



Assembly of the Academic Senate  
Notice of Meeting  
Thursday, December 12, 2024  
2:00 pm – 5:00 pm

AGENDA

To participate in the videoconference, you may join at  
<https://UCOP.zoom.us/j/6568908103?pwd=a1U1RWVRVTVp1emc0akg1V3V6N0tKdz09>  
Or by phone: 1 669 900 6833 Meeting ID: 656 890 8103

Item	Enclosures
I. Roll Call of Members	Page 3
II. Minutes [ACTION] <ol style="list-style-type: none"><li>1. Approval of the Draft Minutes of the Meeting of June 21, 2024</li><li>2. Appendix A: Assembly Attendance, June 21, 2024</li></ol>	Pages 4-8 Page 9
III. Announcements by the Chair <ul style="list-style-type: none"><li>▪ Steven W. Cheung</li></ul>	
IV. Reports of Standing Committees <ol style="list-style-type: none"><li>A. University Committee on Educational Policy (UCEP) [ACTION]<ul style="list-style-type: none"><li>▪ Rachael Goodhue, Chair</li><li>1. Proposed Academic Senate Statement: Characteristics of Undergraduate Educational Quality at the University of California</li></ul></li><li>B. Academic Council [ACTION]<ul style="list-style-type: none"><li>▪ Steven W. Cheung, Chair</li><li>1. Proposed revisions to Senate Regulation 424.A.3 (A-G Ethnic Studies)</li></ul></li></ol>	Pages 10-13  Pages 14-20
V. Announcements by Senior University Managers (3:00 - 4:00 pm) <ul style="list-style-type: none"><li>▪ Michael V. Drake, President</li><li>▪ Katherine S. Newman, Provost and Executive Vice President</li><li>▪ Nathan Brostrom, Executive Vice President and Chief Financial Officer</li></ul>	
VI. Special Orders <ol style="list-style-type: none"><li>A. Consent Calendar [NONE]</li><li>B. Annual Reports [2023-24]<ul style="list-style-type: none"><li>Academic Council</li><li>Academic Computing and Communications (UCACC)</li><li>Academic Council Special Committee on Laboratory Issues (ACSCOLI)</li><li>Academic Freedom (UCAF)</li><li>Academic Personnel (UCAP)</li><li>Affirmative Action, Diversity and Equity (UCAADE)</li></ul></li></ol>	Pages 22-94

**Board of Admissions and Relations with Schools (BOARS)**  
**Coordinating Committee on Graduate Affairs (CCGA)**  
**Committees (UCOC)**  
**Educational Policy (UCEP)**  
**Faculty Welfare (UCFW)**  
**International Education (UCIE)**  
**Library and Scholarly Communication (UCOLASC)**  
**Planning and Budget (UCPB)**  
**Preparatory Education (UCOPE)**  
**Privilege and Tenure (UCPT)**  
**Research Policy (UCORP)**  
**Rules and Jurisdiction (UCRJ)**

- VII. University and Faculty Welfare Report [NONE]**
  - VIII. Reports on Special Committees [NONE]**
  - IX. Petitions of Students [NONE]**
  - X Unfinished Business [NONE]**
  - XI. New Business**
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## **I. Roll Call**

### **2023-24 Assembly Roll Call – December 12, 2024**

#### **President of the University:**

Michael Drake

#### **Academic Council Members:**

Steven W. Cheung, Chair  
Ahmet Palazoglu, Vice Chair  
Amani Nuru-Jeter, Chair, UCB  
Katheryn Russ, Chair, UCD  
Valerie Jenness, Chair, UCI  
Kathleen Bawn, Chair, UCLA  
Kevin Mitchell, Chair, UCM  
Kenneth Barrish, Chair, UCR  
Olivia Graeve, Chair, UCSD  
Steven Hetts, Chair, UCSF  
Rita Raley, Chair, UCSB  
Matthew McCarthy, Chair, UCSC  
Deborah Swenson, Chair, BOARS  
James Bisley, Chair, CCGA  
Katherine Meltzoff, Chair, UCAADE  
Sean Malloy, Chair, UCAP  
Rachael Goodhue, Chair, UCEP  
Juan Pablo Pardo-Guerra, Chair, UCFW  
Susanne Nicolas, Chair, UCORP  
Tim Groeling, Chair, UCPB

#### **Berkeley (5)**

Mark Goble  
Tyrone Hayes  
Jonah Levy  
Daniel Sargent  
Dean Toste

#### **Davis (6)**

Niels Gronbech-Jensen  
Kristin Lagattuta  
Walter Leal  
Abigail Thompson  
Rena Zieve  
Karen Zito

#### **Irvine (4)**

Noah Askin  
German Andres Enciso  
Oliver Eng  
Douglas (Bert) Winther-Tamaki

#### **Los Angeles (7)**

Christopher Colwell  
Mekonnen Gebremichael  
Ronald D. Hays  
Jody Kreiman  
Reynaldo Macias  
Moritz Meyer-ter-Vehn  
Robert Zeithammer

#### **Merced (1)**

Shilpa Khatri

#### **Riverside (2)**

Jennifer Hughes  
Manuela Martins-Green

#### **San Diego (5)**

Marianna Alperin  
Kimberly Cooper  
Gabriella Caballero Hernandez  
Julia Ortony  
Deborah Stein

#### **San Francisco (5)**

Ifeyinwa Asiodu  
Robin Corelli  
David Hwang  
Kewchang Lee  
Soo-Jeong Lee

#### **Santa Barbara (3)**

Eileen Boris  
Sabine Fruhstuck  
Charles Jones

#### **Santa Cruz (2)**

Melissa Caldwell  
Rita Mehta

#### **Secretary/Parliamentarian**

Katherine Yang (UCSF)

# UNIVERSITY OF CALIFORNIA

# ACADEMIC SENATE

## MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

June 21, 2024

### MINUTES OF MEETING

#### I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Friday, June 21, 2024. Academic Senate Chair James Steintrager presided and called the meeting to order at 3:00 pm. Senate Executive Director Monica Lin called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

#### II. MINUTES

**ACTION:** The Assembly approved the minutes of April 18, 2024.

#### III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- James Steintrager, Chair
- Steven W. Cheung, Vice Chair

Apportionment of 2024-25 Assembly: The apportionment of Assembly representatives for the 2024-25 academic year is enclosed in the agenda. Campus representation did not change compared to 2023-24.

Regents Meeting: During their May 14-16 meeting, the Regents discussed campus engagements with protests related to the Israel-Palestine conflict; concerns about free expression and campus safety; efforts to reach negotiated resolutions with the protestors; and a pending strike by UC academic workers represented by the UAW.

The Regents [amended](#) UCOP's [May 9 guidelines](#) on disciplinary actions to affirm that amnesty is inconsistent with due process for individuals cited for UC policy violations. The Regents also expressed interest in revisiting the University's policing policies.

Action on a proposed policy on Public and Discretionary Statements by Academic Units was deferred to the Regents' July meeting. The Regents appointed Janet Reilly as the next chair and Maria Anguiano as the next vice chair, both beginning their one-year terms on July 1, 2024.

UCLA Chancellor: At a special meeting of the full Board on June 12, the Regents announced that Julio Frenk, president of the University of Miami, will become the next chancellor of UCLA effective January 1, 2025.

UAW Strike: The UAW announced a stand-up strike on May 15, alleging unfair labor practices related to actions taken on student protestors and encampments. The University considered the strike unlawful and filed for injunctive relief. On June 7, a state court judge issued a temporary restraining order against the strike until June 27.

Budget News: Governor Newsom’s 2024-25 budget revision proposed a \$137 million cut to the UC budget and deferred UC’s 2024-25 5% compact increase to 2025-26. The University is proceeding with a 2024-25 salary plan for faculty and policy-covered staff. The Chief Investment Officer reported to the Regents that UC’s retirement, endowment, and working capital portfolios are performing well. The Regents approved \$10 million annual payments for three years from UCLA to UCB to compensate for UCLA’s move to the Big Ten.

Mathematics (Area C) Admissions Requirement: The systemwide Board of Admissions and Relations with Schools’ faculty [Workgroup on Mathematics \(Area C\) Preparation](#) released its [Stage 2 report](#) on June 18, providing policy guidance on high school math coursework necessary for student admission to and success at UC.

Academic Affairs: Vice Provost for Academic Personnel and Programs (APP) Doug Haynes will retire effective July 1, 2024. Provost Newman announced a reorganization of APP into two units: one focused on systemwide academic personnel and the other on faculty affairs and academic programs. Senate leadership expressed concern that stewardship of the Academic Personnel Manual may no longer be led by a faculty administrator.

***During the discussion:***

- Assembly members expressed concern over the plan to implement salary increases for faculty as of October 1, rather than July 1, as it is for other policy-covered employees. A three-month delay will negatively impact faculty compensation and retirement income. Senate leadership responded that they have communicated this issue to the president multiple times. They also noted that applying the increase to off-scale salaries is a local decision.

#### **IV. REPORTS OF STANDING COMMITTEES**

##### **A. Academic Council**

###### **▪ James Steintrager**

##### **1. Ratification of the appointment of the 2024-2027 Senate Secretary/Parliamentarian**

In accordance with [Senate Bylaw 15](#), at its meeting on May 22, 2024, the Academic Council approved the appointment of UC San Francisco Professor Katherine Yang, PharmD, MPH to be Secretary/Parliamentarian of the Assembly for a three-year term commencing September 1, 2024, subject to Assembly ratification.

**ACTION: The Assembly ratified the selection of Professor Yang.**

##### **2. Nomination and election of 2024-25 University Committee on Committees Vice Chair**

**ACTION: The Assembly elected Professor Oliver Arnold (UCB) 2024-25 UCOC Vice Chair by unanimous consent.**

##### **3. Proposed Revision to Academic Senate Bylaw 55**

At its March 27, 2024 meeting, the Academic Council endorsed [renaming](#) the “Lecturer with Security of Employment” (LSOE) title series in Academic Personnel Manual (APM) 285 to “Professor of Teaching.” The amendments were [proposed](#) by the University Committee on Academic Personnel (UCAP) in August 2023. The University sponsored a systemwide review of

a corresponding title change in APM 285 that was approved and implemented effective May 1, 2024. This action requires corresponding conforming changes to Senate Bylaw 55 to ensure the titles match. Additionally, at campus discretion and in accordance with APM 285-8-f, campuses may use an alternate working title (e.g., Teaching Professor, or Professor of Teaching \_\_\_\_, using applicable ranks).

**ACTION:** The Assembly approved the proposed revisions with a vote of 43 in favor and 1 opposed, meeting the two-thirds majority required in [Senate Bylaw 116.E](#) for amending a Senate bylaw.

#### **4. Revisions to Regents Policy 4400 – University of California Diversity Statement**

The Assembly was asked to endorse amendments to [Regents Policy 4400](#) – the UC Diversity Statement – to incorporate language about disability and other topics. The amendments were proposed by the UC Graduate and Professional Council president, following a report to the Regents by the Systemwide Advisory Workgroup on Students with Disabilities.

