

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

April 19, 2023

MINUTES OF MEETING

**I. ROLL CALL OF MEMBERS**

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, April 19, 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 February 8, 2023.**

**III. ANNOUNCEMENTS BY SENATE LEADERSHIP**

- **Susan Cochran, Chair**
- **James Steintrager, Vice Chair**

Faculty Salaries: President Drake announced that contingent on the 5% allocation currently in the state budget, the University will implement a 4.6% general range adjustment to the faculty salary scales effective October 1, 2023. However, the president declined two requests made by the Academic Council. The first was to implement the increase on July 1, rather than October 1, to coincide with salary increases for administrators and staff. The second was to apply the increase to off-scale salary components. The president noted that off-scale salary adjustment decisions are delegated to the campuses. Senate leadership encourage faculty through their local representatives to advocate for their campus administrations to use available funds to match the on-scale salary increases to be consistent with increases planned for policy-represented staff and administrators.

UC Regents: The Regents Health Services Committee has been focusing on aligning Regents Policy 4405 (which asserts that “Agreements with covered health organizations must recite...the University’s commitment to non-discrimination and evidence-based care”) with the Interim Presidential Policy on Affiliations with Certain Healthcare Organizations. At issue are the Ethical and Religious Directives used by some of UC’s affiliated partners to limit access to women’s hospital-based reproductive health care and gender-affirming care. UC medical school faculty have provided valuable input to the Regents on this topic.

UC Health asserts that the presidential policy grants UC providers working in affiliated settings the freedom to declare that a pregnant individual’s health condition is a medical emergency, allowing for a medical abortion to be performed consistent with the standard of care. However, some UC practitioners doubt that this reflects current practice. UC Health also acknowledges that affiliated partners provide discriminatory care for individuals seeking gender-affirming care, such as denying a hysterectomy, using the rationale that the uterus in this case is a healthy reproductive organ. Nonetheless, they also admit that hysterectomies are commonly performed for diagnoses that are not necessarily clearly linked to current uterine pathology.

Legislation: The Senate is collaborating with UC State Governmental Relations on talking points for engaging the state legislature. Recently, the Senate responded to a proposed budget trailer bill that would require UC to establish a transfer admission guarantee program for California Community College (CCC) students with an Associate Degree for Transfer. The Senate presented an alternative proposal that guarantees UC admission to any California resident CCC transfer applicant who completes both the Cal-GETC general education sequence and a UC Transfer Pathway with an acceptable GPA. This proposal has received positive feedback from the UC administration and members of the state assembly. It does not guarantee admission to a specific UC campus or major, but this is because UC lacks the space and constitutional mandate to admit anyone who wants to attend a specific UC campus. Additionally, requiring all transfer applicants to complete all courses required for UC admission could hurt some students seeking transfer to CSU, largely due to the advanced math and science courses that UC expects for successful transfer preparation. The Senate opposes the notion that admission preparation should be identical for UC and CSU and is pushing back strongly against it.

Mid-Career Leadership Award: At its meeting on March 29, 2023, the Academic Council made a decision to grant the 2023 Academic Senate Mid-Career Leadership Award to Professor Katheryn Russ of UC Davis and Professor Daniel Widener of UC San Diego. This award was created in 2019 to recognize faculty who have demonstrated exceptional abilities to collaborate effectively with various UC constituents and show remarkable potential for further service to the Senate.

Joint Senate-Administration Activities: The Academic Planning Council has launched two joint workgroups to address matters of concern to the University. The first group will focus on implementing Achievement Relative to Opportunities Principles, a major recommendation from last year's Mitigating COVID-19 Impacts on Faculty Working Group. It will be led by UCAP Chair Francis Dunn and Vice Provost for Academic Personnel and Programs Douglas Haynes, and include five other UC faculty members. The second group, the Workgroup on the Future of UC Doctoral Programs, will be co-chaired by Susannah Scott, UCSB Division Chair, and Gillian Hayes, UC Irvine Vice Provost for Graduate Education.

Chat Guidelines for Virtual Meetings: Senate committee chairs are aware of the difficulties in conducting a virtual meeting that is orderly, fair, and transparent while also enabling the chat function, especially during debates and votes on formal motions. In response to Chair Cochran's request for guidance on how to handle Zoom chat conversations within established meeting rules and procedures, UCRJ provided recommendations on several considerations and best practices for the use of chat in virtual meetings. These guidelines aim to ensure that virtual meetings promote organized discourse and decision-making in accordance with established parliamentary procedures.

*Discussion:*

- An Assembly member raised concern that cost-of-living adjustments (COLAs) for retirees receiving a pension do not always match inflation. Chair Cochran noted that the UCFW Task Force on Investment and Retirement addresses this issue and advocates for periodic catch-up COLAs to address inflationary conditions.
- Another Assembly member noted that faculty are concerned about how the University will approach the next round of negotiations with UAW. Chair Cochran informed the Assembly

that the UC systemwide provost is leading an after-action assessment of the academic worker strike and UC's labor negotiation efforts to identify areas for improvement in the future.

