

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

February 8, 2023

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, February 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 December 8, 2022.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- Susan Cochran, Chair
- James Steintrager, Vice Chair

January Regents Meetings: Chair Cochran’s remarks to the Regents touched on the importance of UC’s research doctorate training mission and faculty concerns about the sustainability of the University’s graduate funding model. The Regents also discussed the 2022 budget compact with the governor that funds 5% annual increases to UC core funding for five years, contingent on UC’s progress toward goals related to increased undergraduate and graduate enrollment, student success and equity, affordability, transfer, workforce preparedness, and online course offerings. The governor’s 2023-24 proposed budget funds the compact and provides UC with \$30 million to help three campuses reduce nonresident enrollment to meet an 18% enrollment target. The Regents’ Investments Committee discussed losses in the UC investment portfolio that are consistent with the larger downturn in the investment markets.

Transfer: Chair Cochran and Vice Chair Steintrager met with their California State University (CSU) and California Community Colleges (CCC) counterparts on the Intersegmental Committee of Academic Senates (ICAS). ICAS has been discussing several issues related to undergraduate transfer, including large enrollment declines at the CCC, which have reduced transfer applications to UC and CSU and affected UC’s ability to meet the 2:1 freshman-to-transfer target ratio for undergraduate enrollment. UC and CSU are also under pressure to simplify and align their transfer requirements. The proposed state budget includes a trailer bill requiring UCLA to participate in the Transfer Admission Guarantee (TAG) program and accept Associate Degrees for Transfer from CCC students seeking transfer to UCLA. UC Senate leaders have noted that a UCLA TAG is likely to privilege the top CCC feeders to UC and yield fewer transfer slots for non-TAG students, leaving CCC students—particularly those from underrepresented groups—with decreased access to UCLA.

Academic Council: At its January meeting, the Council approved sending forward systemwide Senate reviews of a proposed [Presidential Policy on Vaccination Programs](#) and proposed revisions to the [Presidential Policy on Sustainable Practices](#); a [joint UCPB-UCFW letter](#) making

recommendations about a 2023-24 faculty salary plan; and UCFW requests for 1) a new [study of total remuneration](#) for UC faculty and staff and 2) a [comprehensive benefits survey](#) of UC employees.

Labor Matters: Earlier this month, UCOP sent the campuses attestation forms for distribution to faculty and union members who withheld labor during the strike. The United Auto Workers (UAW) is asking the University to document how much pay the University will withhold before supporting the effort, and very few forms have been returned. Senate leadership has lobbied the administration to consider that faculty who have submitted final grades have discharged their duties and do not need to complete the forms.

The new UAW contracts have serious budgetary and enrollment implications. The projected gap in graduate student funding could lead to reductions in graduate student researcher (GSR) and teaching assistant (TA) positions, fewer opportunities for graduate student admission and employment, and higher faculty instructional workloads. These outcomes threaten UC's public mission. Campuses are working to identify short-term bridge funding but have told principal investigators (PIs) not to rely on long-term help to cover financial shortfalls.

Faculty will need to adjust to a new relationship with student employees, who are now represented, and in which contractual rules around engagement apply. They will need to consider how to separate and delineate the part-time labor of student employees from their role as students. The strike has also affected members of the Regents and administration who want to rethink UC's past approaches to fulfilling its educational and research mission.

Discussion:

- Assembly members expressed concern that PIs and departments will be responsible for absorbing the higher cost of the new graduate student contracts. Faculty are making offers to TAs and GSRs now for the 2023-24 academic year and need assurances that they can afford to pay them from existing department and grant budgets.
- Members noted that the absence of funding increases for TA support will increase workload for existing TAs and for faculty. They recalled that the 2008 recession led to cuts that were not evenly distributed and created funding and workload inequities that disproportionately affected the arts, humanities, and social sciences. The inequities persist today and will be exacerbated by any new cuts made after the strike.
- Members noted that the University needs a more sustainable graduate funding model that considers the higher cost of the contracts and the different needs and capacities of individual campuses to adapt. Several campuses are forming workgroups to develop plans and guidance about navigating the new reality, but more systemwide guidance would be helpful.
- Chair Cochran encouraged faculty to seek guidance from campus administrators and to be vocal about their needs. She said it is important for faculty from all departments to come together to find a sustainable path forward.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Proposed Revisions to Senate Regulations 610 and 630

At its January 25, 2023 meeting, following a systemwide Senate review, the Academic Council approved revisions to Senate Regulations (SR) 610 and 630. The revisions were proposed by the University Committee on Educational Policy (UCEP) to update the residency prerequisite for an undergraduate bachelor's degree. UCEP addressed comments from the Senate review with additional clarifying amendments that were supported by the Council.