**Background:** Regents Policy 4400 [originated with the Senate](#) in 2006 as a statement proposed by the University Committee on Affirmative Action and Diversity. It was subsequently endorsed by the president and adopted as Policy 4400 by the Regents in 2007. The policy was [expanded to include gender identity in 2009](#), an addition the Senate approved that same year.

##### ***During the discussion:***

Assembly members expressed broad support for adding language that explicitly addresses disability, recognizing the need for greater inclusivity and support for disabled students. However, several members expressed concern about the expansion of the statement into other areas beyond the scope of disability.

##### **Motions and Voting:**

**First motion:** A motion was made and seconded to eliminate the new sentence proposed for the fourth paragraph of the policy.

**Amended motion:** A motion was made and seconded to amend the first motion to include reverting the third paragraph to its original wording.

**Motion to close debate:** This motion passed with 38 in favor, 3 opposed, and 2 abstentions.

**Vote on amendment:** The amended motion passed with 22 in favor, 17 opposed, and 3 abstentions.

**Final motion:** A final motion was made and seconded to endorse the revised policy with the elimination of the new sentence in the fourth paragraph and the elimination of additions to the third paragraph.

**Motion to close debate:** This motion passed with 36 in favor, 2 opposed, and 1 abstention.

**Final vote:** The final motion passed with 32 in favor, 6 opposed, and 2 abstentions.

#### **V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS**

- **Michael V. Drake, President**

President Drake began by acknowledging Chair Steintrager's final meeting as Assembly chair and thanking him for his partnership. He also noted his anticipation for working with the incoming chair, Steven W. Cheung, and vice chair, Ahmet Palazoglu.

New Chancellors: Rich Lyons will succeed Carol Christ as Berkeley chancellor on July 1, 2024. Julio Frenk will assume the role of UCLA chancellor on January 1, 2025, with Provost Darnell Hunt serving as interim chancellor after Chancellor Block retires on July 31, 2024.

Campus Protests: Addressing student protests related to the war in the Middle East has required significant time, effort, and resources. Most encampments have dispersed, and the University anticipates a calm summer.

Budget: The University faces a challenging state budget period. The governor's May budget revision includes a \$137 million cut to the University. However, UC is hopeful about an alternative funding plan proposed by the Legislature that would provide a 5% compact funding increase before implementing this budget cut.

State Legislation: The University is pleased with the defeat of Assembly Constitutional Amendment 6, which would have required UC to conform to the state's labor rules governing state employees. Although UC broadly adheres to the labor standards in the bill, it opposes amendments that bypass the University's protected autonomy. Additionally, UC is collaborating with the authors of proposed Senate Bill 1287 (Glazer), which seeks to strengthen campus code of conduct policies, and Assembly Bill 2925 (Friedman), which requires training to combat antisemitism.

***During the discussion:***

**Protests and Labor Unrest**: Assembly members encouraged UCOP to develop a strategic plan around potential protests and labor unrest in the fall. President Drake noted that each campus approached encampments differently this year, reflecting their unique circumstances and communities, but UCOP is reviewing lessons learned to prepare for fall 2024 with more consistent enforcement of existing policies. A preliminary plan will be presented to the chancellors and the Board of Regents in July.

**Free Speech and Title VI**: President Drake emphasized the University's efforts to balance First Amendment protections with Title VI requirements against discriminatory behavior and harassment. The University will strive to protect free expression while ensuring that all students can learn in a non-hostile environment.

**Graduate Student Employees**: President Drake said UC's contract with the UAW includes a no-strike clause in recognition of graduate student employees' critical roles. The University viewed the recent strike as unlawful and secured a temporary restraining order from the state courts. The University has reached fair agreements with multiple unions and aims to be a supportive employer, paying workers fairly and according to the market.

**Clinical Faculty Workload**: An Assembly member noted that health sciences clinical faculty are experiencing significant burnout and low morale, and asked how UC might help combat clinician

burnout and improve their work-life balance. President Drake observed that UC faculty as a group experienced pressures throughout the pandemic. He also acknowledged the unique pressures facing clinical faculty and expressed hope for reducing administrative burdens and increasing staff support to streamline and better balance workloads.

**VII. REPORTS OF STANDING COMMITTEES (CONTINUED)**

**B. University Committee on Educational Policy**

**1. Revisions to Senate Regulations 900 and 902**

**▪ Melanie Cocco, UCEP Chair**

The University Committee on Educational Policy (UCEP) recommended replacing the term “probation” with “academic notice” as the designation given to undergraduates who fail to meet minimum standards for academic progress as defined in Academic Senate regulations. The request originated with the UC Undergraduate Academic Advising Council. The change will help support students experiencing academic difficulty by removing the stigma associated with the word “probation.”

**ACTION: The motion to endorse the revisions passed 37 to 4.**

**VIII. SPECIAL ORDERS [None]**

**IX. REPORTS ON SPECIAL COMMITTEES [None]**

**X. PETITIONS OF STUDENTS [None]**

**XI. UNFINISHED BUSINESS [None]**

**XII. NEW BUSINESS**

The meeting adjourned at 5:45 pm

Minutes Prepared by: Michael LaBriola, Assistant Director, Academic Senate

Attest: James Steintrager, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 21, 2024



**Appendix A – 2023-2024 Assembly Attendance Record  
Meeting of June 21, 2024**

**President of the University:**

Michael Drake

John Crawford (absent)

Zeev Kain (absent)

Bert Winther-Tamaki

**Academic Council Members:**

James Steintrager, Chair

Steven Cheung, Vice Chair

Amani Nuru-Jeter, Vice Chair, UCB (alt for

Max Aufhammer, Chair

Ahmet Palazoglu, Chair, UCD

Arvind Rajaraman, Chair, UCI

Andrea Kasko, Chair, UCLA

Kevin Mitchell, Vice Chair, UCM (alt for

Matthew Hibbing, Chair)

Sang-Hee Lee, Chair, UCR

John Hildebrand, Chair, UCSD

Steven Hetts, Chair, UCSF

Rita Raley, Vice Chair, UCSB (alt for

Susannah Scott, Chair)

Patricia Gallagher, Chair, UCSC

Barbara Knowlton, Chair, BOARS (absent)

Dean Tantillo, Chair, CCGA (absent)

Jennifer Burney, Chair, UCAADE (absent)

Stefano Profumo, Chair, UCAP

Melanie Cocco, Chair, UCEP

John Heraty, Chair, UCFW

Cynthia Schumann, Chair, UCORP (absent)

Donald Senear, Chair, UCPB (absent)

**Los Angeles (7)**

Mekonnen Gebremichael (absent)

Tim Groeling

Ronald D. Hays

Jody Kreiman

Reynaldo Macias

Moritz Meyer-ter-Vehn

Robert Zeithammer (absent)

**Merced (1)**

Shilpa Khatri

**Riverside (2)**

Y. Peter Chung

Jennifer Hughes (absent)

**San Diego (5)**

Niloofer Afari

Kimberly Cooper (absent)

Randy Hampton

Gabriella Caballero Hernandez

Deborah Stein

**San Francisco (5)**

Ifeyinwa Asiodu

Robin Corelli

David Hwang

Kewchang Lee (absent)

Soo-Jeong Lee

**Berkeley (5)**

Mark Goble

Tyrone Hayes

Lisa Wymore

Jelani Nelson

Dean Toste

**Davis (6)**

Joseph Chen

Walter Leal

Abigail Thompson

Richard Tucker

Rena Zieve

Karen Zito

**Santa Barbara (3)**

Charles Akemann (absent)

Joao Hespanha

Elinor Mason (absent)

**Santa Cruz (2)**

Matthew McCarthy

Rita Mehta

**Irvine (4)**

Noah Askin (absent)

**Secretary/Parliamentarian**

Andrew Dickson

### III. ANNOUNCEMENTS BY THE CHAIR

- Steven W. Cheung

### IV. REPORTS OF STANDING COMMITTEES

#### A. University Committee on Educational Policy (UCEP)

- Rachael Goodhue, Chair

#### 1. Proposed Academic Senate Statement: Characteristics of Undergraduate Educational Quality at the University of California

**Background and Justification:** At its July 2024 meeting, the Academic Council endorsed a statement presented by UCEP, “Characteristics of Undergraduate Educational Quality at the University of California.” This endorsement followed a [systemwide Academic Senate review](#) and additional revisions from UCEP in response to [comments received from Senate divisions and systemwide committees](#) during the review. The Academic Council agrees that a Senate statement on quality that articulates the collective components of academic excellence can serve as guidance for shaping the University’s academic programs, priorities, and actions, ultimately contributing to its continued success and enduring impact. The statement in its current form has already informed the work of the Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs as it considered criteria for fully online baccalaureate degree programs.

**ACTION REQUESTED:** The Assembly is asked to endorse the statement and transmit it to Provost Newman for further distribution to campus provosts and undergraduate deans.

## Characteristics of Undergraduate Educational Quality At the University of California

A statement on educational quality was originally developed in 2009-2010 by the Education and Curriculum working group of the UC Commission on the Future, to be used as a basis for evaluating change due to the ongoing budget difficulties at that time and the possible inclusion of more online instruction. Increasing interest in online education prompted Senate leadership to request that the University Committee on Educational Policy (UCEP) revise and update the previous quality statement and send the new statement to the Divisions for comment (Divisions were not asked to comment on the previous statement). UCEP acknowledges that this statement on quality is aspirational in nature but believes that it is grounded in the mission of the University of California and the world-renowned excellence and rigor of UC's undergraduate academic programs. As of 2024, 52% of the undergraduate population are enrolled in STEM fields. The rigor of UC degree programs is proven by the success of UC students in admission to graduate programs. Over the past two decades, more than 40% of all UC undergraduates have completed a graduate degree within 10 years of receiving their UC Bachelor's degree. UC degree programs are highly successful in training students with challenging curricula. Graduation rates among UC campuses are among the best in the nation. 2024 graduation rates reported by the Department of Education (<https://collegescorecard.ed.gov>) are: Berkeley: 94%; Los Angeles: 93%; San Diego: 90%; Davis: 89%; Irvine: 87%; Santa Barbara: 86%; Riverside: 80%; Santa Cruz: 80%; Merced: 72%

A Presidential Taskforce on Online Modalities is currently drafting specific recommendations for online education with an expected completion of recommendations by Fall, 2024. For this reason, the current UC Quality statement does not include specific reference to online instruction. We provide this updated statement and responses from Divisions to inform the Taskforce in their important work and as a guide for any new degree program.

### **Fundamental Basis for a UC Quality Education.**

Collectively, the University of California, California State Universities, and California Community Colleges provide higher educational opportunities for all residents of the state. The distinctive mission of the UC 'is to serve society as a center of higher learning, providing long-term societal benefits through transmitting advanced knowledge, discovering new knowledge, and functioning as an active working repository of organized knowledge.' To support achievement of that teaching, research, and public service mission, the delivery of the highest caliber undergraduate educational programs is paramount. The quality of a UC education fundamentally derives from three key components: the training and expertise of UC faculty, the ability and engagement of UC students, and the rich research-based environment central to the UC system.

