

## ACADEMIC COUNCIL ANNUAL REPORT 2023-24

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Academic Council is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the president, and has the responsibility through its committee structure to investigate and report to the Assembly on matters of University-wide concern. Council held eleven regular meetings in the 2023-24 academic year, including four at UC Office of the President, to consider multiple initiatives, proposals, and reports. Council's final recommendations and reports are available on the [Academic Senate website](#). Key issues addressed this year are summarized below.

### CAMPUS CLIMATE AND SAFETY CHALLENGES

Council discussed the Middle East conflict's impact on UC campuses, and challenges in navigating political divisions, protests, encampments, arrests, and disciplinary measures. In his meetings with the Council, President Drake discussed initiatives aimed at fostering constructive dialogue, emphasizing the University's commitment to free speech, campus safety, and UC principles of community, and opposition to bigotry, intolerance and violent disruptions of speech. He also shared high level aspects of a campus climate initiative framework to enhance safety while protecting free speech rights. Council members stressed supporting the safety and free speech rights of UC community members, promoting inclusivity, and respecting diverse perspectives. In a [letter to President Drake](#), Council urged greater Senate involvement in administrative discussions and decisions about "time, place, and manner" and other policies to manage political demonstrations, enhance collaborative decision-making around campus policing, and improve contingency planning for campus closures and emergency responses.

### ACADEMIC PERSONNEL AND LABOR RELATIONS

***Meetings with Academic Personnel and Programs:*** Council held regular meetings with the Office of Academic Personnel and Programs (APP) to discuss the impact of graduate student unionization on the faculty-student relationship; financial and enrollment pressures from new academic labor contracts; faculty and student roles and responsibilities under these contracts, including summer; options to address grievances filed by striking graduate students ; faculty rights and responsibilities during a strike; legislation affecting academic personnel; and other issues.

***UAW Strike:*** Following a May 2024 work stoppage by academic student employees over campus responses to encampments, the Council chair and vice chair provided [guidance](#) to faculty on navigating instructional matters during a strike considered unlawful by the University.

***Faculty Job Title Series Change:*** Following a systemwide review, Council [endorsed](#) revisions to Academic Personnel Manual (APM) Section 285, renaming the "Lecturer with Security of Employment" (LSOE) title series to "Professor of Teaching" (or "Teaching Professor"), to better recognize the status and contributions of these faculty. The Assembly also [approved](#) corresponding changes to the title in Senate Bylaw 55.

***Senate Bylaw 55:*** Following a systemwide review, Council endorsed amendments to Senate Bylaw 55 proposed by the University Committee on Academic Personnel (UCAP), to uniformly extend

voting rights to Teaching Professor faculty across the UC system. However, the Assembly's vote [fell short](#) of the required two-thirds majority for amending a Senate bylaw.

**APM 016:** Following a systemwide review, Council [opposed](#) revisions to APM 016, which addressed the handling of simultaneous academic misconduct investigations and personnel actions. Council determined that the proposed policy did not address the recommendations put forward by the University Committee on Privilege and Tenure (UCPT) and supported by the Council in 2023, and requested further work on the proposed policy.

**Labor Consultant Insights:** In November 2023, a group of Council members were interviewed by a UCOP consultant assessing UC's academic and labor relations structure, staffing, and practices. Senate Chair Steintrager sent Provost Newman and Chief Operating Officer Nava a summary of insights from that meeting, emphasizing the need for more robust faculty engagement in planning for upcoming academic labor negotiations set to begin in June 2025. In a [letter to Provost Newman](#), Council made several observations about the consultant's report and recommendations.

**Negotiated Salary Program:** Following a systemwide review, Council [opposed](#) the proposed APM 672, institutionalizing the Negotiated Salary Program (NSP), based on concerns about its potential to exacerbate salary inequities, undermine the merit and promotion system, and compromise the core mission of the University.

**Revisions to APM 710:** Following a systemwide review, Council [supported](#) revisions to APM 710 to expand paid sick leave benefits for policy-covered academic appointees, also noting concerns about associated costs, implementation, and a lack of clarity in some of the revisions.

