

## VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

June 8, 2022

## MINUTES OF MEETING

## I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, June 8, 2022. Academic Senate Chair Robert Horwitz presided and called the meeting to order at 10:00 am. Senate Director Hilary Baxter 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 13, 2022.**

## III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- Robert Horwitz, Chair
- Susan Cochran, Vice Chair

Apportionment of 2022-23 Assembly: The apportionment of Assembly representatives for the 2022-23 academic year is enclosed in the agenda. Campus representation relative to 2021-22 did not change.

Memorial to the Regents: The Faculty of the Academic Senate voted in favor of a Memorial that “petitions the Regents for investments in UC’s infrastructure that will reduce on-campus fossil fuel combustion by at least 60% of current levels by 2030 and by 95% of current levels by 2035.” Voting ended June 3. Of 3,649 Senate members who voted, 84.6% voted in favor of the Memorial.

Executive Director: The Senate hired Monica Lin as its new executive director to succeed retiring Executive Director Hilary Baxter. Ms. Lin comes to the Senate from the UCOP Office of Graduate, Undergraduate and Equity Affairs where she was Director of A-G and Transfer Policy and Analysis.

Budget: Governor Newsom’s May budget revision proposal for 2022-23 includes a compact agreement with UC that funds annual 5% increases to the UC operating budget for the next five years if meets policy targets related to access, affordability, student success, and intersegmental cooperation. The budget did not provide, as hoped, additional one-time funding for deferred maintenance, seismic retrofitting, and energy efficiency projects. Senate leaders have asked the University to use the final phase of the budget cycle to seek funding for capital projects and faculty salary increases that offset inflation.

May Regents Meeting: Chair Horwitz’s remarks to the Board in May focused on the Fossil Fuel Memorial and on the Intersegmental Committee of Academic Senates’ approval of a revised IGETC framework that meets the requirements of Assembly Bill 928 to create a singular transfer pathway from the California Community Colleges to CSU and UC. The Regents’ Academic and Student Affairs Committee heard a presentation about how first-generation and low-income students are disadvantaged by the “hidden curriculum”— an implicit, unwritten set of rules about navigating college. The co-chairs of the Senate-Administration Working Group on Mitigating

Covid-19 Impacts on Faculty also presented recommendations for addressing the impacts of the pandemic on faculty advancement, morale, work-life balance, and dependent care. The recommendations include incorporating Achievement Relative to Opportunities (ARO) principles into merit and promotion expectations and implementing new mechanisms to support research recovery.

Master's Program Reviews: The joint Academic Planning Council Workgroup on Master's Degree Programs and Program Review completed its evaluation of systemwide review processes for Master's degree proposals. It concluded that the existing review process is efficient and effective, and should preserve a continued role for CCGA in reviews.

Clinician Morale: A Senate Ad hoc Working Group is investigating factors affecting the poor morale of UC clinicians.

Ethnic Studies: The Academic Council has asked BOARS for further consideration of an ethnic studies requirement for first-year admission to the University. BOARS has posted a statement on its website that it "supports Ethnic Studies as a discipline and is engaged in evidence-based deliberations to create a policy that is in the best interests of students to ensure that they have both access to and preparation for a UC education."

Department Statements: The Council endorsed a UCAF letter with recommendations about the freedom of campus academic departments to issue or endorse statements on political or controversial issues. The letter emphasizes that law and UC policy permit departments to post political statements, but strongly advises departments to include disclaimers clarifying that the department does not speak for the University as a whole and describing in some way whose views in the department the statement represents. The letter also urges departments to report the statements unsigned to reduce possible coercion of those who do not wish to sign.

Online Degrees: The Council is discussing a framework for decision-making around fully online undergraduate degrees. It plans to consider an amendment to Senate Regulation 630.E proposed by UCEP to close the loophole that allows campuses to potentially create a fully online degree program through individually-approved online courses.

Tutoring Websites: Senate leaders plan to meet with UC Legal and external intellectual property experts to consider strategies for challenging external online tutoring service providers that facilitate student academic dishonesty and faculty IP theft.

