

# UNIVERSITY OF CALIFORNIA

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## VIDEOCONFERENCE OF THE ASSEMBLY OF THE ACADEMIC SENATE

Wednesday, April 13, 2022

10:00 am - 1:00 pm

To participate in the videoconference, contact your divisional Senate office.

<b>I.</b>	<b>ROLL CALL OF MEMBERS</b>	<b>2</b>
<b>II.</b>	<b>MINUTES [ACTION]</b>	
	Approval of the Draft Minutes of the Meeting of February 9, 2022	<b>3-10</b>
	Appendix A: Assembly Attendance, February 9, 2022	<b>11</b>
<b>III.</b>	<b>REPORTS OF STANDING COMMITTEES</b>	
	<b>A. Academic Council</b>	
	▪ Robert Horwitz, Chair Academic Council	
	<b>1. Proposed Memorial to the Regents [ACTION]</b>	<b>12-17</b>
	a. Memorial Pro and Con Arguments and Rebuttals	
<b>IV.</b>	<b>ANNOUNCEMENTS BY UNIVERSITY LEADERSHIP (11AM)</b>	
	▪ Michael Drake, President	
	▪ Michael T. Brown, Provost and Executive Vice President	
	▪ Nathan Brostrom, Executive Vice President and Chief Financial Officer	
<b>V.</b>	<b>REPORTS OF STANDING COMMITTEES (12PM)</b>	
	<b>A. Academic Council, Continued</b>	
	<b>2. Nomination and Election of the Vice Chair of the 2022-223 Assembly [ACTION]</b>	<b>18-20</b>
	<b>3. Ratification of 2022 Oliver Johnson awardee [ACTION]</b>	<b>20-22</b>
<b>VI.</b>	<b>CHAIRS'S ANNOUNCEMENTS [INFORMATION]</b>	
	▪ Robert Horwitz	
<b>VII.</b>	<b>UNIVERSITY AND FACULTY WELFARE REPORT [NONE]</b>	
<b>VIII.</b>	<b>SPECIAL ORDERS [NONE]</b>	
<b>IX.</b>	<b>REPORTS ON SPECIAL COMMITTEES [NONE]</b>	
<b>X.</b>	<b>PETITIONS OF STUDENTS [NONE]</b>	
<b>XI.</b>	<b>UNFINISHED BUSINESS [NONE]</b>	
<b>XII.</b>	<b>NEW BUSINESS</b>	

## I. Roll Call

2021-22 Assembly Roll Call April 13, 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  
Susannah Scott, Chair, UCSB  
David Brundage, Chair, UCSC  
Madeleine Sorapure, Chair, BOARS  
Andrea Kasko, CCGA Chair  
Daniel Widener, Chair, UCAADE  
John Kuriyan, Chair, UCAP  
Mary Lynch, Chair, UCEP  
Jill Hollenbach, Chair, UCFW  
Karen Bales, Chair, UCORP  
Kathleen McGarry, Chair, UCPB

### Berkeley (5)

Emily Ozer  
Nathan Sayre  
Martha Olney  
Rosemary Joyce  
Dean Toste

### Davis (6)

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

### Irvine (4)

Elliott Currie  
Michael Cooper  
Naomi Morrisette  
Bonnie Ruberg

### Los Angeles (8)

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

### Merced (1)

Justin Yeakel

### Riverside (2)

Peter Chung  
David Biggs

### San Diego (5)

Mariana Cherner  
Douglass Forbes  
Paoloa Cessi  
Virginia de Sa  
Kamau Kenyatta

### San Francisco (4)

Stella Bialous  
Dyche Mullins  
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

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

February 9, 2022

MINUTES OF MEETING

**I. ROLL CALL OF MEMBERS**

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, February 9, 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 December 8, 2021.**

**III. ANNOUNCEMENTS BY SENATE LEADERSHIP**

- **Robert Horwitz, Chair**
- **Susan Cochran, Vice Chair**

Leadership Changes: Provost Brown and Vice Provost for Academic Personnel Carlson both will retire from the University at the end of the 2021-22 academic year. Systemwide Senate Executive Director Hilary Baxter is also retiring at the end of June.

UC Budget: The Governor’s January budget provides UC with a 7.7% increase in ongoing funding, and \$295 million in one-time funding for climate research, deferred maintenance, and energy efficiency projects. It also proposes a multi-year Compact that will provide annual 5% base budget adjustments through 2026-27, as long as UC makes progress on specific policy goals, including increasing California resident undergraduate enrollment on all campuses. The budget promises to pay for UCB, UCLA, and UCSD to reduce nonresident enrollment to the 18% policy cap over the next five years. The Governor’s budget also asks UC to double, by 2030, undergraduate credit hours generated through online courses compared to pre-pandemic levels.

Online Education: In addition to the Governor’s budget, several factors are pushing the expansion of online education, including increasing demand for access to UC and the limited physical capacity of campuses. Faculty are questioning assumptions by Regents and policymakers that online education will save money and that UC’s pandemic experience has prepared it for a major expansion of online education. The Academic Council has asked UCEP to develop guidelines for the review of fully online undergraduate degrees in anticipation of specific forthcoming proposals.

Labor Issues: The University and UAW have concluded initial discussions about which graduate students qualify for membership in a new GSR bargaining unit. The parties agreed that the union will include students who are UC employees paid through university research funds and grants and who provide a “service” to the University.

Senate Membership: The Senate has assembled an ad hoc group to consider a recommendation in a UC Health DEI report that the Senate grant membership to clinicians. The group will discuss the misplacement of clinicians in non-Senate health sciences series as one way to address the issue.

Academic Integrity: In March, the Regents will discuss the Senate’s request for an institutional response to faculty concerns about student cheating and faculty intellectual property theft facilitated by tutoring websites—and specifically, possible legal action and a new automated take-down request system to address stolen intellectual property.

Retiree Issues: The UC Retirement Administration Service Center is building a new system to better manage call volume, and restoring some in-person retirement counseling services. Senate leaders have asked UCOP to implement an ad-hoc cost-of-living adjustment in UCRP this year to help offset inflation for longtime retirees, and respond to concerns from faculty retirees having trouble navigating a new prescription plan.

Teaching Modalities: Disabled students and their allies are requesting universal access to remote learning and class recordings as an essential accommodation. UCAF is discussing the extent to which such requests may clash with faculty pedagogical decisions, and the academic freedom implications of policies that go beyond individual ADA accommodations and include a blanket requirement for recorded classes.

Department Political Statements: The Senate has released for systemwide review UCAF’s recommendations for addressing the freedom of campus academic departments to issue or endorse statements on political issues in the name of the department.

Future of Work: Senate leaders invited Chief Operating Officer Nava to the January Council meeting to discuss UC’s emerging philosophy around remote and hybrid work accommodations for staff. Faculty expressed concern that it has been difficult for some faculty to communicate effectively with home-based staff during the pandemic, and they cannot perform their jobs optimally without the in-person presence of key staff.

Transfer: A new subcommittee of the Intersegmental Committee of Academic Senates is discussing options for implementing Assembly Bill 928 and its mandate to establish a singular general education transfer pathway to UC and CSU. AB 928 requires ICAS to establish the pathway by May 2023 or relinquish responsibility for the project to administrators.

