

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

December 8, 2022

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, December 8, 2022. Academic Senate Chair Susan Cochran presided and called the meeting to order at 10:00 am. Senate Executive Director Monica Lin called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of June 8, 2022.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- Susan Cochran, Chair
- James Steintrager, Vice Chair

UCRJ Legislative Ruling: In accordance with Senate Bylaw 206.A, the Committee on Rules and Jurisdiction (UCR&J) has rendered a Legislative Ruling regarding virtual participation in Privilege and Tenure Hearings.

Budget: The proposed 2023-24 UC budget approved by the UC Regents at their November meeting has been submitted to the Governor and legislature for consideration. The 2023-24 budget includes a request for a 4.6% faculty salary increase to help address a market lag of 4.1%.

Last year's budget compact negotiated between the Governor and the University includes 5% increases to the UC operating budget in each of the next five years with annual approval of UC progress toward policy targets related to student success and equity, affordability, increased transfer rates, workforce preparedness, and expanded access to online courses. The compact also calls for 1% annual growth in California resident undergraduate enrollments (13,600 FTE over four years) and 2,500 additional graduate students. The 2023-24 budget also funds previously unfunded over-enrollments and a "swap" of nonresident undergraduates with resident undergraduates at three campuses that exceed the 18% nonresident enrollment policy cap.

The University will not meet the enrollment targets outlined in the compact this year due to pandemic-related declines in California Community Colleges (CCC) transfers, summer session enrollments, and average student credit hours taken. The CCC enrollment decline will also prevent UC from meeting its goal of enrolling one transfer student for every two freshmen. Despite this, the Governor's office appears to remain committed to the compact and has acknowledged that pandemic era enrollment recovery may take time.

Retirement: UC will continue a 14% employer contribution to UCRP in 2023-24, with 6% to Savings Choice in the Defined Contribution Plan. UC is also repaying 2.35% of payroll to the Short-Term Investment Pool (STIP) in 2023-24, an increase from 1.36%. This represents a total

16.35% employer contribution in 2023-24. The Regents are not entertaining an increase to employee contributions currently.

Investments: UC investments lost ground during the last fiscal year consistent with the global financial downturn. The losses include the general endowment pool (-7.6%); UCRP (-10.8%); the Blue and Gold Pool (-15.2%); the Total Return Investment Pool (TRIP, -11.3%) and STIP (-0.2%). The UC Chief Investment Officer is holding more cash than usual in anticipation of a recession. The UC Retirement Savings Program is fossil free as of June 30, 2022, and the University has launched a Deferred Life Income fund for those needing annuity protection after age 78.

Leadership Changes: Michael Brown is stepping down at the end of December after five years as UC Provost and Executive Vice President for Academic Affairs. He will continue to serve as a special advisor to President Drake on several issues, including the University's continuing efforts to implement the Native American Graves Protection and Repatriation Act. Katherine S. Newman will become the new provost effective January 9, 2023. She is currently the System Chancellor for Academic Programs and the Senior Vice President for Economic Development in the Office of the President of the University of Massachusetts. Carrie Byington, Vice President for UC Health, will step down in June 2023, and plans to transition to a special advisor.

UC Regents Meetings: The Regents Health Services Committee (HSC) met October 19 to discuss the implementation of Regents Policy 4405, governing UC's affiliations and contracts with healthcare organizations that have policy-based restrictions on care, care delivered by UC healthcare professionals at affiliated hospitals, and the training of UC personnel in those facilities. A UC faculty panel of physicians and an attorney presented information to the HSC on women's reproductive health and gender-affirming care to inform the Committee's discussions.

At the November Regents meeting, the Senate chair and vice chair briefed the Regents on the results of the spring 2022 systemwide survey of faculty and instructors about their work experiences during the pandemic, including the challenges of remote and hybrid instruction. The Regents will hold a special meeting next week to vote on UCLA's proposal to leave the Pac-12 and join the Big Ten.

Systemwide Senate Actions: The Senate participated in several systemwide policy reviews this fall, including a proposed Presidential policy addressing abusive conduct in the workplace; a revised Academic Personnel policy on faculty conflict of commitment; the report of the Academic Council Entry Level Writing Requirement Task Force and its recommendations for updating Senate Regulation 636; a revised Presidential Policy on Vaccination Programs; and a revision to the new Senate Regulation 479 to create the California General Education Transfer Curriculum (Cal-GETC).

Climate Crisis: A new Pathways to a Fossil Free UC Task Force, formed from the Global Climate Leadership Council, is co-chaired by 2021-22 Senate Chair Robert Horwitz. The Task Force is developing recommendations for necessary steps and a timeline to eliminate the use of fossil fuels on campuses, and criteria for state-funded de-carbonization studies on each campus. The Task Force was established in response to the 2022 Senate Memorial to the Regents on Reducing Fossil Fuel Consumption.

Health Sciences Faculty Morale: The Senate has convened an ad hoc working group of faculty drawn from the health sciences and others with healthcare experience to discuss factors affecting low morale among clinical faculty and how the Senate could help address clinician grievances, including their desire for better representation and advocacy.

