

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

April 15, 2020

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, April 15, 2020. Academic Senate Chair Kum-Kum Bhavnani presided and called the meeting to order at 10:00 am. Senate Analyst Joanne Miller 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 February 12, 2020.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **Kum-Kum Bhavnani, Chair**
- **Mary Gauvain, Vice Chair**

COVID-19: The University is grappling with the public health, economic, and educational impacts of the COVID-19 emergency. The Academic Council recently endorsed three BOARS letters recommending flexibility in freshman and transfer admissions requirements due to the emergency. The recommendations include 1) temporarily suspending certain undergraduate admission requirements, including standardized testing; 2) encouraging flexibility in enforcing transfer admission requirements; and 3) confirming that UC should continue to award credit for scores of 3, 4, or 5 on AP exams as usual. The Regents have approved the recommendations. In addition, in response to the University’s decision to move to remote instruction, Council issued a UCEP letter in support of divisional flexibility for grading options during winter and spring quarter/semester 2020; and a statement emphasizing that emergency remote teaching measures are temporary and that copyright of course materials developed for remote teaching inheres in the faculty member or instructor.

March Regents Meeting: The Regents held their March meeting in a remote online format to reduce risks associated with COVID-19. Most scheduled action items were postponed, including a vote on moving to a cohort tuition model.

Graduate Student Funding: Council endorsed a UCPB letter discussing structural issues that threaten the financial security of UC graduate students. The letter emphasizes that full funding of graduate students is crucial to meeting a broad range of educational goals, and calls on UC to include graduate student funding as an explicit element in budget models going forward.

Presidential Search: The Academic Advisory Committee for the UC Presidential Search met with the Regents Special Committee on March 2 and March 17 to offer their advice on possible candidates. The Special Committee received the Assembly’s February Resolution about the search, and responded that it prefers the current process. The University expects to make an announcement about the new President before the July Regents meeting.

Senate Task Forces: The Senate has a Task Force on Online Undergraduate Degrees, led by UCEP Chair Serences, which is considering the implications of full-time online undergraduate degree programs. The Extending Faculty Diversity Task Force, led by UCSC Division Chair Lau, is meeting to develop best practices and creative solutions for extending faculty diversity through hiring and retention, and for improving campus climate.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Report of the Academic Council Standardized Testing Task Force (STTF)

In early 2019, Council Chair May empaneled a Standardized Testing Task Force (STTF) to respond to President Napolitano's request to the Senate to examine the University's current use of standardized testing for admission and determine whether any changes in admission testing policies or practices are needed. The STTF was asked to consider whether the University and its students are best served by current testing practices, a modification of current practices, another testing approach, or the elimination of testing. The STTF met 12 times between February 2019 and January 2020. The STTF [report and recommendations](#) were released for systemwide Senate review on February 3 with a March 26 deadline for comment. The Academic Council discussed the results of the systemwide review on April 1. The Council found consistent support for the report and recommendations across reviewers. It passed a motion "to endorse the STTF report, with the recommendation that in five years the University revisit whether the added value of the SAT/ACT still holds, employing the methods used in the STTF report."

Chair Bhavnani invited Assembly members to comment on each of the six recommendations in the STTF report.

1. Review and update components of the statewide eligibility index.
2. Expand Eligibility in the Local Context.
3. Undertake further analysis of the admissions process to identify those points in the process, and the factors at work at each point, that contribute to disproportionate declines in representation of students from populations that have historically been excluded from higher education opportunity at UC.
4. Identify and expand student academic support services at every campus and evaluate them. UC could then design and evaluate new support programs, as needs are identified.
5. Obtain the necessary data and test items to perform an updated item-level analysis of current standardized tests to test for bias and disparities.
6. Develop a new test that will be continuously accessible to students and that will assess a broader array of student learning and capabilities than current tests. This could take nine years to implement.