Innovation and Entrepreneurship: The Senate recommended that UC does not need to revise the APM to include consideration of innovation and entrepreneurship activities in faculty and promotion guidelines as recommended by the Regents Working Group on Innovation Transfer and Entrepreneurship.

COVID Impacts on Faculty: The joint systemwide Working Group on Mitigating COVID-19 Impacts on Faculty is finalizing its second report. One of the first report’s most important recommendations is to incorporate Achievement Relative to Opportunity (ARO) principles in the merit and promotion process, to recognize caregiving responsibilities and other constraints that impeded faculty scholarly progress during the pandemic.

Discussion:

- An Assembly member noted that student advising is one example of a student-facing staff job that is equally effective in a remote format. Another member encouraged the Senate to advocate for eliminating tuition for academic graduate student researchers who are employees, to help UC compete for top graduate students.

#### IV. REPORTS OF STANDING COMMITTEES

##### A. Academic Council

###### 1. Proposed Revision to Senate Regulation 478 [action]

At its January 2022 meeting, following two systemwide Senate reviews, the Academic Council approved revisions to Senate Regulation 478.B. The revision was proposed by the Board of Admissions and Relations with Schools (BOARS). It creates Intersegmental General Education Transfer Curriculum (IGETC) Area 7 – Ethnic Studies, an additional IGETC subject area that prospective California Community College transfer students can fulfill by completing an approved ethnic studies course. The revision also aligns UC with new state legislation requiring CSU to include an Ethnic Studies course in their general education curriculum for a baccalaureate degree. BOARS modified its initial proposal in response to feedback from the first systemwide review. The change involves reducing the number of required courses for IGETC Area 4 (Social and Behavioral Sciences) from 3 to 2 in order to accommodate a new Area 7 course without increasing the overall IGETC course total and to align with CSU’s plans. UCRJ found that the proposed changes are consistent with Senate Bylaws and Regulations. The changes will apply to the next IGETC review cycle, which is December 2022 for academic year 2023-24.

BOARS Chair Sorapure noted that UCRJ advised BOARS that the proposed language was potentially ambiguous, in that SR 478.B appears to use the words “must” and “should” interchangeably.

**MOTION: Chair Sorapure made a motion to substitute the text noticed in the agenda with the following text to reflect a better grammatical construction. The motion was seconded.**

###### B. IGETC Subject Requirements

7. Ethnic Studies. 1 course: 3 semester units, 4 quarter units. This course must be in ethnic studies or in a similar field provided that the course is cross-listed with ethnic studies.

*Discussion:* Questions were raised about whether Area 7 would satisfy individual UC campus diversity graduation requirements, the extent to which the course criteria and guidelines included with the proposal mandate specific ethnic studies content, and whether courses with ethnic studies content would be eligible for Area 7 even if they do not include one of the specific course prefixes listed as examples in the criteria/guidelines. There was also confusion about the relation of the IGETC proposal to a separate proposal currently under Senate review for a new A-G ethnic studies requirement for freshman admission.

Chair Sorapure noted that campuses will make local determinations about how ethnic studies courses satisfy campus diversity requirements, and the UCOP course articulation office will evaluate submitted course syllabi for Area 7 against the course criteria and competencies defined by UC faculty in the criteria/guidelines, not based on their prefix.

**ACTION: The Assembly approved the motion in a vote of 46 to 0.**

**MOTION: A motion was made and seconded to approve the amendment to Senate Regulation 478 with the substituted text.**

There was continued discussion of the concerns noted above, during which Chair Sorapure clarified that the criteria/guidelines do not prescribe ethnic studies content, but only establish general parameters.

**ACTION: The Assembly approved the motion in a vote of 36 to 5.**

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

##### **▪ Jill Hollenbach, Chair, University Committee on Faculty Welfare**

Chair Hollenbach noted that UCFW examines issues affecting the personal, professional, and economic welfare of UC faculty, and is particularly interested in considering these issues through an equity lens.

COVID and Campus Reopening: UCFW has been concerned about a lack of consistency across campuses in their approaches to fall reopening, the Omicron variant-generated increase in Covid incidence requiring pivot to remote instruction, and the transition back to in-person at the end of January. There also was no consensus approach to decisions about teaching modality, in-person instruction exemptions, student accommodations, and classroom safety measures. UCFW wants UC to develop systemwide guidance and criteria to guide decision-making in future surges.

Child/Dependent Care: In September, the Academic Council forwarded President Drake a UCFW resolution expressing support for new UC programs that better support faculty, staff, and students who have dependent care responsibilities. President Drake responded with a supportive letter detailing UC's existing efforts. The Council responded by forwarding a UCFW letter requesting a systemwide data collection effort that assesses dependent care availability across the campuses.

Safety and Policing: UCFW is discussing President Drake's request to the Senate for recommendations on the design of a program to orient UC police to the UC community. The committee will propose a fellowship program for new recruits to engage in a year-long community-based project training experience.

TFIR: The Task Force on Investment and Retirement is monitoring UC pension investments to ensure continued viability of UCRP, and advocating for better communication and education for employees about pension options; the preservation of retiree health benefits; improved retirement counseling; a UCRP COLA for retirees; improved default savings fund choices; and a systemwide survey of UC employees' savings and retirement behavior.

HCTF: The UCFW Health Care Task Force is developing options for improved behavioral healthcare access for UC employees, advocating for infertility benefits, monitoring new health benefit offerings and problems, evaluating concerns from non-Senate clinical faculty, and advising on the management of UC Health systems, including the new affiliations policy.

Administrative Issues: UCFW is currently investigating problems with campus HR and financial systems that have delayed hiring and impacted faculty grant management. The committee is also advocating for new housing assistance to help faculty and other employees afford a home.

ARO Principles: Consideration of Achievement Relative to Opportunity principles in faculty merits and promotions is a key response to the pandemic. UCFW believes that implementing those principles permanently can help support a more humane and inclusive UC.

- An Assembly member asked Chair Hollenbach to elaborate on the issue of behavioral health access. She said the main problem is a lack of availability of providers within UC health plans, including many providers who are declining new UC patients, despite being listed in network.

The problem is particularly acute for providers specializing in care for adolescents and children.

## 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**

Provost Brown said the University under President Drake is at the beginning of a revitalization. In addition to the state budget compact, there is a new appreciation for the economic and non-economic value of a UC degree, and increasing support for UC's need to grow, diversify, and support faculty and graduate students; maintain excellence, inclusive access, and affordability; and preserve academic leadership and shared governance.

President Drake acknowledged with sadness the brief shutdown of UCLA on February 1 following violent online threats by a former employee, an incident reflects a growing mental health crisis in the larger society. He noted that Michael Brown has announced his intention to step down as systemwide Provost at the end of this academic year. Provost Brown has contributed significantly to the University in myriad ways and will continue to advise President Drake on academic issues and special projects.

In his recent meeting with Governor Newsom, President Drake offered the University's help in addressing the climate crisis, and described UC's plans for sustainable capital and deferred maintenance projects as it moves toward its 2025 carbon neutrality goals and a fossil free future. He also emphasized UC's commitment to expanding access and equity, and the 2030 goals of adding 200,000 additional degrees, narrowing equity gaps in achievement, and growing and diversifying the faculty.

