

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

December 9, 2020

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, December 9, 2020. Academic Senate Chair Mary Gauvain 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 June 10, 2020.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **Mary Gauvain, Chair**
- **Robert Horwitz, Vice Chair**

Systemwide Reviews: Academic Senate divisions and committees are reviewing the report of the Senate's Online Undergraduate Degree Task Force; the report and recommendations of the joint Faculty Salary Scales Task Force; and future state recommendations for the Innovative Learning Technology Initiative. Soon, Senate reviewers will be invited to opine on the report and recommendations of the Feasibility Study Working Group that is charged with evaluating the viability of a new UC admissions test, following the Regents' decision to phase-out the SAT/ACT by 2025.

COVID-19: Systemwide Senate committees are grappling with the wide-ranging effects of the pandemic on the morale, productivity, and mental health of faculty, students, and staff, following their adjustments to remote teaching, learning, and working environments.

Curtailment Program: The University's new curtailment program asks each UC location to generate savings through a flexible mix of local measures that could include workforce actions such as temporary layoffs and unpaid leave days. However, some Council members insist that Regents Standing Order 100.4 (*qq*) empowers the UC president or a chancellor to implement furloughs only after the Regents declare a financial emergency. Council members are also concerned that the flexibility given to campuses in the program could harm the systemwide sense of UC and create unequal effects on faculty and staff across campuses. The Regents amended UCRP to preserve the accrual of service credit during a temporary layoff or furlough to ensure it does not constitute a break in service. The administration responded positively to the Academic Council's request to also protect employees' highest average plan compensation (HAPC) with respect to pension calculations.

Regents Meeting: At their November meeting, the Regents discussed ways to further improve undergraduate transfer to UC from the California Community Colleges and heard from transfer advocates who called on the University to implement additional reforms. The Regents also heard President Drake's vision for a debt-free path to a UC degree; considered opportunities for

improving Native American student enrollment and outreach; discussed accommodations and services to support students with disabilities; approved a 2021-22 budget and capital projects at UCD and UCSD; and accepted the report of the Special Committee on Basic Needs and its recommendations for addressing student basic needs insecurity.

Climate Crisis: The Academic Council is following up on letters it sent to the administration earlier this year concerning the climate crisis. The letters follow the Senate's 2019 Memorial to the Regents on Divestment from Fossil Fuel Companies. They ask the University to implement transparency and oversight measures to allow public review of fossil fuel investments in the endowment and retirement plan, and to issue an RFP for new commercial banking vendors that adhere to Environment, Social and Governance principles. Chair Gauvain and Vice Chair Horwitz have asked Senate committees to consider how to become more engaged in climate issues. They invited Assembly members to contribute ideas for actions and conversations that can help move forward the issues of divestment, carbon neutrality, and environmental sustainability.

Clinician Morale: The Academic Council plans to assemble a working group to consider specific problems affecting the morale of health sciences faculty, particularly those in non-Senate titles who feel removed from shared governance and other Senate privileges.

Human Resources: The systemwide UC Department of Human Resources works closely with the Academic Senate, primarily through UCFW and its Task Forces on Investment and Retirement and Health Care. Following several high-ranking departures from the Department, UCOP retained a consultant to interview constituents about what they want from systemwide HR. Senate leaders will ensure that the Senate is represented in ongoing discussions about the future state of Human Resources for the University as a whole.

- Chair Gauvain responded to questions from Assembly members about faculty morale and COVID vaccine distribution. She noted that the UC administration is aware that the pandemic is affecting faculty and staff morale. She and Vice Chair Horwitz are emphasizing the faculty's role in UC's continued success during the pandemic. Senate leaders have conveyed to administrators a suggestion for an additional sabbatical credit to recognize the extra teaching and service performed by faculty during the pandemic and the effect of the shutdown on their research. Chair Gauvain noted that the UC medical centers are building capacity to store and distribute COVID vaccines. Campuses will follow public health guidelines for distribution of the Pfizer and Moderna vaccines and are likely to prioritize frontline healthcare workers and first responders.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

1. Revisions to Senate Bylaw 160 (Editorial Committee)

At its September 23, 2020 meeting, the Academic Council approved a request from the Editorial Committee to align its members' term of service with other systemwide Senate committees. Currently, Bylaw 160 specifies the term as July 1 to June 30. However, in practice, like other Senate committees, the Editorial Committee uses September 1 to August 31 as the service period. It is important for the functioning of the Editorial Committee to extend appointments through the summer and end on August 31 because the work of the UC Press continues over the summer. The Academic Council approved the amendment at its September 23, 2020 meeting and recommends Assembly approval.