#### **IV. REPORTS OF STANDING COMMITTEES**

##### **A. Academic Council**

##### **1. Proposed Revisions to Senate Regulations on Undergraduate Admission**

Earlier this year, the Senate's Board of Admissions and Relations with Schools (BOARS) recommended conforming amendments to Senate regulations on undergraduate admissions to align them with several Board of Regents policy actions, including the May 2020 decision to remove the standardized testing requirement from the Comprehensive Review criteria, and a larger Regents Office project that consolidated the Regents Standing Orders and several policies relating to undergraduate admissions into one comprehensive policy. Most of the changes were not substantive and served to update and modernize the policy framework. The Academic Council approved the proposed amendments to Regulations 419, 428, 440, 450, 452, 464, and 465, and a new Regulation 467 at its March 29 meeting, following a systemwide review.

In response to questions from Assembly members, BOARS Chair Knowlton noted that the existing "compare favorably" standard, newly codified as Regulation 467, assesses the extent to which nonresident domestic and international students admitted to a UC campus are as qualified as California residents admitted to the campus. The comparison is made based on the average qualifications of each cohort, not individual admits. BOARS will be discussing new approaches to assessing the "compare favorably" standard in the absence of standardized test scores. The amendments also help clarify that the A-G requirements apply to California residents and include appropriate flexibility to accommodate any future reconsideration of standardized tests.

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

##### **2. Amendments to Senate Regulation 636 (Entry Level Writing Requirement)**

In the 2021-22 academic year, the Academic Council charged an Entry Level Writing Requirement (ELWR) Task Force with collecting and analyzing campus ELWR data, considering questions related to ELWR placement, and developing recommendations for updating Senate Regulation (SR) 636.

Traditionally many UC students achieved ELWR placement by one of two routes: their SAT scores or by taking the Analytical Writing Placement Exam (AWPE) offered by UC. However, UC has decided to discontinue the AWPE, and the removal of the SAT as an admission requirement means that many entering students can no longer provide a test score. In the meantime, many campuses have developed local solutions to ELWR placement.

The ELWR Task Force report recommended principles to guide campus ELWR placement methods, and a proposal to update SR 636 to reflect the principle of the ELWR as an instrument of equity and inclusion and to establish an ELWR Oversight Committee to advise the University Committee on Preparatory Education (UCOPE) on the use of the ELWR.

These recommendations underwent systemwide Senate review. In November 2022, the Academic Council asked UCOPE to review the feedback from the review and advise the Council about the recommendations and a new revision to SR 636. At its February 22, 2023 meeting, the Academic Council accepted these recommendations and endorsed the revision to SR 636.

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

### **3. Adoption of the *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* as the Assembly’s rules to govern questions of order not covered by Senate legislation**

Academic Senate Bylaw 120.D.6 requires the Assembly to adopt a set of rules of order to govern questions of order not covered by legislation. In November 2004, the Assembly adopted the 2004 edition of the *Standard Code of Parliamentary Procedures* by Alice Sturgis (“Sturgis”) for all rules of order in matters not covered by Senate legislation, except for the Division of a Question, for which the procedure in *Robert’s Rules of Order* was preferred. The 2004 edition of Sturgis was updated in 2012 and renamed the *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* (AIPSC), which is the latest edition.

The University Committee on Rules and Jurisdiction (UCRJ) has recommended that the Assembly update its 2004 policy to account for the 2012 version of the *AIPSC*, and that the Assembly eliminate the 2004 carve-out for the Division of a Question to maintain consistency with other parts of the *AIPSC*, and given that the 2012 *AIPSC* has revised its approach to Division of a Question to align more closely with *Robert’s Rules*. These changes were endorsed by the Academic Council at its March 2023 meeting.

**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**

Pandemic: President Drake noted that Covid-related hospitalizations at UC medical centers have reached their lowest level in three years. Looking back, the University was successful in protecting the health of its community and avoiding some of the more severe pandemic health impacts seen in neighboring communities and across the nation. While Covid-19 remains a concern, society is adapting and moving towards a more sustainable status quo. The president also acknowledged the significant and ongoing changes to teaching and research experienced by faculty and expressed appreciation for the dedicated efforts of faculty. The president said he is inspired and buoyed by the optimism and enthusiasm of UC students.

Strike Aftermath: The University is facing multiple unfair labor practice complaints that were filed by the UAW. Some of these complaints relate to “direct dealing” communication, which the University argues are communications necessary for them to provide administrators with accurate information. Additionally, some individual grievances have been filed alleging that faculty members unfairly determined that students had made unsatisfactory academic progress as retaliation for participating in union activities. The University is emphasizing that it is ultimately

up to faculty and the University, not the union, to decide what qualifies as satisfactory academic progress. The president said the University is doing what it can to address increased costs associated with the new contracts, and he encouraged faculty to communicate needed supports.

