



UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

May 9, 2025

Attendance: Juan Pablo Pardo Guerra, Chair (UCSD); Karen Bales, Vice Chair (UCD); Nancy Wallace, UCB; Kathy Stuart, UCD Alternate; Ben Lourie, UCI; Jayson Beaster Jones, UCM; Salman Asif, UCR; Alon Witzum, UCSF Alternate; Laurie Freeman, UCSB; Yat Li, UCSC; Vickie Mays, HCTF Chair (UCLA); David Kleinfeld, UCRS Advisory Board Representative (UCSD); Joel Dimsdale, CUCEA Chair (UCSD)

I. Consultation with Academic Senate Leadership

Steve Cheung, Academic Council Chair

Ahmet Palazoglu, Academic Council Vice Chair

- James B. Milliken will serve as the 22nd President of the University of California. He comes from the University of Texas system and will begin officially on August 1.
- Two new campus chancellors, for UCSB and UCR, are expected to be announced soon.
- Monica Varsanyi has been named as the new Vice Provost for Faculty Affairs and Academic Programs. She comes from CUNY where she was a professor of Geography. She is expected to start officially in June.
- The Academic Assembly met and 1) approved Susannah Scott, UCSB, as the next Academic Council Vice Chair; 2) approved revisions to SBL 145 regarding BOARS' consultation expectations with K-12 leaders; 3) declined to adopt an Ethnic Studies admission requirement for native frosh; and 4) amended its statement on Defense for the University to include student welfare by name.
- Scheduled increases to the employer contribution to UCRP have been paused, as have plans for additional borrowing from STIP for UCRP. Short-term campus liquidity concerns were cited, among other reasons.
- The Academic Council endorsed a proposal for establishment of a clinical affairs committee and will work with UC Health and others to bring it to fruition.
- The Regents next week will receive updates on 1) BOARS' consultation plans with K-12 leaders, and 2) work to streamline and standardize disciplinary actions regarding expressive activities. If adopted, an expedited 30-day review is expected.

- Options to facilitate international students degree completion are being explored.
- The Senate's ad hoc University Committee on Adaptations to Disruptions (UCAD) has begun convening. An interim report is expected in June. They are focusing on budget and research contingencies and academic advancement standards vis-a-vis achievement relative to opportunity (ARO) principles.
- The Total Remuneration study is moving forward. Data access concerns with comparators, methodological consistency with past studies, and how the new administration will use the data complicate the process.
- The campus Vice Chancellors for Research meet weekly. They recently discussed a new NIH memo regarding DEI issues. The campuses should certify compliance on the Pls behalf, per communications issued by at least one campus.

II. Chair's Announcements

Juan Pablo Parda Guerra, UCFW Chair

- There are several important budget factors to be considered. The University's more diverse sources of funds over the last 10-15 years has brought more exposure, too. Indirect cost caps, a decreasing volume of grants, potential changes to student loans and Pell Grants, and continued volatility in the health care and insurance markets are just a few issues under discussion. The likelihood of any cuts being restored remains unknown. Still, the University system has good liquidity and with the UCRP pauses noted above, some suggest that UC can be on a glide path to a new equilibrium, not to the status quo ante. Projected cuts at the campuses still seem severe, ranging from 5-12% this year and perhaps another 8% next year. There has not yet been consideration of furloughs, nor has there been discussion of canceling range adjustments this year. Members noted that staffing for systemwide services, such as RASC, needs to be closely monitored if service call volumes increase. Partnering with campus budget committees may yield greater access to internal campus planning practices. Across the board cuts often have differential impacts and unintended consequences. More details will be available after the state budget is finalized.
- Discussions about the methodology for the Total Remuneration study continue. UCFW could relay its concerns to systemwide Human Resources through the Academic Council.
- UCAD has begun discussing faculty workloads, including class size and TA supply, possible changes to research profiles, and recommending a standardized application of ARO principles in academic reviews. Other discussions have focused on changes to academic programs, such as major requirements, and the cost of graduate students versus changes to funding flows. Members suggested recalled faculty could be an affordable interim step for both teaching and mentoring. It is not UCAD's intent that restructuring academic programs could be perceived as code for closing some academic programs but rather to maximize available resources.

- Greater recognition of systemwide Senate service is still a goal. Chair Pardo Guerra drafted a sample letter of recognition for review, and there are a few precedents to be consulted, too. How much individualization is needed partially depends on current local practices in evaluating systemwide Senate service.

