

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

April 18, 2024

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, April 18, 2024. Academic Senate Chair James Steintrager presided and called the meeting to order at 3:00 pm. 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 February 22, 2024.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **James Steintrager, Chair**
- **Steven Cheung, Vice Chair**

Faculty Engagement Survey: The systemwide Senate will conduct a survey aimed at gathering feedback from faculty regarding their job activities, job satisfaction, views on campus climate, and experiences in the evolving academic labor landscape. Chair Steintrager encouraged Assembly members to participate in the survey and to ask their colleagues to do the same.

Regents Policy on Discretionary Statements: At their March 2024 meeting, the Regents postponed a decision on a proposed Policy on Public and Discretionary Statements by Academic Units (formerly known as the Policy on Use of University Administrative Websites) to their upcoming May 2024 meeting. The Senate’s [comments](#) opposing the draft policy appear to have influenced the Regents. An updated version of the policy, integrating aspects of the Senate’s 2022 [recommendations](#) for departmental political statements, is currently undergoing systemwide Senate review in preparation for discussion at the April 24 Academic Council meeting.

Presidential Task Force: Vice Chair Cheung is co-chairing a joint task force on Instructional Modalities and UC Quality Undergraduate Degree Programs. The task force has appointed subgroup chairs and co-chairs to address various elements of its charge. Task force members hold diverse perspectives, but share the view that any fully online undergraduate degree program should be equivalent to its in-person counterpart, including expectations for college readiness among applicants.

Budget: The University is awaiting the governor’s May budget revision. Despite its expected deferral of a 5% UC budget increase to 2025-26, senior administrators have reaffirmed their commitment to meeting the 2024-25 goals of the compact. Funding for these goals as well as the 2024-25 salary plan is being pursued through alternative avenues, such as borrowing from the Short-Term Investment Pool (STIP) and leveraging UC’s strong investment performance.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

▪ James Steintrager

1. Proposed Revision to Senate Bylaw 55

At the February 2024 meeting, the Assembly deferred action on proposed revisions to Senate Bylaw 55 to allow members more time for review and discussion. The revisions aim to uniformly extend voting rights to faculty in the Teaching Professor/Lecturer with Security of Employment (LSOE) series across the UC system. Currently, LSOEs may vote only on matters concerning colleagues within their own series, unless approved by a two-thirds vote within a department. The revisions, proposed by the University Committee on Academic Personnel (UCAP), were endorsed by the Academic Council in December 2023, following a systemwide review. After the February meeting, the Senate office provided Assembly members with data on the number of LSOE faculty on each campus.

Chair Steintrager noted that proponents of the revisions argue that LSOE faculty fulfill the same teaching, research, and service missions as ladder rank faculty, and that the revisions acknowledge LSOEs' expertise, enhance departmental governance equity, and boost morale. Opponents argue that LSOE and ladder rank faculty fulfill those three missions in significantly different ways, particularly in terms of research expectations, making uniform voting rights inappropriate. Opponents also argue for maintaining departmental autonomy in deciding voting rights.

UCAP Chair Profumo and Vice Chair Malloy emphasized that UCAP views the proposal as an equity and inclusion issue, and prioritize equity concerns over the opponents' concerns. They also asserted that LSOEs are capable of evaluating their ladder-rank colleagues' research.

During the discussion:

- Several Assembly members argued against a change to systemwide policy, citing campus variations in LSOE roles and the importance of allowing departments the autonomy to extend voting rights if it makes sense for them, and existing individual department voting structures that support equity. They also expressed concerns that granting LSOE faculty these rights could create imbalance in the research ecosystem and invite a greater volume of academic files that may redefine tenure or the professoriate. Moreover, if departments hired LSOEs based on a specific understanding of voting rights, it could complicate departmental dynamics once the nature of those rights are significantly changed.
- Other members, including one within the LSOE ranks, noted that LSOEs often feel marginalized. They stressed concerns about equity and emphasized that the policy change would provide equal opportunities for teaching professors, who are more likely to be women and ethnic minorities, and enhance department morale. They noted that LSOEs are evaluated on systemwide criteria and voting rights should also be systemwide. In addition, teaching faculty are deeply invested in research based on principles of education, and ladder-rank faculty may share a similar lack of knowledge about their colleagues' research. Equal voting rights will help UC recruit the best teaching professors.

- Chair Steintrager clarified that there is no difference in academic freedom for the two series, and that the proposed revision would not change department rules concerning voting by rank.

MOTION: A motion to table the proposal indefinitely was deemed by the parliamentarian as procedurally incorrect as the Assembly’s February motion to table cannot be renewed.

MOTION: A motion to approve the proposed revision was made and seconded. A member requested a roll call vote. The Assembly voted to approve the request.

ACTION: The Assembly voted 31 in favor and 17 against the motion; the affirmative vote (64.58)% did not meet the two-thirds threshold required for a change to a Senate bylaw per [Senate Bylaw 116.E](#).