## ACADEMIC FREEDOM

**Use of University Administrative Websites:** The Senate collaborated with the UC Board of Regents on a policy to address discretionary statements on academic department websites. An initial version of the policy that would have barred political statements appeared on the January 2024 Regents agenda as an action item, raising [concerns](#) about shared governance because the policy had not been offered to the Senate for review. Following an eventual systemwide Senate review, Council held a special meeting to discuss the topic, and issued a [letter opposing the policy](#), emphasizing concerns about academic freedom and free speech, and the importance of preserving the ability of academic units to make statements that align with their scholarly missions. The policy was subsequently revised to incorporate many elements of the Senate's 2022 [recommendations](#) for departmental political statements, and renamed "Policy on Public and Discretionary Statements by Academic Units." Following a second systemwide review, Council [recommended](#) that the Regents endorse the 2022 Senate recommendations. The Regents adopted a final policy in July 2024.

## UNDERGRADUATE EDUCATION

**Online Education:** Council engaged in discussions about fully online undergraduate degrees, largely driven by the interest of Regents and the administration in increasing access to UC. Council emphasized concerns about student outcomes, equity and diversity, and infrastructure. Individual Council members participated in a systemwide Academic Congress on the Evolution and Possibilities of Online Education held in May 2024 at UCLA.

**Senate Regulation 630.E:** The Board of Regents disapproved a proposed amendment to Senate Regulation 630.E that had been [approved](#) by the Senate in 2023. This amendment sought to

establish a systemwide campus experience requirement for undergraduate degrees. The Senate communicated the Regents' action to Senate divisions and acknowledged the disapproval in a [letter](#) to the Board.

**Presidential Task Force:** Senate Vice Chair Cheung and APP Vice Provost Haynes co-chaired a presidential task force on instructional modalities and UC quality undergraduate degree programs, charged with establishing criteria for UC-quality baccalaureate degree programs, including those that may be delivered fully online.

**Statement on UC Quality:** Council sponsored a systemwide review of a proposed Academic Senate statement on UC quality, titled "Characteristics of Educational Quality at the University of California," presented by the University Committee on Educational Policy (UCEP). Council endorsed the statement and approved forwarding it to the Assembly for consideration and possible adoption.

**Accreditation Terminology:** Council endorsed a [UCEP letter](#) recommending that UC continue accepting courses for transfer credit only from institutions accredited by the formerly named regional accrediting agencies.

## UNDERGRADUATE ADMISSIONS

**A-G Ethnic Studies:** Council sponsored a second systemwide Senate review of [proposed revisions to Senate Regulation 424](#) implementing a new Area H subject requirement that would add an ethnic studies curricular component to A-G eligible courses where suitable. Following the review, Council invited UC administrators and faculty guests to discuss questions and concerns raised during the review about implementation and the A-G ethnic studies course criteria. Council voted to advance the proposal to the Assembly for its consideration in fall 2024.

**Mathematics/Subject Area C:** A Board of Admissions and Relations with Schools (BOARS) UC faculty workgroup made recommendations on criteria for the Advanced Mathematics categories of subject area C and criteria for Advanced Mathematics to validate the Algebra II/Mathematics III requirement. Senate leaders presented at three Regents discussions on this topic.

**Undergraduate Student Transfer:** The Academic Council Special Committee on Transfer Issues (ACSCOTI) chair joined Council to discuss proposed enhancements to the transfer path. Council [approved](#) new and updated UC Transfer Pathways developed by ACSCOTI. Council also opposed state legislation requiring UC to guarantee undergraduate admission to Associate Degree for Transfer (ADT) completers with a 3.0 GPA.

**AB 928 Committee:** Chair Steintrager served on the ADT Intersegmental Implementation Committee created by Assembly Bill 928 to enhance communication and coordination across the higher education segments around the goal of making the ADT the primary transfer pathway between California Community Colleges (CCCs) and UC and the CSU.

## GRADUATE EDUCATION

**Degree and School Approvals:** Following recommendations from the Coordinating Committee on Graduate Affairs (CCGA), the University Committee on Planning and Budget (UCPB), and UCEP, Council approved the following degree programs, schools, and simple name changes.

- [Master in Management at UC Irvine](#) (6/24)
- [Master of Engineering in Medical Device Development at UC Davis](#) (5/24)
- [School of Population and Public Health \(SPPH\) at UC Irvine](#) (5/24)
- [School of Computing, Information, and Data Sciences \(SCIDS\) at UC San Diego](#) (4/24)
- [Master of Real Estate Development \(MRED\) at UCLA](#) (12/23)
- [Master of Public Health \(MPH\) at UC Riverside](#) (10/23)

**Academic Congress:** Chair Steintrager and Vice Chair Cheung and several Council members attended a systemwide Academic Congress on the Future of Graduate Education, convened by Provost Newman at UCLA in October 2023. The congress focused on the financial impact of the new graduate student contracts, academic work distinctions, and enrollment management.