Assembly members lauded the careful, data-driven analyses in the STTF report. They noted the findings that standardized test scores add predictive value above and beyond high school GPA, and, when used appropriately in a holistic approach to admissions, help to provide a broad view of academic promise while not harming applications by members of historically minoritized groups. They also noted the Report's finding that pre-college factors, including A-G subject requirement availability and fulfillment, explain more variance in UC performance than do test scores; and that SAT/ACT scores are not the major barrier to college access: rather, it is access to quality education and resources. Assembly members expressed support for the central recommendations in the STTF report that the tests remain mandatory for the time being and that

UC not move to a test optional policy and that UC not use the Smarter Balanced assessment as part of the admissions requirements for applicants. Members also expressed support for Council's recommendation to retain the status quo; at that time, the same analyses used in the 2020 Report should be conducted to examine if the outcomes hold in five years; and for all campuses to adopt holistic review.

Additionally, Assembly members expressed support for the STTF recommendations to conduct further Senate analyses of the admission process to identify reasons for disproportionate declines in students from historically excluded populations; to obtain updated item-level data to test for bias; and to expand student academic support services that target at-risk students. Members noted that the report's findings highlight the need for UC to work with high schools to expand access to A-G and to improve UC readiness through Summer Bridge and other academic preparation programs. They observed that UC's public mission includes that it be an engine of social mobility that extends access to diverse populations with different levels of preparation and opportunity. UC must seek not only to identify college-ready students, but also to extend opportunity and support to at-risk students.

One Assembly member expressed support for continued discussion of abolishing standardized tests, and for transitioning the UC system to open admissions. Other members noted that expanding the ELC pathway (recommendation #1) could burden campuses at enrollment capacity, and noted that many ELC students who apply to "flagship" UC campuses are referred to less selective campuses. Members agreed that it would be important for the state to support any enrollment increases with additional funding.

Assembly members observed the concerns expressed by Senate reviewers about the feasibility of the recommendation to develop a new suite of assessments, due to uncertainty about the nine-year timeline proposed for that effort, UC's capacity to develop the assessment, its expense, and concern that a new test could burden students who would need to take both a UC-specific test and the SAT/ACT for admission to other institutions. Chair Bhavnani also read aloud an additional statement signed by six STTF members, which emphasized their concerns about the length of time suggested in recommendation #6.

ACTION: A motion was made and seconded to endorse the Council's recommendation and provide supplementary comments on the STTF recommendations. The motion passed by a vote of 51 in favor and none against. There was one abstention.

2. Recommendation to Eliminate the SAT Essay/ACT Writing as a Requirement for Undergraduate Admission

On February 3, the Academic Council released for systemwide Senate review BOARS' recommendation to eliminate the ACT/SAT Essay Requirement for undergraduate admissions.

(<https://senate.universityofcalifornia.edu/files/underreview/kkb-review-boars-sat-act-writing.pdf>) BOARS made the recommendation after finding that no UC campus uses the tests in admission decisions; that UC campuses represent 9 of the remaining 12 American institutions that still require one of the tests; and that the requirement has become a time and cost burden for students. At its April 1 meeting, Council reviewed comments from Senate divisions and systemwide committees. There was strong and consistent support across divisions for the recommendation. Council voted unanimously to support the BOARS recommendation.

ACTION: A motion to endorse the Council recommendation was made and seconded. The motion passed by unanimous consent.

V. ANNOUNCEMENTS BY THE PRESIDENT AND THE PROVOST

- **Janet Napolitano, President**
- **Michael T. Brown, Provost and Executive Vice President**

COVID-19: President Napolitano noted that UC is working through numerous COVID-19 issues. UC hospitals have ramped up operations to provide care to COVID-19 patients, and UC has many research projects and clinical trials underway related to the virus. She thanked the Academic Senate for leading a rapid transition to a remote learning environment, which has made a difference for public health and allowed students to continue degree progress. In addition, the Senate's quick work to temporarily relax certain undergraduate admissions requirements for fall 2020 and fall 2021 will help mitigate challenges facing students and families, and ensure the pandemic will not derail anyone's ability to attend UC.

