

MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

June 21, 2024

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Friday, June 21, 2024. Academic Senate Chair James Steintrager presided and called the meeting to order at 3:00 pm. 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 April 18, 2024.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **James Steintrager, Chair**
- **Steven W. Cheung, Vice Chair**

Apportionment of 2024-25 Assembly: The apportionment of Assembly representatives for the 2024-25 academic year is enclosed in the agenda. Campus representation did not change compared to 2023-24.

Regents Meeting: During their May 14-16 meeting, the Regents discussed campus engagements with protests related to the Israel-Palestine conflict; concerns about free expression and campus safety; efforts to reach negotiated resolutions with the protestors; and a pending strike by UC academic workers represented by the UAW.

The Regents amended UCOP's May 9 guidelines on disciplinary actions to affirm that amnesty is inconsistent with due process for individuals cited for UC policy violations. The Regents also expressed interest in revisiting the University's policing policies.

Action on a proposed policy on Public and Discretionary Statements by Academic Units was deferred to the Regents' July meeting. The Regents appointed Janet Reilly as the next chair and Maria Anguiano as the next vice chair, both beginning their one-year terms on July 1, 2024.

UCLA Chancellor: At a special meeting of the full Board on June 12, the Regents announced that Julio Frenk, president of the University of Miami, will become the next chancellor of UCLA effective January 1, 2025.

UAW Strike: The UAW announced a stand-up strike on May 15, alleging unfair labor practices related to actions taken on student protestors and encampments. The University considered the strike unlawful and filed for injunctive relief. On June 7, a state court judge issued a temporary restraining order against the strike until June 27.

Budget News: Governor Newsom’s 2024-25 budget revision proposed a \$137 million cut to the UC budget and deferred UC’s 2024-25 5% compact increase to 2025-26. The University is proceeding with a 2024-25 salary plan for faculty and policy-covered staff. The Chief Investment Officer reported to the Regents that UC’s retirement, endowment, and working capital portfolios are performing well. The Regents approved \$10 million annual payments for three years from UCLA to UCB to compensate for UCLA’s move to the Big Ten.

Mathematics (Area C) Admissions Requirement: The systemwide Board of Admissions and Relations with Schools’ faculty [Workgroup on Mathematics \(Area C\) Preparation](#) released its [Stage 2 report](#) on June 18, providing policy guidance on high school math coursework necessary for student admission to and success at UC.

Academic Affairs: Vice Provost for Academic Personnel and Programs (APP) Doug Haynes will retire effective July 1, 2024. Provost Newman announced a reorganization of APP into two units: one focused on systemwide academic personnel and the other on faculty affairs and academic programs. Senate leadership expressed concern that stewardship of the Academic Personnel Manual may no longer be led by a faculty administrator. There had been no consultation with the Senate about the reorganization prior to its announcement.

During the discussion:

- Assembly members expressed concern over the plan to implement salary increases for faculty as of October 1, rather than July 1, as it is for other policy-covered employees. A three-month delay will negatively impact faculty compensation and retirement income. Senate leadership responded that they have communicated this issue to the president multiple times. They also noted that applying the increase to off-scale salaries is a local decision.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

▪ James Steintrager

1. Ratification of the appointment of the 2024-2027 Senate Secretary/Parliamentarian

In accordance with [Senate Bylaw 15](#), at its meeting on May 22, 2024, the Academic Council approved the appointment of UC San Francisco Professor Katherine Yang, PharmD, MPH to be Secretary/Parliamentarian of the Assembly for a three-year term commencing September 1, 2024, subject to Assembly ratification.

ACTION: The Assembly ratified the selection of Professor Yang.

2. Nomination and election of 2024-25 University Committee on Committees Vice Chair

ACTION: The Assembly elected Professor Oliver Arnold (UCB) 2024-25 UCOC Vice Chair by unanimous consent.