Legislature and Legislation: President Drake is scheduled to appear at a hearing in Sacramento next week, where he will request that the legislature preserve the Governor's commitment to a 5% base budget increase and report on the University's efforts to ensure a smooth implementation of the new graduate student worker contracts. The president will also request that the legislature ease some of the more challenging requirements in several proposed bills. For instance, Senate Bill 27 suggests methods to monitor and enforce UC and UC vendor compliance with an AFSCME contract provision requiring vendors supplying services to UC to provide pay and benefits to their employees equal to what UC employees receive for performing the same work. UC is apprehensive that the bill will make it more challenging to find labor in certain situations, and notes that it has already spent 20,000 worker hours conducting a required audit of vendor compliance. Additionally, UC is concerned that State Assembly Constitutional Amendment (ACA) 6, which would require UC to adhere to California labor law concerning its employees, including graduate student workers, would increase costs and weaken UC's constitutional autonomy.

- Assembly members encouraged administrators to be sensitive to how new internal UC policies may impose unfunded mandates on campuses and burden faculty and staff with unnecessary compliance and regulatory requirements.
- President Drake responded that he is sensitive to how new regulations and policies may distract the University from its main missions to teach, do research, provide patient care, and uplift communities. And he considers new policies and regulations in light of their ability to support these missions. Provost Newman added that UCOP plans to add a new requirement that all policy proposals include an analysis of financial and staffing impact.

Provost Newman has been visiting the campuses, UCDC, and the UC Center in Sacramento, to meet with Academic Senate colleagues, administrators, and student groups. These visits provide a chance to talk with faculty face-to-face and are a great benefit in helping her understand where the work really gets done.

Transfer: Provost Newman stated that the University is committed to supporting the state's goal of increasing degree attainment and recognizes the importance of community college students obtaining associate degrees that prepare them for successful transfer to UC and CSU. She noted that several new transfer initiatives will have positive impacts. First, UC, CSU, and California Community Colleges (CCCs) have collaboratively developed the Cal-GETC, a shared general education curriculum for transfer students that will consolidate transfer preparation requirements for CCC students into a single course pattern. Second, UC has proposed a transfer admission guarantee to any CCC transfer applicant who completes both the Cal-GETC and a UC Transfer Pathway. Finally, the University has received support for a proposal to establish a UC transfer referral pool that serves three distinct regions in California through referrals to UCR, UCSC, and UCM.

Academic Labor: Provost Newman announced that the University will be implementing the first set of range adjustments for Academic Student Employees and Graduate Student Researchers, per the new UAW contract. Any top-ups will be converted into wages and subsumed into the

new salary scales to create a more generous and uniform set of scales. While UCOP acknowledges the need for increased support for graduate students, it also recognizes the significant financial consequences for campuses. President Drake has asked chancellors to provide support for cost increases where possible and is open to providing systemwide support to campuses with fewer resources. The provost plans to convene a multi-campus congress on graduate education at UCLA this summer to explore innovative ideas for adjusting to changes in the academic labor market and supporting UC graduate students. She hopes that UC will take the lead in developing effective solutions that support both faculty teaching and research and ensure that graduate students can thrive.

## **VI. REPORTS OF STANDING COMMITTEES (CONTINUED)**

### **4. Nomination and Election of the Vice Chair of the 2023-24 Assembly**

Chair Cochran introduced Steven Cheung, UC San Francisco Professor of Otolaryngology, and the Academic Council's nominee for 2023-24 Assembly vice chair and 2024-25 chair of the Academic Council. At Chair Cochran's invitation, Professor Cheung made a statement regarding his background, qualifications, and priorities, and then briefly left the meeting. Chair Cochran asked for any additional nominations from the floor, and hearing none, asked for any objections to Professor Cheung's nomination. Hearing none, she asked for a motion to approve his election. Hearing the motion and a second, Assembly voted to elect Professor Cheung as 2023-2024 Assembly vice chair and vice chair of the Academic Council.

**ACTION: The Assembly voted to elect Steven Cheung vice chair of the 2023-24 Assembly.**

## **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 12:20 pm

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

Attest: Susan Cochran, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of April 19, 2023

**Appendix A – 2022-2023 Assembly Attendance Record  
Meeting of April 19, 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 Cattelino, UCLA Chair (absent)  
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, 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  
Richard Tucker  
Judith Van de Water  
TBD (1)

**Irvine (4)**

Michael Cooper  
John Crawford  
Zeev Kain (absent)  
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  
Peter Chung (absent)

**San Diego (5)**

Niloofer Afari  
Paola Cessi  
Virginia de Sa  
Kamau Kenyatta (absent)  
Anita Raj

**San Francisco (4)**

Melike Pekmezci (alt for Stella Bialous)  
Lindsay Hampson (alt for Pamela Den  
Besten)  
Kewchang Lee  
Janice Tsoh

**Santa Barbara (3)**

Isabel Bayrakdarian  
Charles Akemann (absent)  
France Winddance Twine (absent)

**Santa Cruz (2)**

Melissa Caldwell  
Kate Jones (afternoon alt for Melissa  
Caldwell)  
Rita Mehta (absent)

**Secretary/Parliamentarian**

Andrew Dickson