The crisis is having a major impact on the University's revenues and costs. The University expects the Legislature to pass a flat budget by the June 15 deadline, and then a complete second budget with possible cuts in late August, following the revised July 15 state income tax deadline. The University is planning for a variety of scenarios over the next 18 months, with an eye toward ensuring student safety. The University has guaranteed no layoffs before July 1, although UCOP has instituted a hiring freeze and campuses have implemented position controls. UC is suspending the performance appraisal process for policy covered staff until the fall, and is discussing the suspension of salary increases for faculty and staff, with the exception of the faculty merit review program.

March Regents Meeting: The Regents discussed UCOP's phase two report on an internal systemwide audit of undergraduate admissions, which assessed the effectiveness of new controls on Admission by Exception, Athletics, and Special Admissions implemented in phase one. They also hosted a discussion about the current and historical use of standardized tests and their efficacy in admissions eligibility and selection. UCOP will organize a presentation around the Academic Senate's recommendation on standardized testing for the May Regents meeting. The Regents have also postponed discussion of UC's affiliations with outside health systems until July.

Wildcat Strikes: President Napolitano noted that COVID-19 has curtailed the wildcat strike at UCSC; however, UCSC dismissed 39 students who did not submit fall quarter grades and is prepared to do the same for those who fail to submit winter quarter grades. She noted that disciplinary measures support the value of collective bargaining, which in turn provides benefits to employees and ensures labor peace. Discipline should be consistent across the UC system.

DACA: The University is anticipating a Supreme Court decision on the DACA case before June 30, and is prepared for either a positive or negative decision.

Provost Brown: The Provost thanked the Senate for its quick institutional response to the crisis, and individual faculty for adapting to the remote teaching environment and also for turning labs around to focus on the disease. He noted that his top priority is advancing UC's leadership in academic doctoral education. He has been concerned that UC's historical role in providing doctoral education has been dwarfed by an impetus to grow undergraduate enrollment. He noted that the 2030 Framework is an attempt to advance support for graduate education with the Legislature, the

Regents, and UCOP. Theresa Maldonado has joined UCOP as the new Vice President for Research and Innovation.

Discussion:

- Assembly members encouraged senior administrators to work with students and faculty on a plan to improve the welfare of graduate students and on strategies for enhancing state funding for graduate education. Several Assembly members stated that the penalty given to the striking graduate students was not commensurate with the act of withholding grades.
- President Napolitano noted that the University attempted mediation unsuccessfully with the graduate student union, and would not re-open the collective bargaining agreement that expires in 2022. She noted that the issues raised by graduate students would be front and center in the next round of bargaining, and that UCSC has extended health insurance to TAs who were dismissed from their assignments. Provost Brown added that the administration is simply asking that graduate students turn in their grades. He stated that in his view, the graduate student wildcat strike hurt UC's graduate funding advocacy efforts. An Assembly member responded that a unilateral decision to reinstate the dismissed students would create good will and go a long way to restore the University's image and help its advocacy efforts.
- An Assembly member suggested that the May Regents discussion about standardized testing include a primer on holistic review and the campus application read process. Another encouraged the President to consider pay cuts for highly compensated senior administrators, and another asked whether she might consider delaying her retirement given the circumstances around COVID-19.
- President Napolitano responded that the University is considering different salary options for all employee groups, and will make an announcement in June. She noted that she is still set to leave the University on August 1, but is willing to be flexible if the Regents ask to her stay longer.