- The vision of what constitutes desired and acceptable quality will appropriately come from the faculty responsible for the curriculum and teaching in each undergraduate degree or program.
- The measures of success ultimately will be derived from the experiences and achievements of students supported by multiple campus resources.

**UC Quality: Environment.** UC quality derives not just from individual courses or activities but from the comprehensive educational experience at the system's 10 top-tier public research universities which:

- Leverages synergies across campuses while simultaneously giving students access to the unique characteristics of each institution.
- Provides a civil and inclusive multicultural environment that conveys and helps to develop the most current knowledge, theories, ideas, and perspectives, in a context of academic freedom.
- Takes advantage of the important social, cultural, and intellectual contributions enabled by enriching California's diverse population of faculty and students, with faculty and students from around the nation and world, particularly those from underrepresented populations.
- Offers insights and experiences based in both research and practice, including engaging students with hands-on projects closely mentored by UC faculty.

- Promotes a rich learning environment beyond the classroom, providing context for social interactions with others, potentially grounding and inspiring creative research activities and other contributions to society, and creating relationships that can continue after graduation.
- Fosters a safe and healthy living environment for each student, with the academic resources, libraries, campus facilities, health and wellness support, cultural events, social opportunities for informal interactions with peers and mentors, and other enrichment activities that will allow students to maximize their success.
- Employs first-class educational facilities and instructional environments (e.g., laboratories, libraries, and art studios) that promote student success.

**UC Quality: Educational Offerings.** The following features enable UC to deliver high-quality educational content and maximize student outcomes, leveraging UC's status as California's primary public academic research institution. Courses, programs, and extracurricular activities that define UC quality:

**Are Structured to Maximize Student Success.**

- Are developed and taught primarily by UC Senate faculty, as well as lecturers, graduate students and external specialists with relevant expertise, and address content reflecting the most relevant research.
- Employ effective pedagogical practices for each area, recognize student needs and promote high levels of engagement among different types of student learners, regardless of instructional modality.
- Include appropriate and substantive student-instructor and student-student interaction.
- Have appropriate student-instructor ratios, which might vary by discipline and with instructional aims.

**Build Core Competencies and Critical Thinking Skills.**

- Provide a framework by which students achieve objective standards of knowledge, competence, and information literacy appropriate to the field of study.
- Train students to find, evaluate, interpret, and organize information critically, analytically, and effectively. Empower them with skills in the acquisition, assimilation and synthesis of knowledge that will allow nimble adaptation to the ever-changing intellectual, cultural, and technological environment, not only in California but across the globe.
- Promote intellectual curiosity and creativity and an appreciation for knowledge, including knowledge for which practical applications are not immediately apparent.
- Nurture intellectual independence, originality, creativity, leadership, and entrepreneurship.

**Ensure Rigor and Depth**

- Operate at a high level of intellectual rigor suited to the extraordinary level of academic potential of the student body.
- Maintain high ethical standards and intellectual integrity.
- Scaffold courses on a core set of knowledge, concepts, and skills, enabling students to reflect and build in a temporally extended way on what they are learning.

**Foster Breadth of Perspective and Interactive Learning Communities**

- Develop interpersonal and communication skills that will contribute to success through collaboration.
- Provide ample opportunities for closely-mentored relationships with faculty and other University-affiliated personnel, that allow students to pursue independent research, creative activity or service to society.
- Facilitate informal and less-structured interactions that enable learning and development of perspectives beyond those that can be captured by typical tests and other structured assessments.
- Develop sensitivity to the diversity of domestic and international cultures that will enhance students' capacity to operate within the university, and advance U.S. and global society.
- Contribute to a sense of the course, program, and campus as a learning community that facilitates productive peer-to-peer interaction, support, and feedback.

**UC Quality: Oversight.** To ensure their effectiveness, UC courses and educational programs are subjected to rigorous and ongoing review. Key elements of this process include:

- Course and program development led by faculty with expertise in the latest pedagogy, research, and practice in the field, followed by reviews for content, rigor, innovation, modality-specific issues, and quality assurance at multiple levels (department, school, UC Academic Senate)
- Systematic monitoring of existing educational offerings, exercising the UC Academic Senate course and program review process.
- Regular review of content and delivery of instruction by individual faculty at multiple levels, including self-assessments, student evaluations, and internal and external peer faculty and administrative appraisals, which are considered in the faculty member's record as they are considered for advancement within the University.
- A high-quality, equitable course and program assessment process in which faculty develop learning goals, mapping them to the curriculum, and evaluating students' mastery of those goals. Learning targets include skills related to critical thinking, analytical reasoning, written and oral communication, and other discipline-based skills.
- Investment in ongoing training, course development support, and resources for faculty, with reference to pedagogical developments and the emergence of new teaching modalities.
- Assessment of university and campuses to ensure that the system and campuses allocate the academic resources required for faculty to teach and students to learn with appropriately high, field-specific pedagogy, research, and practices.

**UC Quality: Expected Outcomes.** Graduates of UC will have the ability to:

- Weigh evidence critically and think independently.
- Demonstrate integrity and principled leadership.
- Simultaneously hold multiple narratives in mind.
- Communicate effectively using skills in rhetorical writing with clarity of thought.
- Assess information for accuracy and trustworthiness.
- Make intellectual and creative contributions that serve the public good in California, the nation, and the world.
- Succeed in subsequent study and other postgraduate scholarly activities .
- Make professional contributions in their chosen field, informed by their experience in a research-oriented academic environment, with undergraduates contributing to the creation of new knowledge with opportunities to work at the very cutting edge of theory and practice.
- Apply the breadth and depth of their education, readily adapting to and taking advantage of rapid changes and evolutions in knowledge, technology, and social paradigms.

## B. Academic Council

### ▪ Steven W. Cheung, Chair

#### 1. Proposed revisions to [Senate Regulation 424.A.3](#) (A-G Ethnic Studies)

**Background and Justification:** At its July 2024 meeting, the Academic Council approved a motion to advance proposed revisions to Senate Regulation 424.A.3 to the Assembly for further consideration. The amendment introduces an A-G ethnic studies requirement (Area H) for freshman admission to the University. Council's action followed discussion of [questions and concerns](#) raised during the second [systemwide review](#) of the proposal. The addition of Area H aligns the University with the state of California's new ethnic studies graduation requirement for all public high school students. It does not increase the overall number of required courses in the existing A-G subject requirements (15 minimum), but rather stipulates that at least one high school course used to fulfill an A-G area must be an approved half-unit course (one semester) in ethnic studies. The proposal was revised in response to Academic Council comments following an initial systemwide Academic Senate review in winter 2020-21. The revised proposal includes an updated set of Area H course criteria and guidelines, developed by BOARS's Ethnic Studies Implementation Workgroup, which outlines UC's expectations for college-preparatory ethnic studies coursework.

*Additional background and FAQs are included in the attachment.*

**ACTION REQUESTED: The Assembly is asked to endorse the proposal and forward it to President Drake to convey to the UC Board of Regents for consideration.**

### Proposed Revision to [Systemwide Academic Senate Regulation 424.A. 3](#)

**424.** Candidates applying for freshman admission on the basis of a transcript of record from a secondary school in California must satisfy the course work requirements specified in this regulation. (Am 2 Jun 77; Am 26 May 82; Am 3 May 90; Am 24 May 00) (Am 17 June 2009)

#### A. Course Requirements

##### 1. Unit Requirements

For the purpose of this Regulation, a unit consists of a year-long college preparatory course approved by the University at the applicant's high school, in one of the following subject areas: History/Social Science, English, Mathematics, Science, Language Other Than English, Visual and Performing Arts, and College-Preparatory Electives. A minimum of 15 units must be completed in grades 9-12 as specified in Paragraph A.3 of this Regulation. However, courses in Mathematics and Language other than English taken in grades 7 and 8 may be included in the required 15 units if the courses are accepted by the applicant's high school as equivalent to high school courses that meet the a-g requirements of SR.424.A.3. At least 7 of the 15 required units must be completed during the applicant's last two years in high school. A minimum of 11 units must be completed before the end of grade 11. (Rev 4 May 1995) (Am 17 June 2009) (Am June 2013) (Am 10 April 2019)

##### 2. Exception to the Unit Requirements

Notwithstanding Paragraph A.1 of this Regulation, a campus may elect to admit an applicant who does not present the required minimum 15 units prior to high school graduation, provided that the applicant has completed 11 units before the end of the grade 11, including those specified in Paragraph A.3 of this Regulation. Campuses should exercise this option sparingly, and only when an applicant presents a strong overall record of academic achievement that is at least comparable to the records of other applicants admitted to the campus. (Am 17 June 2009) (Am June 2013)

### 3. Specific Subject Requirements

The following subject requirements must be satisfied through the completion of approved courses of study as provided in Bylaw 145.B.5.

- a. History/Social Science, 2 units. One unit of world history, cultures, and historical geography; and, one unit of US History or one-half unit of US History and one-half unit of Civics or American government. (Am 17 June 2009)
- b. English, 4 units. College-preparatory English composition and literature. (Rev 4 May 1995) (Am 17 June 2009)
- c. Mathematics, 3 units. Four are recommended. Must include the topics covered in elementary and advanced algebra and two- and three-dimensional geometry. (Am 17 June 2009)
- d. Science, 2 units. Three are recommended. Must provide basic knowledge in at least two of the fundamental disciplines of biology, chemistry, and physics. (Am 17 June 2009) (Am 10 April 2019)
- e. Language other than English, 2 units. Three are recommended. Both units must be in the same language. (Am 17 June 2009)
- f. Visual and performing arts, 1 unit. Must be a single, year-long course in dance, drama/theater, music, or visual art. (Am 17 June 2009)
- g. College preparatory elective, 1 unit. Additional approved a-f courses beyond the minimum required, or courses that have been approved specifically in the 'g' subject area. (Am 17 June 2009)
- h. At least one of the courses used to satisfy the specific requirements of Paragraph A.3.a-g of this Regulation must be an approved course of study (one-half unit) in Ethnic Studies.



## A-G Ethnic Studies Summary – Academic Council Meeting | July 24, 2024

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### **A-G & Curricular Issues**

#### **Why propose a new A-G ethnic studies admission requirement for UC?**

- The intended purpose of A-G admission requirements is to define faculty expectations for the high school coursework that will best prepare students to succeed in a university-level discipline leading to a baccalaureate. The A-G course pattern aims to ensure that entering students can participate fully in the first-year program at the University in a broad variety of fields of study. Students who complete the A-G course pattern will have attained:
  - The necessary preparation for courses, majors, and programs offered at the University;
  - A body of knowledge that will provide breadth and perspective to new, more advanced studies; and
  - Essential critical thinking and study skills.
- Courses must satisfy the following general criteria<sup>1</sup> to meet the A-G requirements:
  - Be academically challenging;
  - Involve substantial reading and writing;
  - Include problem-solving and laboratory work, as appropriate;
  - Show serious attention to analytical thinking and research skills;
  - Develop students' oral and listening skills; and
  - Incorporate skills development that cultivates interest in the academic enterprise.