The August 2021 UC Community Safety Plan envisions a future in which people feel both protected and respected, where police harassment and violence against people of color is eliminated, and the campus community is safe. Campuses have formed work groups in response to the Plan's recommendations to collect and share campus safety data, and find alternatives for police vehicles and uniforms that will be consistent with a university environment.

CFO Brostrom noted that the Governor's higher education budget also provides \$750M for the affordable student housing grant program; twenty percent of which is reserved for UC campuses; and \$632M million in ongoing funding for the Middle Class Scholarship program. UC's budget priorities include funding for 5,000 past unfunded enrollments, and additional one-time funding for capital renewal. The University is preparing to issue new bonds to support student housing and seismic updates to the medical centers.

### Discussion:

An Assembly member asked President Drake to comment on the future of the pandemic. Another expressed concern that campus responses have been inconsistent and encouraged UCOP to facilitate a more coordinated systemwide response to address future developments.

- President Drake responded that the winter surge in cases and hospitalizations is easing. Positive cases on UC campuses are declining, and most have returned to in-person instruction. He said he expects continued declines and a significant drop off by early March. He observed that appropriate behaviors, including booster vaccines and masking, help keep campuses safe. He said he expects campuses to maintain indoor mask mandates for the foreseeable future.

- He noted that institutions and communities all over the country have struggled with consistent and coordinated pandemic responses. UCOP has established best practices and guidelines, which campuses can use to determine the best course based on individual circumstances. UCOP has been firm about some things, such as the vaccine mandate, and flexible about others. UCOP will also compare campus outcomes to inform future best practice guidance.

An Assembly member asked President Drake to comment on how funding in the budget for employee salary increases will account for rising inflation rates.

- President Drake responded that the 2022-23 budget approved by the Regents addresses inflation as it was known in the fall. If inflation worsens significantly, the University will seek more funding in the May budget revision and in future budgets.

An Assembly member asked seniors leaders to comment on the University's fossil-free transition, and the expected state support for that transition.

- CFO Brostrom noted that the biggest impediment to the transition is campus dependency on natural gas power plants that still have years of useful life, but that every campus is looking at electrification as part of the transition, UCOP is developing an outline of required steps and projected costs. In the meantime, the University expects the state to help UC move to the more achievable, intermediate goal of carbon neutrality.

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

##### **A. Academic Council, continued**

#### **2. Proposed Memorial to the UC Regents**

At its December 15, 2021 meeting, the Academic Council voted to approve a proposed Memorial to the UC Regents and recommend to the Assembly that it initiate a ballot on the Memorial in accordance with Senate Bylaw 90. The Memorial was proposed by the ad hoc Systemwide Senate Task Force on the Climate Crisis. The Memorial reads: "The University of California Academic Senate petitions the Regents for investments in UC's infrastructure that will reduce on-campus fossil fuel combustion to 5% of current levels by 2030."

Bylaw 90 specifies that the Assembly may initiate Memorials to the Regents on matters of universitywide concern and that Memorials approved by the Assembly shall, within sixty calendar days of approval, be submitted by the Secretary/Parliamentarian of the Senate to an electronic ballot of all voting members of the Senate. If a majority of the voting members approve the proposed Memorial, the Assembly will forward it to the President for transmission to the Regents, as provided for in Regents Bylaw 40.1.

Executive Director Baxter clarified that the Memorial vote is based on the majority of total UC faculty systemwide, not a majority of campuses, although campus Senate offices will manage balloting, and the systemwide Senate will report the campus and systemwide votes.

#### **Pro-Con Discussion:**

In accordance with Bylaw 90 section B, statements for and against the Memorial were submitted to the Assembly prior to the meeting. Chair Horwitz asked UCSB Professor Eric Halgren to present the "pro" arguments and UCSB Senate Chair Susannah Scott to present the "con" arguments.



Professor Halgren noted that the current climate emergency demands large and immediate decreases in CO<sub>2</sub> emissions. UC's response to the crisis has been inadequate; its real emissions have not changed over the past decade and its current strategies of purchased carbon offsets and waste-generated methane that were supposed to be temporary measures are now the main solutions. These strategies are not additional, verifiable, or scalable, and they allow UC to avoid real emissions reduction. The University has a responsibility to help lead society's response to the climate crisis. UC is seen as a world leader in climate research, and it can be a moral and intellectual leader in implementing real solutions.

Professor Scott noted that the question is not whether the climate crisis is real, or if urgent action is needed, but whether the Memorial outlines the best way for UC to lead. UC's approach should be well-reasoned. Meeting the 5% target in the Memorial will require immediate capital investments in new CO<sub>2</sub>-free physical plant operations that will cost more than \$5 billion. These investments will reduce UC's ability to address other critical capital needs, including deferred maintenance and seismic safety projects that are estimated to cost \$24 billion, and funding to build new classrooms and research buildings to support students and faculty. The Memorial also imposes systemwide action, even though campus needs vary and might be better served by allowing each to work toward net zero carbon emissions using local best practices.

In rebuttal, Professor Halgren noted that the proposed Memorial does not demand immediate capital investments and does not attempt to prioritize UC expenditures. The University is obligated to decrease carbon emissions to help save humanity, other species, and future generations. UC has recognized the need for electrification, but has not provided a budget for it. In addition, he said the Memorial would not interfere with the freedom of individual campuses to develop local approaches; however, working together as a system will support stronger lobbying efforts for funding, the sharing of best practices, and other advantages. He added that a 95% reduction in carbon emissions is technically possible, but the optimal specific approach to achieving that goal will require study.

In rebuttal, Professor Scott challenged the claim that UC had not reduced real emissions over the past decade. She said Scope 2 emissions have decreased 56% since 2013 (61% since 2009), due to part to the UC clean power plan. Scope 1+2 emissions have decreased 17% in the period 2013-19. In the past decade, the size of the campuses has increased significantly. The emissions intensity (per square foot) has decreased by 29% between 2009 and 2019. She emphasized that there is no source of 100% renewable energy currently available to UC to substitute for natural gas. The University needs to have a thorough and transparent discussion about trade-offs and sacrifices before taking dramatic action on electrification.

**Next Steps:**

The discussion exceeded the time allocated on the agenda for the meeting. Given the importance of the topic, members proposed postponing action until the April 13 Assembly meeting.

**MOTION: A motion was made and seconded to postpone discussion and action to April 13.**

*Discussion:* Members expressed concern that the timeline for a ballot initiated in April would make it difficult for faculty on semester campuses to participate in an informed campus vote before the end of the term in mid-May

**MOTION: Chair Horwitz proposed an amendment to the motion, to explore the possibility of scheduling a Special Meeting of the Assembly before the April meeting to continue the discussion. The motion was seconded.**

*Discussion:* Parliamentarian Dickson noted that the Senate bylaws give the Assembly Chair the authority to call a Special Meeting of the Assembly.

