



**Academic Council  
Minutes of Meeting  
September 25, 2024**

**I. Consent Calendar**

1. Today's agenda items and their priority
2. [Recission of G-40](#) (University of California Patent Program)

**ACTION: Council approved the consent calendar.**

**II. Senate Officers' Announcements**

- o *Steven W. Cheung, Academic Council Chair*
- o *Ahmet Palazoglu, Academic Council Vice Chair*

**September Regents Retreat and Meeting:** As faculty representatives to the UC Board of Regents, the Senate chair and vice chair attended meetings of the Board and its standing committees. At the September retreat, the Regents focused on two key topics: UC's role in the future of artificial intelligence and the growth and role of UC Health in expanding quality healthcare to underserved regions in California.

Chair Cheung, in his [remarks](#) to the Board, emphasized the importance of shared governance, the Senate's deliberative processes, and the faculty's commitment to maintaining academic quality.

Chair Cheung and Interim Vice Provost Haynes also presented findings from the Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs (IMOD).

Key decisions the Regents made included the appointment of June Yu as vice president for UC National Laboratories, salary increases for certain members of the Senior Management Group, and market-based salary adjustments for certain UC chancellors. The Regents also renewed a policy on the acquisition and use of military-grade equipment by UC police departments (UCPDs) to comply with state Assembly Bill 481, and approved additional equipment requested by UCPDs, which sparked protests at the meeting.

**ICAS and Transfer:** The Senate chair and vice chair, along with chairs from the Board of Admissions and Relations with Schools (BOARS), the University Committee on Educational Policy (UCEP), and the Academic Council Special Committee on Transfer Issues (ACSCOTI), represent the UC Senate on the Intersegmental Committee of the Academic Senates (ICAS), which fosters collaboration among faculty in California's public higher education segments. This year, UC chairs ICAS. ICAS has been addressing state legislation mandating changes to the undergraduate transfer process.

Last year, the Academic Council [approved](#) 10 new and 3 revised UC Transfer Pathways developed by ACSCOTI, which will inform the development of new transfer model curricula at the California Community Colleges. The Senate is also reviewing [proposed revisions](#) to Senate Regulation 479 to increase flexibility in the California General Education Transfer Curriculum (Cal-GETC).

**Leadership Searches:** The Senate, through the University Committee on Committees, is appointing faculty to advisory committees for the upcoming chancellor searches at UCSB and

UCR. Chair Cheung has also asked division Senate chairs to nominate faculty for a 13-member Academic Advisory Committee to assist the Regents' Special Committee in identifying candidates to succeed President Drake, who will step away from his position in summer 2025. Vice Chair Palazoglu is serving on the search committee for the vice provost for Faculty Affairs and Academic Programs. Douglas Haynes, who retired in June, has rejoined UCOP on recall as interim vice provost. Additionally, the Senate is conducting stewardship reviews for the UC Davis and UC San Diego chancellors.

**Workgroups:**

- An Academic Planning Council (APC) workgroup, co-chaired by Ahmet Palazoglu and Richard Arum (UCI), will assess the impact of potentially transitioning all UC campuses with undergraduate students to a common semester-based academic calendar.
- A joint Senate-Administration workgroup will review systemwide policies on expressive activities, including Academic Personnel Manual (APM) 015 & 016, as well as proposed revisions to APM 016 to address simultaneous academic misconduct investigations and personnel actions.
- A successor task force to IMOD will define common assessments for evaluating student outcomes across online, hybrid, and in-person undergraduate degree programs, identify infrastructure and training needs, and assess UC Online's role in course design and delivery.
- A Senate Workgroup on Artificial Intelligence, led by immediate past Senate Chair Jim Steintrager, will convene later this year.

**Campus Climate Initiative (CCI):** The CCI, established in response to the California Budget Act of 2024 ([SB 108](#)), aims to create a systemwide framework for improving the University's preparedness and consistency in handling campus incidents and events. Campus teams will develop individual plans to be submitted to UCOP by the end of the year. UCOP also has a CCI team that includes Vice Chair Palazoglu and University Committee on Academic Freedom Chair Sean Gailmard (UCB).

**Total Remuneration:** A new study on total remuneration for UC faculty and staff from UC Systemwide Human Resources (HR) is moving forward. Senate members have been working with UC HR to develop a request for proposals (RFP) for a vendor to conduct the study. UC HR is currently in the vendor selection process.

