

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

June 10, 2020

MINUTES OF MEETING

**I. ROLL CALL OF MEMBERS**

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

**III. ANNOUNCEMENTS BY SENATE LEADERSHIP**

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

Call for Action: Chair Bhavnani noted that a national STEM organization has called for a “Day of Shutdown” in academia today, and the cancellation of all meetings, classes, and research, as a statement against systemic racism in academia. Several Assembly members observing this call are not in attendance. The call for action follows the murder by Minneapolis police of George Floyd, an unarmed black man, that inspired nationwide protests against police violence and racism. President Napolitano and Regent Perez released a joint statement about the murder, noting that silence is complicity and committing the University to immediate action to re-examine its own police practices. The Academic Council endorsed a statement calling for a moment of silence and reflection on June 4 that was circulated widely.

Chair Bhavnani invited Assembly members to reflect on the challenge issued by the Day of Shutdown organizers about how academics might “transition into a lifelong commitment of actions to eradicate anti-Black racism in academia and STEM.” Chair Bhavnani also invited President Napolitano and Provost Brown to reflect on these questions when they join the meeting later today.

An Assembly member noted that some campuses are discussing the issues in the context of the campuses’ relationship with local police departments and other law enforcement agencies. A petition is circulating at UCLA to cease the campus’s mutual aid collaborations with the LAPD.

In addition, some campus community members have called for disarming and defunding the UC Police Department (UCPD). Members noted longstanding concerns from campus communities about poor interactions between campus police and students and faculty of color, the militarization of campus police, and excessive and potentially lethal uses of force during campus protests. Faculty want to learn more about campus police training and policies and procedures regarding how campus police can engage people they perceive to be breaking the law. Members questioned whether existing UCPD policies and procedures are outdated and if the UC system would benefit from a systematic examination of best practices grounded in existing research and best practices.

It was noted that several years ago, a UC Irvine task force recommended creating a campus Police Advisory Committee and changing the focus of the UCI Police to public safety. The 2018 report of the Academic Senate Systemwide Public Safety Task Force also recommended the creation of independent Advisory Committees on each UC campus to provide independent oversight and accountability and follow up on complaints from the campus community. The 2019 report of the Presidential Task Force on Universitywide Policing included a recommendation for Advisory Committees.

An Assembly member asked members to reflect on the slow progress to increase representation of students of color and faculty of color, particularly in STEM fields. UC must take underrepresentation more seriously. Recruitment of black faculty has been particularly difficult. It is important that we engage leaders in communities where the campus resides.

Chair Bhavnani asked Assembly members to consider how they might contribute to creating a more welcoming climate for faculty and students of color. She noted that the Senate's Extending Faculty Diversity Task Force has assembled a draft systemwide proposal focused on the retention of diverse UC faculty. In addition, Senate divisions are engaged in conversations about the role and impact of Diversity, Equity, and Inclusion (DEI) statements in the faculty hiring process. Council has asked Senate division chairs to talk with committees and campuses about how DEI statements have changed hiring practices. Finally, Council sent a letter to President Napolitano in support of Assembly Constitutional Amendment 5 which would allow California voters the opportunity to repeal Proposition 209, and its ban on the use of race and other categories in UC admissions and hiring decisions.

Assembly members noted that some campuses have made diversity a factor in the evaluation of deans, which has created positive change. Faculty and administrators must both feel responsible for creating a diverse workforce and an inclusive environment, and be held accountable for diversity outcomes. Members noted that it is important for all faculty to understand the perspectives of black students, faculty, and staff who are only 2-3% on some campuses. Members noted the need for anti-racism education and training and a better understanding of the University's role in addressing pipeline issues.

Standardized Testing: Chair Bhavnani noted that the Academic Senate Standardized Testing Task Force (STTF) presented its findings and recommendations at the May 21 Regents meeting. However, the Regents voted unanimously to accept President Napolitano's five-year plan to suspend the SAT/ACT testing requirement through 2024 and eliminate the use of standardized tests for California resident applicants by 2025 unless a better UC-specific admissions test could be developed. The Senate will participate in a feasibility study to determine whether an alternative test more closely aligned with A-G could be designed or modified. Some believe that the Smarter Balanced Assessment could fill that role, although the STTF rejected it as an option.