**ACTION: The amended motion passed. The main motion passed.**

**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 1:05 pm

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

Attest: Robert Horwitz, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of February 9, 2022

## Appendix A – 2021-2022 Assembly Attendance Record, Meeting of February 9, 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  
Jody Kreiman, UCLA Chair  
LeRoy Westerling, Chair, UCM  
Jason Stajich, Chair, UCR  
Tara Javidi, Chair, UCSD  
Steven Cheung, Chair, UCSF  
Susannah Scott, Chair, UCSB  
David Brundage, Chair, UCSC  
Madeleine Sorapure, Chair, BOARS  
Andrea Kasko, CCGA Chair  
Daniel Widener, Chair, UCAADE  
Francis Dunn, Vice Chair, UCAP (alt for  
John Kuriyan, Chair)  
Mary Lynch, Chair, UCEP  
Jill Hollenbach, Chair, UCFW  
Karen Bales, Chair, UCORP  
Kathleen McGarry, Chair, UCPB

### **Berkeley (5)**

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

### **Davis (6)**

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

### **Irvine (4)**

Elliott Currie  
Michael Cooper  
Naomi Morrisette  
Bonnie Ruberg

### **Los Angeles (8)**

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

### **Merced (1)**

Justin Yeakel

### **Riverside (2)**

Jonathan Eacott (alt for Peter Chung)  
David Biggs

### **San Diego (5)**

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

### **San Francisco (4)**

Stella Bialous  
Dyche Mullins  
Janice Tosh (alt for Jae-Woo Lee)  
Pamela Den Besten (absent)

### **Santa Barbara (3)**

Cynthia Kaplan  
Daniel Montello  
Elizabeth Perez

### **Santa Cruz (2)**

Patricia Gallagher  
Susan Strome

### **Secretary/Parliamentarian**

Andrew Dickson

### III. REPORTS OF STANDING COMMITTEES

#### A. Academic Council

##### ▪ Robert Horwitz, Chair Academic Council

#### 1. Proposed Memorial to the Regents [ACTION]

At its December 15, 2021 meeting, the Academic Council voted to recommend to the Assembly of the Academic Senate that it approve, and, in accordance with Senate Bylaw 90, initiate a ballot on the following proposed Memorial to the UC Board of Regents. In accordance with section B, statements for and against the Memorial will be submitted to the Assembly at least seven days prior to the meeting. Those statements are included in this agenda packet. The proposed Memorial reads as follows: “The University of California Academic Senate petitions the Regents for investments in UC’s infrastructure that will reduce on-campus fossil fuel combustion to 5% of current levels by 2030.”

Memorials to the Regents on matters of universitywide concern may be initiated by Assembly. Bylaw 90.E specifies that Memorials that have been approved by the Assembly shall, within sixty calendar days of approval, be submitted by the Secretary/Parliamentarian of the Senate to an electronic ballot of all voting members of the Senate. If a majority of the voting members approve of the proposed Memorial, the Assembly will forward it to the President for transmission to the Regents, as provided for in [Regents Bylaw 40.1](#).

**ACTION REQUESTED: In accordance with Senate Bylaw 90, approve initiating a ballot to Senate Faculty on the proposed Memorial to the Regents.**

#### MEMORIAL TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

The University of California Academic Senate petitions the Regents for investments in UC’s infrastructure that will reduce on-campus fossil fuel combustion to 5% of current levels by 2030.

#### ARGUMENTS IN FAVOR OF MEMORIAL TO THE REGENTS

The climate crisis is an existential threat to human civilization and our biosphere that requires an immediate response. One hundred ninety five countries approved the 2018 report of the Intergovernmental Panel on Climate Change, which urged a 50% reduction in emissions from 2010 levels by 2030.<sup>1</sup> California in 2017 passed Senate Bill 100, requiring the state to reduce 1990-level emissions by 40% by 2030.<sup>2</sup> The University of California responded to the crisis by announcing a Carbon Neutrality Initiative (CNI) in 2013.<sup>3</sup> It also declared a Climate Emergency in 2019.<sup>4</sup> UC scientists are leading research and scholarship about the crisis and how to respond.<sup>5</sup>

However, the University’s response to the crisis has been inadequate.

- The Carbon Neutrality Initiative does not require campuses to cut Scope 1 emissions (CO<sub>2</sub> from burning fossil fuels on campus cogeneration plants primarily for electricity generation and heating or cooling).
- UC emissions, which have barely changed since 2013, are increasing for some campuses, and now exceed 1 million tons per year systemwide.<sup>6</sup> (See figure below)

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<sup>1</sup> <https://www.ipcc.ch/report/ar6/wg1/>

<sup>2</sup> [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201520160SB32](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160SB32)

<sup>3</sup> <https://ucop.edu/carbon-neutrality-initiative/index.html>

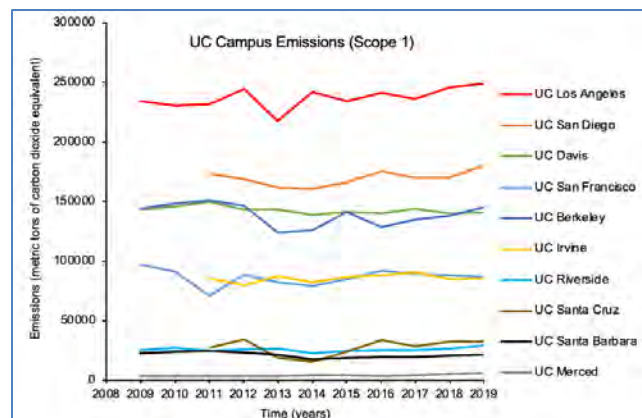
<sup>4</sup> <https://www.universityofcalifornia.edu/news/university-california-declares-climate-emergency>

<sup>5</sup> <https://www.nature.com/articles/s41586-019-1364-3>

<sup>6</sup> <https://electrifyuc.org/data/>

- California’s electrical grid is rapidly becoming 100% renewable under SB 100, yet only about one-third of UC’s electricity comes from renewable sources.<sup>7</sup>
- The Carbon Neutrality Initiative focuses on purchasing carbon offsets, but the emerging global consensus is that offsets should not be a strategy to reduce emissions. Effectiveness of the offset approach is undercut by concerns about credibility, additionally (that is, the ability to establish that the offset project wouldn’t have happened without UC’s purchase) and verifiability. Offsets also have a reputation as a dodge by which an institution pays to avoid having to reduce its own fossil fuel consumption.<sup>8</sup>
- UC policy also includes higher targets for directed biogas (i.e. we continue to burn methane on the campuses and buy credits for biomethane capture in other states). Apart from the ethical problem, this approach is riddled with problems including a lack of scalability.<sup>9</sup>
- UC’s cogeneration plants are the largest source of emissions at UC campuses. They burn fracked methane, which contributes to pollution and environmental injustice across the state, including in the Central Valley where many of our students’ families live. In buying fracked methane, UC also sustains the economic and political power of fossil gas companies and utilities that oppose a renewable energy transition.

The only way to reduce UC’s carbon emissions is to stop burning fossil fuels, electrify campus operations, and purchase or generate renewable electricity. The Memorial asks the University to reduce emissions to 5% of current levels by 2030—a clear and appropriately aggressive target for eliminating campus use of fossil fuels. In doing so, the Memorial increases accountability around already established sustainability goals. The goal of a 95 percent reduction of fossil fuel combustion by 2030 is technically feasible. UC has many options available to source clean electricity, including from purchases of renewable electricity through the grid and installing more on-site solar facilities. During this transition period, the UC should wean itself from reliance on offsets, and only purchase offsets that conform to rigorous standards of quality.