VI. (CONTINUED) REPORTS OF STANDING COMMITTEES

A. Academic Council

3. Nomination and Election of the Vice Chair of the 2020-21 Assembly

Chair Bhavnani introduced Robert Horwitz, UC San Diego Professor of Communication, and the Academic Council's nominee for 2020-21 Assembly vice chair and 2021-22 vice chair of the Academic Council. At Chair Bhavnani's invitation, Professor Horwitz made a statement regarding his background, qualifications, and priorities, and then briefly left the videoconference meeting. Chair Bhavnani asked for any additional nominations from the floor, and hearing none, asked for any objections to Professor Horwitz's nomination. Hearing none, she asked for a motion to approve his election. Hearing the motion and a second, Assembly voted on the motion to elect Robert Horwitz as 2020-2021 Assembly vice chair and 2020-2021 vice chair of the Academic Council.

ACTION: The Assembly voted unanimously to elect Robert Horwitz vice chair of the 2020-21 Assembly.

4. Ratification of the 2020 Oliver Johnson Award

Chair Bhavnani stated that the Oliver Johnson Award for Distinguished Senate Service is presented every other year to a Senate member or members in recognition of lifetime service to the Academic Senate, outstanding and creative contributions to faculty governance, and exceptional abilities in working with different University constituents. The award is governed by procedures adopted by the Academic Council, in which each Senate division is asked to nominate a candidate and the University Committee on Committees selects two names to forward to Council. Council then selects an awardee or awardees from the two nominations it receives, and asks the Assembly to ratify the choice. This year, Council voted to honor both UCOC nominees—UC Davis Professor Robert Powell and UC Riverside Professor Manuela Martins-Green.

ACTION: The Assembly ratified the nominations of Professors Manuela Martins-Green and Robert Powell as the 2020 recipients of the Oliver Johnson Award.

VII. UNIVERSITY AND FACULTY WELFARE REPORT

▪ Jean-Daniel Saphores, UCFW Chair

QLACs: Council endorsed a recommendation from UCFW and its Task Force on Investment and Retirement to support a proposal from the Office of the CIO to add qualified longevity annuity contracts (QLACs) to the UC Retirement Savings Program Pathway fund. QLACs are a type of deferred annuity funded with an investment from a qualified retirement plan. They offer additional guaranteed income later in retirement, as drawdowns can only begin at age 78.

DEI Statements: Last year, Council endorsed best practice recommendations for the use of Diversity, Equity, and Inclusion statements in hiring and merit review processes. Some UC faculty have expressed concerns about instances in which they believe local application of the recommendations include the use of DEI statements as a screening tool in a manner inconsistent with APM 210-1-d. UCFW is asking for a systemwide review that assesses how DEI statements are used in the faculty hiring/appointment processes on campuses.

COVID-19: UCFW is assessing the potential impacts of COVID-19 on the health and welfare of students, faculty, and staff; UC's quality of education; the faculty's ability to conduct research; medical center and general campus revenues; and UC's long term financial health. In reflecting on the Senate's response to past financial crises that demand reductions in expenditures, UCFW found that the Senate fares better by developing its own proposals rather than waiting for the Administration to develop options for and reacting to them. To that end, UCFW has organized two working groups to develop 1) general principles for supporting faculty welfare during the crisis; and 2) policy options in response to possible furloughs, salary cuts, and reductions in benefits.

Long-Term Vision: UCFW encourages the Senate and Administration to work together on a "reimagining" exercise that considers how to put the UC system on a more sustainable path while enhancing its academic preeminence. The exercise should also consider strategies for creating a new financial and growth model; unleashing faculty creativity and energy by creating a diverse, inclusive, and supportive environment free of burdensome administrative processes; and restoring, promoting and enhancing UC's image in state government and the general public.

- An Assembly member expressed concern that the use of DEI statements as a pre-screening tool represents a political test for hiring. Another noted that DEI statements are less about racial/ethnic identity than about how one's research, teaching, and service contributes to diversity, which is an important, and appropriate, component of the APM. Another noted that

any systemwide review should consult experts and include a statistical study of the impact of DEI statements on diversity and equity in hiring.

- Assembly members noted that the long-term decline in state support is the most severe threat to the University, which could be intensified by the pandemic. They agreed that the Senate should be vocal and proactive about addressing the crisis and ending educational budget austerity in California.