***During the discussion:***

- **Military-Grade Equipment:** Council members expressed concern about the lack of consultation with campus police advisory boards and Senates prior to submitting equipment purchase requests to the Regents. They called for clearer local approval processes.
- **IMOD Successor Task Force:** Members recommended that the task force include experts in education and online learning to identify opportunities and challenges with fully online degrees. They also stressed the need to define financial and workload requirements for supporting quality online undergraduate programs.
- **Semester Conversion:** Members raised concerns about the potential impact of converting to a semester system, including disruptions to research, significant faculty effort required to redesign courses, and reduced flexibility in classroom space scheduling. Some questioned why the shift was not toward quarters, given that seven of the nine UC campuses currently operate on a quarter system. One member also cited a [study](#) showing that converting from quarters to semesters can negatively impact student success.

### III. Faculty Affairs and Academic Programs/ Systemwide Academic Personnel

- *Douglas Haynes, Interim Vice Provost, Faculty Affairs and Academic Programs*
- *Amy K. Lee, Deputy Provost, Systemwide Academic Personnel*

Interim Vice Provost Haynes provided the following updates:

**Academic Affairs Reorganization:** The reorganization of the former Office of Academic Personnel and Programs is intended to improve the visibility and support of systemwide programs and create a more dedicated and responsive structure for academic personnel. This change eliminates the vice provost position overseeing the unit and establishes two distinct units: one focused on academic personnel and another on faculty affairs and academic programs. The new vice provost for Faculty Affairs and Academic Programs will oversee six major systemwide programs, act as a principal advisor to the systemwide provost, and work closely with the Academic Senate.

**IMOD Report:** The Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs submitted a report to President Drake outlining principles to guide campuses in the development of fully or partially online undergraduate degree programs. The report also includes recommendations to ensure these programs meet UC's standards for academic quality.

### IV. Consultation with Senior Managers

- *Michael V. Drake, President*
- *Katherine Newman, Provost & Executive Vice President, Academic Affairs*
- *Nathan Brostrom, Executive Vice President and Chief Financial Officer*

**Campus Climate:** President Drake highlighted the launch of the Campus Climate Initiative (CCI), a systemwide framework designed to improve campus preparedness and consistency in handling protests and other events. The CCI is a response to state Senate Bill 108, which mandates actions from UC to enhance campus climate. The initiative will standardize content-neutral enforcement of existing policies related to illegal camping, restrictions on free movement, masking with the intent to violate laws or campus policies, and refusing to show identification when requested by University personnel. The aim is to maintain a safe and inclusive environment that supports free speech while ensuring the University can function effectively.

**Undocumented Students:** The governor recently vetoed a bill that would have prohibited California public universities from disqualifying a student from employment based on their failure to provide proof of federal work authorization, citing concerns about its potential violation of federal law. UC remains committed to supporting undocumented students by expanding financial aid and creating fellowship programs that provide experiential learning opportunities.

**Academic Labor Relations:** UC is committed to ensuring that faculty expertise informs the bargaining process in upcoming negotiations with Academic Student Employees over the next year.

**Other Comments from President Drake:** President Drake expressed interest in further discussions about the potential benefits, timing, and costs of converting UC to a semester system.

He also acknowledged the service of UCSB Chancellor Yang and UCR Chancellor Wilcox, who will both step down at the end of the academic year.

**Faculty Consultation:** Provost Newman identified three key areas where broader faculty engagement through town halls and other mechanisms could be beneficial:

1. The final report of the APC Workgroup on the Future of Doctoral Programs at UC
2. An upcoming faculty survey on experiences with and perspectives on artificial intelligence
3. APC workgroup study on a potential conversion to a common systemwide academic calendar

**Semester Conversion:** Provost Newman outlined several advantages of moving to a semester system:

1. It would better align UC with the California Community Colleges (CCC) and California State University (CSU) systems, facilitating transfer students' transitions.
2. It would align UC with 85% of other institutions within the Association of American Universities, most of which operation on a semester calendar.
3. It could reduce stress for students.
4. It would improve student competitiveness for internships, as quarter system students typically finish later than those on semesters.

While acknowledging concerns about the impact on faculty research, Newman noted that UC has flexibility in defining the structure of a semester system, which could help alleviate those concerns.