**APC Workgroup:** The Academic Planning Council (APC) Joint Workgroup on the Future of Doctoral Programs at UC, co-chaired by UCSB Division Chair Scott, explored innovative pedagogical and financial models for graduate education. Co-Chair Scott presented the workgroup’s interim report to Council and at the UCLA Graduate Education Congress. The workgroup also developed guidance on how faculty should advise graduate students about academic effort that is neither graded nor associated with academic course credit, particularly during the summer. Division chairs distributed the guidance to campus faculty.

**Faculty Responsibility:** Council [approved](#) a CCGA statement concerning the role and responsibilities of faculty in guiding graduate students and assessing their academic progress, emphasizing that UC faculty have plenary authority over all graduate programs, degrees, and courses.

## RESEARCH

**Office of Research and Innovation:** Research and Innovation (R&I) Vice President Maldonado joined Council to discuss R&I initiatives, faculty concerns about proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer, efforts to examine UC policies around restricted research, and efforts to eliminate systemwide barriers to translating research into commercial products.

**Patent Policy:** The University Committee on Research Policy (UCORP) led the Council’s consideration of proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer made by the Office of Research and Innovation in response to Council’s June 2023 concerns. Council [endorsed](#) the revised policy.

**UCHRI Review:** Council [approved](#) a report from UCORP’s Five-Year Multi-Campus Research Unit (MRU) Review of the UC Humanities Research Institute (UCHRI).

## BUDGET

**Monthly Budget Briefings:** Senior administrators updated Council each month about the development of the 2024-25 state budget and UC budget plan; the progress of budget negotiations; budget advocacy efforts; state legislation affecting the budget; finance and investment strategies; student housing planning; faculty salary increases; and other issues. A subset of Council members participated in additional monthly budget briefing videoconferences for faculty and senior administrators led by Provost Newman.

**Budget Advocacy:** Council appreciated the state’s ongoing budget support for the University despite a significant fiscal deficit. Council also emphasized the need for additional sustained support for campus infrastructure to address growing deferred maintenance needs. It noted that state funding was not keeping pace with escalating labor costs and inflation, and emphasized the problem of high housing costs in UC campus communities. Finally, Council supported the University’s 4.2% faculty salary program for 2024-25, but urged that the increases for faculty be implemented on July 1 to align with the timing of increases for staff.

**Best Practices for CPBs:** Council [approved](#) a set of best practices proposed by the University Committee on Planning and Budget for increasing the involvement of Senate division Committees on Planning and Budget (CPBs) or equivalent in budget-related decisions and strategic planning.

## FACULTY WELFARE

**Workgroups on Covid Impacts:** Two joint systemwide workgroups discussed post-pandemic issues. Council [endorsed](#) the report of the APC Workgroup on Faculty Work & Recovery Post-Pandemic, co-chaired by APP Vice Provost Haynes and UCD Division Chair Palazoglu, and its recommendations for restoring a balanced faculty workload in support of excellence across all the areas of UC’s mission. The Achievements Relative to Opportunities (ARO) Workgroup, co-chaired by APP Vice Provost Haynes and past UCAP Chair Dunn, addressed achievements within evolving opportunities.

**Benefits Studies:** Executive Vice President Nava and Vice President for Systemwide Human Resources Lloyd briefed Council on Requests for Proposals being developed for a vendor or vendors to conduct studies on total remuneration, employee benefits, employee engagement, and employee separation reasons. Council [asked](#) UCOP to ensure that the methods and comparators for the upcoming 2024 Total Remuneration Study for faculty are the same as those used in the 2009 and 2014 studies.

**Default Pension Option:** Senate Chair Steintrager and Vice Chair Cheung requested further clarification from President Drake about the rationale behind the decision to reject the Council’s [recommendation](#) to change the default benefit option from “Pension Choice” to “Savings Choice” for new UC employees entering the 2016 UC Retirement Plan tier.

