

ACADEMIC COUNCIL

**Minutes of Videoconference Meeting
September 27, 2023****I. Consent Calendar**

1. Today's agenda items and their priority

ACTION: Council approved the consent calendar.

II. Senate Officers' Announcements

- o **James Steintrager, Academic Council Chair**
- o **Steven Cheung, Academic Council Vice Chair**

September Regents Meeting: As faculty representatives to the UC Board of Regents, the Senate chair and vice chair attend meetings of the Board and its standing committees. In his [remarks](#) to the Board in September, Chair Steintrager emphasized the need to maintain competitive total remuneration for faculty in response to inflation and market forces. He also noted the shift in faculty workload balance during and after the pandemic and encouraged respect for shared governance and Senate-delegated authorities.

The Academic and Student Affairs Committee discussed the UC Climate Action Initiative, UC's role in supporting K-12 teacher credentialing and professional development, and an initiative to expand high school students' access to college courses in collaboration with the National Education Equity Lab. The Investments Committee did not at this time propose an increase to employee contributions to the UC Retirement Plan. The Public Engagement Committee discussed the activities of the UC National Center on Free Speech and Civic Engagement as well as the Office of State Governmental Relations and the Office of Federal Governmental Relations. The Investments Committee approved funding plans for several campus capital projects. Finally, the Board discussed Berkeley's move from the Pac-12 to the Atlantic Coast Conference.

Several individual regents have expressed interest in certain policy areas in the Senate purview: fully online undergraduate degrees, a proposed ethnic studies requirement for first-year undergraduate admission, and the role of data science courses in validating the high school math requirements for UC undergraduate admission.

Joint Workgroups: The Academic Planning Council (APC) Joint Workgroup on the Future of Doctoral Programs at UC, co-chaired by UCSB Senate Division Chair Scott and UCI Vice Provost for Graduate Education Hayes, is exploring innovative pedagogical and financial models for graduate education. It will present an interim report at the October 9 Graduate Education Congress at UCLA focusing on the financial impact of the new graduate student contracts, academic work distinctions, and enrollment management.

The APC Workgroup on Faculty Work & Recovery Post-Pandemic, co-chaired by UCD Division Chair Palazoglu and Vice Provost Haynes, begins meeting in October to determine the

best strategies for recovering faculty workload balance that support the faculty's commitment to quality across all mission areas.

Chancellor Searches: Joint advisory committees will identify candidates for upcoming chancellor vacancies at UCB and UCLA. Each committee includes five faculty members appointed by the president: three faculty from the search campus, one from another UC campus, and the Academic Council chair.

Legislative Updates: UC Office of the President (UCOP) and the Academic Senate both opposed Assembly Bill 1749 (McCarty), which would have required UC to guarantee undergraduate admission to Associate Degree for Transfer (ADT) completers with a 3.0 GPA. AB 1749 was held in the state Senate and replaced with Assembly Bill 1291 (McCarty), which obligates UCLA to develop ADT pilot programs and is expected to be signed by the governor. The UCLA Senate division is discussing which majors should be included in the program.

ICAS: The Senate chair and vice chair, along with the BOARS, UCEP, and UCOPE chairs, represent the UC Senate on the Intersegmental Committee of the Academic Senates (ICAS), which fosters collaboration among faculty leaders across California's public higher education segments.

III. Labor Relations Update and New Landscape for Managing Student Employees

- **Douglas Haynes, Vice Provost, Academic Personnel and Programs (APP)**
- **Nicholas Weston-Dawkes, Director of Academic Labor and Employee Relations**
- **Mara Otero, Associate Director, Chief Negotiator, Employee and Labor Relations**
- **Melissa Matella Associate Vice President of Employee and Labor Relations**
- **Allison Woodall, Deputy General Counsel**

Council discussed options for a proposed settlement between the UAW and the University to address grievances filed by graduate students who received unsatisfactory (“U”) grades in a directed studies course in which they were enrolled during the fall 2022 strike.

The discussion was protected by attorney-client privilege. Detailed minutes were not taken.

IV. Consultation with Senior Managers

- **Michael Drake, President**
- **Katherine Newman, Provost & Executive Vice President**
- **Nathan Brostrom, Executive Vice President & CFO**

Shared Governance: President Drake expressed gratitude to Council members for their dedicated service to the University. He highlighted the value of the regular exchanges with faculty at Council meetings, emphasizing the importance of their perspectives in achieving the shared goal of preserving the University's excellence.

State Relations: President Drake underscored the importance of maintaining positive relationships with elected state officials, particularly considering the crucial role of state funding and legislation in UC's ability to meet its educational, research, and public service missions. He

said the University appreciates the Legislature’s generosity in funding the budget compact and its collaboration with UC to create more space for California residents.