Labor Matters: An agreement was reached last week with the UC Postdoctoral Scholars and Academic Researchers, two of the four unionized UC academic worker employee groups who began a strike action November 14. The University continues bargaining with the Academic Student Employee and Graduate Student Researcher (GSR) units.

Senate leaders recognize the complicated position of faculty in the strike and have focused efforts on maintaining academic excellence. Many faculty and lecturers with multiple cancelled class sections are feeling overwhelmed by end-of-term grading work. Some campuses have extended grading deadlines and are identifying students who may be harmed if they do not receive grades on time. Faculty with research funding for GSRs are also concerned about labor cost increases within the context of non-flexible grant budgets.

A potential positive outcome of the strike is a new graduate funding model with clear guidelines around what is considered labor for pay subject to contractual compliance as opposed to academic work. Faculty will need to clearly distinguish each role to maintain their mentoring relationships with graduate students. Faculty want the best for their graduate students, but as students become more like employees and faculty advisors more like employers, the dynamics of their relationships will change.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Proposed New Senate Regulation 479

At its November 2022 meeting, following a systemwide Senate review, the Academic Council approved a proposed new Senate Regulation 479 creating the California General Education Transfer Curriculum (Cal-GETC). The Intersegmental Committee of the Academic Senates (ICAS) designed Cal-GETC in response to State Assembly Bill 928 (AB 928), a new law calling for the establishment of a “singular” lower-division general education pathway that meets the academic requirements necessary for transfer admission from the California Community Colleges (CCC) to both UC and the California State University (CSU). AB 928 also limits the number of units in the pathway to a 34-unit ceiling.

Cal-GETC is based on the longstanding Intersegmental General Education Transfer Curriculum (IGETC, UC Senate Regulation 478). It aligns UC and CSU transfer requirements without increasing the 34-unit ceiling for the general education course pattern and will take effect for students entering a community college beginning in fall 2025.

The major change in the Cal-GETC pathway for UC is the formal removal of the language other than English (LOTE) requirement as a transfer prerequisite, although LOTE will remain a UC graduation requirement. Cal-GETC also includes a new requirement for a course in oral communication, a longstanding CSU requirement, that will be a third course added to the English communication subject area. Senate Regulation 478 will sunset after Cal-GETC replaces it as the

primary lower-division general education pathway used by prospective CCC transfer applicants to the CSU and UC systems.

UC has always emphasized major preparation for transfers and will continue to do so even if the Assembly approves Cal-GETC. In fact, many UC undergraduates complete their undergraduate breadth requirements in their senior year so that they can stay on track with their major requirements and graduate on time.

The CSU and CCC Academic Senates are also reviewing the Cal-GETC proposal. Under AB 928, if the three Senates are unable to reach agreement on a singular pathway by May 31, 2023, AB 928 would shift authority for doing so from the faculty to the respective administrations of the three segments.

In reviewing comments from the systemwide Senate review, the Council suggested some minor but key edits to the proposed text to better align Cal-GETC with the wording of IGETC. These suggestions have been incorporated as additional clarifying revisions (redlined) in the corresponding Assembly agenda packet.

- Assembly members noted that the change to the LOTE requirement could cause additional students to arrive at UC needing language courses, which could strain UC language departments. Members also noted that SR 479 should clarify whether the Ethnic Studies requirement must be fulfilled in a Department of Ethnic Studies (capitalized) or if it can be fulfilled through other ethnic studies (lower case) courses offered in other departments.
- Executive Director Lin noted that most transfers will complete the LOTE requirement at a community college before they arrive at UC. Prospective transfers may also demonstrate language proficiency by completing two years of high school LOTE instruction. She said the Ethnic Studies requirement is intended to refer to courses offered in a department or program of Ethnic Studies, with some flexibility for courses offered in similar fields, provided they are cross-listed with ethnic studies. She added that Ethnic Studies is defined as inclusive of African American Studies, Asian/Pacific Islander American Studies, Latina/o American Studies, and Native American Studies, along with other iterations of such departments and programs.

ACTION: A motion to approve Senate Regulation 479 was made, seconded, and passed unanimously.

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**

Labor Negotiations: President Drake reported that the University has been bargaining with the United Auto Workers (UAW) union around improvements to compensation, paid leave, childcare and other benefits for four academic employee groups. The University recently reached agreements with the Postdoctoral Scholars and Academic Researchers units on new five-year contracts that include generous compensation and benefits packages. The University is working to resolve the UAW's requests related to pay and benefits for the Academic Student Employees and Graduate Student Researchers units. The University has put forth generous offers that recognize the vital role these groups play at UC and that respond to union and bargaining unit members'

priorities. However, the UAW has included several challenging proposals in negotiations that will be difficult for UC to meet given the financial impact they would have on the UC financial model. The University has invited the UAW to engage with a third-party mediator.

