

ACADEMIC COUNCIL

**Minutes of Meeting
January 25, 2023****I. Consent Calendar**

1. Today's agenda items and their priority
2. Draft Council Minutes of December 14, 2022
3. UCI School of Population and Public Health Pre-proposal
4. UCB Master of Computational Social Sciences
5. UCLA Master of Data Science in Health
6. Guidance for Review of Academic Personnel Impacted by Academic Employee Strike
7. February 8 Assembly planned agenda topics (announcements from Senate leadership; consultation with UC senior managers; amendments to Senate Regulations 610 and 630 (pending Council approval))

ACTION: Council approved items 1-4 and 6-7, but asked CCGA to give additional attention to the UCLA Master of Data Science in Health proposal and its impact on diversity, undergraduate education, and other self-supporting programs, and return the item to Council.

II. Senate Officers' Announcements

- **Susan Cochran, Academic Council Chair**
- **James Steintrager, Academic Council Vice Chair**

January 2023 Regents Meeting: Chair Cochran's comments touched on the importance of UC's research doctorate training mission, and faculty concerns that UC's current graduate education funding model is unsustainable. The Regents also discussed the budget compact with the governor signed last year that funds 5% annual increases to UC core funding for five years, provided UC makes progress on six goals related to enrollment, student success and equity, affordability, transfer, workforce preparedness, and online course offerings. The state anticipates a \$22.5 billion deficit this year, and many state entities saw no budget increase, but UC received compact funding and \$30 million to fund the swap of nonresidents with California residents at UCB, UCLA, and UCSD to meet an 18% nonresident enrollment target. UC's requests for capital improvements were unsuccessful and several campus construction projects were delayed.

The Regents' Academic and Student Affairs Committee (ASAC) also heard presentations on the student-athlete experience and from a systemwide student disabilities workgroup. The Investments Committee discussed losses in the UC investment portfolio that are consistent with the larger downturn in the investment markets, the need for student and faculty housing, and a proposal for the Regents to create their own real estate group to build housing.

Attestation Forms: Earlier this month, UCOP sent campuses attestation forms for distribution to union members and faculty who withheld their labor during the strike. The United Auto Workers

(UAW) is asking the University to document how much pay will be withheld before supporting the effort. The extra work surrounding the forms has roiled staff who are being asked to process the paperwork under a short timeline. Many faculty were confused by a letter from the UC Faculty Association to UCOP asserting that it is illegal to ask faculty to complete the forms. UC Legal has provided assurances that the forms are legal. There is concern that students may experience financial difficulties, despite plans to spread the pay reduction over three monthly paychecks. Senate leadership assert that faculty who have submitted grades have discharged their duties and do not need to complete the forms.

UAW Strike Consequences: The new contracts will make it less feasible for faculty to maintain graduate student researcher (GSR) and teaching assistant (TA) positions without additional administrative support, leading to probable contractions in graduate student opportunities for admission and employment. Campus administrators are working to identify bridge funding but have told principal investigators (PIs) not to rely on long-term help in covering financial shortfalls. Faculty will also need to adjust to a new relationship with graduate students who are both students and represented employees. The Regents will be looking for ways to reduce UC's institutional vulnerability to future work stoppages from student employees.

- Council members noted that very few attestation forms have been submitted on some campuses. Some faculty doubt that mechanisms exist for tracking the submission of forms and are encouraging colleagues not to submit them. Council members agreed that faculty will need to think about how to engage with students in both mentor-mentee and employer-employee relationships. Individual Council members encouraged consideration of all budgets and particularly administrative budgets as sources of funding to support higher costs.

III. Proposed Presidential Policy on Vaccination Programs with Interim Amendments

Council reviewed comments from Senate divisions and committees in response to the proposed UC Policy on Vaccination Programs. The policy maintains the existing mandate for all faculty, staff, students, and trainees to receive the COVID-19 primary vaccination series, subject to limited religious, medical, and disability exceptions. Covered individuals must also receive the most recent CDC-recommended booster at least once per year, or affirmatively decline it by completing a vaccine declination statement. The seasonal influenza vaccine is incorporated in an opt-out program such that individuals are required to receive the vaccine but may decline it after receiving education.