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS

- **Michael V. Drake, President**
- **Katherine S. Newman, Provost and Executive Vice President**

Systemwide Congresses: The upcoming systemwide Academic Congress on the Evolution and Possibilities of Online Education, scheduled for May 1 at UCLA, will feature research focused on learning theory, persistence, and motivation, and include sessions on e-learning theory, academic integrity, instructional design for student success, the potential of online modalities to close gaps, and a first report from the Presidential Task Force on Instructional Modalities. Three congresses are planned for 2024-25, on research, academic freedom, and Hispanic-Serving Institutions.

UCCS: The University is ramping up public engagement activity in Sacramento. President Drake has been a strong supporter of increasing the visibility of faculty research and engagement in public policy through the UC Center in Sacramento (UCCS). The UCCS enhances UC’s presence in the Capitol, serves as a hub to exhibit faculty research and communicate policy ideas, and provides opportunities for student internships and the integration of college majors across policy and other disciplinary areas.

Regents Meeting: The Regents will hold their May meeting at UC Merced. The agenda will include a discussion of how the University and its students have been impacted by technical problems associated with the new Free Application for Federal Student Aid (FAFSA). Other topics will include peer mentoring, an overview of the astronomy discipline, and an overview of UC Press.

Campus Climate: The Middle East conflict continues to strain campus climate. President Drake emphasized that the University condemns all forms of bigotry and is committed to safeguarding all students from threats and discrimination. In addition to funding at least 50 campus initiatives focusing on dialogue, mental health, and conflict de-escalation, UCOP will fund a systemwide campus climate initiative from Hillel International aimed at addressing antisemitism. The University is also working with the authors of several bills proposed in the California legislature aimed at combatting antisemitism.

Budget: The University is awaiting the release of the governor's May budget revision and will continue to advocate for the deferral of compact funding and to address the University's needs in the best possible fashion.

Undocumented Students: Although the University determined that no viable legal pathway currently exists to employ undocumented students, it continues to explore alternative avenues of support, such as financial aid and fellowships with experiential learning opportunities.

Regents Website Policy: President Drake said he appreciated the Senate's comments on the proposed Regents Policy on Public and Discretionary Statements by Academic Units.

UC's Impact: President Drake commented on the important work underway on all UC campuses, recognizing in particular UC Riverside's admission to the Association of American Universities and UC Merced's continued growth and progress toward AAU membership. The president also highlighted the record number of applications UC received for fall 2024-25, the University's progress on diversity, decarbonization, debt free pathways, and other long-term measures of success.

During the discussion:

- A member from Davis invited President Drake to honor the one-year anniversary of the fatal stabbing of a UC Davis student on April 29. President Drake responded that the tragedy was felt by the entire UC community and that he looks forward to participating in the commemoration in some way.
- An Assembly member asked how UC would fund its growth without the compact funding. President Drake responded that UC will better understand what gaps may need to be closed after the release of the May budget revision. He said the University intends to maintain the planned 4.2% salary increase. He also pointed to the UC Center in Sacramento as a long-term investment in building support for the University.

VI. UNIVERSITY AND FACULTY WELFARE REPORT

▪ John Heraty, UCFW Chair

UCFW examines issues affecting the personal, professional, and economic welfare of UC faculty. It has two standing task forces: Health Care Task Force and the Task Force on Investment and Retirement.

COVID and Campus Climate: UCFW has formed a working group to address concerns and propose solutions associated with the post-pandemic return to work, including staffing challenges, increased remote work for staff and faculty, morale issues stemming from off-campus work environments, and heightened student demand for remote teaching access.

Administrative Challenges: UCFW is collaborating with UC Procurement to investigate problems with Oracle and other campus financial systems, and human resources systems that have delayed hiring and affected grant management.

Total Remuneration Study: UCFW has requested a new study of total remuneration for UC faculty and staff. The committee has asked that the methods and comparators used in the study be consistent with those used in the 2014 Total Remuneration Study to facilitate comparative analyses. UCFW has also requested surveys on comprehensive benefits preferences, employee engagement, and staff exit feedback.

Campus Issues: UCFW is actively addressing various campus concerns, including housing accessibility and affordability; extending Senate membership to Health Sciences Clinical series faculty; access to Mortgage Origination Program loans; increased teaching workloads; faculty retiree recall issues; morale; uncompensated time usage; the implications of graduate student unionization for faculty and campuses, and concerns related to accommodation requests.

Health Care Task Force (HCTF): The UCFW-HCTF reviews and evaluates UC health plans and accessibility. It recently negotiated an extension of open enrollment due to unexpected premium increases. Additionally, it is monitoring the University's negotiations with Anthem Blue Cross and UnitedHealth, examining the impact of the University's contracts with affiliated hospitals on trainees and UC staff, and addressing coverage problems for retirees in health plans and coverage loss by specific Delta Dental practitioners.

