



UNIVERSITY COMMITTEE ON EDUCATIONAL POLICY
Minutes of Videoconference
Monday, December 2, 2024

In attendance: Rachael Goodhue, Chair (UCD), Gijeera Ranade (UCB), David Kyle (UCD), Russ Hovey (UCD Alternate), Allison Perlman (UCI), Jeffrey Maloy (UCLA), Jay Sharping (UCM), Sara Lapan (UCR), Jennifer Nájera (UCR Alternate), Carrie Wastal (UCSD), Madeleine Norris (UCSF Alternate), Jason Duque (UCSB), Isabelle Escobar (Undergraduate Student Representative), Cynthia Dávalos (Associate Vice President, Graduate, Undergraduate, and Equity Affairs), Ethan Savage (Academic Planning and Policy Analyst, Institutional Research and Academic Planning), Steven W. Cheung (Chair, Academic Senate), Ahmet Palazoglu (Vice Chair, Academic Senate), Brenda Abrams (Principal Policy Analyst, Academic Senate)

I. Consultation with Academic Senate Leadership

Steven W. Cheung, Chair and Ahmet Palazoglu, Vice Chair, Academic Senate

The Regents approved UC's 2025-2026 budget which includes a 9.9% increase in non-resident tuition for new incoming cohorts, one-time funding for capital projects, and a 3.7% range adjustment to the salary scales. The employer contribution to the UC Retirement Plan will increase to 15% while the employee contribution will remain the same, and the investment office notified the Regents that the working capital endowment and pension for the first quarter are up by about 4.5%. Regents Perez and Sherman announced their resignations from the Board, and the Governor appointed Bob Myers to fill the position vacated by Perez. The Regents received a comprehensive presentation from UC Health Services touching on community benefits, uncompensated care, the roll out of UCLA's Medicare Advantage plan, and an after action report on COVID-19. Reports from two UCLA task forces had disturbing findings of antisemitism as well as Islamophobia, and the Regents are dissatisfied with the lack of disciplinary action meted out to students, staff, and faculty. The upcoming January meeting feature a presentation by Chair Cheung on the discipline processes that will aim to dispel the belief that the Senate is the lead disciplinarian and bottleneck on misconduct matters.

There is a tentative agreement to extend the contract for UAW represented student employees from the end of May 2025 to January 2026 without a change to the agreed upon 4% salary range adjustment. The contract has a new provision for the creation of a pilot transition position program that affects the small number of graduate students who have an irreparably damaged relationship or conflict with their supervisor. The \$100M in funding for the mortgage origination program will be provided in January 2025 and the Office of the President (UCOP) is exploring selling some of those loans to campus 501(c)(3) foundations. The academic advisory committee for the presidential search has met several times and will meet with the Regents Special Committee to review the candidate pool. Searches for the new vice provost for faculty affairs and academic programs at UCOP and for the new UCR chancellor are moving forward. The search for the new UCSB chancellor is going well although the Senate's request to add faculty from the humanities and fine arts to the faculty advisory committee was not approved by the Regents. The systemwide Senate

has proposed having the opportunity to review the final list of faculty representatives on future advisory committees. Chair Cheung and Vice Chair Palazoglu reported on the academic calendar alignment, Academic Personnel Manual policies 015 and 016, and doctoral education workgroups.

II. Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Education

Having reviewed the written report to the Regents on the Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Education, UCEP members provided a set of questions to Chair Cheung for today's discussion. Although the Task Force members had differing opinions, there was agreement on the need to adopt one or more common core assessments for student academic success, learning outcomes, and other metrics for online and in-person courses across the system. Achieving this will be a major challenge as the successor task force will consider how granular the core assessments should be and if they should be global, discipline, or major based. Another primary component of this effort is the need for a data sharing agreement which will require investing in infrastructure and establishing a stewardship committee to determine the type of analyses faculty would like to see as well as the access rights of individual campuses to that data. More granular data about students than what is currently available will allow UC to use predictive models to help identify students for whom online education would not be suitable.

