students they serve. Academic preparation programs like Summer Bridge as well as post-admission advising and counseling services contribute to the academic success and timely graduation of first-generation and other educationally at risk populations.

VII.   SPECIAL ORDERS
    A. Consent Calendar [None]
    B. Annual Reports. Bylaw 120.D.3 requires that standing committee annual reports be included in the first Assembly agenda of each academic year.

VIII.   REPORTS ON SPECIAL COMMITTEES [None]

IX.   PETITIONS OF STUDENTS [None]

X.   UNFINISHED BUSINESS [None]

XI.   NEW BUSINESS [None]

The meeting adjourned at 1:00 pm
Minutes Prepared by: Michael LaBriola, Academic Senate Analyst
Attest: Robert May, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of December 12, 2018

Appendix A – 2018-2019 Assembly Attendance Record, Meeting of December 12, 2018

President of the University:
Janet Napolitano

Academic Council Members:
Robert May, Chair
Kum-Kum Bhavnani, Vice Chair
Barbara Spackman, Chair, UCB
Kristin Lagattuta, Chair, UCD
Linda Cohen, Chair, UCI
Joseph Bristow, Chair, UCLA
Kurt Schnier, Chair, UCM
John Cioffi, Vice Chair, UCR (alt for Dylan
Rodriguez, Chair, UCR)
Robert Horwitz, Chair UCSD
David Teitel, Chair, UCSF
Henning Bohn, Chair, UCSB
Kimberly Lau, Chair, UCSC
Eddie Comeaux, Chair, BOARS (absent)
Onyebuchi Arah, Chair, CCGA
Lok Siu, Chair, UCAADE
Daniel Farber, Chair, UCAP (absent)
Anne Zanzucchi, Chair, UCEP
Sean Malloy, Chair, UCFW
Andrew Baird, Chair, UCORP
James Steintrager, Chair, UCPB

Berkeley (5)
Danica Chen (alt for Victoria Frede-
Montemayor)
Fai Ma
Suzanne Fleiszig
Richard Scheffler (absent)
R. Jay Wallace

Davis (6)
Anne Britt
Richard Grotjahn (absent)
George Mattay
Jeffrey Williams (absent)
S.J. Ben Yoo
TBD

Irvine (4)
Jacob Avery
Elliott Currie

Masashi Kitazawa
Amy Powell

Los Angeles (7)
Noel Boyle
Jessica Cattelino
Ann Karagozian (alt for Mansoureh Eghbali)
Kym F. Faull
Sandra Loo
William Marotti
Peter Tontonoz

Merced (1)
Shawn Newsam

Riverside (2)
Thomas Cogswell
Manuela Martins-Green

San Diego (5)
Amy Bridges (absent)
Seth Cohen
Robert Kluender
Elizabeth Komives
Joseph Pogliano (absent)

San Francisco (5)
Elena Flowers
Marek Brzezinski
Steven Cheung
Jacqueline Leung
Vineeta Singh (absent)

Santa Barbara (3)
Charles Akemann (absent)
Eric Matthys
F. Winddance Twine

Santa Cruz (2)
David Brundage
Janette Dinishak

Secretary/Parliamentarian
Andrew Dickson