

Minutes of Videoconference Meeting**February 1, 2022**

Present: Kathleen McGarry (Chair, Los Angeles); Don Senear (Vice Chair, Irvine); Heather Rose (Davis); Alyssa Brewer (Irvine); Evelyn Blumenberg (Los Angeles); Kevin Mitchell (Merced); Patricia LiWang (alternate (Merced); Dana Simmons (Riverside); Gedeon Deák, (San Diego); Marc Steurer (San Francisco); James Rawlings (Santa Barbara); Dard Neuman (Santa Cruz); David Brownstone (TFIR); Eleanor Kaufman (TF-ANR); Robert Horwitz (Chair, Academic Council); Susan Cochran (Vice Chair, Academic Council); Nathan Brostrom (EVP and Chief Financial Officer); David Alcocer (AVP – Budget Analysis and Planning); Kieran Flaherty (AVP and Director, SGR); Seija Virtanen (Associate Director, SGR); Stefani Leto, Analyst.

I. Consent Calendar

Action: UCPB Approved the February 1, 2022 Agenda and the January 4, 2022 Minutes

II. Chair's Announcements

Chair McGarry noted that the Governor's budget reflected high state revenues. A proposed new compact would give the University a five percent budget increase each year for five years and would require a large increase in student numbers by 2026. The University is considering satellite campuses, partnerships with other institutions, repurposing under-used California State University campuses, increasing the use of summer sessions, and increasing online course hours. Concerns remain that the UC may not be able to add sufficient faculty and staff to serve such an increase and that physical capacity is already constrained at many campuses. The proposed budget also includes money for climate resiliency research and one-time funds for deferred maintenance.

The Academic Council discussed staffing issues at the University. There is currently an approximately 20 percent vacancy rate, systemwide in staff positions. Concerns were expressed that staff working remotely would compromise student service and negatively affect faculty productivity.

TFIR Chair David Brownstone noted that the University must offer health insurance to retirees recalled on a short-term basis. The Health Care Task Force is looking into the issue. Also, a law change in 2007 likely requires that an ad-hoc COLA increase in pension benefits by the University will necessitate a recalculation of 415m benefits to ensure they do not exceed the Covered Compensation Limit. The University will request an exemption letter from the IRS, but the situation is not resolved.

Vice Chair Senear reported that the Rebenching Subcommittee articulated two primary issues guiding rebenching: weights and set-asides. The subcommittee agreed that enrollments must be the basis for campus funding and that some sort of weighting is necessary but determining costs of education per student type remains challenging. Weights can reflect relative costs but will also incentivize various behaviors on the part of the individual campuses. For example, additional weights for upper division students would provide an incentive for campuses to admit more transfer students relative to freshmen. Set-asides can distort / off-set enrollment-based budgets, reducing the role of any formulae. The subcommittee intends to examine existing set-asides in detail.

III. Consultation with Senate Leadership

Chair Horwitz updated UCPB on the proposed state budget, noting that the higher education compact would require growth across the system, without increasing physical capacity. There is an Enrollment Capacity Working Group, made up of the President and Chancellors, exploring various options for managing a large influx of students. Pressure on the University to create completely online undergraduate degrees will continue, as they are often seen as a solution both to increasing costs as well as to capacity challenges. The budget will not be finalized until much later in the year, and the legislature may add additional trailer bills to the budget, affecting the University.

Faculty continue to express frustration at the theft of intellectual property and academic dishonestly facilitated by online tutoring sites such as Chegg and Course Hero. A recent lawsuit by shareholders alleging that Chegg's business model relies on cheating is an opportunity for the University to file an amicus brief. Senate leadership continues to ask UC Legal about creating an automated takedown system for intellectual property under the Digital Millennium Act.

Increased costs of hiring unionized GSRs and consequent effects on research continue to occupy Senate leadership. Another employment issue attracting the attention of the Senate is the possible misclassification of UC Health clinical staff and efforts to achieve Senate membership for them. This misclassification is viewed as part of question regarding senate membership for clinical faculty.

There have been implementation problems with a new prescription plan for retirees. Leadership at RASC has been responsive. On-campus retirement counseling will be revived, in both hybrid and in-person formats.

Senate leadership attempted to create a preference for early career faculty for zero-interest (ZIP) mortgage loans discussed during the Regents' meeting, but Chancellors retain discretion about their use.

The Senate maintains that teaching modality determinations be made through shared governance practices, while demands from students for hybrid teaching as an ongoing routine approach have grown on some campuses. UCEP is preparing an advisory memo in response.