Discussion: Employing a data driven approach to help counsel students about whether they should not take online courses would be a long term goal. Members asked if there has been an assessment of student demand for online undergraduate degree programs (OUDPs) and Chair Cheung emphasized that it will be incumbent on any departments considering developing an online degree pilot to undertake such studies. UC is unable to admit well qualified students due to capacity limitations, so impacted majors might be the initial focus for OUDP pilots as long as more faculty and other resources are provided. Chair Goodhue noted that investing in creating the supply without knowing the demand could be a financially costly error. Chair Cheung indicated that the successor task force, with help from UCOP's Budget Office, should be tasked with figuring out the cost dimensions to be evaluated.

A member emphasized that a lone individual department or major does not provide the entirety of the students' education and an OUDP will require the participation of multiple departments across several disciplines. Chair Cheung suggested the pilot OUDPs may need to find ways to include general education (GE) courses which might be facilitated by having access to a set of systemwide GE courses. A member posited that the OUDP pilots could provide an opportunity to explore what makes sense to measure or a chance to develop a different set of criteria from what has been for in-person instruction. Chair Cheung responded that the successor task force will contemplate having assessments that cut across modalities and be used as tools for comparative analysis.

Asked if a faculty member retains their intellectual property (IP) rights to online course content created for an OUDP if they leave UC, Chair Cheung reported that members of the Presidential Task Force felt that IP is a complicated matter that should be considered after the decision about offering OUDPs is made. Experts in IP will have to take up this issue with the successor task force along with the question of enforcing claims IP rights if another faculty member has similar content. In terms of what will happen if OUDPs do not meet the benchmarks set by the first task force, Chair Cheung stated that this will probably depend on who the next UC president is. The timeline for the successor task force has not been discussed yet because of urgent matters but is likely to start in

the spring and have a year to complete its work. Vice Chair Palazoglu may co-chair the successor task force along with the new vice provost for faculty affairs and academic programs.

Addressing the costs will be a major effort involving multiple experts and a significant amount of time. Chair Cheung encouraged UCEP members to think about cost, assessments, and how the pilots should be run, commenting that costs, student demand, and the sustainability of OUDPs are interconnected. The successor task force's study of costs must address instructional infrastructure and pedagogical training for faculty along with administrative support and resources for students. Vice Chair Palazoglu noted that additional faculty lines will be necessary to run the pilot programs, however there is skepticism about the administration approving faculty lines for a pilot.

Several questions from UCEP members highlighted worries about college readiness. The Presidential Task Force attempted to understand the opaque admissions standards of other institutions that offer OUDPs but studies on these programs did not have information about students' SAT scores or other measures of readiness. Chair Cheung asserted that students eligible for admission into an OUDP should also be eligible for the in-person program to enable bi-directional transfers. The community college transfer student population is another potential market for OUDPs. The successor task force should debate whether an online program would be good for some students and not others and how this fits with having a single set of criteria for admission. The charge for the successor task force should be based on what faculty think should be examined, and the questions generated by UCEP members and today's conversation will help prioritize the issues and shape the charge.

III. Consent Calendar

Action: Today's agenda items and their priority were approved.

Action: The November 4, 2024 meeting minutes were approved.

IV. Chair's Announcements and Updates

During the provost's monthly budget call, it was noted that the budget approved by the Regents makes assumptions about how much funding the State will give UC and this will not be known until the State's final budget passes. The call included an update on health benefits and the 10% increase in premiums is due in part to preventative care having been delayed during the pandemic. It was also reported that 30-40% of total preferred provider organization expenditures were for the top 15% of users. The November 20th Academic Council agenda did not include topics directly relevant to UCEP but there was a discussion about improved internal efficiency in the Retirement Administration Service Center and UC Path.

Chair Goodhue remarked that UC's compact with the state ties funding to increasing enrollment of California residents and reducing enrollment of non-residents. UC has overachieved in expanding enrollment relative to the compact, but since the State is delaying its payments to the University from the compact Council discussed the possibility of revisiting decreasing the number of non-residents. UCOP is looking at a total remuneration study with the comparison eight institutions and there is a question about whether the study will broaden the set in terms related to compensation.

