

MEETING OF THE ASSEMBLY OF THE ACADEMIC SENATE

June 12, 2019

MINUTES OF VIDEOCONFERENCE MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, June 12, 2019. Academic Senate Chair Robert May 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 10, 2018.

III. ANNOUNCEMENTS BY THE CHAIR**▪ Robert C. May**

UC Budget: The Governor's May budget revision did not include significant changes to his funding plan for UC relative to January. Earlier this week, the Legislature's Budget Conference Committee adopted a final budget that is largely consistent with the Governor's plan. Particularly problematic is that the \$95 million in one-time funds provided in the 2018-19 budget to support a tuition buy-out and enrollment growth was not converted into permanent funding.

Faculty Salaries: The 2019-2020 UC budget tentatively funds a 5% increase to the faculty salary scales, to support the second of a three-year plan to close the faculty salary gap. President Napolitano has stated that she intends to fund the second year of the plan, but full implementation depends on the final state budget and the three-year plan may need to extend to four or five years, depending on the outcome.

Memorial to the Regents: The proposed Academic Senate Memorial to the Regents to divest UC of investments in fossil fuel companies, met the threshold set in [Senate Bylaw 90](#), and has moved to a mail ballot of all voting members of the Senate.

Retiree Health: The new Advisory Committee on UC Employee Health Plans will be considering potential changes to the structure and offerings of UC's retiree healthcare benefit programs that help maintain retiree health as a financially viable benefit. Specifically, the Advisory Committee will be evaluating an RFP for a Medicare Advantage PPO.

Elsevier Negotiations: Following UC's announcement that it will not sign a new contract with Elsevier until it meets the requirements of UC's open access proposal, Elsevier is expected to begin limiting access to new journal articles, which will affect how UC scholars access certain journals. The libraries have contingency plans in place for ensuring alternative access. The crisis has established open access as a fundamental value of the University.

Herbicide Task Force: President Napolitano recently issued an interim ban on the use of glyphosate-based herbicides on UC campuses. (The ban does not apply to research that requires glyphosate-based herbicides), and has empaneled a Task Force to advise her about the future use of those herbicides.

Fetal Tissue Research: Last week, the U.S. Department of Health and Human Services cancelled a contract with UCSF for medical research involving fetal tissue from abortions. The Academic Council released a statement expressing support for scientists at UCSF and elsewhere who conduct fetal tissue research that is critical to the development of new medical treatments, and expressing strong concerns about the politically-motivated attacks on science and academic freedom.

Transfer Guarantee: Following a systemwide Senate review, the Academic Council approved a BOARS proposal for a systemwide transfer admission guarantee for California Community College students. The University must have the structure of the guarantee in place this fall. Implementation of the policy is mostly an administrative issue, but the Senate is sending letters to departments offering the 21 Transfer Pathways majors asking faculty to reassess the Pathways and confirm that the courses in the Pathways still provide the preparation that is expected for the major.

UCSF/Dignity: UCSF has decided not to move forward with a proposed affiliation with Dignity Health, following widespread concerns that the affiliation would restrict some patient care services in ways that do not align with the UC mission.

Apportionment of 2019-20 Assembly: The apportionment of Assembly representatives for the 2019-20 academic year is enclosed in the agenda. Campus representation did not change relative to 2018-19.

IV. ANNOUNCEMENTS BY UNIVERSITY SENIOR MANAGERS

- **Susan Carlson, Vice Provost for Academic Personnel, and Acting Provost**

New Chancellors: After a national search, the Regents appointed UC Riverside Provost Cynthia Larive to replace retiring UC Santa Cruz Chancellor George Blumenthal, and systemwide CFO Nathan Brostrom to replace UC Merced Chancellor Dorothy Leland on an interim basis when she retires in August, while a national search is conducted.

State Budget: The Conference Committee released its 2019-20 State budget bill on Sunday. The Legislature has until June 15 to pass the budget; the Governor has two weeks to approve it, and/or exercise his line item veto authority. The University expects to receive a \$462 million (or 7%) increase to its overall State-funded budget. However, \$214 million of the increase is provided as one-time funding. The budget replaces new ongoing money set aside in the Governor's budget to support student success with funding for enrollment increases. The budget includes new permanent funding for enrollment increases as well as a promise to include funding in the 2020-21 budget to replace out-of-state students with California residents. The budget also includes one-time funding for specific priorities like student homelessness and dyslexia research, faculty diversity, and research into firearms violence.