Task Forces: In addition to the Extending Faculty Diversity Task Force, UCOC is populating an Academic Senate Climate Change Task Force that will begin work in the fall; the Online Undergraduate Degree Task Force is looking at the implications of creating full-time online undergraduate degree programs at the University; and the Teaching Evaluation Task Force is studying current best practices for teaching and teaching evaluation.

Apportionment of 2020-21 Assembly: The apportionment of Assembly representatives for the 2020-21 academic year is enclosed in the agenda. Campus representation did not change relative to 2019-20.

#### **IV. ANNOUNCEMENTS BY THE PRESIDENT AND THE PROVOST**

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

Chair Bhavnani welcomed President Napolitano and Provost Brown, and read the last words of George Floyd. President Napolitano noted that the horrifying murder of Mr. Floyd has had a broad impact across the country and raised fundamental questions about racism in the United States. The problem of racism is one that all of us, including the University community, need to acknowledge and address. The President has encouraged all UCOP employees to join in today's call to action to focus attention on eradicating racism in academia and reflect on what anti-racist actions we may take individually and collectively. Ending racism requires reflection but also commitment. We can do better as a country and as a University.

The President has asked campuses to review their implementation of recommendations in the Presidential Task Force on University-wide Policing, and noted that UC would benefit from a specific systemwide policy on the use of force. She said she plans to appoint a Task Force to discuss issues of racism and discrimination as they pertain to workplace climate and employment, and will also challenge the University to consider how to bolster its efforts to educate students about racism. President Napolitano said that racism touches every element in society, including education, employment, housing, and health. She said she hoped the murder of George Floyd would be the predicate for a new ongoing and commitment to study, reflection, and action.

UCM Chancellor: President Napolitano noted that the Regents approved Juan Sánchez Muñoz to be the next chancellor of UC Merced. Dr. Muñoz is a first-generation college graduate who received his PhD from UCLA and spent most of academic life at Texas Tech, before assuming the presidency of the University of Houston-Downtown. He will begin at Merced in early July. Interim Chancellor Brostrom will resume his duties as systemwide CFO by August 1.

Standardized Testing: President Napolitano thanked the faculty for their work and recommendations on standardized testing, but noted that in her view their findings about the value of standardized tests in admissions did not outweigh the effort UC expends to normalize biases. She also believes that the SAT does not align with UC's expectations for preparation as defined by the A-G course pattern. She said she supports a feasibility study to determine whether an alternative test more closely aligned with A-G could be developed. Provost Brown will lead the study in consultation with the faculty, testing experts, state and national leaders, and CSU.

COVID-19: The President noted that she and the chancellors have been consulting deans, department chairs, faculty, and other experts as they work through numerous operational issues related to safely offering in-person residential instruction in fall 2020. UC Health EVP Byington is leading a systemwide Testing and Tracing Task Force to develop a consensus set of threshold standards related to testing, contact tracing, social distancing, and other safety measures campuses will be asked to meet before resuming in person activities. No campus will return fully to pre-COVID activity and dormitory life. The University hopes to achieve a complete and final decision by mid-June. All campuses will begin re-opening research activities during the summer.

Budget: President Napolitano noted that the Governor’s May budget revision includes a ten percent reduction in UC’s state appropriation. However, the Legislature supports a reduction closer to five percent. UC maintains that it is an essential part of the state’s recovery and should be protected from cuts. The University still has difficult workforce decisions to make in response to lower activity on campuses; there will be some curtailments for employees without work. UCOP is looking at the feasibility of borrowing, and will ask the Regents for presidential authority to borrow up to \$1.5 billion, if needed.

Title IX: President Napolitano noted that the Department of Education had recently announced new Title IX rules that apply to students, faculty, and staff that must be implemented by August 14. UCOP is analyzing where the new rules deviate from UC’s current policies and processes.