- Assembly members noted that the 4% increase to faculty salaries taking effect October 1 effectively provides faculty on 9-month appointments who begin July 1 with a 3% raise. In contrast, staff salary increases take effect July 1.
- Members noted the difficulty of defining "political" speech, and expressed concern about allowing administrators to decide what constitutes political speech.

### **III. REPORTS OF STANDING COMMITTEES**

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

##### **1. Nomination and election of the 2022-23 UCOC Vice Chair**

**ACTION: The Assembly elected Reza Ahmadi (UCLA) 2022-23 UCOC Vice Chair by unanimous consent.**

#### IV. UNIVERSITY AND FACULTY WELFARE REPORT

- **Jill Hollenbach, UCFW Chair**

ARO Beyond Covid: The report of the Mitigating COVID-19 Impacts on Faculty Working Group encourages consideration of Achievement Relative to Opportunity (ARO) principles in the merit and promotion process. UCFW recognizes that faculty struggles around child care and illness are not unique to the pandemic, and wants UC to codify ARO principles in the APM as a way to support a more humane and inclusive academic culture.

2016 UCRP Modeling Tool: The Academic Council has endorsed a planning model developed by members of the UCFW Task Force on Investment and Retirement to assist new UC employees (hired after July 1, 2016) when choosing a retirement plan (Pension Choice vs. Savings Choice). The Council has asked Senate divisions and UCOP administrators to distribute the model to faculty.

Retirement: UCFW is advocating for service improvements in the UC Retirement Administration Service Center (RASC), including hiring more local campus retirement facilitators and phone center staff. UCFW also supports an ad hoc COLA adjustment for UC retirees whose pension purchasing power has fallen below 75% of original value. UCFW is monitoring UC pension investments on an ongoing basis to ensure continued viability of UCRP.

Health Care Task Force: The UCFW Health Care Task Force (UCFW-HCTF) is advocating for better behavioral healthcare access; fertility care coverage; and solutions to ongoing problems with UC's pharmacy benefits manager Navitus. UCFW also is evaluating concerns from non-Senate health sciences faculty, developing options to revise the Health Sciences Compensation Plan, and advising on management of UC Health and the UC hospitals.

Additional Ongoing Issues: UCFW is discussing inconsistent campus COVID-19 safety-measures and policies for student learning accommodation; visa delays; HR and accounting system problems; the lack of affordable housing on campuses; and UC's role in protecting reproductive rights.

#### V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS

- **Michael Drake, President**
- **Michael T. Brown, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

COVID Update: President Drake observed that COVID-19 cases are rising, but hospitalization and fatality rates are lower. He expects a plateau and then declines in the next several weeks. UCOP will issue guidance to campuses next month for fall re-entry to campuses. The guidance will include a vaccine mandate and recommended protocols for testing and masking based on community positive case rate thresholds.

Regents Meeting: The Regents approved a series of capital projects, and amended their policy on financial aid to advance the University's goals around reducing student debt. The Regents also discussed efforts and initiatives underway to advance faculty diversity.

Native American Opportunity Plan: The University will fully cover in-state tuition and fees for California residents who are members of federally-recognized Native American tribes starting this

fall. Proposition 209 limits the program to tribes that are federally-recognized, but UC has identified private funding from Graton Rancheria to support other Native American students.

State Budget: The University is pleased with the May budget revision and is working with the state to identify additional funding opportunities in the \$17 billion state budget surplus for capital priorities, climate change mitigation, research, and the funding of past unfunded enrollments.

Reproductive Rights: As the U.S. Supreme Court nears a decision on abortion rights, the University is expressing its support for providing its students, faculty, staff, and patients access to the full range of healthcare services, including reproductive health services.

Mitigating Covid Impacts: Provost Brown noted that he has circulated the report of the Mitigating COVID-19 Impacts on Faculty Working Group to campus administrators for feedback on implementation processes and resource implications.