Discussion: The committee had a quick debrief about the discussion with Chair Cheung regarding the Presidential Task Force on Instructional Modalities and the plan for the successor task force.

Analyst Abrams recommended that UCEP should dedicate time during the January and February meetings to identify specific recommendations for the successor task force's charge and the questions prepared for today can inform this work. Analyst Abrams posited and Chair Goodhue concurred that it would have been beneficial for each campus to have had its own task force as a way to build faculty buy-in and ensure that OUDPs meet the unique needs of each campus. Analyst Abrams will consult with Senate leadership about when the charge should be finalized. It will be important to understand how accreditation by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC) works for online programs.

V. Restructuring of UC Center Sacramento (UCCS)

David Kyle, UCCS Restructuring Advisory Committee (UCD)

The UCCS restructuring advisory workgroup recently had its final meeting and, while there is agreement about the Center's value, there are questions about how it can reach its full potential. UCCS has gone through leadership changes and stakeholders at UCOP believe it can serve a different purpose. The program's educational offerings and immersive internships are good and still have promise, however the financial model is not sustainable and enrollment is not where it could be. A further challenge is that not all campuses are fully engaged and while UCD has played an outsized role with UCCS, it cannot address this matter alone. The workgroup considered four options: an online program; a multicampus model; summer only; and UCD taking the lead. The last two options were deemed to be the last resort. The multicampus model would involve three or four campuses rebooting UCCS with new activities and the workgroup members reached consensus on recommending this approach.

Another factor is the Center's perceived narrow focus on public policy and the multicampus effort will be used to diversify the academics. Expanding the academic offerings would lead to engaging the types of students and faculty who have not participated in the past. Changes to the Center will be made in phases over a five year period as the program moves toward the systemwide model where all campuses are actively contributing. This endeavor would rely on a mix of support from UCOP and campus contributions while also attracting donors. Utilizing philanthropy would connect more stakeholders to UCCS who could potentially mentor students in internships. The workgroup determined that there should not be a push to market the Center until there is a better vision for how it is innovative and transformative. It will be critical to contend with faculty involvement, scholarships, and housing costs. UCD might be positioned to help with housing and other infrastructure needs. Students who participate in UCCS are studying law or plan to work for a state agency or as lobbyists, but the Center wants to expand the faculty in order to diversify the participating students and diminishing equity issues.

Discussion: The ability for students to get credit for courses taken at UCCS is currently not a concern because of the small enrollment, but this will have to be figured out as the program grows. There is no plan to create new courses at present.

VI. Status of UCSC's Creative Technologies BA Program

Tanner WouldGo (UCSC)

The UCSC Creative Technologies online bachelor of arts program started in 2023 and was designed by motivated faculty who wanted to offer a major that would make sense in the online modality. The program is now in its second year and a third year report will be submitted in summer or fall 2026.

Currently there is minimal data to report but this is an opportunity to think about the issues of shareable data and assessment methods that came up in the earlier discussion about the Presidential Task Force. The Creative Technologies program is interdisciplinary in nature, combining arts, technology, and entrepreneurship and seeks to prepare students for industry or graduate school. The targeted demographic has always been students who are interested in this field but who do not have access to in-person educational experiences.

Almost all courses are fully online and most are synchronous but the Committee on Courses of Instruction (COCI) has been asked to approve six to eight of the courses as asynchronous to give students the ability to engage in multiple online formats. There was a delay as UCSC negotiated the systemwide residency requirement that led to an exception for this program. The program also took time to work through logistical details for a colloquial class which was a hybrid option with in-person components last year and is proposed as a fully online course after 2024-2025. The major incorporates universal design for learning. The cohort is only 25 students right now and it is expected that the program will continue enrolling a small number of students until after the third year provided there is appropriate teaching assistant support. All students will take a set of core courses that focus on an interdisciplinary subject and have a culminating capstone. The budget for the program is \$12,500 and it partners with the campus Digital Scholarship Innovation which helps provide access and support for students who need devices like virtual reality headsets or 3D printers or who need to rent hardware and software.