#### **How does the proposed A-G ethnic studies requirement compare with AB 101, which mandates the completion of a one-semester course in ethnic studies for all public high school graduates in California?**

- The focus on ethnic studies as a new A-G requirement came about in November 2020 when BOARS unanimously approved a proposal for a non-additive one-semester ethnic studies course among the minimum 15 yearlong A-G course requirements.
- The proposed requirement promotes the importance of ethnic studies without requiring completion of an additional A-G course. However, as a point of reference, 95% of UC applicants in 2023 completed 20 or more yearlong A-G courses and 54% completed 25 or more A-G courses.<sup>2</sup>
- This approach for the requirement was conceived by BOARS members at the time after multiple deliberations on various options were presented. It supports the notion that ethnic

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<sup>1</sup> These general criteria also serve as the course criteria for area G (college-prep elective) courses, as described on the A-G Policy Resource Guide: <https://hs-articulation.ucop.edu/guide/a-g-subject-requirements/g-college-preparatory-elective/>

<sup>2</sup> Undergraduate Admissions Summary, UC Information Center: <https://www.universityofcalifornia.edu/about-us/information-center/admissions-residency-and-ethnicity>



studies can be taught in potentially any of the A-G subject areas and allows flexibility in how students may fulfill the requirement.

- As of 2020-21, the majority of ethnic studies courses were subsumed across three A-G areas in the following descending order: college-prep elective (area G), history/social science (area A), and English (area B).
- Area H aligns with the new state public high school graduation requirement as a one-semester course requirement (see [AB 101](#)). It also aligns with revisions to the California Education Code that were passed into law in 2016 (see [AB 2016](#)), which reflected the state legislature’s intent that “local educational agencies submit course outlines for ethnic studies for approval as A-G courses.”

### **What is the value added in making ethnic studies an A-G requirement when AB 101 is the law?**

- Incorporating ethnic studies into the A-G course pattern not only prioritizes ethnic studies education as an area of high importance for preparing incoming students for the rigors of academic study at UC, but also aligns with the University’s academic priority in advancing critical and interdisciplinary study.
- As the course criteria describe:
  - The study of race, racism, and racialization centers the experiences and perspectives of people of color and engages students in a critique of power and systems of inequality.
  - The focus is on how racial/ethnic groups define and experience social, cultural, and political forces and their connections to gender, class, sexuality, and other intersections of identity.
  - Ethnic studies provides culturally relevant pedagogy that helps all students develop inclusivity by fostering understanding of diversity, connecting students with their community, and giving them tools to identify and change the institutional structures that perpetuate inequity.
- As we heard from our colleagues at the last Council meeting, a major reason the UC ethnic studies course criteria can be useful to K-12 curriculum designers and ethnic studies teachers is because the UC criteria provide guidance on pedagogy that differentiates college-prep ethnic studies from its non-college-prep version, and that is absent in the state-approved Ethnic Studies Model Curriculum.
- UC has done this—that is, present course criteria and guidelines—for **all** A-G subjects prior to California’s adoption of college-prep curriculum standards in the areas of English, math, science, world languages, and the arts. Even with updated California K-12 curriculum standards that the State Board of Education has approved over the last decade, UC **still** asserts A-G course criteria to shape alignment between college-prep content standards in K-12 and UC’s college-prep standards reflected in A-G requirements. Because the state does not currently have college-prep ethnic studies curriculum standards in place (no such standards exist), UC’s proposed criteria would fill that important gap.

- Another point to consider is that a majority of UC applicants (56% in 2023) are from CA public schools, but about 8% are from CA private schools (these percentages have held since 2015<sup>3</sup>). The new area H requirement would provide direction to private institutions across the state to follow suit and similarly offer at least one semester-long course among their array of A-G courses.

### How do UC's A-G requirements compare to the state's requirements for high school graduation from public schools?

- A-G requirements have historically **matched** or **exceeded** the state's requirements for public high school graduation. By requiring a one-semester ethnic studies course that meets UC criteria, UC would be asserting its determination of admission requirements based on prioritized course completion in specific subject areas.

Subject Area	CA Requirements	UC A-G Requirements
History/Social Science (Area A)	<b>3 years</b> , including U.S. history and geography; world history, culture, and geography; a one-semester course in American government and civics, and a one-semester course in economics	<b>2 years</b> , including one year of U.S. history or one-half year of U.S. history and one-half year of civics or American government; and one year of world history, cultures, or geography
English (Area B)	<b>3 years</b>	<b>4 years</b>
Mathematics (Area C)	<b>2 years</b>	<b>3 years</b> ; 4 years recommended
Science (Area D)	<b>2 years</b>	<b>2 years</b> ; 3 years recommended
Language other than English (Area E)	<b>1 year</b> of either visual and performing arts, foreign language, or career technical education	<b>2 years</b> ; 3 years recommended
Visual & Performing Arts (Area F)	<b>1 year</b> of visual and performing arts, foreign language, or career technical education	<b>1 year</b>
Elective (Area G)	N/A	<b>1 year</b> ; can be fulfilled with an approved area G course or additional coursework in areas A-F
Ethnic Studies (Area H)	<b>One semester</b> <sup>4</sup> : a course based on the ES model curriculum; an existing ES course; an A-G ES course; or an ES course approved by the local school district or charter school	<b>One semester</b>

### Implementation Issues

<sup>3</sup> Undergraduate Admissions Summary, UC Information Center: <https://www.universityofcalifornia.edu/about-us/information-center/admissions-residency-and-ethnicity>

<sup>4</sup> California public high school graduation requirement will commence with pupils graduating in the 2029-30 school year.

## How can UC address equity and inclusion concerns related to under-resourced schools and their ability to meet the A-G ethnic studies criteria?

- AB 101 is a funded state mandate. The California Department of Education estimates that adding a new graduation requirement in ethnic studies on top of existing requirements could cost as much as \$276M each year for school districts to comply with the law, given the need to hire new teachers, provide additional teacher training, and purchase instructional materials. Arguably, it would be most cost-effective and practical for public schools to design their new ethnic studies course as another college-prep course so they can continue to expand their A-G offerings to students.
- California public schools have responded to A-G requirements either by matching or exceeding the state's high school graduation requirements, which has resulted in the vast majority of public schools across the state offering at least the minimum 15 A-G courses. Less than 4% of all California public schools do not offer the full A-G course pattern, based on data from A-G course lists.
- Similarly, CA private schools have typically been able to offer at least the minimum 15 A-G courses for their students, based on the A-G course lists they have registered with UC.

## What impact might the proposed requirement have on UC campus admissions offices?

- Reminder #1: UC's priority is to admit California resident students. A-G only applies to California residents, as no other state has A-G or related course lists. Non-residents (domestic or international) are admitted in addition to state-funded California high school graduates.
- Reminder #2: Under comprehensive review and admission by exception, no worthy applicant would be unfairly displaced, regardless of California geographic location or inability to meet the ethnic studies requirement due to lack of course offering.
- Reminder #3: Non-residents are not held to A-G in the same way as California residents.
  - Non-residents are not part of the [statewide eligibility index](#) or the [Eligibility in the Local Context](#) program.
  - There is precedent for adjusting admission requirements for non-residents accordingly (e.g., international students fulfill their LOTE subject requirement with courses in a language other than their primary language of instruction).
  - BOARS policy on the selection of non-resident students includes guidance that states: "...[N]onresident applicants who do not technically meet the minimum requirements for admission outlined in [Senate Regulation] 450, but who demonstrate strong likelihood of academic success at UC or exceptional potential to contribute to the University, may be admitted. This is in recognition of the variation in curricula outside of California that adversely affects applicants' abilities to fulfill California's A-G curriculum as well as diversity in grading systems. Qualified nonresidents admitted notwithstanding A-G need not be coded as Admission by Exception."<sup>5</sup>

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<sup>5</sup> BOARS Policy on Selection of Nonresident Students:

[https://senate.universityofcalifornia.edu/\\_files/committees/boars/documents/selection-of-nonresident-students-policy-2021.pdf](https://senate.universityofcalifornia.edu/_files/committees/boars/documents/selection-of-nonresident-students-policy-2021.pdf)

- **Reminder #4:** Based on longstanding principles adopted by BOARS, non-residents are expected to “compare favorably” with California students. BOARS states:
  - “[We are] aware that the lack of a grade point bump or local context information for non-residents can make apples-to-apples comparisons of resident and non-resident applicants difficult. BOARS believes, however, that campus admissions professionals are fully capable of making appropriate judgment calls, and leaves the term “compare favorably” to their interpretation.”<sup>6</sup>

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<sup>6</sup> See BOARS June 2011 letter to Academic Council Chair Daniel Simmons RE clarification of principles for non-resident enrollment: [https://senate.universityofcalifornia.edu/\\_files/committees/boars/BOARS-NR-Principles-June-2011.pdf](https://senate.universityofcalifornia.edu/_files/committees/boars/BOARS-NR-Principles-June-2011.pdf)

- V. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS (3:00 - 4:00 pm)**
- **Michael V. Drake, President**
  - **Katherine S. Newman, Provost and Executive Vice President**
  - **Nathan Brostrom, Executive Vice President and Chief Financial Officer**
- VI. SPECIAL ORDERS**
- A. Consent Calendar [NONE]**
  - B. Annual Reports [2023-24]**

## ACADEMIC COUNCIL ANNUAL REPORT 2023-24

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Academic Council is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the president, and has the responsibility through its committee structure to investigate and report to the Assembly on matters of University-wide concern. Council held eleven regular meetings in the 2023-24 academic year, including four at UC Office of the President, to consider multiple initiatives, proposals, and reports. Council's final recommendations and reports are available on the [Academic Senate website](#). Key issues addressed this year are summarized below.

### CAMPUS CLIMATE AND SAFETY CHALLENGES

Council discussed the Middle East conflict's impact on UC campuses, and challenges in navigating political divisions, protests, encampments, arrests, and disciplinary measures. In his meetings with the Council, President Drake discussed initiatives aimed at fostering constructive dialogue, emphasizing the University's commitment to free speech, campus safety, and UC principles of community, and opposition to bigotry, intolerance and violent disruptions of speech. He also shared high level aspects of a campus climate initiative framework to enhance safety while protecting free speech rights. Council members stressed supporting the safety and free speech rights of UC community members, promoting inclusivity, and respecting diverse perspectives. In a [letter to President Drake](#), Council urged greater Senate involvement in administrative discussions and decisions about "time, place, and manner" and other policies to manage political demonstrations, enhance collaborative decision-making around campus policing, and improve contingency planning for campus closures and emergency responses.