SVSH: President Napolitano is convening a working group to review policies and procedures related to sexual misconduct in UC medical centers and student health centers. The group will be co-chaired by the Systemwide Title IX Coordinator and the UCSF vice dean for clinical affairs,

and will include the incoming UCPT chair as Senate representative. In the meantime, President Napolitano has directed the chancellors to confirm that they have processes in place to ensure the immediate escalation of any patient report of sexual misconduct, and to determine if a report should result in immediate removal of a physician or care provider, pending investigation.

Huawei Ban: In light of the recent federal executive order banning US companies from using telecommunications equipment made by the Chinese telecommunications company Huawei, the UC Vice Chancellors for Research are working on a statement addressing UC's research and contractual connections with Huawei. The statement will ask campuses to establish a moratorium on future funding from the company and its international affiliates, and also wind down existing funding, with a review of what affiliate funding may still be allowable. There will also be language encouraging campuses to identify bridge funding for affected researchers and remind faculty to pay attention to policies on conflict of commitment and interest.

Admissions Audit: In response to the national SAT cheating scandal, the University initiated an internal audit to review current admissions processes and controls, local policies and processes governing undergraduate admissions, particularly protocols for Admission by Exception, Special Admissions, and athletic admissions. The University is expecting a State audit as a follow-up.

Faculty Diversity RFPs: UCOP recently released RFPs for two programs aimed at supporting campus projects that enhance faculty diversity. The first is the 2019-20 "Advancing Faculty Diversity through Improved Climate and Retention" program. The second is the 2019-20 "Advancing Faculty Diversity Recruitment" program. President Napolitano is funding the programs as a part of her support of pathways to a diverse professoriate.

- An Assembly member encouraged UCOP to consider including faculty researchers from gender and sexuality studies departments on the working group considering policies related to sexual misconduct in UC medical centers and student health centers

V. UNIVERSITY AND FACULTY WELFARE REPORT

▪ Sean Malloy, UCFW Chair

Non-Discrimination in Healthcare Task Force: The UCFW Non-Discrimination in Healthcare Task Force is led by former Academic Council Chair Shane White and charged to explore the University's relationships with external healthcare providers that may potentially conflict with UC's values, public trust, mission, and/or policies on non-discrimination. The Academic Council endorsed the Task Force's Interim Report, which recommends that the University avoid affiliations with entities whose values conflict with UC's public mission and values. The recommendations are particularly relevant in the context of the proposed affiliation between UCSF and Dignity Healthcare, which generated opposition based on concerns about its alignment with the UC mission. The recommendations should be applied in an analysis of UC's other existing and potential relationships with health care providers.

Retiree Health: Two principles guide UCFW and its Health Care Task Force in discussions about retiree healthcare benefits. The first is the need to protect retirees, who are UC's most vulnerable population, most in need of healthcare, and most susceptible to premium increases. The second principle is to ensure that any changes to retiree healthcare benefits take place only after substantial consultation, and are not rushed or forced through without consideration of their possible effects.

Faculty Salaries: UCFW remains focused on the goal of closing the gap between UC faculty salaries and faculty salaries at UC’s “Comparison 8” institutions, by fixing the UC faculty salary scales.

Composite Benefit Rates: UCFW and UCORP investigated reports that Composite Benefit Rates (CBRs) have been implemented incorrectly in some campus departments, charging existing faculty grants higher rates than had been approved under the original grant budget. Council endorsed the recommendation that UCOP adopt a formal mitigation plan to redress the research funding shortfall of faculty affected by the implementation of new CBRs.

Title IX: With regard to implementation of the University’s policies on sexual harassment and sexual violence, UCFW is pushing for clearer and more uniform guidelines for disciplinary action and more consistent application of policies and discipline across campuses to help ensure the integrity of the process for all parties

- An Assembly member noted that Regents policy prohibits discrimination on the basis of religion; the decision not to affiliate with Dignity, a faith-based organization, amounts to discrimination solely on the basis of religious doctrine. A systemwide Academic Senate Health Sciences committee could help address issues in a much more pro-active way.