ACTION: A motion to approve to revision was made and seconded. Chair Gauvain asked if there were any objections, and hearing none, stated that the motion was approved.

2. Revisions to Senate Bylaw 125.B.14

In 2018, the Board Regents accepted Senate Chair May's request to amend the eligibility requirement for the Senate representative to the Board of Regents Committee on Health Services. The previous requirement that the individual hold a clinical appointment at a UC "School of Medicine" was changed to "health sciences school" to allow the Academic Council to consider highly qualified individuals from other health sciences professional schools who would be excellent contributors to the Committee's work. The proposed revision to Senate Bylaw 125.B.14 will conform with the amended Charter of the Health Services Committee. The Academic Council approved the amendment at its November 23, 2020, meeting and recommends Assembly approval.

ACTION: A motion to approve to revision was made and seconded. Chair Gauvain asked if there were any objections, and hearing none, stated that the motion was approved.

V. ANNOUNCEMENTS BY THE PRESIDENT, PROVOST, AND CHIEF FINANCIAL OFFICER

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

Report from the President: President Drake began his career as a UCSF professor of Ophthalmology before serving as the UC systemwide vice president for health affairs, chancellor of UC Irvine, and president of The Ohio State University. He said the chance to return home to California and his UC family motivated him to accept the job. He stressed that faculty are the core of the University's teaching, research, and public service missions; he expressed appreciation for UC faculty, students, and staff who transitioned quickly and effectively to remote education, often with additional family care challenges; and he acknowledged that everyone is working harder without the rewards of in-person collaboration.

President Drake said as vice president for health affairs, he relied on the CDC for advice around the SARS and AIDS epidemics, and he looks forward to hearing their continuing recommendations concerning COVID. The recent surge in cases is alarming. Today 350 COVID patients are in UC hospitals, compared to about 80 in November, and UC health employees are fighting to keep things in order and moving forward. But the vaccine is a light at the end of the tunnel. The University expects a national recommendation for vaccine distribution and understands it will be critical to prioritize front line health care workers, the elderly, and other vulnerable populations.

In studying campus efforts to repopulate dorms and classrooms, the University found that by enforcing public health guidelines for social distancing, masks, and handwashing, and by limiting dorm occupancy to singles, students living on campus had a significantly lower positivity rate compared to students living off-campus, and compared to the overall positivity rate in surrounding communities, based on a seven-day rolling average. The outcomes were similar across campuses.

President Drake stated he believes in shared governance and will look to the Senate for advice on how to address campus budget shortfalls. He thanked the Academic Council for its feedback on the curtailment program, and particularly for noting a glitch that would have reduced the Highest Average Plan Compensation (HAPC) calculation for employees retiring in the next three years.

- Assembly members thanked President Drake for addressing the HAPC concern. They asked if the University will require students to get a COVID vaccine; when faculty will become a vaccine priority; and the prospects for state reinvestment in the University or a new federal stimulus package that supports higher education.
- Members also recommended against increasing enrollment without additional funding when campuses are at capacity, and they noted that the lack of a systemwide approach to cuts could exacerbate inequities. Members asked administrators to consider how the University might help graduate students navigate the poor job market.
- Members noted that Regents Standing Order 100.4 *qq* appears to require a declaration of financial emergency prior to a systemwide curtailment program involving pay cuts and furloughs. They also asked administrators to clarify whether individual chancellors are subject to 100.4.

President Drake said UC’s vaccination plan will align with public health guidelines; faculty should become a vaccine priority by the end of first quarter of 2021, and students by the end of the second quarter. He said UC has many supporters in state government and is emphasizing the high return on state investment in higher education. The prospects for a new federal stimulus package in 2021 are also strong. He said enrollment growth requires funding and UC will not compromise teaching and research excellence in pursuit of growth. UCOP is working with individual campuses to bridge budget gaps and eliminate structural budget deficits.