- An Assembly member encouraged the University to consider ways it might work with other higher education institutions to address systemic racism and other issues.
- An Assembly member noted that COVID-19 is disproportionately affecting K-12 public schools. The disparities in access to quality education will eventually become an issue for UC. The Regents should consider how UC can support K-12.
- President Napolitano noted that the unequal treatment by law enforcement of people based on race is a stain on the nation and agreed that higher education can and should be a public leader in the fight against racism. She noted that she and Provost Brown have been discussing the challenges facing K-12 with the Superintendent of Public Schools and the President of the State Board of Education. She agreed that social support for public education is not where it should be and the condition of K-12 in California reflects fundamental elements of inequality.

Provost Brown noted that the murder of George Floyd highlighted the failure of the police involved in the incident to recognize Mr. Floyd’s basic humanity. The tragedy is an opportunity for each of us to reflect on how we treat other people, to recognize that we are all brothers and sisters, and to work toward a better tomorrow. Provost Brown added that he looks forward to receiving feedback from the Senate on the revised NAGPRA policy, which honors and prioritizes requests for repatriation of Native American remains and cultural items. Rich and broad consultation with tribal communities throughout California is underway.

Chair Bhavnani summarized President Napolitano’s background and accomplishments as UC President. She praised the President’s strong support for DACA and undocumented students, thanked her for her leadership and commitment to the University, and lauded her support for shared governance and respect for the Academic Senate. Individual Assembly members also expressed their appreciation for the President’s leadership

## **V. REPORTS OF STANDING COMMITTEES**

### **A. Academic Council**

#### **1. Election of the UCOC Vice Chair**

**ACTION: The Assembly elected Professor Jennifer R. Nájera (UC Riverside) 2020-21 UCOC Vice Chair by unanimous consent.**

## **2. Report on Remote Instruction and Learning Survey**

UCEP Chair John Serences (UCSD) presented preliminary results from a draft report on UC instructor and student experiences with remote instruction during the COVID-19 emergency. The report is a collaboration between the systemwide Academic Senate and the UC Office of Institutional Research and Academic Planning (IRAP). It includes data from a Senate survey to instructors about their experience with remote instruction in the second half of the spring semester/quarter, and also data drawn from this year's UC Undergraduate Experience Survey (UCUES), which included new questions to students, suggested by the Senate, about their experience with remote instruction. The Senate survey yielded 4,800 responses; UCCUES 33,000 responses.

Chair Serences highlighted the following results: 32% of undergraduate respondents reported being concerned or very concerned about having reliable access to the internet, and 60% reported being concerned or very concerned about having access to an appropriate, quiet study space. 60% of instructor respondents perceived that undergraduates learned less in both synchronous and asynchronous remote/online courses compared to in-person courses, and 73% reported that their workload was higher or much higher compared to in-person instruction. 85% of undergraduates somewhat to strongly agreed that remote instruction was more difficult than in-person instruction, and 70% were more or much more concerned about the quality and amount of interaction with others students in online classes. 67% of instructors reported lower or much lower student participation.

The instructor survey provided space for open-ended comments, and a number of instructor comments highlighted concerns about maintaining academic integrity and the need for better exam proctoring services, how the lack of a physical learning space affects student engagement; and how the online format makes it more difficult to identify and help struggling students.

## **VI. UNIVERSITY AND FACULTY WELFARE REPORT**

### **▪ Jean-Daniel Saphores, UCFW Chair**

Clinical X and In-Residence Faculty: Some Health Sciences Senate faculty have struggled to maintain full-time effort during COVID-19 and risk losing their Senate status. The Academic Council endorsed a UCFW letter recommending that Clinical X and In-Residence Senate faculty who need to reduce effort and who desire to be re-appointed in those series at less than 100% effort be given an easier path to keep their Senate membership and privileges.

Work Flexibility: UCFW understands that faculty and staff who belong to groups at-risk for COVID-19 may be concerned about returning to campuses before a vaccine is widely available. The committee is asking campuses to involve faculty and staff in planning for re-opening campuses and to provide flexible telecommuting and remote teaching options for staff and faculty during the fall quarter/semester.