3. Proposed Revision to Academic Senate Bylaw 55

At its March 27, 2024 meeting, the Academic Council endorsed [renaming](#) the “Lecturer with Security of Employment” (LSOE) title series in Academic Personnel Manual (APM) 285 to “Professor of Teaching.” The amendments were [proposed](#) by the University Committee on

Academic Personnel (UCAP) in August 2023. The University sponsored a systemwide review of a corresponding title change in APM 285 that was approved and implemented effective May 1, 2024. This action requires corresponding conforming changes to Senate Bylaw 55 to ensure the titles match. Additionally, at campus discretion and in accordance with APM 285-8-f, campuses may use an alternate working title (e.g., Teaching Professor, or Professor of Teaching ____, using applicable ranks).

ACTION: The Assembly approved the proposed revisions with a vote of 43 in favor and 1 opposed, meeting the two-thirds majority required in [Senate Bylaw 116.E](#) for amending a Senate bylaw.

4. Revisions to Regents Policy 4400 – University of California Diversity Statement

The Assembly was asked to endorse amendments to [Regents Policy 4400](#) – the UC Diversity Statement – to incorporate language about disability and other topics. The amendments were proposed by the UC Graduate and Professional Council president, following a report to the Regents by the Systemwide Advisory Workgroup on Students with Disabilities.

Background: Regents Policy 4400 [originated with the Senate](#) in 2006 as a statement proposed by the University Committee on Affirmative Action and Diversity. It was subsequently endorsed by the president and adopted as Policy 4400 by the Regents in 2007. The policy was [expanded to include gender identity in 2009](#), an addition the Senate approved that same year.

During the discussion:

Assembly members expressed broad support for adding language that explicitly addresses disability, recognizing the need for greater inclusivity and support for disabled students. However, several members expressed concern about the expansion of the statement into other areas beyond the scope of disability.

Motions and Voting:

First motion: A motion was made and seconded to eliminate the new sentence proposed for the fourth paragraph of the policy.

Amended motion: A motion was made and seconded to amend the first motion to include reverting the third paragraph to its original wording.

Motion to close debate: This motion passed with 38 in favor, 3 opposed, and 2 abstentions.

Vote on amendment: The amended motion passed with 22 in favor, 17 opposed, and 3 abstentions.

Final motion: A final motion was made and seconded to endorse the revised policy with the elimination of the new sentence in the fourth paragraph and the elimination of additions to the third paragraph.

Motion to close debate: This motion passed with 36 in favor, 2 opposed, and 1 abstention.

Final vote: The final motion passed with 32 in favor, 6 opposed, and 2 abstentions.

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS

▪ Michael V. Drake, President

President Drake began by acknowledging Chair Steintrager's final meeting as Assembly chair and thanking him for his partnership. He also noted his anticipation for working with the incoming chair, Steven W. Cheung, and vice chair, Ahmet Palazoglu.

New Chancellors: Rich Lyons will succeed Carol Christ as Berkeley chancellor on July 1, 2024. Julio Frenk will assume the role of UCLA chancellor on January 1, 2025, with Provost Darnell Hunt serving as interim chancellor after Chancellor Block retires on July 31, 2024.

Campus Protests: Addressing student protests related to the war in the Middle East has required significant time, effort, and resources. Most encampments have dispersed, and the University anticipates a calm summer.

Budget: The University faces a challenging state budget period. The governor's May budget revision includes a \$137 million cut to the University. However, UC is hopeful about an alternative funding plan proposed by the Legislature that would provide a 5% compact funding increase before implementing this budget cut.

State Legislation: The University is pleased with the defeat of Assembly Constitutional Amendment 6, which would have required UC to conform to the state's labor rules governing state employees. Although UC broadly adheres to the labor standards in the bill, it opposes amendments that bypass the University's protected autonomy. Additionally, UC is collaborating with the authors of proposed Senate Bill 1287 (Glazer), which seeks to strengthen campus code of conduct policies, and Assembly Bill 2925 (Friedman), which requires training to combat antisemitism.

During the discussion:

Protests and Labor Unrest: Assembly members encouraged UCOP to develop a strategic plan around potential protests and labor unrest in the fall. President Drake noted that each campus approached encampments differently this year, reflecting their unique circumstances and communities, but UCOP is reviewing lessons learned to prepare for fall 2024 with more consistent enforcement of existing policies. A preliminary plan will be presented to the chancellors and the Board of Regents in July.