Ethnic Studies: Provost Brown joined a recent BOARS meeting to discuss the implications of new state legislation mandating an Ethnic Studies high school graduation requirement, and its possible interface with the UC/CSU A-G subject area requirements.

Master's Program Review: Provost Brown said he is disappointed with some of the recommendations of the Academic Planning Council Workgroup on Master's Degree Programs and Program Review; however, he is encouraged by the Senate representatives' openness to an external review process managed at the campus level.

- Assembly members thanked President Drake for his leadership in shepherding the Native American Opportunity Plan. They asked if the state budget surplus included opportunities for faculty salary increases that will better offset inflation. They noted that the October 1 effective date for faculty salary increases provides a 3%, not 4% salary adjustment for faculty. They suggested that the University pursue a new study of faculty total remuneration.
- President Drake noted that the budget compact will support opportunities for future years' faculty salary increases. He said the University will use fall 2022 inflationary conditions as a benchmark for next year's state budget request, and he expressed support for an effort to study the extent to which the University is offering competitive and fair faculty salaries.

**VI. SPECIAL ORDERS**

**A. Consent Calendar [NONE]**

**VII. NEW BUSINESS [None]**

**VIII. SPECIAL ORDERS [None]**

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

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

**XI. UNFINISHED BUSINESS [None]**

The meeting adjourned at 12:00 pm

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

Attest: Robert Horwitz, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 8, 2022

## Appendix A – 2021-2022 Assembly Attendance Record, Meeting of June 8, 2022

### President of the University:

Michael Drake

### Academic Council Members:

Robert Horwitz, Chair  
Susan Cochran, Vice Chair  
Ronald Cohen, Chair, UCB  
Richard Tucker, Chair, UCD  
Joanna Ho, Chair, UCI  
Jessica Cattelino, UCLA Chair  
LeRoy Westerling, Chair, UCM  
Jason Stajich, Chair, UCR  
Tara Javidi, Chair, UCSD  
Steven Cheung, Chair, UCSF  
Rita Raley, Vice Chair, UCSB (alt for  
Susannah Scott, Chair)  
David Brundage, Chair, UCSC  
Madeleine Sorapure, Chair, BOARS  
Andrea Kasko, CCGA Chair  
Daniel Widener, Chair, UCAADE (absent)  
John Kuriyan, Chair, UCAP  
Mary Lynch, Chair, UCEP  
Jill Hollenbach, Chair, UCFW  
Karen Bales, Chair, UCORP  
Kathleen McGarry, Chair, UCPB

### Berkeley (5)

Mary Ann Smart (alt for Emily Ozer)  
Nathan Sayre  
Martha Olney  
Rosemary Joyce  
Dean Toste

### Davis (6)

Javier Arsuaga  
Joe Chen  
Yufang Jin  
Hans-Georg Mueller  
Robert Powell (absent)  
Judith Van de Water

### Irvine (4)

Elliott Currie  
Michael Cooper  
Naomi Morrisette  
Bonnie Ruberg

### Los Angeles (8)

Carol Bakhos (absent)  
Hiram Beltran-Sanchez  
Nicholas Brecha  
Patricia Ganz  
William Hsu  
Ann Karagozian (absent)  
Eleanor Kaufman  
Shane White

### Merced (1)

Justin Yeakel

### Riverside (2)

Peter Chung (absent)  
David Biggs (absent)

### San Diego (5)

Mariana Cherner (absent)  
Douglass Forbes  
Paoloa Cessi  
Virginia de Sa  
Kamau Kenyatta (absent)

### San Francisco (4)

Kathy Yang (alt for Stella Bialous)  
Dyche Mullins  
Kewchang Lee (alt for Jae-Woo Lee)  
Pamela Den Besten

### Santa Barbara (3)

Cynthia Kaplan  
Daniel Montello  
Elizabeth Perez

### Santa Cruz (2)

Patricia Gallagher  
Susan Strome

### Secretary/Parliamentarian

Andrew Dickson