The state is looking to UC for scientific and technological leadership on climate and sustainability issues. As the world’s premier public university system, UC has a responsibility to model solutions and technologies that inspire local and global action. Other universities, including Stanford, have already retired their fossil fuel plants and transitioned to electric.<sup>10</sup>

Inaction carries enormous economic, health, equity, environmental, and reputational costs, while aggressive action will gain UC co-benefits in terms of education, research, and reputation. UC has an opportunity to leverage its leadership and expertise toward greater public support and funding around these goals. The current state budget surplus includes opportunities for funding energy efficiency projects that the Regents can allocate to electrifying campuses.

## ARGUMENTS IN OPPOSITION TO MEMORIAL TO THE REGENTS

<sup>7</sup> [https://www.nceas.ucsb.edu/sites/default/files/2020-02/UC\\_TomKat\\_Replacing\\_Natural\\_Gas\\_Report\\_2018.pdf](https://www.nceas.ucsb.edu/sites/default/files/2020-02/UC_TomKat_Replacing_Natural_Gas_Report_2018.pdf)

<sup>8</sup> <https://www.vox.com/2020/2/27/20994118/carbon-offset-climate-change-net-zero-neutral-emissions>

<sup>9</sup> <https://www.nceas.ucsb.edu/tomkat-natural-gas-replacement-strategies>

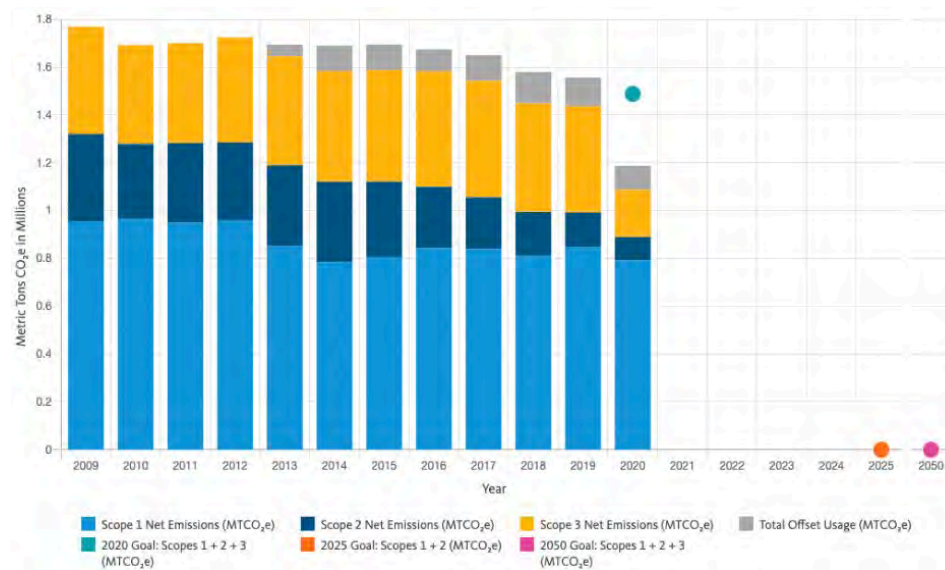
<sup>10</sup> Stanford’s electrification cost \$485M but expected savings over 35 years is \$425M

([https://sustainable.stanford.edu/sites/default/files/ZGF\\_Stanford\\_CEF.pdf](https://sustainable.stanford.edu/sites/default/files/ZGF_Stanford_CEF.pdf)). Immediate reductions of total emissions was 68%, potentially increasing to 81% by 2025 using scheduling and storage

(<https://pubs.rsc.org/en/content/articlelanding/2019/ee/c8ee03706j>).

The climate crisis is real. The questions we consider are: whether this Memorial advances this outcome in a meaningful rather than a symbolic way, and whether it does so without impeding the University’s core mission.

There is no doubt that California and all businesses and institutions operating within it, including the University of California, must do their part to accelerate our transition to a carbon-neutral future. UC has, and will continue, to play a central role in addressing the climate crisis, through its core missions of research, teaching, and service. UC has made significant progress in reducing campus emissions from electricity and heating, food production and waste, vehicle operation, and commuting. This progress (average 2% per year reduction in energy use intensity,<sup>i</sup> and absolute reduction of 25% in Scope 1 + 2 emissions over the pre-pandemic decade 2009-19, see Figure)<sup>ii</sup> occurred even as UC’s footprint grew to include essential new buildings and 26% more enrolled students over the same period.<sup>iii</sup> Nevertheless, the faculty need to support and promote much more change, which will likely include the eventual electrification of many campus operations.



There are two main arguments. First, the Memorial lacks a sense of balance. A 95% reduction in UC emissions by 2030 cannot be achieved without immediately replacing all of the UC’s natural gas-fired co-generation (heat and power) plants, all of which are integral to campus operations and grid resiliency, some of which are still operating very efficiently, and none of which can be replaced without considerable campus disruption. It places a premium on capital investment in new physical plant, without considering the impact this would have on other desperately needed capital investments. Second, it aims to impose systemwide action by the Regents on all campuses, even though infrastructure needs across campuses vary greatly and would be better served by allowing each to work towards the goal of net zero carbon emissions by prioritizing local needs and applying local best practices.

The State stopped supporting the University’s capital needs directly through general obligation bonds in 2006; infrastructure projects are now financed mostly by campus-level borrowing. In 2021-22, a large budget surplus resulted in the State providing UC with a one-time allocation for capital projects of \$295 million. Given current economic conditions, the University may receive a similar allocation for 2022-23. By comparison, the estimated cost to reduce emissions to 5% of current levels by 2030 systemwide is \$5 billion. But even this large amount is dwarfed by the University’s needs for deferred maintenance for its educational and research facilities, estimated at \$13 billion through 2026-27 with an additional \$11 billion for seismic safety retrofits.<sup>iv</sup> We will also need \$14 billion for new and renovated hospital facilities on UC’s medical campuses. The estimated \$5 billion price tag for eliminating all but 5% of our emissions comes from Stanford’s electrification project, which started in 2011 and whose first phase involved installing

massive thermal storage tanks, digging up a large fraction of the campus to install 22 miles of underground pipes, and retrofitting 155 buildings.<sup>v</sup> The initial cost of \$485 million required an additional \$85 million investment when it became clear the project did not provide adequate cooling during heatwaves that are now part of the new climate normal in the South Bay. Furthermore, that project reduced CO<sub>2</sub> emissions by 68% (far from the 95% requested by this Memorial). The proposed Memorial would require many projects this size or larger to begin immediately just to reduce UC's carbon emissions by a similar amount. Getting to 95% by 2030 is simply not technically feasible, even if it were possible to replicate the Stanford project on each UC campus, some of which have very different heating/cooling requirements, weather, and space availability. Moreover, this approach will inevitably mean less investment over the next decade to repair and maintain the buildings we desperately need to support our core missions, let alone construct new classrooms, laboratories, studios, and housing to accommodate President Drake's commitment for an additional 20,000 students by 2030.

Second, this Memorial does not address the need for local trade-offs. While each campus has a moral obligation to prioritize replacing its most obsolete energy infrastructure components with climate resilient and low- or zero-emission systems, on some campuses this may involve retiring aging energy systems immediately; on others, it might entail building more energy-efficient buildings now and replacing well-functioning energy systems at a later date. Conversion of serviceable, highly efficient university infrastructure with a long useful lifespan is wasteful and will lead to stranded investments in existing electricity and heating facilities. It will not be the best use of resources on our campuses: we may achieve emissions reductions in one sector, at the expense of higher energy consumption in a different sector. In addition, it may not be the best use of State resources. For example, the State may deem that mitigating the climate crisis would be better achieved by investment in projects to replace even less efficient infrastructure outside of the University. For the UC to insist that its own goals take precedence would be irresponsible.