Chief Operating Officer Nava spoke with Academic Council about staffing issues. The Council of University of California Staff Assemblies (CUCSA) released a survey in which 43 percent of University staff indicated that they are considering leaving UC employment. Council noted that while many staff wish to work remotely, a lack of direct access to staff can impede faculty productivity and student success.

Chair Horowitz responded to the Regents' Committee on Innovation Transfer and Entrepreneurship at the Regents' meeting, noting that existing faculty personnel and processes recognize innovation and entrepreneurship activities when considering faculty promotion and tenure decisions, therefore no changes to the Academic Personnel Manual (APM) are needed.

- TFIR Chair Brownstone clarified that retirement counselors will be based in Oakland and will provide face to face retirement information by traveling to campuses for special events and via zoom. This will ensure all information presented to faculty and staff is accurate.
- It was noted that there were methodological issues with regard to the CUCSA survey.

IV. Graduate Student Issues by Campus

Professor Neuman presented an overview of issues surrounding graduate students systemwide. Housing costs and labor agreements (with consequent impacts on GSA and GSR classification and pay rates that may affect the ability of campuses to adjust salaries), are key issues. Campuses seeking to increase graduate student enrollments will have to grapple with cost issues. Currently, some graduate students are claiming that under the terms of the UFW contract, they cannot be compelled to teach in person because of COVID safety concerns.

Members reported graduate student issues by campus. There was general agreement that clear data on funding for graduate students is difficult to find and assessing the true state of graduate funding by campus as well as systemwide will require a major effort from committee members. Stipends high enough to bring housing costs to 30 percent of graduate student income are beyond campus' ability to implement. Wage requirements that would increase the cost of hiring graduate student researchers would lead some committee members to hire postdocs in favor of GSRs. One member noted that after hearing from graduate students regarding funding issues, their campus Planning and Budget Committee wondered if admitting graduate students to underfund them was doing them an educational disservice.

Action: Professor Neuman agreed to write a summary of the present state of graduate student funding and plans for data gathering to present to Senate leadership.

V. Budget Consultation with UCOP

- *Nathan Brostrom, Executive Vice President*
- *David Alcocer, Associate Vice President, Budget Analysis & Planning*
- *Kieran Flaherty, Associate Vice President, Director, State Governmental Relations*
- *Seija Virtanen, Associate Director, State Budget Relations*

AVP Alcocer presented an overview of the Governor's budget proposal and a timeline for budget finalization. The plan includes an increase in in-state students, funding for recent unfunded enrollment growth, salary adjustments for policy-covered staff and faculty, investments to close graduation gaps and other projects of interest to the Regents. Additional one-time funds will address the buyout of non-resident students, climate action research, deferred maintenance and seismic retrofitting, and other projects. The multi-year five percent funding compact will be negotiated with the legislature. The University plans to extend advocacy efforts for climate resilience projects on campuses and other capital expenditures.

AD Virtanen noted that the LAO has recommended against ratifying the multi-year compact because the Governor negotiated it directly with the University, without involving the legislature. There will be multiple committee hearings negotiating the budget until May, when the Governor releases his

May budget revision. The budget, as well as any trailer bills affecting the University, will not be finalized before September.

VI. Faculty Salary Scales Discussion

Professor Simmons led a discussion of how salary increases have been implemented on each campus, on-scale, off-scale, and above-scale. Members shared news from their campuses as well as any written policies regarding salary increases.

It was noted that the President can only mandate increases to salary scales. Chancellors have discretion about implementing other increases. Raising salary scales has met with some opposition as it would not benefit faculty members with off-scale salaries who comprise the majority of faculty. There are differences across campuses and over time in how salary increases are applied regarding across the board increases or increases only to scale. Clinical faculty have additional factors in salary scale determination, with salary negotiation adding money beyond a base salary. Salary increases can thus be negated by a decrease in the additional component.

Action: Professor Simmons agreed to write a summary of faculty salary increase approaches to share.

VII. Consultation with UC Health

This item was rescheduled for an upcoming meeting due to Dr. Byington's schedule.

VIII. Issues with Hiring: Ladder and Non-Ladder Faculty and Administration

Vice Chair Senear led a discussion of trends in faculty hiring. Issues presented were whether faculty hiring has kept pace with the increase in student enrollment, and changes in faculty makeup, including the proportion of Senate research faculty and teaching faculty. Another topic of interest is the perception that administrative growth has outpaced faculty growth.