Reviewers expressed support for the policy as an important public health tool that facilitates the health and safety of the UC community. They expressed strong support for maintaining a mandate for the COVID vaccine primary series and noted that the policy strikes the right balance by including appropriate flexibility for individuals who need exceptions or who wish to pursue options for opting out. The letters also offered suggestions for improving the policy to better convey information, purpose, and implementation. These included calls for a more educational and positive document and more explicit definitions. Finally, reviewers noted that the short review timeline did not permit fuller evaluation of the proposed interim amendments

- Council members observed that the policy was unclear about the consequences of non-compliance and recommended moving the compliance deadline for the flu vaccine program to November 1, given that flu season is well underway by December 1.

ACTION: A motion to forward the comments and a summary letter to Vice Provost Haynes was made, seconded, and passed unanimously.

IV. Proposed Revisions to Presidential Policy on Sustainable Practices

Council reviewed comments from Senate divisions and committees in response to the revised Presidential Policy on Sustainable Practices. The revisions are intended to strengthen the University's sustainability policies, goals, and procedures by updating the policy sections on Green Building Design, Climate Protection, Zero Waste, Sustainable Foodservice, and Health and Well-Being.

Reviewers expressed support for the revisions as positive but modest steps toward stronger sustainability policies and practices. Faculty also noted several elements that were unclear or needed additional consideration. There were many comments from campus climate activists who found the overall policy insufficiently aggressive in setting targets for eliminating campus fossil fuel usage. Several reviewers cited an expectation that UC would adopt the goals of the June 2022 Senate *Memorial to the Regents on Reducing Fossil Fuel Consumption* more formally in policy. Several expressed concern about the policy's emphasis on carbon offsets as long-term sustainability strategy and noted that UC should focus efforts on reducing carbon emissions and electrification of the campuses. Several reviewers observed that the policy lacked a budget analysis, which made it difficult to assess the costs of individual changes.

- Council members noted that the specific revisions were mostly positive but on the margins of what is needed to address the climate crisis. The policy's emphasis on carbon neutrality is out of step with current thought on UC campuses, where there has been a shift in focus and effort away from climate neutrality goals to decarbonization goals. Stronger, more urgent goals and targets are needed.

ACTION: A motion to forward the comments and a summary letter to Vice Provost Haynes was made, seconded, and passed unanimously.

V. Update on ad hoc Senate Climate Crisis Task Force and Fossil Free UC Task Force

- **Jim Steintrager, Co-Chair, ad hoc Climate Crisis Task Force**
- **Robert Horwitz, Co-Chair, ad hoc Climate Crisis Task Force**

In 2021, a systemwide Academic Senate ad hoc faculty task force was convened to brainstorm strategies for building a sustained Senate role in addressing the climate crisis. The task force proposed wording for the June 2022 Senate Memorial to the Regents on Reducing Fossil Fuel Consumption. It continues to meet to discuss strategies for implementing the memorial. In addition, several campuses have new Senate entities that are discussing the climate crisis.

In 2020, President Drake created the Pathways to a Fossil Free UC Task Force to develop recommendations for necessary steps and a timeline to eliminate the use of fossil fuels on campuses. This Task Force is co-chaired by past Senate Chair Robert Horwitz. The Task Force demonstrates UCOP's shift in focus and effort from climate neutrality to decarbonization. The state has allocated money to UC to support local studies of resources that will be needed to decarbonize each campus. Each campus will receive between \$1-1.5 million to conduct their study. The task force has assigned "sprint" teams to develop goals and criteria for the studies.

The ad hoc task force co-chairs encouraged a continuing role for the Senate task force in working with campus Senate committees to ensure adequate faculty input into the decarbonization studies and coordinating other climate crisis efforts across campuses.

VI. Consultation with Senior Managers

- **Michael Drake, President**
- **Katherine Newman, Provost & Executive Vice President, Academic Affairs**

Pandemic: President Drake noted that Covid-related hospitalizations are trending down compared to a similar time in January during each of the past two years. The University has strong vaccination, testing and safety requirements, and protocols in place.