III. **Systemwide Review Items**

Joined by Amy Lee, Deputy Provost, Systemwide Academic Personnel (SWAP)

Kelly Anders, Executive Director, SWAP

- Proposed Revisions to APM 500 (Recruitment)

UCB Representative Wallace, Lead Reviewer

Deputy Provost Lee noted that some of the revisions are required for compliance with new state law regarding disclosure of substantiated issues of misconduct for tenure, tenure track, and SOE positions, as well as several athletics positions. Follow up responsibilities are limited and currently split between faculty and staff. This is the second systemwide review for this set of proposed revisions.

Professor Wallace noted that several important terms have not been adequately defined within the context of the policy, for example, a finalist for a position.

Several titles are implicated. The deadline to respond to follow ups to disclosures is unclear, and employers outside of California have no legal obligation to respond. DP Lee indicated that the law's limited jurisdiction was a known problem early in the process.

Members asked if the disclosure requirement applied to recalled faculty. It only applies if the individual changes department or campus. Some locations may require regular recertification. Staff workload concerns are common.

➤ Analyst Feer will draft the committee's response.

- Proposed Revisions to APM 360 (Librarians)

Several important distinctions need to be clear in the policy, such as precise definition and limitations of terms like research, instruction, training, teaching, and mentoring.

➤ Chair Pardo Guerra will draft the committee's response.

IV. **Campus Updates**

UCM- 1) A workgroup is being formed to develop ARO implementation guidelines. 2) An increase in hate speech in student evaluations, and from external sources, is a growing concern.

UCB- 1) A lack of local budget transparency is causing new upset. Athletics finances remain opaque, and plans to cut back lecturers are only causing rumors. Tension are raising between those with NIH/NSF funds and those who are less at risk, especially as calls to hold impacted faculty harmless grow. An overall lack of communications here is harming morale. 2) ARO-related issues have been handled on an individual basis, not requiring new divisional guidelines. 3) Junior faculty are increasingly at risk. Formerly

long term consequences of UCRP default decisions and housing opportunities are becoming near term considerations.

UCSB- 1) Concerns in the humanities and language departments regarding class size, curricula, class assignments, and more have led to the creation of MOUs to limit class size to 25 students. MLA rules indicate such practices, and educational quality could be impacted. 2) The 3 largest deans' offices are running more behind than usual in terms of forwarding review files to CAP.

UCD- 1) The local committee is reviewing the faculty discipline items. 2) Transportation and parking have returned as faculty welfare items. 3) Many are concerned about the perceived overreach of key tracking in the new, mandatory IT surveillance package. The contracted company has a questionable history, too. 4) Solidarity pacts among higher education institutions may be an effective way to demonstrate opposition to federal changes and plans. Behind-the-scenes activities are important, too.

UCSF- 1) An investigation into uncompensated service is launching. Previous efforts did not include much faculty participation in the design phase. 2) The "return to work" policy would still benefit from clarifications regarding referenced "control points". Individuals are concerned about commute times, parking, and the like.

UCI- 1) The new IT security policy has many seeking more information. 2) Child care access has returned as a local priority.

UCR- 1) The new IT security policy has not been well received. The local academic freedom committee and the local IT committee both sent letters of objection. People who do not adopt the protocols may be locked out of key functions until they do, which could have negative impacts in many areas. Communications in this area need improvement. 2) The loss of support for faculty on soft money is a growing concern.

UCSD- 1) The division is consideration resolutions to support those impacted by visa cancellations, to urge the university not to share PII, and to reissue commitments to free speech and academic freedom. 2) Some perceive more pressure to create more self-supporting graduate and professional degree programs.

UCSC- 1) The campus's structural deficit is impacting student success, faculty hiring, Unit 18 funds, and graduate student support. Enrollment growth options are limited due to housing constraints. 2) Changes to local housing resale program have confused many. A joint administration-Senate workgroup will be formed to clarify policies and responsibilities. 3) It is hoped that the new child care center will ease local burdens when it opens next year .

V. Additional Faculty Welfare Issues

- Data collection and access needs to be improved within the system since the campus systems often do not articulate.
- How to secure greater Senate involvement in procurement practices needs further investigation by a higher Senate authority.

VI. Further Discussion and New Business

None.

Adjournment 2:55pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Juan Pablo Pardo Guerra, UCFW Chair