**IMOD Report:** Provost Newman noted that the key achievement of the Presidential Task Force on Instructional Modalities (IMOD) was the establishment of quality standards for UC undergraduate degree programs, ensuring that a UC degree has consistent admissions and quality standards across all instructional modalities. The successor task force will focus on tracking and measuring these quality standards to ensure that online and hybrid programs maintain the same academic rigor as in-person education.

**Budget and Finance:** The 2024-25 state budget provides UC with a net increase of \$135 million. However, the longer-term outlook includes a potential 8% cut in 2025-26, depending on the state's economic performance. CFO Brostrom is working with campuses to explore best practices for leveraging investment revenues and alternative funding for deferred maintenance, such as bond sales and shifting assets to resize working capital. UC Health has become UC's largest source of revenue, and its growth is expected following several recent hospital acquisitions.

**MOP:** The Mortgage Origination Program has been a key tool for recruiting and retaining faculty by offering competitive loan rates, funded through the Short-Term Investment Pool (STIP). Demand for the program is high—300 loans were issued last fiscal year. However, current funding is nearly exhausted, and UC is exploring options to expand support for the program, including tapping into additional STIP funds.

**During the discussion:**

- A Council member asked President Drake to clarify the policy requiring campus affiliates to show identification when asked, and the state and UC policies on masking. Concerns were raised about the inconsistent enforcement of these policies particularly regarding racial

profiling. It was noted that complaints, which often prompt police action, are not always neutral.

- Another Council member raised concerns about the presence of military-grade weapons on campus, questioning whether it actually contributes to safety.
- President Drake explained that UC has long-standing policies requiring affiliates to carry identification for access to dormitories and other campus buildings and prohibiting non-affiliates from accessing campus facilities between midnight and 6 a.m. Students would only be asked to show ID if they were violating a law or policy. He emphasized that UC will not tolerate uneven enforcement and shared his personal experiences with racial profiling. He clarified that while state law prohibits masking with the intent to commit a crime, UC policy prohibits masking while violating the law or policy. President Drake welcomed faculty input on refining these policies.
- On the use of military-grade equipment, President Drake explained that such equipment is typically used by police for non-lethal crowd control to help with campus safety, and that much of the equipment and ammunition has been used for training but not in the field.

## V. Office of State Governmental Relations (SGR)

- *Seija Virtanen, Associate Director, State Governmental Relations*
- *Jessica Duong, Legislative Director, Academic and Student Affairs, SGR*
- *Mario Guerrero, Legislative Director, Business and Finance, SGR*

The Office of State Governmental Relations (SGR), based in Sacramento, serves as UCOP's primary liaison with the state government. SGR's key responsibilities include assessing UC's budgetary needs, advocating for its annual budget request, monitoring the state's [budget process](#), analyzing proposed bills for their impact on UC operations, and managing UC's sponsored legislation. SGR promotes and contributes to UC's tripartite mission, educates legislators on UC's contributions to California, and advocates for the University's interests.

Last year, nearly 3,000 bills were introduced in the state legislature. SGR reviews these bills for potential impacts on the University, takes positions, and advocates for or against them, seeking amendments that benefit UC. Of these, SGR identified 268 bills with significant potential impacts. Many of these bills either fail to pass or are amended to reduce their impact. Some key bills include:

- **Assembly Bill 252 (Holden)** – the College Athlete Protection (CAP) Act, (opposed by UC), which would create a revenue sharing formula for student athletes.
- **Assembly Bill 1160 (Pacheco)** – the Protecting Students from Creditor Colleges Act (opposed by UC), which would have prohibited UC from placing enrollment or registration holds on student accounts due to institutional debt.
- **Senate Bill 1287 (Glazer)** – sought to have UC adopt student code of conduct policies to prohibit certain behaviors during campus protests. SGR worked with the author to remove provisions that violated the First Amendment. The bill is still pending.
- Three identical state Assembly and Senate Constitutional Amendments (ACA/SCA) – **ACA 6 (Haney), ACA 14 (Ortega), and SCA 8 (Durazo)** – which would have interfered with UC's autonomy on labor standards. SGR helped defeat all three.
- **Assembly Bill 1905** – aimed to bypass faculty disciplinary procedures by eliminating “retreat rights” for faculty administrators accused of sexual misconduct. UC successfully amended the bill.