### ACADEMIC PERSONNEL AND LABOR RELATIONS

***Meetings with Academic Personnel and Programs:*** Council held regular meetings with the Office of Academic Personnel and Programs (APP) to discuss the impact of graduate student unionization on the faculty-student relationship; financial and enrollment pressures from new academic labor contracts; faculty and student roles and responsibilities under these contracts, including summer; options to address grievances filed by striking graduate students ; faculty rights and responsibilities during a strike; legislation affecting academic personnel; and other issues.

***UAW Strike:*** Following a May 2024 work stoppage by academic student employees over campus responses to encampments, the Council chair and vice chair provided [guidance](#) to faculty on navigating instructional matters during a strike considered unlawful by the University.

***Faculty Job Title Series Change:*** Following a systemwide review, Council [endorsed](#) revisions to Academic Personnel Manual (APM) Section 285, renaming the "Lecturer with Security of Employment" (LSOE) title series to "Professor of Teaching" (or "Teaching Professor"), to better recognize the status and contributions of these faculty. The Assembly also [approved](#) corresponding changes to the title in Senate Bylaw 55.

***Senate Bylaw 55:*** Following a systemwide review, Council endorsed amendments to Senate Bylaw 55 proposed by the University Committee on Academic Personnel (UCAP), to uniformly extend

voting rights to Teaching Professor faculty across the UC system. However, the Assembly's vote [fell short](#) of the required two-thirds majority for amending a Senate bylaw.

**APM 016:** Following a systemwide review, Council [opposed](#) revisions to APM 016, which addressed the handling of simultaneous academic misconduct investigations and personnel actions. Council determined that the proposed policy did not address the recommendations put forward by the University Committee on Privilege and Tenure (UCPT) and supported by the Council in 2023, and requested further work on the proposed policy.

**Labor Consultant Insights:** In November 2023, a group of Council members were interviewed by a UCOP consultant assessing UC's academic and labor relations structure, staffing, and practices. Senate Chair Steintrager sent Provost Newman and Chief Operating Officer Nava a summary of insights from that meeting, emphasizing the need for more robust faculty engagement in planning for upcoming academic labor negotiations set to begin in June 2025. In a [letter to Provost Newman](#), Council made several observations about the consultant's report and recommendations.

**Negotiated Salary Program:** Following a systemwide review, Council [opposed](#) the proposed APM 672, institutionalizing the Negotiated Salary Program (NSP), based on concerns about its potential to exacerbate salary inequities, undermine the merit and promotion system, and compromise the core mission of the University.

**Revisions to APM 710:** Following a systemwide review, Council [supported](#) revisions to APM 710 to expand paid sick leave benefits for policy-covered academic appointees, also noting concerns about associated costs, implementation, and a lack of clarity in some of the revisions.

## ACADEMIC FREEDOM

**Use of University Administrative Websites:** The Senate collaborated with the UC Board of Regents on a policy to address discretionary statements on academic department websites. An initial version of the policy that would have barred political statements appeared on the January 2024 Regents agenda as an action item, raising [concerns](#) about shared governance because the policy had not been offered to the Senate for review. Following an eventual systemwide Senate review, Council held a special meeting to discuss the topic, and issued a [letter opposing the policy](#), emphasizing concerns about academic freedom and free speech, and the importance of preserving the ability of academic units to make statements that align with their scholarly missions. The policy was subsequently revised to incorporate many elements of the Senate's 2022 [recommendations](#) for departmental political statements, and renamed "Policy on Public and Discretionary Statements by Academic Units." Following a second systemwide review, Council [recommended](#) that the Regents endorse the 2022 Senate recommendations. The Regents adopted a final policy in July 2024.

## UNDERGRADUATE EDUCATION

**Online Education:** Council engaged in discussions about fully online undergraduate degrees, largely driven by the interest of Regents and the administration in increasing access to UC. Council emphasized concerns about student outcomes, equity and diversity, and infrastructure. Individual Council members participated in a systemwide Academic Congress on the Evolution and Possibilities of Online Education held in May 2024 at UCLA.

**Senate Regulation 630.E:** The Board of Regents disapproved a proposed amendment to Senate Regulation 630.E that had been [approved](#) by the Senate in 2023. This amendment sought to

establish a systemwide campus experience requirement for undergraduate degrees. The Senate communicated the Regents' action to Senate divisions and acknowledged the disapproval in a [letter](#) to the Board.

***Presidential Task Force:*** Senate Vice Chair Cheung and APP Vice Provost Haynes co-chaired a presidential task force on instructional modalities and UC quality undergraduate degree programs, charged with establishing criteria for UC-quality baccalaureate degree programs, including those that may be delivered fully online.

***Statement on UC Quality:*** Council sponsored a systemwide review of a proposed Academic Senate statement on UC quality, titled "Characteristics of Educational Quality at the University of California," presented by the University Committee on Educational Policy (UCEP). Council endorsed the statement and approved forwarding it to the Assembly for consideration and possible adoption.

***Accreditation Terminology:*** Council endorsed a [UCEP letter](#) recommending that UC continue accepting courses for transfer credit only from institutions accredited by the formerly named regional accrediting agencies.

## UNDERGRADUATE ADMISSIONS

***A-G Ethnic Studies:*** Council sponsored a second systemwide Senate review of [proposed revisions to Senate Regulation 424](#) implementing a new Area H subject requirement that would add an ethnic studies curricular component to A-G eligible courses where suitable. Following the review, Council invited UC administrators and faculty guests to discuss questions and concerns raised during the review about implementation and the A-G ethnic studies course criteria. Council voted to advance the proposal to the Assembly for its consideration in fall 2024.

***Mathematics/Subject Area C:*** A Board of Admissions and Relations with Schools (BOARS) UC faculty workgroup made recommendations on criteria for the Advanced Mathematics categories of subject area C and criteria for Advanced Mathematics to validate the Algebra II/Mathematics III requirement. Senate leaders presented at three Regents discussions on this topic.

***Undergraduate Student Transfer:*** The Academic Council Special Committee on Transfer Issues (ACSCOTI) chair joined Council to discuss proposed enhancements to the transfer path. Council [approved](#) new and updated UC Transfer Pathways developed by ACSCOTI. Council also opposed state legislation requiring UC to guarantee undergraduate admission to Associate Degree for Transfer (ADT) completers with a 3.0 GPA.

***AB 928 Committee:*** Chair Steintrager served on the ADT Intersegmental Implementation Committee created by Assembly Bill 928 to enhance communication and coordination across the higher education segments around the goal of making the ADT the primary transfer pathway between California Community Colleges (CCCs) and UC and the CSU.

## GRADUATE EDUCATION

***Degree and School Approvals:*** Following recommendations from the Coordinating Committee on Graduate Affairs (CCGA), the University Committee on Planning and Budget (UCPB), and UCEP, Council approved the following degree programs, schools, and simple name changes.



- [Master in Management at UC Irvine](#) (6/24)
- [Master of Engineering in Medical Device Development at UC Davis](#) (5/24)
- [School of Population and Public Health \(SPPH\) at UC Irvine](#) (5/24)
- [School of Computing, Information, and Data Sciences \(SCIDS\) at UC San Diego](#) (4/24)
- [Master of Real Estate Development \(MRED\) at UCLA](#) (12/23)
- [Master of Public Health \(MPH\) at UC Riverside](#) (10/23)

**Academic Congress:** Chair Steintrager and Vice Chair Cheung and several Council members attended a systemwide Academic Congress on the Future of Graduate Education, convened by Provost Newman at UCLA in October 2023. The congress focused on the financial impact of the new graduate student contracts, academic work distinctions, and enrollment management.

**APC Workgroup:** The Academic Planning Council (APC) Joint Workgroup on the Future of Doctoral Programs at UC, co-chaired by UCSB Division Chair Scott, explored innovative pedagogical and financial models for graduate education. Co-Chair Scott presented the workgroup’s interim report to Council and at the UCLA Graduate Education Congress. The workgroup also developed guidance on how faculty should advise graduate students about academic effort that is neither graded nor associated with academic course credit, particularly during the summer. Division chairs distributed the guidance to campus faculty.

**Faculty Responsibility:** Council [approved](#) a CCGA statement concerning the role and responsibilities of faculty in guiding graduate students and assessing their academic progress, emphasizing that UC faculty have plenary authority over all graduate programs, degrees, and courses.

## RESEARCH

**Office of Research and Innovation:** Research and Innovation (R&I) Vice President Maldonado joined Council to discuss R&I initiatives, faculty concerns about proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer, efforts to examine UC policies around restricted research, and efforts to eliminate systemwide barriers to translating research into commercial products.

**Patent Policy:** The University Committee on Research Policy (UCORP) led the Council’s consideration of proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer made by the Office of Research and Innovation in response to Council’s June 2023 concerns. Council [endorsed](#) the revised policy.

**UCHRI Review:** Council [approved](#) a report from UCORP’s Five-Year Multi-Campus Research Unit (MRU) Review of the UC Humanities Research Institute (UCHRI).

## BUDGET

**Monthly Budget Briefings:** Senior administrators updated Council each month about the development of the 2024-25 state budget and UC budget plan; the progress of budget negotiations; budget advocacy efforts; state legislation affecting the budget; finance and investment strategies; student housing planning; faculty salary increases; and other issues. A subset of Council members participated in additional monthly budget briefing videoconferences for faculty and senior administrators led by Provost Newman.

**Budget Advocacy:** Council appreciated the state’s ongoing budget support for the University despite a significant fiscal deficit. Council also emphasized the need for additional sustained support for campus infrastructure to address growing deferred maintenance needs. It noted that state funding was not keeping pace with escalating labor costs and inflation, and emphasized the problem of high housing costs in UC campus communities. Finally, Council supported the University’s 4.2% faculty salary program for 2024-25, but urged that the increases for faculty be implemented on July 1 to align with the timing of increases for staff.

**Best Practices for CPBs:** Council [approved](#) a set of best practices proposed by the University Committee on Planning and Budget for increasing the involvement of Senate division Committees on Planning and Budget (CPBs) or equivalent in budget-related decisions and strategic planning.

## FACULTY WELFARE

**Workgroups on Covid Impacts:** Two joint systemwide workgroups discussed post-pandemic issues. Council [endorsed](#) the report of the APC Workgroup on Faculty Work & Recovery Post-Pandemic, co-chaired by APP Vice Provost Haynes and UCD Division Chair Palazoglu, and its recommendations for restoring a balanced faculty workload in support of excellence across all the areas of UC’s mission. The Achievements Relative to Opportunities (ARO) Workgroup, co-chaired by APP Vice Provost Haynes and past UCAP Chair Dunn, addressed achievements within evolving opportunities.

**Benefits Studies:** Executive Vice President Nava and Vice President for Systemwide Human Resources Lloyd briefed Council on Requests for Proposals being developed for a vendor or vendors to conduct studies on total remuneration, employee benefits, employee engagement, and employee separation reasons. Council [asked](#) UCOP to ensure that the methods and comparators for the upcoming 2024 Total Remuneration Study for faculty are the same as those used in the 2009 and 2014 studies.