Systemwide, student enrollment has grown by approximately 14 percent, and faculty by approximately 11 percent. Had faculty grown at the same proportion, the University would have approximately 320 additional faculty. Graduate instructor numbers have grown about 15 percent, and student lecturers and other graduate instructors 18 percent. Senior management-level staff numbers have been constant, but Senior Professional Staff, MSP, have grown 76 percent.

Within the Senate faculty ranks, there has been greater growth in teaching faculty (LSOEs) compared to research faculty at some campuses, raising questions about the student learning experience.

UCPB members discussed faculty and staff hiring and proportions on their individual campuses. Across the board, the totals include fewer lecturers than expected. Campuses with medical schools reported increases in non-Senate clinical faculty over ladder-rank Senate faculty.

Staffing issues vary by campus, and some campuses report that there are too few staff to support students. Engineering faculty have generally not kept pace with increasing student numbers in the

field. Some members believe that growth in higher level staff may reflect career progression and staff reclassifications, rather than pure growth in numbers.

Action: Professor Neuman offered to prepare a summary table and present it to the committee.

IX. Items Under Review

1. Proposed Revisions to the Presidential Policy on Supplement to Military Pay

Action: UCPB will assign a lead reviewer at its next meeting.

X. Campus Updates

UC Davis has a one percent COVID positivity rate and testing on campus is easily accessed; there are also rapid-response tests for symptomatic persons. Some large lecture halls have built-in recording capability so classes can be recorded, and the Provost has provided funds for faculty to create hybrid classes. CPB participated in the annual campus budget retreat in which were discussed faculty workload, staff salary ranges and equity issues.

UC Los Angeles has a joint faculty/administration Task COVID Force. Faculty are allowed two weeks to teach remotely, but encouraged to save those weeks for use if they become ill or otherwise unable to teach in-person. A new campus budgeting system is rolling out, and there is hope to increase transparency of the funds between UC Health and the medical school. CPB has responded to the growth in Self Supporting Graduate Degree Programs (SSGDPs) by creating a budgetary evaluation plan and producing a standard method to evaluate them by the end of the year.

UC Merced began the semester remotely but has returned to in-person instruction for upper division courses with fewer than 100 students. All classes will return to in-person instruction after one more week.

UC Riverside has returned to in-person instruction. Faculty requests to teach remotely are being evaluated by the dean. The campus is beginning to create a short-term financial plan, after a strategic planning process begun in 2019-20 was shelved due to COVID.

UC San Diego has an Educational Continuity Task Force, addressing COVID-related concerns and planning. Some students want continued hybrid learning options. A new graduate funding formula will raise the “floor” but require two years of summer employment for a five-year program. The campus is adding an eighth college, accommodating 4000 students. Faculty is requesting that the administration provide funds to revitalize public transit lines which were cut because of the trolley line extension to campus. Such transit lines would both reduce carbon emissions from single-occupant vehicles traveling to campus and support remaining staff. The campus has been experiencing staff reduction as staff retire or leave University employment.

UC San Francisco is experiencing some clinical impact due to Omicron. Category three research, research “that requires on-site visits but is not essential to the health and well-being of the participant,” has resumed. The salary of a newly hired CEO has raised questions.

UC Santa Barbara's CPB has met to determine how to create strategic plans for full-time faculty in response to growth in student numbers. The long-term enrollment plan for 25k undergrads has been nearly reached in just 2-3 years, before the housing planned to accommodate the increase has been built. The city of Goleta is suing over the effect on local housing. Although their budget model has not been completed for them, summer classes will help manage the increase in students on campus. Currently, summer plans are made department by department.

UC Santa Cruz requires exceptions to in-person enrollment to be approved, although students with disability accommodations and students who are afraid to return to in-person instruction are negotiating directly with faculty members. The campus views remote learning differently from online learning or hybrid learning, with remote learning following the declaration of a state of emergency by the administration. Such a distinction protects the integrity Senate's overview of instruction modality. There is a lack of laboratory space, negatively impacting hiring junior faculty.

TFIR noted that there is a new permanent Director of RASC.

TF-ANR Chair Kaufman noted that the LAO suggested that the state exercise oversight over both ANR's Agricultural Experiment Stations and Cooperative Extension by budgeting directly for both programs and require that UC provide budget reports on anticipated operational cost increases, as well as the activities and outcomes of both programs. If the legislature implements this budget model, shared governance will be hampered.

Prepared by Stefani Leto, Analyst
Attest, Kathleen McGarry, Chair
The meeting ended at 3:23 p.m.