Legislation: The collaborative input from the Academic Senate, administration, and the Office of State Governmental Relations on Assembly Bill 1749 resulted in an alternative transfer bill (AB 1291) that aims to support quality, access, and opportunity. The University was pleased to see the defeat of Assembly Constitutional Amendment 6, which sought to extend certain labor protections to UC employees and contractors but would have compromised UC’s constitutional autonomy. President Drake emphasized the University’s commitment to worker protection and highlighted its efforts beyond legal requirements to be the best possible employer.

Leadership Searches: Dr. David Rubin is set to join the University as the new executive vice president of UC Health in October. The chancellor searches for UCLA and UCB are anticipated to be competitive and challenging.

Online Degrees: President Drake acknowledged diverse opinions among University leaders about the value of fully online undergraduate degrees. He expressed a commitment to engage in meaningful discussions with faculty and others to establish a common understanding.

Academic Affairs: Provost Newman stated that the October 9 Congress on the Future of Graduate Education will generate ideas for new models of graduate education that will position UC as a national leader. She also highlighted another upcoming congress on artificial intelligence in February 2024, and the formation of the President’s Entrepreneurship Network Council, which aims to foster innovation and entrepreneurship at campuses. Finally, the Academic Affairs Division is drafting a new strategic plan that she intends to share with the Academic Senate.

Budget and Finance: In his report, CFO Brostrom outlined key components of UC’s final 2023-24 state budget. The budget incorporates a 5% base increase and allocates \$30 million to facilitate a swap of 900 nonresidents with California residents at UCB, UCLA, and UCSD, to achieve an 18% nonresident enrollment target. The budget also earmarks \$50 million for ongoing funding to support debt service for a student housing grant program, and allocates \$33 million for debt service related to the expansion projects at UCM and UCR, and the UCB Clean Energy Campus project.

However, financial challenges persist due to escalating labor and health benefits costs. To address structural deficits, the University plans to optimize working capital, leverage non-core funds, explore real estate opportunities, and actively seek philanthropic support.

Notably, the state budget lacks provisions for addressing seismic and deferred maintenance needs. In response, UC is exploring alternative funding strategies for capital projects. These include lease revenue bonds, low-interest loans from the Pooled Money Investment Account, and the possibility of a General Obligation bond slated for the 2024 statewide ballot.

During the discussion:

- Council members expressed concern about the financial pressure from the new graduate labor contracts and the possibility that labor actions by other UC employee groups could compound those pressures. They also noted that campuses need more student housing and asked administrators to comment on UC's approach to systemwide planning for housing.
- Council members advocated for a thoughtful approach to fully online undergraduate degrees. They noted that faculty learned much during the pandemic about the educational value and instructional viability of online modalities and they emphasized the importance of studying best practices led by the Senate before offering such degrees.
- Council members asked about the University's plans to conduct a new study of total remuneration for faculty that addresses economic and market changes since the last study in 2014.
- President Drake responded that the graduate student contracts addressed very large pay disparities and compensation range gaps. A more modest scale of increases is expected for the full-time career employee groups who are starting at a higher level relative to the market.
- President Drake expressed support for allowing campus faculty freedom to experiment with fully online degree programs that aspire to be UC quality, including pilot programs at the outset, under the auspices of local Senate control.
- President Drake highlighted the importance of periodically reviewing the competitiveness of employee pay and benefits. The upcoming total remuneration study will consider the balance between salary and benefits and their effectiveness at helping UC recruit and retain the best faculty and staff.
- CFO Brostrom acknowledged the persistent demands for student housing and outlined plans to construct an additional 25,000 student beds on top of the 35,000 beds added over the past decade. He added that the University is also exploring strategies to develop and finance housing for faculty and staff.

V. Office of State Governmental Relations

- **Kathleen Fullerton, Associate Vice President & Director of State Governmental Relations**
- **Seija Virtanen, Associate Director, State Governmental Relations**

State Governmental Relations (SGR), based in Sacramento, serves as the primary liaison between UCOP and the California state government. SGR's key responsibilities include assessing UC's budgetary needs, advocating for the annual budget request to the state, analyzing proposed bills for their impact on University operations, and managing UC's sponsored legislation process.

During the last two-year legislative session, SGR identified 300 proposed bills with potential impacts on UC. Notable bills included:

- ACA 6: successfully paused. This proposed Assembly Constitutional Amendment would have required UC to conform to the state’s rules governing its employees including contractors.
- Assembly Bill 504 (Reyes): opposed by UC, this bill aimed to allow bargaining units with closed contracts to engage in “sympathy strikes” with other bargaining units.
- Senate Bill 27 (Durazo): UC worked with Senator Durazo to improve provisions related to outside contracting.

In addition, SGR:

- Collaborated on transfer bills (AB 1749 and AB 1291) with the governor’s office and individual elected officials.
- Successfully lobbied for the signing of AB 1307 (Wicks) to revive the People’s Park student housing project at UCB.
- Is engaging with Senator Glazer to place a General Obligation bond on the November 2024 ballot for up to \$2 billion in capital projects for public education.
- Is advocating against a bill broadening Name, Image, and Likeness (NIL) legislation, which could force UC to divert athletics revenue to pay student athletes.