Chair Cochran noted that the Regents and the administration want the Senate to consider creating fully online undergraduate degrees, but the Senate has been unable to reach consensus about the question. On the one hand, online degrees offer potentially greater access to UC for more students, including those who are unable to be in-residence for multiple reasons. On the other hand, online degrees could affect the quality of the educational experience and could marginalize students, such as transfers or those with fewer financial resources.

The revisions add a new Regulation 630.E, which reframes the residency requirement as the "campus experience requirement" and requires freshman and transfer undergraduates to 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 revisions also amend the definition of residency in Senate Regulation 610 to align with the new SR 630.E.

The 50% requirement draws from definitions grounded in the rules of UC's accreditor, the Western Association of Schools and Colleges (WASC) as well as minimum engagement requirements for federal financial aid. The new regulation 630.E closes a prior loophole that allowed for the potential creation of a fully online degree program through individually approved online courses. While the new regulation defines UC's commitment to an in-person educational experience, it also opens the door for campuses to experiment with online majors and minors.

Also provided to the Assembly was a letter from UCEP addressing several questions and considerations for online degrees and articulating the benefits of the revision, including fostering persistence, academic success, and inclusive access to the full array of campus resources and experiences.

Discussion:

- Assembly members noted that implementing the regulation could require a significant change at campuses that do not track the percentage of instruction delivered online and in person in a given course. Another complication is that some faculty record large enrollment lecture classes for later viewing by students who attend in person for exams only. Should those courses be considered online?
- Chair Cochran responded that all campus registrars now track online courses to meet the state budget compact requirement to increase online course offerings. UCEP Chair Cocco added that UCEP based the 50% requirement on WASC accreditation rules. UC is not authorized to offer online degrees without WASC approval. WASC defines a degree as online when 50% or more of relevant courses can be taken online and it requires a "substantive change" review of a degree when the courses are first designated as online. WASC also requires online courses to include specific engagement activities and uses the 50% threshold to distinguish between in-person and correspondence courses. Technically, a lecture posted online is a correspondence course that does not meet the minimum engagement requirement for financial aid. Chair Cocco noted that the regulation prevents the development of fully online

degrees that would hinder students from accessing on-campus resources. Practically speaking, the new requirement calls for a 4-year student to complete roughly 10% of credits required for graduation on a UC campus and a transfer student to complete 20% of credits on campus.

ACTION: A motion to approve the revisions to Senate Regulations 610 and 630 was made, seconded, and passed in a voice vote.

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS

- **Michael Drake, President**
- **Katherine Newman, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

Pandemic: President Drake noted that Covid-related hospitalizations are trending down compared to a similar period in each of the past two years. The University has strong vaccination, testing, and safety protocols in place. A systemwide Covid workgroup continues to meet to monitor the alignment of UC policies with state and federal health guidelines.

Labor: President Drake expressed appreciation for the faculty's efforts to support the progress of undergraduates during the academic student employee strike and to begin making adjustments in response to the new contract. The contract provides better support for student workers who were experiencing financial challenges, and it enhances the University's competitive position in graduate student recruitment. The strike was unusual as UC's first contract with four new represented units simultaneously and in terms of the variety of opinions held and conditions experienced by members of the organizing units across the ten campuses. These circumstances made contract negotiations challenging.

The new contract compounds existing labor expense challenges across the UC enterprise. Some faculty will struggle to meet the financial obligations of the new contract. Others will find it easier to adjust. UCOP and campus administrations will make a pool of funding available to help campuses bridge cost increases this year. But addressing the new reality over the long term will require a collaborative effort and everyone leaning in together. The University will also need to adjust its current graduate training and funding model in ways that may alter academic pathways and roles for graduate students.

Budget: The University is pleased that the governor is honoring the budget compact by including a 5% increase in his proposed 2023-24 budget. President Drake recently met with a group of state legislative leaders who also expressed their support for UC. President Biden's State of the Union address mentioned a plan to increase the maximum Pell Grant by \$500 to \$7,300 for the 2023 fiscal year and to expand eligibility for the 2024-25 fiscal year. These policies will support UC's efforts to ensure affordable pathways to a high-quality education.

CFO Brostrom added that the University's rating agencies recently reaffirmed UC's AA rating in anticipation of a \$2.5 billion bond issue, citing UC's excellence, burgeoning demand, and financial stability. UC is among the highest performers in the higher education space. The proposed budget does not fund UC's requests for one-time funding for capital improvements. The University is fully subscribed to the state's new student housing grant program and will be working with the state legislature on additional student housing initiatives.