## DIVERSITY AND EQUITY

Diversity and equity issues came up frequently during Council discussions in a variety of contexts. Vice President & Vice Provost for Graduate, Undergraduate and Equity Affairs (GUEA) Gullatt briefed Council about GUEA’s role in overseeing the University’s academic preparation programs and educational partnerships. Council issued letters on contributed views on the following specific topics:

**Presidential Policy on Anti-Discrimination:** Council [endorsed](#) a proposed Presidential Policy on Anti-Discrimination noting reservations about past concerns not yet addressed from the spring 2023 [systemwide review](#).

**Students with Disabilities:** Following a systemwide Senate review, Council sent GUEA [comments](#) about the report of the UC Systemwide Advisory Workgroup on Students with Disabilities, focusing on the report’s recommendations affecting faculty.

**UC Diversity Statement:** Council endorsed in part proposed amendments to Regents Policy 4400 – the UC Diversity Statement – to include language addressing inclusivity for disabled students. The Assembly [issued](#) its recommendation on the proposed amendments in June 2024.

**Revisions to Senate Regulations 900/902:** Council endorsed a UCEP proposal to replace the term “probation” with “academic notice” as the designation given to undergraduate students who fail to meet minimum standards for academic progress as defined in Senate Regulations 900 and 902, to support students experiencing academic difficulty by removing the stigma associated with the word “probation.” The Assembly [approved](#) the change in June 2024.

## HEALTH SCIENCES

**UC Health:** Newly appointed Executive Vice President of UC Health Rubin joined Council in January 2024 to discuss his vision for maintaining and expanding UC Health’s contributions to UC’s tripartite mission, expanding access to high-quality care across California, and better supporting Senate and non-Senate clinical faculty.

**Senate Membership:** UCSF Division Chair Hetts presented an initiative aimed at enhancing the representation of non-Senate health sciences faculty in shared governance by expanding Senate membership to include Health Sciences Clinical and Adjunct faculty.

**Affiliations Policy:** Following a systemwide Senate review, Council [endorsed](#) proposed revisions to the Presidential Policy on Affiliations, which finalize the interim presidential policy implemented in 2022, and establish guidelines for entering into and maintaining affiliations with external health care providers.

## LIBRARY AND SCHOLARLY COMMUNICATION

**UCOLASC Statements:** At the request of the University Committee on Library and Scholarly Communication (UCOLASC), Council issued statements on the UC Libraries’ [Negotiations](#) with Publishers regarding Fair Use, Text and Data Mining, and Artificial Intelligence Usage Rights and the Libraries’ negotiations with Taylor & Francis Publishing.

**Right to Deposit Webinar:** Council co-sponsored a national webinar organized by the UC Libraries and Authors Alliance to increase awareness of issues related to a 2022 White House Office of Science and Technology Policy public access memo requiring federally funded research to be available in open access repositories immediately upon publication without an embargo.

## LEGISLATIVE ENGAGEMENT

**SGR:** The Office of State Governmental Relations (SGR) briefed Council on the state legislative and budget process, proposed bills with impacts on UC operations, and UC-sponsored legislation.

**Assembly Constitutional Amendments (ACAs):** The Council opposed two versions of ACA 6 (in [September](#) 2023 and [June](#) 2024) and ACA 14 (in [March](#) 2024). These bills sought to extend certain state labor standards to UC employees and contractors. Council members expressed concern about this legislation that could constrain how faculty organize their work to efficiently fulfill the University’s missions, might have impaired the ability of health care workers to deliver critical care during required breaks, discouraged freedom to collaborate with out-of-state colleagues on certain research projects, and would have eroded the constitutional autonomy of the University.

## OTHER BRIEFINGS AND ISSUES

**Senior Managers:** Provost Newman, President Drake and Chief Financial Officer Brostrom joined Council each month, as their schedules permitted, to exchange views with the faculty on issues concerning campus climate, academic labor relations, online education, the UC budget, Regents agenda items and presentations, diversity and inclusion initiatives, and other topics.

**Meeting with Chair of the Regents:** Board of Regents Chair Leib met with Council in October 2023 to discuss his priorities and engage with the faculty on common goals for access, affordability, diversity, and continued excellence; improved state funding and state relations; support for the UC research and graduate education mission; and opportunities to leverage UC research power to solve environmental and social problems.

**ACSCOLI:** Academic Council Special Committee on Laboratory Issues (ACSCOLI) Chair O'Day briefed Council about the work of ACSCOLI and the UC-managed national laboratories.

**Information Security Plans:** Council [endorsed](#) a letter from the University Committee on Academic Computing and Communication (UCACC) outlining concerns about a UCOP request to campus chancellors for compliance with an underdeveloped cybersecurity plan.