That is why a staged approach based on local campus decision-making, already underway at UCD and in the planning stages at UCB, will lead to the most efficient use of resources to achieve the greatest emissions reduction while enhancing UC's mission as the country's best and most accessible public institution of higher education. Replacing the most obsolete campus systems first will also allow UC to learn by doing, and to use its scarce capital resources to maximize emission reductions per dollar invested. We urge the faculty to reject this largely symbolic Memorial in favor of a practical and strategic approach that incentivizes effective campus-based decision-making.

## **REBUTTAL TO ARGUMENTS IN FAVOR OF MEMORIAL TO THE REGENTS**

The climate crisis is real; urgent action necessary; and the UC must be a leader in responding to this planetary emergency. Reducing UC carbon emissions by 95% by 2030 is a desirable goal, and to achieve it we cannot afford to be inefficient in our responses. A university's actions must be deliberate and well-reasoned, both for our own sake and to set the best example for others to follow. For this reason, it is critical that our University's approach be more than symbolic gestures. The Pro argument suggests that inaction carries economic, health, equity, environmental, and reputational costs, but acting ineffectively and making unachievable promises carries grave risk too.

The Pro argument claims that UC's emissions have barely changed since 2013, but this is true only for direct (Scope I) emissions. UC's Scope II emissions have decreased 56% since 2013, due to the UC's Clean Power Program.<sup>vi</sup> Our co-generation plants vary in age and condition, but all would have to be replaced immediately to achieve the Memorial's singular goal of eliminating almost all direct emissions by 2030. Campus cogeneration plants also play a critical role in operations resilience during blackouts, whose frequency will increase as climate change impacts the frequency of excessive heat events and wildfires. Diesel backup generators, required by electrification, do not provide the same level of resilience. We also note that SB100 will not make electricity carbon-free until 2045,<sup>vii</sup> 23 years from now. The electricity grid is therefore not "rapidly" becoming 100% renewable, as claimed by the Pro argument.

We also know that the implementation of the Stanford electrification project is not readily transferable to many of our campuses, so it is evident that reducing UC emissions by 95% emissions by 2030 may not even be technically feasible. We do not yet know what technology is needed, nor what level of investment is required, because feasibility studies have yet to be conducted on many campuses. Finally, there is no technological solution yet for the problem of grid resilience.

As a university, we have a responsibility to consider the opportunities that will be sacrificed if the Memorial is implemented immediately, such as not renewing essential campus infrastructure, and decreasing research funding, student support, and faculty and staff salaries over the next decade. Overall, the challenges that each campus will face in achieving an immediate 95% emissions' reduction are not fully known, and that could be a very risky proposition for the University.

As a more reasonable alternative, we urge Senate to ask each campus to develop an explicit plan and timeline for its own 95% reduction in emissions, and the university to allocate funding to conduct the studies necessary to create these plans. Moving towards our goals in this way is how the UC as a whole will reduce emissions very substantially by 2030, and how we will do our part in saving the planet.

## **REBUTTAL TO ARGUMENTS IN OPPOSITION TO MEMORIAL TO THE REGENTS**

*“First, the Memorial lacks a sense of balance. It places a premium on immediate capital investment in new physical plant operations that are CO<sub>2</sub>-free, without considering the impact this would have on other desperately needed capital investments.”*

Indeed, there are many demands on the University budget, and the available funds are never enough to meet them. Consequently, there are long-standing Administration-Senate consultative mechanisms for establishing priorities, allocating funds, and requesting support from the State and other sources. The Memorial does not demand immediate capital investments, but rather mandates that decarbonization of the UC energy system be among our highest priorities.

Studies conducted by UCOP over the past 14 years have recognized the necessity of electrification, mentioning offsets and waste-methane as ‘last resort’ ‘temporary’ measures, but due to their low cost they are now the main solutions. Electrification has received minimal funding, and detailed implementation and cost studies have not been performed.<sup>11</sup>

*Second, it imposes systemwide action by the Regents for all campuses, even though the infrastructure needs across campuses vary and might be better served by allowing each to work towards the goal of net zero carbon emissions using local best practices.*

The Memorial would not interfere with individual campuses working out their own best approaches, nor would it require that percent reduction be identical on each campus. Working together has advantages: lobbying governments for funding; sharing information, ideas and experiences. This Memorial promotes Faculty-Administration collaboration in finding creative and optimal solutions, embedded in its core research and teaching missions.

*Is the proposed target (95% reduction by 2030) a target that we could, with confidence, hit?*

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<sup>11</sup> A petition signed by 3500 UC faculty, students and staff requesting such studies was presented to President Drake in October 2020. He and his representatives rejected this request. How does one know if one must choose a ‘last resort,’ and for how long, if one does not investigate the preferred action?



Technology exists for replacing methane with electricity for HVAC and cogen electricity; such use accounts for ~95% of UC carbon combustion<sup>12</sup>. Berkeley plans to electrify by 2028 and other campuses, starting planning now, could finish by 2030. However, the optimal method and cost requires deep studies which will not take place without a serious commitment to a concrete goal. This Memorial is not an engineering specification or a law; the 95% reduction by 2030 target is only a recommendation. The target is specific because a simple statement of good intentions is unlikely to change our current disastrous trajectory.

We recognize that truly decreasing carbon emissions by UC will be expensive, and may require hard choices and postponement of other goals. But, decarbonization is a serious obligation to humanity, other species, and future generations. UC, by virtue of its central role in discovering that carbon pollution causes climate change, has an obligation to lead by example by cutting actual emissions rather than validating greenwashing with ‘carbon offsets.’

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<sup>i</sup> University of California Sustainability Annual Report 2021. Policy Progress: Energy.  
<https://sustainabilityreport.ucop.edu/2021/policy-progress/#energy>

<sup>ii</sup> University of California Sustainability Annual Report 2021. Policy Progress: Climate.  
<https://sustainabilityreport.ucop.edu/2021/policy-progress/#climate>

<sup>iii</sup> UC Historical Fall Enrollment, 1869 to Present. <https://www.universityofcalifornia.edu/about-us/information-center/historical-enrollment>

<sup>iv</sup> University of California Capital Financial Plan, 2021-27. [https://www.ucop.edu/capital-planning/2021-2027\\_capital\\_financial\\_plan.pdf](https://www.ucop.edu/capital-planning/2021-2027_capital_financial_plan.pdf)

<sup>v</sup> New Stanford energy system cuts greenhouse gas emissions 68 percent and fossil fuel 65 percent.  
<https://news.stanford.edu/features/2015/sesi/>

<sup>vi</sup> <https://www.universityofcalifornia.edu/news/uc-makes-bold-commitment-100-percent-clean-electricity>

<sup>vii</sup> Senate Bill 100, “The 100 Percent Clean Energy Act of 2018.” <https://www.energy.ca.gov/sb100>

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<sup>12</sup> The rest is campus vehicles and miscellaneous special uses such as anesthetic gases. This memorial does not address emissions from commuting or aviation.