- **Assembly Bill 2586** – sought to provide equal access to campus employment for students regardless of immigration status. The governor vetoed the bill, citing concerns about civil and criminal liability for state employees.

SGR staff are available to attend divisional Academic Senate meetings, and campuses can contact SGR’s legislative directors for information about specific bills or policies.

## **VI. Presidential Search and Criteria**

Council discussed the role of the Senate’s Academic Advisory Committee (AAC) in the upcoming presidential search. Chair Cheung invited Council members to provide feedback on the criteria used in the 2019 search and to consider their relative importance. He also proposed adding two criteria to the existing categories of leadership, management, and personal characteristics:

1. The candidate’s academic standing as a nationally recognized scholar, holding the rank of professor or equivalent at a top-tier university or college.
2. Evidence of readiness for UC, including experience engaging with a healthcare system and as a senior administrator at a university.

Chair Cheung also recommended reinstating the practice of having the Senate chair participate in the deliberations of the Regents’ Search Committee.

### ***During the discussion:***

- Several Council members acknowledged that prior UC experience would be valuable but expressed concern about limiting the candidate pool to those with direct UC experience. While UC is unique and has a learning curve, especially regarding shared governance, the search should cast a wide net rather than focusing solely on internal candidates.
- Members emphasized that candidates should demonstrate an understanding of and commitment to UC-style shared governance, with an adaptable leadership style that fortifies and deepens shared governance.

## **VII. University Committee on Educational Policy Issues**

- *Rachael Goodhue (UCD), UCEP Chair*

### **1. Annual Reminder to Divisions about Threats to Academic Integrity**

The annual memo includes recommendations for faculty on addressing academic dishonesty and the unauthorized online posting of copyrighted course materials. This year’s update also provides guidance on the use of generative artificial intelligence tools.

**ACTION: Council approved circulating the letter to Senate divisions.**

### **2. Request for an Annual Report from UC Online**

Council reviewed a UCEP letter requesting an annual report from UC Online about its systemwide offerings. UCEP seeks more transparency regarding enrollment trends, student demographics, and course outcomes to evaluate the success of UC Online.

- Council members noted that while some data are held by individual campuses, no formal agreements exist for sharing this information with UC Online.

**ACTION: Council approved sending the request memo to Provost Newman.**

### 3. Proposed Revision to Senate Bylaw 170.B.3

The proposed revision clarifies the distinction between systemwide courses and systemwide programs.

**ACTION: Council endorsed the recommendation and will forward to Assembly for approval consideration.**

### VIII. Reports from Senate Division Chairs

Several divisions have been hosting town halls and forming new committees focused on campus climate and related initiatives. Many divisions are now more involved in campus planning for protests and crisis management, aiming to avoid the use of emergency remote instruction, as was the case last year when protests shut down campuses. Divisions are also discussing strategies for improving communication with campus administrations, determining when it is appropriate for the Senate chair to co-sign joint letters or campus position statements, and ensuring coordinated messaging to faculty about their rights and responsibilities during strikes. Additionally, they are exploring ways to heal and unify campuses, rebuild a positive and supportive culture, and position the Senate as a leader in modeling a path forward.

Chair Cheung noted that the Senate has [asked](#) President Drake to ensure that divisional Senate leaders are informed, consulted during emergency situations, and included in campus emergency response teams.

Other topics of discussion across divisions include campus efforts on sustainability and decarbonization, the impact of new graduate student contracts on faculty workloads and graduate division funding, the future of artificial intelligence, challenges with Oracle and other financial reporting software, strategies for improving transfer student success, the student-faculty ratio, library funding, emerging budget deficits, and advocacy for increased budget transparency and shared governance. UCSF is also considering a proposed Memorial to the broader Senate on the scope of Academic Senate membership.

Regarding co-signing letters originating from administration, division chairs noted that while it can be effective, caution is needed to ensure faculty do not perceive the Senate as being blindly aligned with the administration, particularly on compliance issues or political matters. The Senate must maintain its position as an autonomous organization, even as it partners with administration.

Division chairs also raised concerns about the growing burden of mandatory compliance training on faculty, suggesting that some of these trainings should be consolidated.

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Meeting adjourned at 4:00 pm  
Minutes prepared by Michael LaBriola, Assistant Director  
Attest: Steven W. Cheung, Academic Council Chair