Budget Process: The Office of Budget Analysis and Planning crafts a UC budget plan and request each summer based on campus financial needs communicated by the chancellors. The Regents approve the budget in November, and the request goes to the governor, who proposes an amount for UC in the January budget that is the basis for a series of discussions with the Legislature, including UC-specific budget hearings in March. The governor submits a revised budget in May. Following additional negotiations, the Legislature votes on a final spending plan by June 15, which the governor must sign by June 30. SGR advocates for the systemwide UC budget throughout this process, using the budget trailer bill process to advance priorities. The Legislature also evaluates individual member requests which may ultimately fund additional UC campus programs.

Compact: In 2022, UC negotiated a compact with the governor, securing annual base budget increases of 5% in exchange for meeting enrollment growth and student success goals. The compact limits funding requests to one-time capital and enrollment needs, precluding additional base budget increases.

During the discussion:

- Council members recommended including a specific line item in the UC budget for graduate student salaries, to increase transparency and awareness about the total cost of the new contracts.
- SGR encouraged faculty who contact legislators about the UC budget to express support for UC’s overall budget request and to describe how additional capital outlays would help the campus. Faculty were advised to coordinate communication efforts with SGR or the campus governmental relations director and refrain from requesting funding for specific programs or projects.
- SGR clarified that the student housing debt service program described by CFO Brostrom will be automatically included in the governor’s budget.

VI. **Executive Session**

ACTION: Council passed a motion in executive session related to graduate student grading appeal deadlines. The vote was 14 in favor, 2 opposed.

VII. **Office of Research and Innovation**

○ **Theresa Maldonado, Vice President for Research and Innovation**

The Office of Research and Innovation (R&I) plays a pivotal role in managing various components of the University's research and innovation ecosystem, including the Research Grants Program Office, Innovation Transfer & Entrepreneurship Office, Research Policy Analysis and Coordination Office, Knowledge Transfer Office, and UC Natural Reserve System. Its responsibilities span systemwide research program funding, technology transfer operations, policy coordination, and the management of intellectual property for the system. It oversees seven multi-campus research units, as well as systemwide initiatives related to clean energy, innovation transformation, and equity. R&I offers guidance to campuses, advocates nationally for UC, and fosters a systemwide perspective to capitalize on UC's research and innovation capabilities.

Patent Policy: The Policy on Inventions, Patents, and Innovation Transfer was last reviewed in 1997. It underwent a systemwide review of revisions in spring 2023 that attempt to streamline policy language, and transfer authority and accountability for innovation transfer and entrepreneurship to the campuses. Notably, the revisions moved language about patent income and royalty distribution from the policy to accompanying guidelines. While this was not intended to change current practice, R&I acknowledges faculty concerns and is taking steps to address them.

Restricted Research: UC policy prohibits most extramural agreements with citizenship-based and publication restrictions, aligning with UC's commitment to nondiscrimination and open dissemination of research. In light of the CHIPS and Science Act, which includes citizenship restrictions for national security reasons, the University is reassessing its policy. Some faculty have requested flexibility to access CHIPS and Science Act research and funding opportunities.

Innovation Transfer: R&I is implementing recommendations from the Regents' Special Working Group on Innovation Transfer and Entrepreneurship to eliminate systemwide barriers hindering faculty in translating research into commercial products. Initiatives include replacing the patent tracking system and transitioning equity management from the systemwide UC Investments Office to the campuses. Vice President Maldonado stated that she wants to help elevate the faculty voice in discussions about tech transfer, research, and entrepreneurship.

VIII. **Reports from Senate Division Chairs**

- Several campuses continue to grapple with financial and business process problems linked to the transition to Oracle Alpha Financials software. Meanwhile, other campuses are gearing up for the impending transition.

- As campuses discuss an expanding role for online education, individual divisions are simplifying their online course approval processes, evaluating classroom space and usage, and hosting town hall meetings to discuss how online modalities and online degrees align with narratives of equity and student success.
- The UCLA division is implementing the new Presidential Policy on Abusive Conduct in the Workplace and is seeking best practice suggestions for establishing a formal protocol to handle complaints.
- At Davis, a Sustaining Research and Teaching Task Force is conducting a comprehensive review of the campus's education, research, and service missions and functions to shape its future trajectory.
- Divisions are engaged in various other initiatives, including:
 1. Developing and disseminating model syllabi for directed studies courses at the graduate level.
 2. Exploring strategies to enhance faculty compliance with mandatory training requirements.
 3. Addressing sustainability initiatives, including campus electrification.
 4. Devising plans to increase voting rights and representation of non-Senate faculty.
 5. Strategizing for new campus housing.
 6. Examining the impact of artificial intelligence programs, such as ChatGPT, on teaching, research, and academic integrity.

Meeting adjourned at 4:15 pm
Minutes prepared by Michael LaBriola, Assistant Director
Attest: James Steintrager, Academic Council Chair