VI. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Election of the UCOC Vice Chair

ACTION: The Assembly elected Professor Cynthia Passmore (UC Davis) 2019-20 UCOC Vice Chair by unanimous consent.

2. Modifications to Senate Regulation 636.E

Following a systemwide Senate review, the Academic Council at its May 22, 2019 meeting approved a set of revisions to Senate Regulation 636.E, proposed by the Santa Barbara Division and endorsed by the University Committee on Preparatory Education, to address equity concerns related to how UC students are allowed to satisfy the University’s Entry Level Writing Requirement. The revision adds language stating that the Senate Division of the student’s campus may approve an exception to 636.E in cases where a student has earned transferable credit while on an approved leave of absence.

ACTION: A motion was made and seconded to approve the modifications to SR 636.E. The motion passed by unanimous consent.

VII. SPECIAL ORDERS

A. Consent Calendar

1. Variance to Senate Regulation 630.D Requested by Santa Cruz Division

2. Variance to Systemwide Senate Regulation 782 Requested by San Diego Division

ACTION: The Assembly approved the variances by unanimous consent.

VIII. REPORTS ON SPECIAL COMMITTEES [None]

IX. PETITIONS OF STUDENTS [None]

X. UNFINISHED BUSINESS [None]

XI. NEW BUSINESS [None]

The meeting adjourned at 11:30 am

Minutes Prepared by: Michael LaBriola, Academic Senate Analyst

Attest: Robert May, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 12, 2019

Appendix A – 2018-2019 Assembly Attendance Record, Meeting of June 12, 2019

President of the University:

Janet Napolitano

Academic Council Members:

Robert May, Chair
Kum-Kum Bhavnani, Vice Chair
Barbara Spackman, Chair, UCB (absent)
Kristin Lagattuta, Chair, UCD
Linda Cohen, Chair, UCI
Michael Meranze, Vice Chair, UCLA (alt for Joseph Bristow, Chair, UCLA)
Kurt Schnier, Chair, UCM
Dylan Rodriguez, Chair, UCR
Robert Horwitz, Chair UCSD
David Teitel, Chair, UCSF
Henning Bohn, Chair, UCSB
Kimberly Lau, Chair, UCSC
Eddie Comeaux, Chair, BOARS (absent)
Onyebuchi Arah, Chair, CCGA
Lok Siu, Chair, UCAADE
Daniel Farber, Chair, UCAP (absent)
Anne Zanzucchi, Chair, UCEP (absent)
Sean Malloy, Chair, UCFW
Andrew Baird, Chair, UCORP
James Steintrager, Chair, UCPB (absent)

Berkeley (5)

Fai Ma
Suzanne Fleiszig
Oliver O'Reilly (alt for Richard Scheffler)
Danica Chen (alt for R. Jay Wallace)
Victoria Frede-Montemayor (absent)

Davis (6)

Anne Britt
Richard Grotjahn
Jeffrey Williams (absent)
S.J. Ben Yoo (absent)
TBD (2)

Irvine (4)

Jacob Avery
Elliott Currie
Masashi Kitazawa
Amy Powell

Los Angeles (7)

William Hsu (alt for Noel Boyle)
Jessica Cattelino
Sandra Loo
Ann Karagozian (alt for William Marotti)
Peter Tontonoz
Mansoureh Eghbali (absent)
Kym F. Faull (absent)

Merced (1)

Shawn Newsam

Riverside (2)

Thomas Cogswell
Manuela Martins-Green (absent)

San Diego (5)

Amy Bridges
Seth Cohen (absent)
Robert Kluender
Elizabeth Komives (absent)
Joseph Pogliano

San Francisco (5)

Elena Flowers (absent)
Marek Brzezinski (absent)
Steven Cheung
Jacqueline Leung
Vineeta Singh

Santa Barbara (3)

Charles Akemann
Eric Matthys
F. Winddance Twine (absent)

Santa Cruz (2)

David Brundage
Janette Dinishak

Secretary/Parliamentarian

George Mattay (alt for Andrew Dickson)