Transparency in UC investments: In 2019, the Senate petitioned the Regents to divest UC's endowment of all investments in the 200 publicly traded fossil fuel companies with the largest carbon reserves. The Regents recently announced that they had done so as part of a "de-risking" process; however, UCFW wants UC to commit to long term divestment, not simply de-risking. UCFW and several other committees have put forward a joint statement asking the University to be transparent about future investments in order to reassure the public that it remains fossil free.

Financial Concerns: UCFW developed a set of principles to guide UC through the financial crisis, and a table summarizing the pros and cons of various actions to address revenue shortfalls. UCFW also agreed with UCPB on a common list of principles that will be discussed by Academic Council. The principles emphasize the need for UC to draw on the foundation of shared governance; to use all means to avoid catastrophic, long-term damage to its ability to deliver a quality education and serve as an engine of innovation; to maintain a stable employee base and hire faculty strategically; to implement cuts progressively, and only after all other options have been exhausted; to maintain commitments to retirees and avoid cuts to benefits; and to emphasize stewardship over expansion.

Policing: In 2018, the UCFW Systemwide Public Safety Task Force released a report recommending best practices for all UC campus police departments, and changes to the UC Police Policies and Administrative Procedures manual (the “Gold Book”) that would increase transparency and consistency and align policies and practices with public safety best practices appropriate to a university. The report also recommended the creation of independent Public Safety Advisory Committees on each UC campus to serve as an interface between the campus community and campus police, provide oversight and accountability, gather feedback, and handle complaints. All campuses now have public safety advisory committees. There has been progress, but problems still exist, including incidents where minorities are unfairly targeted. UCFW supports a thoughtful consideration of changes to reporting mechanisms, use-of-force policies, and policies around armed campus police.

Systemic Discrimination: UCFW is investigating examples of systemic discrimination affecting faculty and students of color, including inadequate institutional support for less prepared students, unequal access to the faculty downpayment assistance benefit, inadequate retention efforts for highly coveted minority faculty, and a lack of transparency on measures taken by administrators to address inclusion and fairness.

- An Assembly member noted the critical need to protect the teaching function of the University, including Teaching Assistants, faculty, and associated staff.

**VII. NEW BUSINESS [None]**

**VIII. SPECIAL ORDERS [None]**

**A. Consent Calendar**

**IX. REPORTS ON SPECIAL COMMITTEES [None]**

**X. PETITIONS OF STUDENTS [None]**

**XI. UNFINISHED BUSINESS [None]**

The meeting adjourned at 1:10 pm

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

Attest: Kum-Kum Bhavnani, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 10, 2020

## Appendix A – 2019-2020 Assembly Attendance Record, Meeting of June 10, 2020

### President of the University:

Janet Napolitano

### Academic Council Members:

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

### Berkeley (5)

Cathryn Carson  
Fai Ma  
Jennifer Johnson Hanks  
Suzanne Fleiszig  
Mark Stacey (alt for Daniel Boyarin)

### Davis (6)

Anne Britt  
Richard Grotjahn  
Joel Hass  
George Mattay  
Jeffrey Williams  
*TBD*

### Irvine (4)

Martha Mecartney (alt for Jacob Avery)  
Elliott Currie  
Andrej Luptak  
Yuri Shirman (alt for Nancy McLoughlin)

### Los Angeles (7)

Hiram Beltran-Sanchez  
Nicholas Brecha  
Jessica Cattelino  
Mansoureh Eghbali  
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  
Nancy G. Postero

### San Francisco (5)

Marek Brzezinski  
Linda Centore  
Steven Cheung  
Bo Huang  
Jacqueline Leung

### Santa Barbara (3)

Charles Akemann  
Claudio Fogu (absent)  
Isabel Bayrakdarian

### Santa Cruz (2)

Janette Dinishak (absent)  
David Brundage (absent)

### Secretary/Parliamentarian

Andrew Dickson