UNIVERSITY OF CALIFORNIA   **ACADEMIC SENATE**
UNIVERSITY COMMITTEE ON EDUCATIONAL POLICY
Videoconference Minutes
Monday, December 6, 2021

Attending: Mary Lynch, Chair (UCSF), Katheryn Russ, Vice Chair (UCD), Dana Carney (UCB), Katie Stirling-Harris (UCD), Melanie Cocco (UCI), Kathleen Bawn (UCLA), Holley Moyes (UCM), Bryan Wong (UCR), Padmini Rangamani (UCSD), Dana Rohde (UCSF), David Paul (UCSB), Tracy Larrabee (UCSC), Todd Greenspan (Director, IRAP, UCOP), Ethan Savage (Analyst, IRAP), Robert Horwitz (Chair, Academic Senate), Susan Cochran (Vice Chair, Academic Senate), Brenda Abrams (Principal Policy Analyst, Academic Senate)

I.   Consultation with the Academic Senate Office
- *Robert Horwitz, Chair, Academic Senate*
- *Susan Cochran, Vice Chair, Academic Senate*

UC reached a five-year contract with AFT Unit-18 lecturers that will raise full-time lecturers' salaries on the order of 20% by the end of the contract, and goes some distance to establish greater security in continued employment for lecturers. Negotiations with graduate student researchers continue and the definition of a graduate student employee, and thus who is in the bargaining unit, is a sticking point. President Drake has been adamant about maintaining a distinction between student and employee, asserting that graduate students who get independent money to do their own work are students and not employees because they are not providing service for UC for financial remuneration. Chair Horwitz mentioned that a working group will be established to study issues related to health sciences clinical faculty and Senate membership.

In November, the Regents discussed a proposed 4% salary increase for faculty and non-represented staff and a 4.5% increase for policy coverage staff as well as a plan to reduce the employer contribution to the UC Retirement Plan from 15% to 14% with the difference made up by funds from the Short Term Investment Pool. The Senate suggested applying a sunset date after two years, at which time the contribution would return to the 15% level, followed by a yearly increase. There was a productive discussion about transfer issues including the role UC Online could play by offering courses critical to transfer to UC that are difficult for some California Community Colleges (CCCs) to offer. Regents are beginning to understand why transfer policy is complicated by the fact that each major at each UC campus has a particular orientation to its scholarly discipline, which makes it challenging to establish a single set of courses that can apply to different majors.

Senate leadership is helping organize climate activist faculty across the system and some campuses are establishing climate crises committees. In addition, Academic Council is considering sending the Regents a memorial on climate which would ask the Board to reduce the amount of fossil fuel combustion on campuses to a certain percentage by 2030. The memorial will have to be approved by Council, the Assembly and then by the divisional Senates. Provost Brown has created a UC Online Advisory Committee that includes Chair Horwitz, Vice Chair Cochran and UCEP's vice chair.

Recommendations from the Committee on Academic Freedom regarding the posting of political statements on department websites are currently out for systemwide review. The Senate has finalized the charge for the joint Administration-Senate workgroup on the approval of Masters and self-supporting graduate degree programs. This is being done in response to pressure from administrators to eliminate the involvement of the Coordinating Committee on Graduate Affairs in the approval of these programs.

Discussion: Members discussed the desire to return to in-person instruction and Senate committee meetings, but it was also noted that being able to participate in meetings like UCEP's remotely can have important benefits for many faculty members. There was a brief discussion about the need for a framework delineating the criteria for assessing the appropriateness of online degree programs proposed in the near future, such as the Creative Technologies degree designed by UCSC faculty.

II.   Announcements and Updates ~ *Chair Lynch*

The Intersegmental Committee of the Academic Senates (ICAS) is focused on transfer issues and including creating a General Education transfer pathway. There are questions about the methodology used to determine when students and faculty will return to campus and there are differences across the campuses. UCSF is focusing on having about 80% of students back on campus in the spring. Chair Lynch participated in a meeting of the UC Washington, D.C. Center (UCDC) Academic Advisory Committee and this program was been hit hard by the pandemic. UCEP is responsible for conducting an academic review of UCDC but this should be put on hold because of the challenges the program is dealing with. UCEP members are asked to find out if their campuses will meet their quotas for the spring term and send this information to the analyst.

III.   Consent Calendar

Action: UCEP's November 1, 2021 videoconference minutes were approved.

IV.   Approval of Template for UCEP's Review of Systemwide Courses and Programs

The committee is asked to approve the template to be used for reviewing systemwide courses and programs including the Natural Reserve System California Ecology and Conservation field course which UCEP learned about in November. The analyst explained that the template is based on UCD's template for the review of Special Academic Programs, and upon UCEP's approval, Council will be asked to endorse it.

Discussion: Members agreed that the template looks good and should result in a rigorous review process. One suggestion is to ask about the accessibility of the systemwide course or program to transfer students and the impact on time to degree for transfer students. The student to faculty ratio and the number of teaching assistants for the course or program should also be reported. Another question to add is whether the course or program serves UC's commitment to diversity, equity, and inclusion. Members agreed that the template should be approved for the review of the NRS CEC course and updated based on what is learned from that process.

Action: The committee approved the template for systemwide course and program reviews with the understanding that it will be refined over time. The template will be transmitted to Council for endorsement.