CFO Brostrom noted that UC has incurred \$2.7 billion in lost revenue and unexpected costs from the pandemic, but its financial position is fundamentally strong: 2020-21 enrollment is steady; applications for 2021-22 admission are up 17 percent; and UC medical center revenues have recovered. And although auxiliary revenues have fallen, UC does not anticipate a long-term drop in demand for an on-campus experience. UC’s 2021-22 state budget request of \$518 million includes restoration of the \$300 million reduction UC sustained in 2020-21, and new funding to support cost increases. He said the current budget crisis underscores the need for a predictable and stable tuition policy that supports campuses and bolsters the financial aid system. While UC does enjoy strong access to capital at low interest rates, the University’s capital budget needs around seismic safety and deferred maintenance are at a critical state, particularly after the failure of the General Obligation bond ballot issue.

Provost Brown thanked the Senate for its innovative policy responses to COVID. He noted that the pandemic could affect research productivity for several years and encouraged faculty to assess the productivity of their colleagues in this context. He also encouraged the Senate to remain engaged on issues such as open access, campus climate, and racism. He said UC will need new investments in faculty, research, and graduate education to support its continued excellence, and invited ideas for how to increase funding and support for graduate students.

CFO Brostrom said the University believes that a declaration of financial emergency is unnecessary given the University’s strong financial position. He said individual chancellors have the discretion to take workforce actions on their campus, but the President would review and approve any actions related to the pandemic.

VI. SPECIAL ORDERS

A. Annual Reports [2019-20]

VII. UNIVERSITY AND FACULTY WELFARE REPORT [None]

VIII. NEW BUSINESS [None]

IX. REPORTS ON SPECIAL COMMITTEES [None]

X. PETITIONS OF STUDENTS [None]

XI. UNFINISHED BUSINESS [None]

The meeting adjourned at 12:30 pm

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

Attest: Mary Gauvain, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of December 9, 2020

Appendix A – 2020-2021 Assembly Attendance Record, Meeting of December 9, 2020

President of the University:

Michael Drake

Academic Council Members:

Mary Gauvain, Chair

Robert Horwitz, Vice Chair

Jennifer Johnson-Hanks, Chair, UCB

Richard Tucker, Chair, UCD

Jeffrey Barrett, Chair, UCI

Shane White, UCLA Chair

Robin DeLugan, Chair, UCM

Jason Stajich, Chair, UCR

Steven Constable, Chair, UCSD

Sharmila Majumdar, Chair, UCSF (absent)

Susannah Scott, Chair, UCSB

David Brundage, Chair, UCSC

Eddie Comeaux, Chair, BOARS

Amr El Abbadi, CCGA Chair

F. Javier Arsuaga, Chair, UCAADE

Susan Tapert, Chair, UCAP

Daniel Potter, Chair, UCEP

Shelley Halpain, Chair, UCFW

Richard Desjardins, Chair, UCORP

Sean Malloy, Chair, UCPB

Berkeley (5)

Suzanne Fleiszig

Colleen Lye (absent)

Adair Morse

Nathan Sayre

David Wagner

Davis (6)

Joe Chen

Hans-Georg Mueller

Joel Hass

Robert Powell

TBD (2)

Irvine (4)

Elliott Currie

Andrej Luptak

Nancy McLoughlin

Naomi Morrisette

Los Angeles (7)

Hiram Beltran-Sanchez (absent)

Nicholas Brecha

Jessica Cattelino

Mansoureh Eghbali

Ann Karagozian (absent)

William Marotti

Peter Tontonoz

Merced (1)

Jessica Trounstine

Riverside (2)

Peter Chung (absent)

Isgouhi Kaloshian

San Diego (5)

Mariana Cherner

Seana Coulson

Juan Lasheras (absent)

Stephanie Mel

Daniel Widener

San Francisco (5)

Marek Brzezinski (absent)

Linda Centore (absent)

Bo Huang

Jae-Woo Lee

Dyche Mullins (absent)

Santa Barbara (3)

Bassam Bamieh

Isabel Bayrakdarian

Yuedong Wang

Santa Cruz (2)

Patricia Gallagher

Judith Habicht-Mauche

Secretary/Parliamentarian

Andrew Dickson