**IV. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS (11:00 A.M.)**

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

**V. REPORTS OF STANDING COMMITTEES (CONTINUED) (12:00 P.M.)**

**A. Academic Council**

- **Robert Horwitz, Chair Academic Council**

**2. Nomination and Election of the Vice Chair of the 2022-223 Assembly [ACTION]**

Senate Bylaw 110.A., which governs the election of the Vice Chair of the Assembly, states: “The Assembly elects a Vice Chair who is a Senate member from a Division other than that of the incoming Chair, to assume office the following September. The Academic Council submits a nomination. Further nominations may be made by the Assembly members from the floor, and on written petition by twenty-five Senate members. The Vice Chair also serves as Vice Chair of the Academic Council. The following year the Vice Chair becomes Chair of the Assembly and the Academic Council. Neither the Chair nor the Vice Chair may serve as a Divisional Representative.”

In accordance with Bylaw 110.A, the Academic Council submits its nomination of Professor James Steintrager of UC Irvine as 2022-2023 Assembly Vice Chair. Professor Steintrager was selected as the Council’s nominee at its March 30, 2022 meeting. His qualifications and personal statement are as follows:

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**CV: James A. Steintrager** (jsteintr@uci.edu)

**Education**

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Ph.D., Comparative Literature, Columbia University	1997
B.A., Political Science & French, Wake Forest University	1987

**Employment**

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Professor of English, Comparative Literature, and European Languages and Studies, UC Irvine (began as an Assistant Professor at UCI in 1997)	2010-present
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**Research/Publications**

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Sade, Marquis de. *Voyage to Italy*, translation, critical introduction, and notes. Toronto, University of Toronto Press, 2020. cviii + 714 pp.

*Sound Objects*, volume co-edited with Rey Chow. Duke University Press, 2019. 299 pp.

*The Autonomy of Pleasure: Libertines, License, and Sexual Revolution*. New York: Columbia University Press, 2016. 394 pp.

*Cruel Delight: Enlightenment Culture and the Inhuman*. Bloomington: Indiana University Press, 2004. 208 pp.

Author of over thirty journal articles, book chapters, and translations on European literature and intellectual history, sound studies, cinema, and critical theory.

**Academic Senate Service (selected)**

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Member, University Committee on Rules and Jurisdiction

Oct. 2021-present Chair,

Academic Senate (Irvine Division)	Sep. 2019-Aug. 2020
Chair, University Committee on Planning and Budget (UCPB)	Sep. 2018-Aug. 2019
Note: my time as UCPB chair and previously as vice chair included service on the Agriculture and Natural Resources Task Force (two years), the Academic Senate Special Committee on Laboratory Issues (two years), and UC EAP's advisory board, on which I still serve.	
Chair, UCI Council on Planning and Budget	Jul. 2015-17
Chair, UCI Committee on Rules and Jurisdiction	Jul. 2013-Jun. 2015
Member, Council on Educational Policy	Jul. 2005-Jun. 2008

### **Administrative Positions (selected)**

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Center Director, UCI Critical Theory	Jul. 2015-Jun. 2020
Chair, Department of English, UCI	Sept. 2009-Aug. 2012
Associate Dean for Graduate Studies and Research, School of Humanities, UCI	July 2007-Aug. 2009

### **Statement of Challenges and Priorities**

During the 2019-2020 academic year, I served as divisional chair of the Academic Senate at Irvine. Colleagues have often asked me what it was like to be in this role as we pivoted quickly from in-person to remote across our various missions and then began to chart a path back. My response: Couldn't have thought of a better or more interesting time to be engaged in the work of shared governance. And by "shared," I mean both working closely *with* the administration on a satisfactory transition and at times politely *against* the administration when I and my Senate peers perceived potential incursions into areas of faculty purview. Throughout, I found that clear communication in various forms was key: one-on-one calls with the Provost or Chancellor to clarify positions, negotiate areas of disagreement, and to coordinate messaging; contributing Senate perspectives to various advisory groups; presenting at virtual town halls; crafting effective emails to faculty about, for instance, copyright ownership of course materials; and so forth.

Why begin with the material above in a statement on opportunities and challenges facing the systemwide Academic Senate in the coming years? For one, to give a sense of my experience and style. More importantly, to help foreground my conviction that the short-term pivot to remote will be seen in retrospect as the relatively easy part and that thornier matters, often more catalyzed than caused by the pandemic, are still in front of us. These include:

- Admissions and how it can work effectively and equitably. After all, it's one of the key authorities delegated by the Regents to the Academic Senate in principle if not always in practice,
- The place of online, synchronous remote, and hybrid learning in relation to our commitment to in-person instruction and to the experiences and opportunities of campus life.
- The interaction of admissions and various modes of instruction given the pressure to grow our undergraduate enrollments.
- The need, under the circumstances, to protect and nurture the UC's research mission, along with graduate education.

My concise list suggests that our challenges and opportunities are thoroughly emmeshed. Hardly an exhaustive list, and I might also mention other items such as: extending the Senate's response to the climate crisis; enhancing the Senate's contributions to and involvement with the UC's health and medical operations; and the growing role and financial accountability of self-supporting programs on several campuses. Of course, I understand that a good deal of what the Senate does both systemwide and at the divisional levels consists of fairly routine work—reviewing programs, policy changes, and the like—and that every year will inevitably bring its share of surprises.

As a member of Academic Council for two years and in different capacities—as a divisional chair in AY 19-20 and before that as Chair of UCPB—I have frequently been impressed by what we might call the democratic wisdom of the group: Council’s ability to arrive at sensible conclusions, sound recommendations, and good advice for the chair through push and pull and, above all, by pooling expertise and experience. I would be honored to serve the group.

### **3. Ratification of 2022 Oliver Johnson awardee [ACTION]**

The Oliver Johnson Award for Service to the Academic Senate is given biennially to a member or members of the UC faculty who has performed outstanding service to the Senate. Its broader goal is to honor, through the award to the recipient, all members of the faculty who have contributed their time and talent to the Senate.

Nominations for the award are made through Divisional Committees on Committees to the Universitywide Committee on Committees (UCOC). UCOC, in turn, submits the names of two nominees to the Academic Council. At its March 30 meeting, the Academic Council chose to honor Daniel Hare (UCR) with the 2022 Oliver Johnson Award. The Assembly is asked to ratify the Academic Council’s choice.

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To: Jennifer Nájera, Chair, University Committee on Committees  
Fr: Richard Seto, Chair Committee on Committees  
Victor Ortego-Marti, Vice Chair Committee on Committees  
Re: Nominations for the 2022 Oliver Johnson Award

The UCR Committee on Committees is pleased to nominate Emeritus Professor J. Daniel (Dan) Hare for the 2022 Oliver Johnson Award for Distinguished Leadership for the Academic Senate. For over thirty years, he has served in many capacities, including UC Systemwide Chair, Faculty Advisor to President Janet Napolitano, UC Faculty Welfare Chair, and as a member of the UCFW Task Force on Investment and Retirement. In addition, he has served on numerous committees for the Riverside Division of the Academic Senate. Recently he has agreed to serve on the Search Advisory Committee for the newly created UCOP position of AVP of Total Rewards, whose responsibilities will cover compensation, retirement, and health and welfare benefits systemwide. Dan has had an enormous impact in making and keeping the University of California the premier public institution in the US.