Task Force on Investment and Retirement (TFIR): TFIR is focused on ensuring the continued sustainability of the UC Retirement Plan by monitoring investments and advocating for no increases in employee contributions. Additionally, it is advocating UC to change the default retirement option from "Pension Choice" to "Savings Choice" for new UC employees in the 2016 UC Retirement Plan tier, collaborating with the HCTF to hold retiree health benefits at current cost levels, and evaluating the performance of the UC Retirement Administration Service Center (RASC).

Joint Committees: UCFW has representatives on several joint Senate-Administration committees, including the Academic Planning Council (APC) Workgroup on Faculty Work & Recovery Post-Pandemic, the APC Workgroup on the Future of Doctoral Programs at UC, and the Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs.

VII. REPORTS OF STANDING COMMITTEES (CONTINUED)

2. Nomination and Election of the Vice Chair of the 2024-2025 Assembly

Chair Steintrager introduced Ahmet Palazoglu, UC Davis Distinguished Professor of Chemical Engineering, and the Academic Council's nominee for 2024-25 Assembly vice chair and 2025-26 chair of the Academic Council. At Chair Steintrager's invitation, Professor Palazoglu made a statement regarding his background, qualifications, and priorities, and then briefly left the meeting. Chair Steintrager asked for any additional nominations from the floor, and hearing none, asked for any objections to Professor Palazoglu's nomination. Hearing none, he asked for a motion to approve his election.

ACTION: The Assembly voted to elect Professor Palazoglu as 2024-2025 Assembly vice chair and vice chair of the Academic Council.

3. Ratification of 2024 Oliver Johnson awardees

Chair Steintrager 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 UC Irvine Professor Mary Gilly and UC Santa Barbara Professor Kum-Kum Bhavnani.

ACTION: The Assembly ratified the selection of Professors Gilly and Bhavnani as the 2024 recipients of the Oliver Johnson Award.

4. Variance to Senate Regulation 740 Requested by the San Francisco Division

The San Francisco Division requested a variance to Senate Regulation 740 and proposed revisions to San Francisco Regulation (SFR) 745. The variance gives each UCSF school and its Graduate Council the ability to write regulations for course numbering. UCSF's proposal noted that the distinctions in SR 740 between lower division undergraduate, upper division undergraduate, and graduate courses do not apply to UCSF where all students are graduate level and courses are divided and numbered in different ways. The University Committee on Educational Policy approved the request; however, the University Committee on Rules and Jurisdiction (UCRJ) expressed support for consistent UC course numbering and did not find a compelling case for codifying non-standard numbering at UCSF. UCRJ proposed a five-year variance period to allow time for the San Francisco division to make progress on the renumbering.

ACTION: A motion was made and seconded to approve a time-bound variance of five years. The motion passed.

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 6:00 pm

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

Attest: James Steintrager, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of April 18, 2024

**Appendix A – 2023-2024 Assembly Attendance Record
Meeting of April 18, 2024**

President of the University:

Michael Drake

Zeev Kain (absent)

Bert Winther-Tamaki

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
Matthew Hibbing, Chair, UCM
Sang-Hee Lee, Chair, UCR
John Hildebrand, Chair, UCSD
Steven Hetts, Chair, UCSF
Rita Raley, Vice Chair, UCSB (alt for
Susannah Scott, Chair)
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS
Dean Tantillo, Chair, CCGA (absent)
Jennifer Burney, Chair, UCAADE (absent)
Stefano Profumo, Chair, UCAP
Melanie Cocco, Chair, UCEP
John Heraty, Chair, UCFW
James Weatherall, UCORP (alt for Cynthia
Schumann, Chair, UCORP)
Donald Senear, Chair, UCPB (absent)

Los Angeles (7)

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

Merced (1)

Shilpa Khatri

Riverside (2)

Y. Peter Chung
Jennifer Hughes

San Diego (5)

Julie Bykowski (alt for Niloofar Afari)
Kimberly Cooper
Randy Hampton (absent)
Gabriella Caballero Hernandez
Deborah Stein

San Francisco (5)

Ifeyinwa Asiodu
Robin Corelli
Margaret Wallhagen (alt for David Hwang)
Kewchang Lee (absent)
Soo-Jeong Lee

Berkeley (5)

Mark Goble
Tyrone Hayes
Mina Aganagic (alt for Lisa Wymore)
Jelani Nelson
Dean Toste

Santa Barbara (3)

Charles Akemann (absent)
Joao Hespanha
Elinor Mason (absent)

Davis (6)

Joseph Chen
Walter Leal
Abigail Thompson
Richard Tucker
Rena Zieve
Karen Zito

Santa Cruz (2)

Matthew McCarthy
Rita Mehta

Irvine (4)

Noah Askin
Nathan Kaplan (alt for John Crawford)

Secretary/Parliamentarian

Andrew Dickson