Discussion:

- Assembly members noted that the circulation of attestation forms has upset and confused some faculty and graduate students, who have so far submitted only a few forms with usable information. Further complicating efforts are rules prohibiting faculty from asking graduate student employees about their work during the strike. Faculty are worried that a lack of attestation data will affect their ability to accurately report effort on federal grants.
- Assembly members expressed concern about the long-term stability of graduate programs under the new contracts. They asked administrators to provide central financial support for cost increases, to clarify the requirements for graduate student FTE appointments, to provide guidance about how to navigate the division of labor between graduate students as researchers and learners, and to consider lowering graduate tuition temporarily to reduce pressure on grants. They noted that messages about the need to reduce student labor to align with budgets are at odds with the budget compact mandate to increase graduate enrollment.
- President Drake acknowledged that one of the most challenging aspects of graduate student unionization relates to the faculty's new relationship with students as employees. He said the University wants to balance student educational needs with workforce needs in ways that support educational quality and maintain stability. The University will work with the state to ensure that the state takes a realistic and flexible view of UC's enrollment plans, projections, and promises. UC's collective ability to adapt to change will ensure success in the new world. He said the attestation forms create an opportunity for people to be honest and straightforward. UCOP will be thoughtful about gathering information without appearing to be punitive. UCOP will review later in February the information received and offer further guidance then.

Remarks from Provost Newman: Provost Newman said it was UC's excellence and research impact that attracted her to the position of systemwide provost and executive vice president. She expressed her commitment to supporting the creation of debt-free degree pathways, growing the faculty, and emphasizing diversity in enrollment and hiring. She said the strike has inspired reflection about the current funding model for graduate education and higher education more broadly. Adapting to the challenges of the new world will require creative collaboration, and the Senate will be a critical partner. She is working with Senate leadership to develop a charge for a joint Senate-Administration workgroup to look at new pedagogical models for graduate education and training that support excellence, ensure that teaching and research is done mostly by full-time expert professionals, and maintain the faculty-student mentor-mentee relationship. She added that the crisis in graduate funding is a national issue. She has asked UC advocates in Washington, DC to launch a communications and advocacy campaign.

- Assembly members noted that UC has a special role in academic graduate education and PhD production. Determining the "right size" for PhD enrollments at UC should consider the needs of California and the nation. Provost Newman responded that there is no one-size-fits-all answer to PhD enrollment that would apply across all campuses and disciplines. The University relies on the faculty's judgment about where opportunities exist for academic graduate students inside and outside the University. However, UC cannot ignore the constraints and should be thoughtful about the potential overproduction of PhDs in some fields. Council members encouraged a serious study of these issues and warned against allowing emergency temporary cuts to become permanent and normalized.

- 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 12:30 pm

Minutes Prepared by: Michael LaBriola, Assistant Director, Academic Senate

Attest: Susan Cochran, Academic Senate Chair

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

**Appendix A – 2022-2023 Assembly Attendance Record
Meeting of February 8, 2023**

President of the University:

Michael Drake

Academic Council Members:

Susan Cochran, Chair

James Steintrager, Vice Chair

Mary Ann Smart, Chair, UCB

Ahmet Palazoglu, Chair, UCD

Georg Striedter, Chair, UCI

Jessica Cattellino, UCLA Chair

Patricia LiWang, Chair, UCM

Sang-Hee Lee, Chair, UCR

Nancy Postero, Chair, UCSD

Steven Cheung, Chair, UCSF

Susannah Scott, Chair, UCSB

Patricia Gallagher, Chair, UCSC

Barbara Knowlton, Chair, BOARS

Erith Jaffe-Berg, CCGA Chair

Louis DeSipio, Chair, UCAADE

Francis Dunn, Chair, UCAP

Melanie Cocco, Chair, UCEP

Teresa Dalton, UCFW Chair (absent)

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

Richard Tucker

Judith Van de Water

TBD (1)

Irvine (4)

Michael Cooper

John Crawford

Zeev Kain

Bonnie Ruberg

Los Angeles (8)

Carol Bakhos (absent)

Patricia Ganz

Tim Groeling

Ronald Hays

Eleanor Kaufman

Nicholas Brecha (alt for Jody Kreiman)

Hiram Beltran-Sanchez (alt for Moritz

Meyer-ter-Vehn)

Shane White

Merced (1)

Jessica Trounstine (alt for Shilpa Khatri)

Riverside (2)

David Biggs (absent)

Peter Chung (absent)

San Diego (5)

Niloofar Afari

Paola Cessi

Virginia de Sa

Kamau Kenyatta (absent)

Anita Raj (absent)

San Francisco (4)

Stella Bialous

Pamela Den Besten (absent)

Kewchang Lee

Janice Tsoh

Santa Barbara (3)

Isabel Bayrakdarian

Cynthia Kaplan

France Winddance Twine

Santa Cruz (2)

Melissa Caldwell

Rita Mehta (absent)

Secretary/Parliamentarian

Andrew Dickson