UAW Strike: The academic student employee strike demonstrated the growing reliance of higher education on graduate student labor and exposed organizational vulnerabilities that UC was unprepared to address. Unionization has complicated the University's mission to serve graduate students. The new contracts compensate them more fairly but will also have a major financial impact on departments and grants. The University will need to adjust the current graduate training and funding model and adjust current academic pathways and roles for graduate students. There could be significant shifts in workload and the faculty:graduate student ratio.

UC Budget: The Governor's proposed budget provides UC with a \$256 million increase in ongoing funding, reflecting the second year of a five-year compact that funds annual 5% base budget increases. The budget also includes \$30 million to reduce nonresident undergraduate enrollment at UCB, UCLA, and UCSD. UC's new cohort tuition model will also provide a positive boost to UC revenues.

Student Transfer: President Drake expressed appreciation for the faculty's efforts to respond to legislation related to undergraduate transfer. He noted that approaches to transfer that fail to recognize differences between UC and CSU could lead to unintended consequences, including less diversity in the transfer student pool. UC is emphasizing its excellent outcomes with transfer and the need to be thoughtful about change.

Climate Crisis: The University is making progress toward its 2025 carbon neutrality goal, and its additional aspiration to become fossil free ten years later. UC research is leading the way on climate issues; one example is the recent nuclear fusion breakthrough at Lawrence Livermore National Laboratory.

- Council members noted that faculty are concerned about messages from administrators suggesting that faculty and departments will be primarily responsible for absorbing the higher cost of the new graduate student contracts. They encouraged UC to support a strong research and graduate education mission by expanding investments in graduate education in ways that maintain the current size of the UC graduate student population and the current quality of graduate education. They asked administrators to provide central support for cost increases through additional revenues and/or budget adjustments.
- President Drake agreed that research is central to the UC identity and that the quality and intensity of UC research sets it apart from other institutions. Graduate students come to UC to gain training and knowledge. One of their roles is to support faculty by teaching and mentoring undergraduates. UCOP will make funding available to campuses to help address this year's cost increases. UCOP is exploring longer-term strategies including the increased use of summer enrollment; however, support for the graduate education enterprise over the long term must be a shared responsibility among individual PIs, departments, deans, executive vice chancellors, and chancellors. The University will do everything possible to build a sustainable system that supports faculty needs and the graduate student experience. The president invited faculty to advise him on the most effective ways to spend UC's money.

Provost Newman: Council members welcomed Provost Newman to the University and introduced themselves and their research interests. They noted that faculty are eager to contribute ideas for solutions to graduate funding challenges. Provost Newman said she is excited about her new role, welcomes dialogue and collaboration with faculty, and knows that the Senate will be a critical partner. She said the faculty-graduate student relationship is critical to the research enterprise and to the next generation of faculty. She said the new challenges are significant, but UC will weather the current crisis. She added that the crisis in graduate funding is also a national issue affecting higher education more generally. She is working with colleagues in Washington DC to launch an advocacy campaign related to research budgets.

VII. Visit with Student Regent Marlenee Blas Pedral

Chair Cochran introduced Regent Blas, a graduate student in her final year at Berkeley Law. Regent Blas completed her undergraduate training in global studies at UCSB and earned a master's degree in Higher Education from the University of Vermont. She was also awarded a Fulbright Fellowship to Brazil and served as Associate Director for UCR's Center for Social Innovation.

Regent Blas summarized her journey from an indigenous community in Mexico to the United States where citizenship ultimately eased her quest for access to higher education opportunities and scholarships. This experience, and her experience working with DACA (Deferred Action for Childhood Arrivals) students and witnessing their struggles and challenges, inspired her to pursue a career in the law.

Regent Blas described her student regent role as three-fold: 1) as a bridge between students and the chair of the Regents; 2) as a source to the full Board about the student experience; and 3) as a sounding board and source of information for students about Regents' business. She said she is particularly interested in collaborating with the Regents on strategies for better supporting and creating opportunities for undocumented students, and for improving access and affordability.