**Default Pension Option:** Senate Chair Steintrager and Vice Chair Cheung requested further clarification from President Drake about the rationale behind the decision to reject the Council’s [recommendation](#) to change the default benefit option from “Pension Choice” to “Savings Choice” for new UC employees entering the 2016 UC Retirement Plan tier.

## DIVERSITY AND EQUITY

Diversity and equity issues came up frequently during Council discussions in a variety of contexts. Vice President & Vice Provost for Graduate, Undergraduate and Equity Affairs (GUEA) Gullatt briefed Council about GUEA’s role in overseeing the University’s academic preparation programs and educational partnerships. Council issued letters on contributed views on the following specific topics:

**Presidential Policy on Anti-Discrimination:** Council [endorsed](#) a proposed Presidential Policy on Anti-Discrimination noting reservations about past concerns not yet addressed from the spring 2023 [systemwide review](#).

**Students with Disabilities:** Following a systemwide Senate review, Council sent GUEA [comments](#) about the report of the UC Systemwide Advisory Workgroup on Students with Disabilities, focusing on the report’s recommendations affecting faculty.

***UC Diversity Statement:*** Council endorsed in part proposed amendments to Regents Policy 4400 – the UC Diversity Statement – to include language addressing inclusivity for disabled students. The Assembly [issued](#) its recommendation on the proposed amendments in June 2024.

***Revisions to Senate Regulations 900/902:*** Council endorsed a UCEP proposal to replace the term “probation” with “academic notice” as the designation given to undergraduate students who fail to meet minimum standards for academic progress as defined in Senate Regulations 900 and 902, to support students experiencing academic difficulty by removing the stigma associated with the word “probation.” The Assembly [approved](#) the change in June 2024.

## HEALTH SCIENCES

***UC Health:*** Newly appointed Executive Vice President of UC Health Rubin joined Council in January 2024 to discuss his vision for maintaining and expanding UC Health’s contributions to UC’s tripartite mission, expanding access to high-quality care across California, and better supporting Senate and non-Senate clinical faculty.

***Senate Membership:*** UCSF Division Chair Hetts presented an initiative aimed at enhancing the representation of non-Senate health sciences faculty in shared governance by expanding Senate membership to include Health Sciences Clinical and Adjunct faculty.

***Affiliations Policy:*** Following a systemwide Senate review, Council [endorsed](#) proposed revisions to the Presidential Policy on Affiliations, which finalize the interim presidential policy implemented in 2022, and establish guidelines for entering into and maintaining affiliations with external health care providers.

## LIBRARY AND SCHOLARLY COMMUNICATION

***UCOLASC Statements:*** At the request of the University Committee on Library and Scholarly Communication (UCOLASC), Council issued statements on the UC Libraries’ [Negotiations](#) with Publishers regarding Fair Use, Text and Data Mining, and Artificial Intelligence Usage Rights and the Libraries’ negotiations with Taylor & Francis Publishing.

***Right to Deposit Webinar:*** Council co-sponsored a national webinar organized by the UC Libraries and Authors Alliance to increase awareness of issues related to a 2022 White House Office of Science and Technology Policy public access memo requiring federally funded research to be available in open access repositories immediately upon publication without an embargo.

## LEGISLATIVE ENGAGEMENT

***SGR:*** The Office of State Governmental Relations (SGR) briefed Council on the state legislative and budget process, proposed bills with impacts on UC operations, and UC-sponsored legislation.

***Assembly Constitutional Amendments (ACAs):*** The Council opposed two versions of ACA 6 (in [September](#) 2023 and [June](#) 2024) and ACA 14 (in [March](#) 2024). These bills sought to extend certain state labor standards to UC employees and contractors. Council members expressed concern about this legislation that could constrain how faculty organize their work to efficiently fulfill the University’s missions, might have impaired the ability of health care workers to deliver critical care during required breaks, discouraged freedom to collaborate with out-of-state colleagues on certain research projects, and would have eroded the constitutional autonomy of the University.

## OTHER BRIEFINGS AND ISSUES

**Senior Managers:** Provost Newman, President Drake and Chief Financial Officer Brostrom joined Council each month, as their schedules permitted, to exchange views with the faculty on issues concerning campus climate, academic labor relations, online education, the UC budget, Regents agenda items and presentations, diversity and inclusion initiatives, and other topics.

**Meeting with Chair of the Regents:** Board of Regents Chair Leib met with Council in October 2023 to discuss his priorities and engage with the faculty on common goals for access, affordability, diversity, and continued excellence; improved state funding and state relations; support for the UC research and graduate education mission; and opportunities to leverage UC research power to solve environmental and social problems.

**ACSCOLI:** Academic Council Special Committee on Laboratory Issues (ACSCOLI) Chair O'Day briefed Council about the work of ACSCOLI and the UC-managed national laboratories.

**Information Security Plans:** Council [endorsed](#) a letter from the University Committee on Academic Computing and Communication (UCACC) outlining concerns about a UCOP request to campus chancellors for compliance with an underdeveloped cybersecurity plan.

**Senate Service:** Executive Director Lin summarized the findings of a systemwide Senate Office staff project focused on strengthening and diversifying systemwide Senate service participation.

**Oliver Johnson Award:** UC Irvine Professor Mary Gilly and UCSB Professor Kum-Kum Bhavnani were the selected recipients of the 2024 Oliver Johnson Award for Distinguished Leadership in the Academic Senate.

**Chancellor Searches:** Chair Steintrager participated on search committees for the UCLA and UCB Chancellors.

**Posthumous Degrees:** Council approved circulating for Senate review a draft policy and proposed Senate regulation, proposed by UCEP and CCGA, concerning the awarding of undergraduate and graduate degrees to students who die prior to the completion of the degree.

**Regents Health Services Committee:** Council selected UCLA Professor Michael Ong for a two-year term of service as the Senate representative to the Regents Health Services Committee.

**UCRS Advisory Board:** Council selected UCI Professor Zoran Nenadić for a four-year term as Senate representative to the UC Retirement System (UCRS) Advisory Board beginning July 1, 2024.

**Reports from Division Chairs:** Council set aside time at each meeting for reports from division chairs. These reports touched on many topics, including ongoing financial and operations challenges related to the new graduate student contracts; the engagement of faculty in campus budget discussions; responses to student protests and encampments; problems during campuses' transition to new financial software; initiatives around diversity, equity, and inclusion; struggles with access to childcare and affordable housing; and the impact of staffing vacancies.

## ADDITIONAL SYSTEMWIDE REVIEWS

In addition to those mentioned, Council sent comments on the following policies and policy revisions circulated for systemwide Senate review:

- [Revisions to Presidential Policy BFB-BUS-50: Controlled Substances Use in Research & Teaching](#)
- [Revisions to Presidential Policy BFB-BUS-46: Use of University Vehicles](#)
- [Revisions to Presidential Policy on Vaccination Programs](#)

## RELATIONS WITH OTHER GOVERNING BODIES

**Board of Regents:** Chair Steintrager and Vice Chair Cheung executed their roles as faculty representatives to the Regents throughout the year, acting in that capacity on Regents' standing committees and the full board. Chair Steintrager delivered remarks to the Regents at each meeting; these can be found on the [Academic Senate website](#).

**ICAS:** Chair Steintrager, Vice Chair Cheung, and the chairs of BOARS, UCOPE, and UCEP attended meetings of the Intersegmental Committee of the Academic Senates (ICAS), which represents the faculty Senates of the three segments of California public higher education.

## ACKNOWLEDGEMENTS

We express our gratitude to UC Office of the President staff for their hard work and productive collaboration with the Senate over the past year. In particular, we thank the senior UC managers who as consultants to the Academic Council were vital to our meetings: President Drake; Provost and Executive Vice President Newman; Executive Vice President and Chief Financial Officer Brostrom; Executive Vice President and Chief Operating Officer Nava; Executive Vice President Rubin; Vice Provost Haynes; Vice President & Vice Provost Gullatt; Associate Vice Provost Lee; Associate Vice Provost Yoon-Wu; Vice President Lloyd; Vice President Maldonado; Associate Vice President Fullerton; Associate Vice President Matella; Deputy General Counsel Woodall; Executive Director Silas; Director Weston-Dawkes; Associate Director Otero; and Associate Director Virtanen.

Respectfully submitted:

James Steintrager, Chair  
Steven W. Cheung, Vice Chair

### **Divisional Chairs:**

Maximillian Auffhammer, UCB  
Ahmet Palazoglu, UCD  
Arvind Rajaraman, UCI  
Andrea Kasko, UCLA  
Patricia LiWang, UCM (fall)  
Matthew Hibbing, UCM (winter/spring)  
Sang-Hee Lee, UCR  
John Hildebrand, UCSD  
Steven Hetts, UCSF  
Susannah Scott, UCSB  
Patricia Gallagher, UCSC

### **Senate Committee Chairs:**

Barbara Knowlton, BOARS  
Melanie Cocco, UCEP  
Dean Tantililo, CCGA  
Jennifer Burney, UCAADE  
Stefano Profumo, UCAP  
John Heraty, UCFW  
Cynthia Schumann, UCORP  
Donald Senear, UCPB

### **Council Staff:**

Monica Lin, Executive Director  
Michael LaBriola, Assistant Director

**UNIVERSITY COMMITTEE  
ON  
ACADEMIC COMPUTING AND COMMUNICATIONS  
ANNUAL REPORT 2023-2024**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Computing and Communications (UCACC) is charged in Senate Bylaw 155 to represent the Senate in all matters involving the uses and impact of computing and communications technology and advise the President concerning the acquisition, usage and support of computing and communications technology and related policy issues. UCACC held four regular meetings via videoconference and one 1-hour special meeting to discuss a response to a request for feedback. In 2023-24, UCACC's primary topics of discussion included cybersecurity, artificial intelligence, and data storage. Members shared information from their campuses and engaged with administrators at UCOP. This report highlights the committee's discussions and activities during the year.

***Digital Risk Management and Cybersecurity***

At the beginning of the year, UCACC heard from Vice President and CIO Van Williams about a "digital risk appetite statement" that would be included in the materials that the Board of Regents is asked to approve each year. The statement, which was approved by the Regents in March, defines UC's digital risk and creates a minimum standard that campuses can adapt to their individual needs. UC CIOs, CISOs, and campus risk management leaders meet regularly to discuss key cybersecurity metrics, including endpoint monitoring, financial investment, number of systems on the network, and number of systems with high-risk vulnerabilities. Other metrics include incidents with third party vendors, endpoint encryption percentage, awareness training compliance, and number of enterprise systems that have conducted backup system testing in the last 12 months. Cyber risks include ransomware, social engineering, data leakage from emails that transmit private information, third party risks, and software obsolescence.