Free Speech and Title VI: President Drake emphasized the University's efforts to balance First Amendment protections with Title VI requirements against discriminatory behavior and harassment. The University will strive to protect free expression while ensuring that all students can learn in a non-hostile environment.

Graduate Student Employees: President Drake said UC's contract with the UAW includes a no-strike clause in recognition of graduate student employees' critical roles. The University viewed the recent strike as unlawful and secured a temporary restraining order from the state courts. The University has reached fair agreements with multiple unions and aims to be a supportive employer, paying workers fairly and according to the market.

Clinical Faculty Workload: An Assembly member noted that health sciences clinical faculty are experiencing significant burnout and low morale, and asked how UC might help combat clinician burnout and improve their work-life balance. President Drake observed that UC faculty as a group experienced pressures throughout the pandemic. He also acknowledged the unique pressures facing clinical faculty and expressed hope for reducing administrative burdens and increasing staff support to streamline and better balance workloads.

VII. REPORTS OF STANDING COMMITTEES (CONTINUED)

B. University Committee on Educational Policy

1. Revisions to Senate Regulations 900 and 902

▪ Melanie Cocco, UCEP Chair

The University Committee on Educational Policy (UCEP) recommended replacing the term “probation” with “academic notice” as the designation given to undergraduates who fail to meet minimum standards for academic progress as defined in Academic Senate regulations. The request originated with the UC Undergraduate Academic Advising Council. The change will help support students experiencing academic difficulty by removing the stigma associated with the word “probation.”

ACTION: The motion to endorse the revisions passed 37 to 4.

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 5:45 pm

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

Attest: James Steintrager, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 21, 2024

**Appendix A – 2023-2024 Assembly Attendance Record
Meeting of June 21, 2024**

President of the University:

Michael Drake

John Crawford (absent)

Zeev Kain (absent)

Bert Winther-Tamaki

Academic Council Members:

James Steintrager, Chair

Steven Cheung, Vice Chair

Amani Nuru-Jeter, Vice Chair, UCB (alt for
Max Aufhammer, Chair

Ahmet Palazoglu, Chair, UCD

Arvind Rajaraman, Chair, UCI

Andrea Kasko, Chair, UCLA

Kevin Mitchell, Vice Chair, UCM (alt for
Matthew Hibbing, Chair)

Sang-Hee Lee, Chair, UCR

John Hildebrand, Chair, UCSD

Steven Hetts, Chair, UCSF

Rita Raley, Vice Chair, UCSB (alt for
Susannah Scott, Chair)

Patricia Gallagher, Chair, UCSC

Barbara Knowlton, Chair, BOARS (absent)

Dean Tantillo, Chair, CCGA (absent)

Jennifer Burney, Chair, UCAADE (absent)

Stefano Profumo, Chair, UCAP

Melanie Cocco, Chair, UCEP

John Heraty, Chair, UCFW

Cynthia Schumann, Chair, UCORP (absent)

Donald Senear, Chair, UCPB (absent)

Los Angeles (7)

Mekonnen Gebremichael (absent)

Tim Groeling

Ronald D. Hays

Jody Kreiman

Reynaldo Macias

Moritz Meyer-ter-Vehn

Robert Zeithammer (absent)

Merced (1)

Shilpa Khatri

Riverside (2)

Y. Peter Chung

Jennifer Hughes (absent)

San Diego (5)

Niloofer Afari

Kimberly Cooper (absent)

Randy Hampton

Gabriella Caballero Hernandez

Deborah Stein

San Francisco (5)

Ifeyinwa Asiodu

Robin Corelli

David Hwang

Kewchang Lee (absent)

Soo-Jeong Lee

Berkeley (5)

Mark Goble

Tyrone Hayes

Lisa Wymore

Jelani Nelson

Dean Toste

Davis (6)

Joseph Chen

Walter Leal

Abigail Thompson

Richard Tucker

Rena Zieve

Karen Zito

Santa Barbara (3)

Charles Akemann (absent)

Joao Hespanha

Elinor Mason (absent)

Santa Cruz (2)

Matthew McCarthy

Rita Mehta

Irvine (4)

Noah Askin (absent)

Secretary/Parliamentarian

Andrew Dickson