- Council members asked Regent Blas to comment on how graduate students and faculty should navigate the new landscape of unionized academic labor together. They asked if there was anything particularly surprising about how the Regents view campuses, faculty, and students. Finally, they asked her for ideas about how to emphasize the importance of graduate education to the Regents and state leaders.
- Regent Blas described her positive experience of faculty mentorship as a graduate student that helped enhance her knowledge and opportunities. She acknowledged that unionization had introduced new layers of complexity to the faculty-student relationship, and she expressed hope that it would ultimately enhance relationships and collaboration across the UC ecosystem. She noted that the Regents are more removed from the on-the-ground campus experience, and that one of her roles is to help fill knowledge gaps by sharing student perspectives and planting seeds of understanding. She suggested that one of the best ways to increase the Regents' interest in graduate education is to clarify the direct connection between graduate education and undergraduate education and the faculty diversity pipeline.

VIII. Update on ACSCOTI Activities

o Jim Chalfant, ACSCOTI Chair

Chair Cochran noted that the Academic Council established the Special Committee on Transfer Issues (ACSCOTI) in March 2022 to provide advice on policies and processes around student transfer. She invited Chair Chalfant to discuss ACSCOTI's work.

Chair Chalfant noted that the California Community Colleges (CCC) offer two-year Associate Degrees for Transfer (ADTs) that guarantee CCC students with 60 CSU-transferable units admission to the CSU system. Completion of an ADT also makes prospective transfers eligible for a UC admission review. He noted that in 2015-16 the UC Senate developed the UC Transfer Pathways to address criticisms about the complex and dissimilar UC campus transfer requirements. The Pathways clarify common UC campus major requirements for the 20 majors of greatest interest to prospective UC transfers. There is some overlap between the Pathways and the ADTs but also significant differences in expected major preparation for UC and CSU.

Criticisms of perceived barriers to transfer continued and in 2021, the Governor signed Assembly Bill 928, which calls for a singular general education transfer pathway to both UC and CSU. Chair Chalfant sits on the Transfer Alignment Project Workgroup formed by the Academic Senate of the CCCs. The Workgroup is identifying common pathways in each ADT major that can prepare students to transfer to either the CSU or UC systems. Chair Chalfant said ACSCOTI plans to review and update the 20 UC Transfer Pathways to support additional alignments. He introduced a set of procedures that outline how ACSCOTI will review the existing Pathways and

develop new Transfer Pathways. The procedures maintain Senate authority over the Pathways and ensure that faculty associate with the majors are in charge of defining appropriate academic preparation for a given major.

ACTION: A motion to endorse the procedures was made, seconded, and passed unanimously.

IX. UCPB/UCFW Letter on Faculty Salaries

o Donald Senear, UCPB Chair

Chair Senear introduced a UCPB/UCFW letter on faculty salaries written as follow-up to their September 2022 letter endorsed by Council, to which President Drake replied in November 2022. The letter thanks the president for his attention to improving faculty salary competitiveness through a 4.6% increase in the 2023-24 budget plan. It also notes that the increase is unlikely to close the gap with the Comparison 8 group of institutions due to inflation and salary growth at the Comparison 8. More importantly, it represents a net increase of only 3.5% if applied as proposed to the salary scales only beginning October 1. The committees asked the University to remain committed to improving the market relevance of the published faculty salary scales, and recommended applying the 4.6% increase to all salary components including off-scales this year given current inflationary condition.

The committees also reiterated their request to implement faculty salary increases on July 1 rather than October 1, to align with increases planned for other UC employees. Chair Senear noted that a three-month delay would affect the compensation of faculty who use research funds to pay summer salary and who participate in the Negotiated Salary Trial Program, as well as the retirement income of faculty who retire during or at the end of a given fiscal year.

The committees also responded to the point made by the president in his November reply that it could be logistically difficult for UC to implement faculty salary increases on July 1, given the complexity of faculty compensation, and UCOP's determination that the June 15 passage of the state budget does not afford sufficient time to process annual salary actions accurately by July 1. The committees noted that UC should expect the budget compact to hold, and that UCOP can prepare revised salary scales well before June 15, in time for UCPath programmers to implement on July 1.

- Council members noted that nearly all faculty have an off-scale salary component, and most think about their salary in terms of total salary, not the portion that is "on scale." Members generally agreed that the recommendation to apply the increase to total salary will not help reduce the use of off-scale but is appropriate in the current environment. It was noted that the president has the authority to set the scales but cannot dictate how campuses fund other salary components.

ACTION: A motion to endorse the letter and forward it to President Drake was made, seconded, and passed unanimously.