Preliminary student feedback indicates that 32% of students report the need for this program to be online. Next year there will be an assessment that will entail disaggregating data to determine if the Creative Technologies program is reaching the underrepresented communities it aims to enroll and what this looks like in terms of program learning outcomes. UCSC had to undergo a substantive program review process for WSCUC to approve the Creative Technologies major as an online degree. The UCSC representative noted that students and faculty retain their intellectual property rights over their materials. The people involved with this particular program are excited about it fulfilling this campus's mission for social justice and access.

Herbie Lee and Michael Tasio at UCSC have been conducting various studies on the efficacy of online education. From 2019 to 2022, UCSC invested in online education post-pandemic by offering development grants to faculty and received additional funding from UCOP that allowed the campus to invest in supporting faculty. The studies by Lee and Tasio have looked at the downstream effects of grant-funded courses that were in a prerequisite chain. The goal was to determine what happens after a student slips up in the online course so a framework can be developed to evaluate what is happening at UCSC.

Discussion: Many of UCSC's GE courses are online and students can also take UC Online GE courses through cross-campus enrollment. Transfer students will take the California General Education Transfer Curriculum. The UCSC representative is organizing a joint Educational Policy and COCI subcommittee that will create a course approval processes for online and in-person courses that will have parity and consider assessment. Members would like updates on the Creative Technologies program and it was noted that the activities at UCSC might inform the work of the successor task force.

VII. Compendium Revisions

Tanner WouldGo (UCSC)

The UCSC representative explained the proposed updates to the Compendium including having a more robust definition of academic degree programs and replacing the word “hybrid” with “combined” for programs with undergraduate and graduate students. Other changes entail asking proposers to describe if the new program is anticipated to have any negative consequences and to provide memorandum of understanding as well as evidence of substantial consultation with stakeholders. Proposers will also be asked to clearly address how the systemwide Senate’s feedback on the pre-proposal was incorporated into the full proposal. Two questions for the committee are whether a section on undergraduate certificates should be added to the Compendium and if the standardized glossary of distance education terminology developed by UCEP and the Coordinating Council on Graduate Affairs should be added to the appendices.

Discussion: Academic Planning Council (APC) will approve minor changes to the Compendium this week and Analyst Savage will send the updated document to the UCSC representative. Chair Goodhue suggested that proposers could use track changes to indicate where the comments on the pre-proposal have been addressed in the full proposal along with the question and answer format. UCSC approved its policy on undergraduate academic certificates last week and this campus offers two such certificates. UCM’s Undergraduate Council has been asked to develop a policy on these certificates. UCSB has one undergraduate certificate which might be associated with a master’s degree program and UCB offers four undergraduate certificates. UCI recently created seven undergraduate certificates but there is no requirement for their review. UCLA has no certificates outside of Extension. Members should find out if there are policies for certificates on their campuses including those offered by Extension programs. Like minors, UCEP does not review certificate programs, so a systemwide policy on them would not need to be in the Compendium.

Regarding the glossary of distance education terminology, it is unclear if the Compendium is the obvious place where people would look for this information, but it could be left to the APC to decide whether to add it. The glossary should be updated as terms related to the online education evolve. At a future meeting, UCEP will discuss the proposed revisions and vote to send them to APC.

VIII. Campus Climate Initiative

Cynthia Dávalos, Associate Vice President, Graduate, Undergraduate & Equity Affairs

Chair Goodhue and Analyst Abrams invited Associate Vice President Dávalos to talk about the campus climate initiative with UCEP following an October presentation to Academic Council. The campus climate work, which started in the summer and is ongoing, is addressing attitudes, behaviors, standards, and environment for the whole UC community. The initiative entails looking at the policies and practices that help build a community that is centered on inclusion, and data is being used to determine what is happening as a frame of reference. Inclusive and transparent policies, strong accountability systems, ongoing education and training, and UC’s organizational structure all contribute to a healthy campus climate. A challenge for UCOP was to get the ten campuses on the same page as the legislature and Board of Regents questioned why practices varied.