In March, UCACC members were alerted to a letter to chancellors from President Drake that seemed to require endpoint detection and response (EDR) software on all computers, multifactor authentication (MFA) on all email systems, and 100% compliance with cybersecurity training. UCACC had many concerns with the letter, including the unrealistic compliance demands and encroachment into faculty self-governance. UC has employed an endpoint threat detection program since 2016 that functions like a networked antivirus system and can reside on a server or laptop. However, UCACC members feel that the requirement for endpoint detection on cell phones and other devices that are not university owned or controlled is inappropriate and overstepping. The committee had previously been told that UC's security goal was to make sure that the most critical areas have appropriate control levels, not to protect everything against every possible threat. UCACC enumerated its concerns in a letter to the Academic Council that was then transmitted to President Drake and his staff. *Unanswered questions remain regarding the implementation of the directives, and UCACC hopes to hear more in the coming academic year from UCOP administrators and from campus reps about local discussions regarding the mandate.* In July, UCACC provided comments to the administration on draft "standards" for the implementation of MFA and EDR systems.

### ***Artificial Intelligence***

UCSF representative Duygu Tosun-Turgut served as the Academic Senate's representative to the UC Council on Artificial Intelligence (AI), a systemwide group appointed by the president and co-chaired by UCSF Professor Alex Bui and UCOP Chief Compliance Officer Alex Bustamante. Dr. Tosun-Turgut provided updates about the work of the AI Council at each meeting and, in December, two executives from UC's Office of Ethics, Compliance and Audit Services (ECAS) joined UCACC for more detailed updates on two of the Council's subcommittees. Systemwide Deputy Audit Officer Matthew Hicks, co-chair of the Subcommittee on Risk, and General Compliance Manager Jenny Lofthus, co-chair of the Subcommittee on Knowledge, Skills, and Awareness talked about developing materials to help campuses identify and mitigate risks related to AI, including audience-specific toolkits, training modules, and resources for support. UC has identified specific areas to target for the first stages of awareness training, including healthcare, police, HR, and student experience. At this time, most of the focus is on administrative processes, but the administration is looking for input from faculty, especially around teaching, learning, and research. UCACC members discussed how faculty are using AI for coding, gaming, pedagogy, and course feedback. Simulations and other AI technology can be used to help convey ideas in a learning environment.

UCACC also learned about the planning for the February 29, 2024, UC-wide congress on "The Impact and Promise of Artificial Intelligence" from UC Berkeley CITRIS Executive Director Camille Crittenden. The intent of the congress was in part to raise awareness of the importance of safe, ethical, and non-discriminatory AI usage among UC leadership and the UC community at large, and to identify cutting-edge research in AI in the UC system and ideas on transformative implications and applications. UC Santa Cruz representative Zac Zimmer was as a panelist for a session on Pedagogy and Innovation Frontiers.

### ***Data Storage Concerns***

UCACC discussed the loss of free unlimited data storage at some campuses, occurring across Google, Box, and Microsoft, due to contractual renewals. UCOP is interested in finding a path forward with a standardized way of providing support for research data at UC. The cost for storage will only increase, so UC needs a budget model that will accommodate the expansion. Committee members wondered if indirect cost recovery could be used to support storage and noted that increasing capacity and additional support should be tied to increased research dollars. The Research Data Backup System effort (see below) is a part of the solution but focuses solely on backup and not preservation. Responsibility for the research life cycle falls to the VC-Rs, who do not have budgets for big data solutions. Ongoing discussion between faculty and the administration will be necessary in determining how the university can best support faculty research needs.

### ***Research Data Backup System***

In October, UCOP Strategic Advisor Anne Bessman joined UCACC to provide an update on the work of the Research Data Backup System (RDBS) Steering Committee, a joint administrative/faculty group charged with finding a solution to ensure that research data stored on personal computers is not lost in the event of a breach or accidental deletion. The scope of the service is limited to storage backup. Data management and preservation are farther down the road. In addition to appropriate technological systems, faculty would also like to see resources for



supporting faculty in backing up their work. As the UCACC representative to the RDBS Steering Committee, Chair Paw U also provided updates on its progress at each meeting.

### ADDITIONAL BUSINESS

**Campus IT Governance Structure:** UCACC updated the Campus IT Governance Structures chart (shared via Google docs) that tracks faculty involvement in campus IT governance.

**Systemwide IT procurement:** Senior Manager for IT Strategic Sourcing Roshni Pratap joined UCACC's October meeting to talk about UC's Strategic Sourcing enterprise. The IT Strategic Sourcing group works with its stakeholders to aggregate UC demand for technology to reduce costs. UCACC Vice Chair Jenson Wong served for the second year as the Senate's liaison to the IT Sourcing Committee.

**Central Risk Unit:** UCACC learned about a new central cyber risk unit that is being formed at UCOP to try to streamline risk assessment activities, including the vendor risk assessments that have become so burdensome. The plan is to have a central repository and systemwide methodology. UC will consider exemptions for low-risk suppliers.

**IT Survey:** Committee members briefly discussed whether there was interest in a systemwide survey to determine faculty priorities for software licenses. UCSC conducted a survey a few years ago that focused on high performance and co-location needs. It was noted that any such survey should come from the faculty/Senate, but in the end there was little interest in undertaking a systemwide effort.

**Systemwide and campus updates:** UCACC devoted part of each regular meeting to discussing systemwide issues as reported by Academic Senate leadership and reports from campus representatives on individual campus activities and concerns.

### SYSTEMWIDE REVIEWS AND CORRESPONDENCE

- UCACC Comments on Proposed Regents Policy on Use of University Administrative Websites, memo to Academic Council Chair James Steintrager (March 8, 2024)
- UCACC Response to February 26, 2024, Letter from President Drake Regarding Information Security Investment Plans, memo to Academic Council Chair James Steintrager (May 15, 2024)
- UCACC Feedback on EDR Draft Standard, memo to Interim Chief Information Security Officer Monte Ratzlaff (July 12, 2024)
- UCACC Feedback on the MFA Draft Standard, memo to Interim Chief Information Security Officer Monte Ratzlaff (July 12, 2024)

### REPRESENTATION

UCACC Chair Kyaw Tha Paw U, served as a faculty representative to the CIO Council (formerly the Information Technology Leadership Council) and as an *ex officio* member of the University Committee on Library and Scholarly Communications (UCOLASC). Chair Paw U also served as Senate representative to the Cyber-Risk Governance Committee (CRGC) and represented UCACC on the Research Data Backup System (RDBS) Steering Committee. UCSF representative Duygu Tosun-Turgot served as the Academic Senate liaison to the UC Artificial



Intelligence (AI) Council and Vice Chair Jenson Wong served as liaison to the systemwide IT Sourcing Committee.

#### **ACKNOWLEDGEMENTS**

UCACC is grateful for the contributions made by the consultants and guests who attended meetings in 2023-24, including:

- Anne Bessman, Interim Strategic Programs Manager for Research and Innovation
- Camille Crittenden, Executive Director, CITRIS, UC Berkeley
- Matthew Hicks, Systemwide Deputy Audit Officer, UC Office of Ethics, Compliance and Audit Services
- Jenny Lofthus, General Compliance Manager, Office of Ethics, Compliance and Audit Services
- Monte Ratzlaff, UC Cyber-Risk Program Director and Interim UC Chief Information Security Officer
- Roshni Pratap, Senior Manager for IT Strategic Sourcing, UC Procurement Services
- Van Williams, Chief Information Officer and Vice President for Information Technology Services

#### **RESPECTFULLY SUBMITTED,**

Kyaw Tha Paw U, Chair (UC Davis)  
 Jenson Wong, Vice Chair (UC San Francisco)  
 John Kubiatawicz (UC Berkeley)  
 Cristiana Drake (UC Davis)  
 Paul Gershon (UC Irvine)  
 Matthew Fisher (UCLA)  
 Emily Jane McTavish (fall), Lisa Yeo (spring) (UC Merced)  
 Ilya Brookwell (UC Riverside)  
 Barry Grant (UC San Diego)  
 Duygu Tosun-Turgut (UC San Francisco)  
 Frank Brown (UC Santa Barbara)  
 Zac Zimmer (UC Santa Cruz)  
 Jamie Hindery, Undergraduate Student (UC Santa Cruz)  
 James Steintrager, Chair, Academic Senate (*Ex Officio*)  
 Steven Cheung, Vice Chair, Academic Senate (*Ex Officio*)  
 James Bisley, CCGA Vice Chair (*Ex Officio*)  
 Mark Hanna, UCOLASC Vice Chair (*Ex Officio*)  
 Joanne Miller, Committee Analyst



## ACADEMIC COUNCIL SPECIAL COMMITTEE ON LAB ISSUES ANNUAL REPORT 2023-24

The Academic Council Special Committee on Lab Issues (ACSCOLI) was established by the Academic Council to provide broad-based Senate oversight of UC's relationship with the National Laboratories – Los Alamos National Laboratory (LANL), Lawrence Livermore National Laboratory (LLNL), and Lawrence Berkeley National Laboratory (LBNL, also called the Berkeley Lab). ACSCOLI advises the President and Regents on general policies relating to the National Laboratories, which includes the dispersal of UC's share of net fee monies, policies that affect the lab science management, and the quality of science being performed at the labs. ACSCOLI is also concerned with evaluating the benefits of UC's continued participation in the management of the labs and has been charged by the Academic Council with stimulating closer connections between the lab staff, faculty, and students.

ACSCOLI met three times during 2023-2024 academic year (AY). Two meetings were held via videoconference, and one was held at the Lawrence Berkeley National Laboratory. A summary of the committee's discussions is below.

### OFFICE OF THE UC NATIONAL LABORATORIES

UC is the prime contractor for the management and operation of Lawrence Berkeley National Laboratory (LBNL). The University is a partner in the Lawrence Livermore National Security (LLNS), LLC, that manages Lawrence Livermore National Laboratory (LLNL) and in Triad National Security, LLC, the partnership that manages Los Alamos National Laboratory (LANL). LLNS and Triad are overseen by the National Nuclear Security Administration (NNSA), an agency within the U.S. Department of Energy. The office of the UC National Laboratories coordinates this work for the University.

At each ACSCOLI meeting, leaders from UC's office of the National Laboratories provided updates on the national labs and the work of the office to foster collaborations and expand UC's laboratory management portfolio. In January, Vice President Craig Leasure announced his retirement and Associate Vice President June Yu was subsequently appointed as interim vice president.

Executive Director for National Laboratory Programs Alan Wan provided updates throughout the year on the Early Career Faculty Initiative, UC's partnership with LLNL's Strategic Deterrence Directorate. The award, which provides \$1m over five years, is part of ongoing efforts to build enduring relationships with the labs. This year's topic is advanced materials and manufacturing. In addition to sponsoring meaningful research, the initiative is intended to foster connections between UC and LLNL researchers and technical staff, enable the hiring of UC postdocs and students, provide LLNL researchers with opportunities to collaborate and connect with the UC community, and develop a cadre of UC faculty who appreciate and support LLNL in the long-term. UC is looking into forming a similar award program with LANL.