X. Proposed Amendment to Senate Regulation 630

o Melanie Cocco, UCEP Chair

Council reviewed an amendment to Senate Regulation 630 from UCEP with revisions that address comments from the fall 2022 systemwide review. Chair Cocco noted that UCEP added additional language to 630.E to reframe the residency requirement as the “campus experience requirement” and to require that no more than one quarter or semester of an undergraduate degree be completed during the summer. UCEP also proposed an additional revision to the definition of residency in SR 610 to align it with the new SR 630.E.

Chair Cochran noted that the Regents and the administration have been pressuring the Senate to create fully online undergraduate degrees, but the Senate has been unable to come to a consensus about the question. On the one hand, online degrees offer potentially greater access to UC for more students including those who are unable to be in-residence for multiple reasons. On the other hand, there are concerns about how online degrees could affect the quality of the educational experience and could marginalize students, such as transfers or those with fewer financial resources. The amendment closes the loophole identified by UCEP that currently allows for the potential creation of a fully online degree programs through individually approved online courses, but it also opens the way for campuses to experiment with online minors and majors.

Chair Cocco noted that SR 630.E requires undergraduates to complete six units of in-person courses during a quarter/semester for one year, with the in-person course defined as having at least 50% of instruction occur face-to-face. WASC accreditation requires institutions to request a “substantive change” review immediately upon having course offerings in a degree designated as online. It requires a degree to be designated as an online degree and approved by WASC once 50% or more of its courses can be taken online. The rule also applies to transfer students. She added that graduation rates for online undergraduate degree programs are low compared to degrees with all or mostly in-person courses.

- Council members expressed support for the amendments. They asked UCEP to emphasize several additional points in the accompanying cover letter: that students taking classes in person often perform better academically than those taking classes online, that students learning in person are more likely to complete the course, and that in-person courses allow for face-to-face interactions with a diverse population of students.

ACTION: A motion to endorse and forward the amendments to the Assembly was made, seconded, and passed unanimously.

XI. UCFW Letters

o John Heraty, UCFW Vice Chair

1. Request for Faculty Total Remuneration Study

UCFW asked Council to support its request for a new study of total remuneration for faculty and staff. Economic and market conditions have changed dramatically since the last total

remuneration studies were performed for faculty (2014) and staff (2010). A new study will replace outdated information. It would be useful for the study to coincide with the pension Experience Study presentation scheduled for the July 2023 Regents meeting, to provide context in discussions about employee pension contribution levels. There are Senate members who participated in designing the previous study who could be helpful in designing a new one.

2. Request for a Comprehensive Benefits Survey

UCFW asked Council to support its request for a comprehensive benefits survey of UC employees. The goal of the survey is to generate data about employee experiences with UC benefits to help inform decisions about benefits design as well as total remuneration. The survey will look at how UC employees are using all available benefits and identify which employee groups are using which benefits. The University has faculty experts who can help write evaluate the responses to a request for proposals for a firm that will work with the University to develop and administer the survey.

ACTION: A motion to approve the requests and forward them to President Drake was made, seconded, and passed unanimously.

XII. Reports from Senate Division Chairs

Divisional Senates are working with their administrations on multiple post-strike recovery efforts. These efforts include determining the financial impacts of the new UAW contracts, strategies for funding higher salaries, short- and long-term planning, and efforts to heal community relationships. Individual administrations have pledged financial support to PIs to help them maintain TA support this year, while they assess longer-term funding strategies and models. Other campus administrations have been less willing to commit to bridge funding and have asked faculty to address the higher costs themselves, including by reducing the number of TAs they employ.

Division chairs reported that faculty are very concerned about what they perceive to be inconsistent and unclear communication from UCOP and campus administrations during and after the strike. Very few faculty have submitted attestation forms.

Other issues being discussed on campuses include the departmental voting rights of Lecturers with Security of Employment/Teaching Professors under Senate Bylaw 55; internal Senate initiatives for diversity, equity, and inclusion; climate crisis efforts; and campus budget deficits.

Meeting adjourned at 4:30 pm
Minutes prepared by Michael LaBriola, Assistant Director
Attest: Susan Cochran, Academic Council Chair