VIII. NEW BUSINESS

Statement on Graduate Student Strikers: A group of Assembly members brought forward a statement they drafted during the meeting that called for a unilateral gesture of goodwill by the administration to reinstate the dismissed graduate student ASEs at UC Santa Cruz. The statement also noted that the disciplinary measures—and their likely effects on graduate student careers—were disproportionate to the actions, and that the measure of goodwill would recognize the extreme precarity introduced by the global COVID-19 pandemic. Finally, the statement urged UCOP to redouble efforts to secure adequate levels of funding for graduate students.

- Some Assembly members spoke in support of the statement and noted that a unilateral decision to reinstate the students would encourage students to recede from withholding grades and also help the University gain public support for graduate education. Others noted that the wildcat strike undermines the power of collective bargaining; that graduate students were not in fact dismissed from their programs but only had their TA positions revoked. Various editorial suggestions for the statement were made and discussed. A motion to endorse the statement was made and seconded, but no vote was taken due to no consensus being reached within the constraints of time allotted for the meeting.

IX. SPECIAL ORDERS

A. Consent Calendar

X. REPORTS ON SPECIAL COMMITTEES [None]

XI. PETITIONS OF STUDENTS [None]

XII. UNFINISHED BUSINESS [None]

The meeting adjourned at 3:05 pm

Minutes Prepared by: Michael LaBriola, Academic Senate Assistant Director

Attest: Kum-Kum Bhavnani, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of April 15, 2020

Appendix A – 2019-2020 Assembly Attendance Record, Meeting of April 15, 2020

President of the University:

Janet Napolitano

Andrej Luptak

Nancy McLoughlin

Academic Council Members:

Kum-Kum Bhavnani, Chair
Mary Gauvain, Vice Chair
Oliver O'Reilly, Chair, UCB
Kristin Lagattuta, Chair, UCD
James Steintrager, Chair, UCI
Shane White UCLA Vice Chair (alt for Michael Meranze, UCLA Chair)
Thomas Hansford, Chair, UCM
Dylan Rodriguez, Chair, UCR
Maripat Corr, Chair, UCSD
Sharmila Majumdar, Chair, UCSF
Henning Bohn, Chair, UCSB
Kimberly Lau, Chair, UCSC
Eddie Comeaux, Chair, BOARS
Amr El Abbadi CCGA Vice Chair (alt for Ramesh Balasubramaniam, CCGA Chair)
Mona Lynch, Chair, UCAADE
John Gilbert, Chair, UCAP
John Serences, Chair, UCEP
Jean-Daniel Saphores, Chair, UCFW
Andrew Baird, Chair, UCORP
Sean Malloy, Chair, UCPB

Berkeley (5)

Cathryn Carson
Fai Ma
Jennifer Johnson Hanks
Suzanne Fleiszig (alt for John Ngai)
Lok Siu (alt for Daniel Boyarin)

Davis (6)

Anne Britt
Richard Grotjahn
Joel Hass
George Mattay
Jeffrey Williams (absent)
TBD (absent)

Irvine (4)

Emily Baum (alt for Jacob Avery)
Elliott Currie

Los Angeles (7)

Hiram Beltran-Sanchez
Nicholas Brecha
Jessica Cattelino
Mansoureh Eghbali (absent)
Kym F. Faull
William Marotti
Peter Tontonoz

Merced (1)

Josue Medellin-Azuara

Riverside (2)

Thomas Cogswell
Isgouhi Kaloshian

San Diego (5)

Seana Coulson
Igor Grant (absent)
Tara Javidi
Stephanie Mel
TBD (absent)

San Francisco (5)

Marek Brzezinski
Leah Karliner (alt for Linda Centore)
Steven Cheung
Bo Huang
Jacqueline Leung

Santa Barbara (3)

Charles Akemann
Claudio Fogu
Isabel Bayrakdarian

Santa Cruz (2)

Janette Dinishak
David Brundage

Secretary/Parliamentarian

Andrew Dickson