V.   Systemwide Senate Review Item: Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace

Chair Lynch asked if the committee should opine on the Proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace. Comments are due by January 18, 2022. Chair Lynch asked for volunteers to review the proposed policy and prepare a memo to Council.

Discussion: A policy on bullying is a good idea but exactly to whom this policy applies is unclear.

Action: Chair Lynch will work on the response with the UCSC and UCD representatives.

VI.   Proposal for an Eighth Undergraduate College at UC San Diego

UCEP needs to assign lead reviewers for UCSD's proposal for an Eighth Undergraduate College. The deadline for approval is January 15th and the committee's recommendation will be sent to Council for its January 26th agenda. Chair Lynch would like the UCR, UCSD, and UCSF representatives to review the proposal for the Eighth College. UCEP Vice Chair Russ agreed provide the reviewers with guidance on the template based on what is outlined in the Compendium. The proposal is organized by the three sections identified in the Compendium and this may streamline the review process.

Action: The UCR and UCSD representatives agreed to review the proposal and Chair Lynch will contact the UCSF representative about participating.

VII.   Consultation with Institutional Research and Academic Planning
- *Todd Greenspan, Director, Academic Planning, IRAP*
- *Ethan Savage, Analyst, Academic Planning, IRAP*

The Academic Planning Council will have a joint Senate-Administration working group on the future of undergraduate education at UC, and the charge and proposed membership is being finalized. Chair Lynch has agreed to participate on the working group and UCEP members are invited to recommend other participants. The working group is likely to consider lessons learned during the pandemic and the pedagogy related to hybrid modalities, remote learning, and online programs. All of this will be viewed from the perspective of equity, diversity and inclusion. The scope of this effort will be broad so it is possible that the work will extend into next fall.

IRAP is working on 2022-2023 enrollment planning based on proposals submitted by the campuses. UC is proposing a modest increase next year and the legislature wants UC to enroll fewer non-resident students and more California residents. IRAP has provided the Regents with information about the over enrollment that has not been funded by the State since 2018. The Regents are interested in a plan for significant growth by 2030 to be achieved through online courses and other non-traditional means. The President has set a goal of adding 20,000 students by 2030 (16,900 undergraduates and 4k graduate students) and a chancellor's capacity committee has been created to look at non-traditional ways to achieve this growth that do not involve building a new campus. The discussions about enrollment growth are touching on issues related to the impact on faculty workload and when faculty are required to teach as well as classrooms that do not have adequate instructional infrastructure.

Discussion: The discussions about enrollment growth need to take into account that faculty are stressed and students are dissatisfied with the education they are currently being offered.

VIII.   Principles for Online Undergraduate Degree Programs

Members have received a set of draft principles for online undergraduate degree programs (OUDPs) and more information about issues such as assessment should be added. An important principle is that OUDPs cannot be lesser than traditional degree programs. Another principle is that the students in the OUDPs must be UC-eligible and have opportunities to engage in research. There is pressure to develop OUDPs to address space and budgetary issues, but the expense involved with starting online programs should not be underestimated. OUDPs should be subject to more oversight and evaluation of things like performance in the follow-on courses than there is for in-person

courses. Before the pandemic, UC was dancing around the idea of online and hybrid programs, but now UCEP must give serious thought to what is and is not feasible, and the resources that will be required. There is a major risk that OUDPs might not be carefully designed.

Discussion: There is an inherent inequality in terms of what can and cannot be taught online, which means there is a danger that some disciplines that make UC a whole university, such as the Humanities or Arts, will be lost or left behind. UCEP members should have local conversations at their campuses about online degree programs to hear what departments think about OUDPs and how these programs can be offered in a way that serves the campus community. Faculty also need to be reassured that they will not be required to teach in OUDPs. Another issue is that administrators at some campuses have a strict approach with respect to requiring that faculty are in residence.

A key ingredient to a good OUDP might be having a faculty member who is passionate about and committed to the program and who explains the pedagogy. Chair Lynch recommended that UCEP members discuss the draft principles with their campus Undergraduate Councils and Committees on Educational Policy, and these conversations should be informed by the report from the Online Undergraduate Degree Task Force and the feedback from the systemwide review of that report.

IX.   Academic Integrity

The committee has received a draft memo to Council regarding academic integrity which that all campuses use the International Center for Academic Integrity survey and advocates that campuses be given more resources dedicated to academic integrity education, prevention, and intervention.

Discussion: The wording of the memo should make it clear that campus academic integrity and student conduct offices should determine how any funding from UCOP is utilized. UCEP should also request that campuses have access to in-person testing facilities as alternatives to giving exams online. The exams for online courses might even be conducted in-person so the memo should emphasize the need to increase the capacity for in-person testing. It is not entirely clear how many UC campuses have offices that deal exclusively with academic integrity issues as opposed to Student Conduct offices which deal with sexual violence/sexual harassment along with academic integrity matters. A member argued that UC should invest in designing better assessments as a strategy to mitigate academic dishonesty.

X.   Member Items/New Business

There were no Member Items.

XI.   Executive Session

There was no Executive Session.

Videoconference adjourned at: 1:50 PM
Minutes prepared by: Brenda Abrams
Attest: Mary Lynch