- Assembly members noted that campuses have at times seemed unprepared for the strike. There has been inconsistent communication from the administration and insufficient guidance about how faculty should handle on-the-ground matters such as grants management and withholding pay.
- President Drake responded that it has been challenging to coordinate a single message across UC locations that are operating in different and unique circumstances. UCOP has initiated a process to develop clear guidance for campuses to determine what employees are not working (i.e., striking) and to withhold pay accordingly.
- A Senate member noted that graduate students are not permitted to work more than 50% time but must still pay 100% of costs for food and rent. The University should do more to support graduate students if they want them to thrive and succeed.
- President Drake emphasized that the University's offer provides graduate students enough support for living costs. In addition, students receive free tuition and health benefits and, in the end, a valuable UC degree.
- Individual Assembly members noted that higher labor costs will increase costs on grants that support graduate students, and they asked if UC would consider providing additional support. They also encouraged the University to increase student housing and food subsidies, to make contingency plans for staffing large courses in winter term in case the strike continues, and to consider eliminating or reducing tuition for all-but-dissertation (ABD) students. An Assembly member noted that the strike was dividing faculty and damaging the UC community and advised that efforts to dock pay could undermine the mediation process.
- President Drake responded that the campus chancellors and executive vice chancellors understand the need to provide bridge funding for some grants. He said that UC has 20,000 student beds in the pipeline and is taking advantage of a new state program that funds low- and moderate-income housing with zero percent revolving interest loans. He expressed strong concern about how the strike was affecting undergraduates and said he is sensitive to how higher labor costs could affect faculty grants, research, and educational and financial opportunities for graduate students. He said the University had put forward a fair offer and is doing everything it can to be accommodating, but that striking usually means the loss of pay.
- Provost Brown noted that several factors – including the pandemic, enrollment pressures, inflation, rising labor costs, and the graduate student strike – are combining to disrupt the UC financial and education model. He said it will be important for the Senate and administration to work together to address the challenges and preserve the University's excellence.

CFO Brostrom noted that the University is exploring different strategies to build additional affordable student housing units and to support more California resident undergraduates. However, UC is challenged by inflation and labor cost increases. UC is requesting a 5% increase in ongoing funding from the state to augment revenues from alternative sources, including procurement savings and new asset management strategies, looking at ways it can reduce expenses.

Recognition of Provost Brown: Chair Cochran observed that today’s Assembly meeting was the last for Provost Brown. She thanked the provost for his leadership and service to the University and invited Assembly members to offer comments. Members acknowledged that the provost had reinvigorated the Division of Academic Affairs and been an excellent partner in shared governance. They thanked him for his commitment to diversity, equity, and inclusion, and his support for the University’s graduate education mission. They affirmed that his warmth, humanity, and sense of humor helped UC stay the course in a difficult and challenging period.

VI. SPECIAL ORDERS

- A. Consent Calendar [NONE]**
- B. Annual Reports [2021-22]**

VII. UNIVERSITY AND FACULTY WELFARE REPORT [None]

VIII. SPECIAL ORDERS [None]

IX. REPORTS ON SPECIAL COMMITTEES [None]

X. PETITIONS OF STUDENTS [None]

XI. UNFINISHED BUSINESS [None]

XII. NEW BUSINESS

The meeting adjourned at 1:00 pm

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

Attest: Susan Cochran, Academic Senate Chair

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

Appendix A – 2022-2023 Assembly Attendance Record, Meeting of December 8, 2022

President of the University:

Michael Drake

Academic Council Members:

Susan Cochran, Chair
James Steintrager, Vice Chair
Mary Ann Smart, Chair, UCB
Ahmet Palazoglu, Chair, UCD
Georg Striedter, Chair, UCI
Jessica Cattelino, UCLA Chair
Patricia LiWang, Chair, UCM
Sang-Hee Lee, Chair, UCR
Nancy Postero, Chair, UCSD
Steven Cheung, Chair, UCSF
Susannah Scott, Chair, UCSB
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS
Erith Jaffe-Berg, CCGA Chair
Louis DeSipio, Chair, UCAADE
Francis Dunn, Chair, UCAP
Melanie Cocco, Chair, UCEP
Teresa Dalton, Chair, UCFW (absent)
Cynthia Schumann, Chair, UCORP
Donald Senear, Chair, UCPB (absent)

Berkeley (5)

Adrian Aguilera
Chris Hoofnagle (absent)
Rosemary Joyce
Martha Olney
Dean Toste (absent)

Davis (6)

Javier Arsuaga
Joseph Chen
Yufang Jin (absent)
Richard Tucker
Judith Van de Water
TBD (1)

Irvine (4)

Michael Cooper
John Crawford
Zeev Kain (absent)
Roderic Crooks (alt for Bonnie Ruberg)

Los Angeles (8)

Carol Bakhos
Patricia Ganz (absent)
Tim Groeling
Ronald Hays
Eleanor Kaufman
Jody Kreiman
Moritz Meyer-ter-Vehn
Shane White

Merced (1)

Shilpa Khatri

Riverside (2)

David Biggs
Peter Chung (absent)

San Diego (5)

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

San Francisco (4)

Stella Bialous
Pamela Den Besten
Kewchang Lee
Janice Tsoh

Santa Barbara (3)

Isabel Bayrakdarian
Cynthia Kaplan
France Winddance Twine (absent)

Santa Cruz (2)

Melissa Caldwell
Rita Mehta

Secretary/Parliamentarian

Andrew Dickson (absent)