In the solicitation of nominations at UCR, in addition to the nomination letter, we requested additional letters of support from people who have extensive experience with the Academic Senate. Mary Guavain, Distinguished Professor of Psychology at UCR and a previous chair of the Systemwide Senate and the Riverside Division, was the sponsor. Letters of support came from Richard Redak, Chair of the Department of Entomology where Prof. Hare was a faculty member, Jose Wudka and Dylan Rodriguez, previous chairs of the Riverside Division of the Academic Senate, George Blumenthal, previous Chancellor of the UC Santa Cruz, David Brownstone, Chair of the UC Academic Senate Task Force on Investments and Retirements, Aimee Dorr, previous UC Provost and Executive Vice President for Academic Affairs, and Janet Napolitano, previous President of the University of California.

As can be seen from the extensive CV indicating his significant Senate service, Prof. Hare has served in many capacities. Each of the letters we received was from people who had first-hand knowledge of the service Dan had given to the UC, and I have taken liberally from them. I will organize the information into three categories. 1) Dan’s tireless efforts to improve conditions for Faculty; 2) other policy issues having to do with students and the future of the university; and 3) his work as an advisor

to others. In each category, I will discuss only a select set of items.

#### Improving conditions for faculty:

Dan served as chair of the UCRFW (2009-2011) and the chair/vice-chair of the UCFW (2011- 2014). During his time as the UCFW, and later as the Senate Vice-Chair and Chair, he played a crucial role in the “pension reform” process that modified the UCRS. A task force had recommended several changes to the UCRS, but Dan led an effort to persuade the President to take an alternative approach which was ultimately adopted. During this time, Dan was instrumental in a faculty compensation analysis, which showed that UC faculty salaries lagged behind our comparison 8 institutions by 10-12%. This has led to reasonable salary adjustments that likely would not have occurred without his committee’s efforts. Prof. Hare remains on the UCFW Task Force on Investment and Retirement and, as noted previously, now serves on a search committee for the AVP of Total Rewards.

Dan co-chaired with UCOP Senior Vice President Sheryl Vacca, a Joint Committee tasked with revising the Policy on Sexual Violence and Sexual Harassment (SVSH). Dan chaired the meetings and set the agenda. The group included students, Title IX officers, faculty, and administrators. Dan was crucial in bringing evidence to bear on various issues, to ensure that current policy was understood, and to keep what seemed to be a runaway train to a pace that accommodated data, deliberation and decision. Changes were made to the procedures for Title IX cases involving faculty to provide a timely disposition of cases and to institute checks and balances on the process to preserve fairness.

#### Policy Issues Affecting the Future of the University:

In May 2015, President Napolitano and Governor Brown presented a Budget Framework to the Regents, which was intended to support a more successful education of undergraduate students and reduce costs. A set of projects was initiated, one of which was to establish transfer pathways for California Community College students to successfully transfer to the University of California. Quoting Chancellor Emeritus Blumenthal, “I cannot emphasize how much effort and diplomacy was required to achieve this agreement among the undergraduate UC campuses.”

Also in 2015, several Regents and the UC President asked the regents to endorse the State Department definition of antisemitism as UC policy. Instead of directly endorsing the State Department definition, Dan persuaded the President, Chancellors and Regents to set up a working group, including Dan. They drafted a policy, the “Principles Against Intolerance,” more appropriate for the UC, consistent with the First Amendment, Academic Freedom, and federal law.

#### Advisor

One of the crucial aspects of Dan’s service is the extent to which he has served as both a formal and informal advisor to the President of the UC, Chancellors, and various Senate leaders.

As a consequence of critical scrutiny by the State Auditor, President Napolitano chose Dan to be her Faculty Advisor to the President in 2016. Perhaps Dan’s most important issue during that time was in helping President Napolitano after the release of the Huron report concerning the relationship between the Office of the President and the UC campuses.

The letters from previous senate chairs (Systemwide and Divisional) were striking in the level of gratitude they felt for the support he had given them. During some of the most challenging times on the various UC campuses, often involving the resignations of Chancellors and Executive Vice Chancellors, he provided clear and concrete advice and was a reservoir of wisdom and practical knowledge. As one previous chair who presided over the UCR senate during a particularly stressful time

in which there was a great deal of antagonism between the faculty and upper administration said, “Dan became nothing short of a close primary advisor and leadership mentor....(There were) seemingly infinite ways Dan informed and shaped my leadership and decision making, I will simply state that I will forever feel a dept of gratitude to this colleague who is a pinnacle of collegial generosity. I can think of no better recipient of the Oliver Johnson Award than Dan Hare.”

I would like to close by directly commenting on the three criteria for nomination of the Oliver Johnson award. 1) His tireless work in improving conditions for the faculty in concrete ways, the modifications to UCRS, the Policy on Sexual Violence and Sexual Harassment, and the establishment of transfer pathways for community college students to enroll in the University of California are a few examples of the ways Dan has made outstanding and creative contributions as evidenced by major impact on faculty governance. 2) He has had sustained excellence in Serving the Academic Senate for three decades, first at the campus level, and then at the Systemwide level, for example, as chair of the Academic Senate and as Faculty Advisor to the President. Even now, this service continues with his participation on the UCFW Task Force on Investment and Retirements. 3) As to the last criteria of having exceptional abilities in working with different university constituents effectively, I would simply like to quote from the letter from Aimee Door, “Throughout his Academic Senate service, in order to be effective, Dan had to work with a variety of constituencies. As his Senate service increased, relevant constituencies increased in number, power, and organizational distance from the university. Within UC, Dan worked, among others, with students, faculty, administrators, staff, campuses, many areas in the Office of the President, Chancellors, President Napolitano, and Regents. He also worked with politicians, advocacy groups, press and other media, and donors. In addition, he worked to varying degrees of engagement with other higher education systems, especially California State Universities, California Community Colleges, and private colleges and universities, particularly in California. Unfortunately, some individuals and groups could be downright mean, nasty, and/or unreasonable. In my time as Provost, Dan surely had his share. From what I know, Dan interacted well with all these groups, including the troublesome ones, and worked constructively with them to achieve Academic Senate goals. As a case in point is President Napolitano’s selection of Dan to serve as her faculty advisor. It suggests that she respected Dan and believed she could work productively with him. Dan had just recently served as Chair of the Systemwide Academic Senate. He was known to speak his mind – politely and respectfully – providing information, offering advice, and critiquing others’ proposals and choices. The President had any number of former Academic Senate Chairs (and others) whom she could have chosen, and she chose Dan. This is further evidence that he meets the third criterion for nomination: “Exceptional abilities in working with different university constituents effectively.”

For these reasons, the UCR CoC had great pleasure in nominating Dan Hare for the 2022 Oliver Johnson Award for Distinguished Leadership in the Academic Senate.

**VI. ANNOUNCEMENTS BY THE CHAIR**

- **Robert Horwitz**

**VII. SPECIAL ORDERS [NONE]**

**VIII. REPORTS ON SPECIAL COMMITTEES [NONE]**

**IX. PETITIONS OF STUDENTS [NONE]**

**X. UNFINISHED BUSINESS [NONE]**

**XI. NEW BUSINESS**