**Senate Service:** Executive Director Lin summarized the findings of a systemwide Senate Office staff project focused on strengthening and diversifying systemwide Senate service participation.

**Oliver Johnson Award:** UC Irvine Professor Mary Gilly and UCSB Professor Kum-Kum Bhavnani were the selected recipients of the 2024 Oliver Johnson Award for Distinguished Leadership in the Academic Senate.

**Chancellor Searches:** Chair Steintrager participated on search committees for the UCLA and UCB Chancellors.

**Posthumous Degrees:** Council approved circulating for Senate review a draft policy and proposed Senate regulation, proposed by UCEP and CCGA, concerning the awarding of undergraduate and graduate degrees to students who die prior to the completion of the degree.

**Regents Health Services Committee:** Council selected UCLA Professor Michael Ong for a two-year term of service as the Senate representative to the Regents Health Services Committee.

**UCRS Advisory Board:** Council selected UCI Professor Zoran Nenadić for a four-year term as Senate representative to the UC Retirement System (UCRS) Advisory Board beginning July 1, 2024.

**Reports from Division Chairs:** Council set aside time at each meeting for reports from division chairs. These reports touched on many topics, including ongoing financial and operations challenges related to the new graduate student contracts; the engagement of faculty in campus budget discussions; responses to student protests and encampments; problems during campuses' transition to new financial software; initiatives around diversity, equity, and inclusion; struggles with access to childcare and affordable housing; and the impact of staffing vacancies.

## ADDITIONAL SYSTEMWIDE REVIEWS

In addition to those mentioned, Council sent comments on the following policies and policy revisions circulated for systemwide Senate review:

- [Revisions to Presidential Policy BFB-BUS-50: Controlled Substances Use in Research & Teaching](#)
- [Revisions to Presidential Policy BFB-BUS-46: Use of University Vehicles](#)
- [Revisions to Presidential Policy on Vaccination Programs](#)

## RELATIONS WITH OTHER GOVERNING BODIES

**Board of Regents:** Chair Steintrager and Vice Chair Cheung executed their roles as faculty representatives to the Regents throughout the year, acting in that capacity on Regents' standing committees and the full board. Chair Steintrager delivered remarks to the Regents at each meeting; these can be found on the [Academic Senate website](#).

**ICAS:** Chair Steintrager, Vice Chair Cheung, and the chairs of BOARS, UCOPE, and UCEP attended meetings of the Intersegmental Committee of the Academic Senates (ICAS), which represents the faculty Senates of the three segments of California public higher education.

## ACKNOWLEDGEMENTS

We express our gratitude to UC Office of the President staff for their hard work and productive collaboration with the Senate over the past year. In particular, we thank the senior UC managers who as consultants to the Academic Council were vital to our meetings: President Drake; Provost and Executive Vice President Newman; Executive Vice President and Chief Financial Officer Brostrom; Executive Vice President and Chief Operating Officer Nava; Executive Vice President Rubin; Vice Provost Haynes; Vice President & Vice Provost Gullatt; Associate Vice Provost Lee; Associate Vice Provost Yoon-Wu; Vice President Lloyd; Vice President Maldonado; Associate Vice President Fullerton; Associate Vice President Matella; Deputy General Counsel Woodall; Executive Director Silas; Director Weston-Dawkes; Associate Director Otero; and Associate Director Virtanen.

Respectfully submitted:

James Steintrager, Chair  
Steven W. Cheung, Vice Chair

### **Divisional Chairs:**

Maximillian Auffhammer, UCB  
Ahmet Palazoglu, UCD  
Arvind Rajaraman, UCI  
Andrea Kasko, UCLA  
Patricia LiWang, UCM (fall)  
Matthew Hibbing, UCM (winter/spring)  
Sang-Hee Lee, UCR  
John Hildebrand, UCSD  
Steven Hetts, UCSF  
Susannah Scott, UCSB  
Patricia Gallagher, UCSC

### **Senate Committee Chairs:**

Barbara Knowlton, BOARS  
Melanie Cocco, UCEP  
Dean Tantillo, CCGA  
Jennifer Burney, UCAADE  
Stefano Profumo, UCAP  
John Heraty, UCFW  
Cynthia Schumann, UCORP  
Donald Seneary, UCPB

### **Council Staff:**

Monica Lin, Executive Director  
Michael LaBriola, Assistant Director