Associate Vice President Dávalos explained the initiative’s six focus areas which include: campus notification; policy requirements; a response document; guidelines; risk preparation; and campus

action plans. To comply with the State Budget Act of 2024, President Drake sent the campus notification with nine provisions to the whole system, and this was followed by a directive about five components required for campus time, place and manner (TPM) policies. The legislature wants to ensure there is a consistent manner in which campuses respond to expressive activities beyond the bounds of TPM policies and that the campuses would respond to policy violations quickly. Training was conducted over the summer on the tiered response to community safety which involves utilizing law enforcement only after other measures have been employed, and the goal is to make sure each campus uses a similar document to guide its response to a series of escalating events. There are guidelines for consistency in sanctions and discipline for students, staff, Senate faculty, and non-Senate faculty.

Emergency management services provided risk preparation training to campus teams and UCOP has been working with the Center for Strategic Diversity and Leadership to help campuses devise their climate action plans. Each campus conducted capability assessments and will identify a specific area to work on this year. In October, campus teams began working with the Hillel International Initiative on fostering an inclusive climate for Jewish students and this work will continue throughout the academic year. The campuses will use a similar framework for consistency and implementation that will allow UCOP to easily report how UC is doing to stakeholders.

Discussion: UCOP is partnering with Hillel because the organization has concerns about antisemitism on the campuses and offered to provide training. The Center for Strategic Diversity and Leadership uses a comprehensive framework that is more equity and inclusion centered and will apply to students with disabilities, the LGBTQ community, and Arab and Muslim students. The campus action plans are to be submitted to UCOP by the end of this month for follow-up in 2025. Campus teams are meeting as frequently as they deem necessary and the systemwide group will convene once more. Several members indicated that they were unaware of the systemwide campus climate initiative and the composition of the campus teams is not transparent.

IX. (Systemwide Review) Proposed Revisions to Senate Regulation (SR) 479

The proposal has been discussed at previous meetings and Vice Chair Sugar drafted a memo outlining members' feedback. The committee will vote on sending the memo to Council.

Action: A motion to submit the comments was made and seconded, and the committee voted unanimously to send the memo to Academic Council.

X. Campus Review of CCC Baccalaureate Degree Proposals

Members were asked to find out how the review of California Community College baccalaureate degree program proposals is working on their campuses.

Discussion: The UCLA and UCSD deans for undergraduate education receive the email from Analysts Savage and handle the review of the proposals. Analyst Savage reported that vice provosts and deans for undergraduate education (VPDUEs) have sometimes commented that a faculty member had minor concerns but not enough to stop the proposals from going forward. The next set of proposals should be sent to UC in January. Chair Goodhue noted that faculty involvement with the review appears limited and UCEP will continue to monitor this process.

XI. UCR Request for a Variance to Senate Regulation (SR) 780

Carrie Wastal (UCSD)

UCR's request for a variance to SR 780 was discussed during the last UCEP meeting and additional clarifying information has been provided by the UCR representative. The grade delay designation is a placeholder until a specific issue is resolved. Many of the revisions are minor wordsmithing and add detail to certain aspects of grading, and the UCSD representative recommends approving the request.

Action: A motion to approve the variance to SR 780 was made and seconded, and members voted unanimously to approve.

XII. Consultation with Institutional Research & Academic Planning (IRAP)

Ethan Savage, Academic Planning & Policy Analyst, IRAP

The APC workgroup the online program managers is starting up and it will include two Senate faculty representatives.

XIII. Member Reports/Campus Updates

UCSB: The information shared by Chair Cheung about faculty representation on the search committee for the new chancellor will be of interest to the local committee. There are concerns about the flow of information and lines of communication. The question raised during the last UCEP meeting about the Native American Studies minor being offered by UC Online has been resolved.

UCSC: Although the protest activity last spring was peaceful, significant resources are being directed toward campus climate.

UCSD: The divisional Senate chair asked for volunteers to be a part of a telephone tree in an effort to involve faculty in the event of a crisis on campus.

UCLA: The campus task force developing the associate degrees for transfer pilot is close to completing its work.

XIV. New Business

There was no New Business.

The meeting adjourned at: 4:50 PM

Minutes prepared by: Brenda Abrams, Principal Policy Analyst

Attest: Rachael Goodhue, Chair