Last summer, the UC National Laboratories joined with UC Investments to send a select group of 28 UC doctoral and postdoctoral students to the Lindau Nobel Laureate meeting in Germany.

After receiving approval from the UC Board of Regents last year to submit a bid for the management contract for the Frederick National Laboratory for Cancer Research, ACSCOLI was regularly updated on the process. A decision was expected early in 2024, but now the results will not be known until December 2024.

#### **MEETING WITH CHAIR OF THE REGENTS' NATIONAL LABS COMMITTEE**

In October, ACSCOLI was joined by Regent Jose Hernandez, Chair of the Board of Regents' National Labs Committee. Regent Hernandez described his years of experience at LLNL and at DOE headquarters and his interest in nuclear energy sources for lunar and mars explorations that would work in other applications as well. The National Labs Committee receives briefings from national lab directors and reports on the achievements of the labs to the Board. The Regents support UC's bid to manage the Frederick National Laboratory for Cancer Research (FNLCR), which it believes will bring strategic and scientific advantage to the university and the faculty. Regent Hernandez is interested in expanding opportunities for interactions with the national labs, including building relationships that would increase diversity in STEM fields.

#### **UC OFFICE OF RESEARCH & INNOVATION**

UC Vice President for Research & Innovation Theresa Maldonado and her staff joined ACSCOLI meetings during the year to discuss the DOE's Hydrogen Hub, the federal government's CHIPS Act, and other research-related topics. Regarding joint appoints at the labs, the vice chancellors of research are investigating whether joint appointment agreements that were developed at UC Irvine and UCSD might be expanded to be usable for all campuses. These umbrella agreements facilitate the creation of individual agreements.

#### **UC LAB FEES RESEARCH PROGRAM**

After hearing feedback from past participants, this year's Lab Fees' Collaborative Research and Training (CRT) award competition dedicated more time to the development of group proposals, including workshops that convened potential collaborators before the RFP deadlines. The current CRT themes are Research Advancing Microelectronics and Community-Engaged Research for Clean Energy Solutions. An additional theme will either be Fusion Energy or Scientific Applications of Artificial Intelligence. Seven new fellows were awarded in the latest In-Residence Graduate Fellowship competition: three at LANL and four at LLNL. In January, the Research Grants Program Office presented a new customizable dashboard that will enable tracking of outcomes from the graduate and CRT awards. This type of measurement capability responds to ACSCOLI's past requests for metrics for the programs.

#### **MEETING AT LAWRENCE BERKELEY NATIONAL LAB**

Thanks to assistance from local staff, ACSCOLI was able to hold its January meeting on site at the Lawrence Berkeley National Lab. The committee met with LBNL Director Mike Witherell and heard a presentation from research scientist Hanna Breunig on the lab's involvement in ARCHES (the Alliance for Renewable Clean Hydrogen Energy Systems) and the large-scale development of a clean hydrogen energy environment. Associate Laboratory Director for Computing Sciences Jonathan Carter gave a quick overview of artificial intelligence work at the lab. Committee members were given a tour of the supercomputer center by ALD Carter and of the Advanced Light Source facility by ALS Director Dimitri Argyriou.

## **CHARTER REVISION**

At the end of the year, the ACSCOLI charter was revised to clarify issues around membership and to prepare for the potential addition of a new national lab to UC's management portfolio. Originally conceived as a special committee that would be chaired by the Academic Council chair, that role has been delegated to a member of the committee for many years. The revised charter, which was approved by the Academic Council on July 24, 2024, reflects this practice and clarifies the appointments of at-large and ex-officio members.

## **REPRESENTATION AND OTHER UPDATES**

- On June 26, ACSCOLI Chair Peggy O'Day joined the Academic Council meeting to give a presentation of ACSCOLI's discussions over the past year to Council members.
- ACSCOLI Chair Peggy O'Day attended spring meetings of the LLNL Science & Technology (S&T) Committee and LBNL Advisory Board.
- ACSCOLI members do not report back to a corresponding campus committee, but the committee was regularly joined by Senate leaders who provided updates about the work of the Senate. These regular updates to standing and special committees help all faculty members have a broader view of the university.

## **ACKNOWLEDGEMENTS**

ACSCOLI wishes to acknowledge the contributions of its consultants and guests:

- Scott Brandt, Associate Vice Provost for Research & Innovation
- Kathleen Erwin, Executive Director, Research Grants Program Office
- Jose Hernandez, Chair of the Board of Regents' National Labs Committee
- Craig Leasure, Vice President for the UC National Laboratories (until Jan. 2024)
- Theresa Maldonado, Vice President for Research & Innovation
- Rebecca Stanek-Rykoff, Program Officer, Research Grants Program Office
- Alan Wan, Executive Director for Laboratory Programs
- Mike Witherell, Director of the Lawrence Berkeley National Lab
- June Yu, Interim Vice President for the National Laboratories

*Respectfully submitted,*

Peggy O'Day, UCM, ACSCOLI Chair

Barry Barish, UCR

Irene J. Beyerlein, UCSB

Q. Jason Cheng, UCR

Timothy Fisher, UCLA

Darrell Long, UCSC

Lorenzo Valdevit, UCI

*Ex-officio:*

James Steintrager, Academic Council Chair

Steven Cheung, Academic Council Vice Chair

Robert Powell, UCD, Chair of the Triad LLC Science, Technology, and Engineering Committee

Ram Seshadri, UCSB, Representative to the Advisory Board of the Lawrence Berkeley

National Laboratory (Sept-Jan)

*Staff:* Joanne Miller, Academic Senate Committee Analyst



## University Committee on Academic Freedom 2023-24 Annual Report

### **TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

Under Senate Bylaw 130 and consistent with [Bylaw 40](#), the University Committee on Academic Freedom shall (Am 28 May 2003)

Study and report to the Assembly upon any condition within or outside the University that, in the committee's judgment, may affect the academic freedom of the University and its academic community. (Am 15 Jun 71; Am 23 May 1996; Am 28 May 2003)

### **Topics of Note During the 2023-24 Year**

#### **Increase in Number of Meetings**

Early in 2023-24, the Chair and Vice Chair appealed to the Academic Senate leadership to increase the number of the committee meetings from three to six. This was granted for one year. At the end of 2023-24, the Vice Chair (and incoming Chair for next year) asked for an increase from three meetings to four. This was again granted for one year. The increase in the number of meetings reflects the recognition that Academic Freedom as a central principle of the University and core responsibility of the Senate faces urgent and growing challenges to its preservation and enhancement.

#### **Application for UCAF to sit on Academic Council.**

Early in the year, the Chair expressed concern that issues of academic freedom are not taken adequately into account in the development of divisional and systemwide policies. As a consequence, many proposed policies have detrimental consequences to education and research. Accordingly, he and the Vice Chair expressed a strong interest in getting UCAF onto Council, and local CAFs onto the divisional councils. It was noted that UCAF had made a similar appeal in 2009 and was rebuffed by Council, though the conditions for consideration have radically changed since that time.

The Chair and Vice Chair were advised to bolster their appeal by working through the Council meeting minutes for the past two years and identifying compelling areas in which UCAF could have played an important and influential role.

Discussion as to issues that would benefit from the active advice and participation of UCAF were discussed throughout the year. The outgoing Chair and incoming Chair will be working collaboratively over the summer to develop compelling arguments for including UCAF on Academic Council. The goal is to have a provisional draft of this proposal distributed prior to the first UCAF meeting in the 2024-2025 academic year.

## **Academic Freedom and Shared Governance**

Motivated by several months of concerned response to the Regents' peremptory proposal regarding information content on departmental websites, among other issues such as administrative involvement in departmental hiring criteria and promotion criteria, members held repeated discussions on the importance of academic freedom and shared governance. There was general concern that young faculty coming to UC are not aware of the importance and protections of academic freedom and, therefore, are unlikely to engage in activities that support their own long-term interests. The Chair suggested that new faculty be provided with material about academic freedom and shared governance at their onboarding. The specific content and format of such material is still under discussion, though the events of this past spring concerning campus protests and administrative responses to them punctuate the need for the immediate development of such materials.

## **Contracts for the Development of Online/Remote Courses**

The committee discussed how the lack of well-developed language in the contracts for online courses create the conditions for impinging on faculty teaching prerogatives and, thereby, impact Senate shared governance in a domain central to academic freedom. One particular issue concerns administrative control over course content. According to certain provisions, the administration would ultimately own the course content developed by individual faculty and additionally would be granted the authority to approve which courses would be taught online and which would not. Additionally, there is concern about whether administrative discretion might be extended for selecting (and perhaps vetoing) courses: this would represent administrative involvement in the determination of course content and the sole prerogative of faculty to determine the content of their courses. The development of online policies has the potential to be disruptive of academic freedom, entailing extremely complex and ramified issues, and, therefore, require careful Senate collaboration and consultation.

Committee members discussed the issue at length with questions about UC Online and course ownership. It was noted that there is currently a presidential task force on online education.

## **Graduate Student Contracts and the Negotiation Process**

Members expressed extreme frustration at what are arguably predictable negative effects of the labor contracts on faculty research and teaching, their relationships with graduate students and the decreased sizes of graduate cohorts as well as on both the graduate and undergraduate teaching missions. There is unanimous agreement by the committee that these negative effects are attributable to the absence of knowledgeable faculty representation in the negotiations. Relatedly, the actual implementation of the contracts fell to faculty and staff without preparatory training or assistance in this arena. The consequences for all aspects of the academic mission have been widespread and arguably jeopardize the maintenance of quality research and teaching. Given that these are the central issues of academic freedom, there is enormous concern about the new contract negotiations slated for summer 2025. Inquiries were sent out concerning whether there would be faculty representation at the upcoming negotiations and whether there had been a systemic study of the effects of the present contract that could be used to inform its renegotiation and renewal. It appears that there will be some sort of faculty representation, but both its form and the nature of its specific mission remains unclear. What does seem clear is that there has been no systematic campus-wide study of the actual effects of the present contract. It is not clear whether one is intended to be done. UCAF is concerned that without such a study faculty representation will be impressionistic and far less effective than

it needs to be. UCAF intended to catalogue largely anecdotal campus particular reports of consequences in order to provide a sense of issues that have arisen. The committee believed that this could contribute to a more systematic study to be used as a resource for the faculty representatives at the negotiations. At UCAF's final meeting the committee learned that – to the best of present knowledge - the charge of the faculty representatives largely focused on implementational aspects of the present contract, rather than on substantive policy concerns. Accordingly, there did not appear to be proposal to systematically evaluate its effects. The value of our prospective and intentionally anecdotal report was accordingly both increased and diminished: increased, because it might represent the only evidence-based report of the contract's consequences (despite its anecdotal status), and decreased, because it didn't seem to fit with the emphasis on implementation reported to the focus for faculty representation. This conflict remains unresolved, though the Chair is willing to write up a report on behalf of UCAF, if this is determined to be worthwhile.

### **Issues Upon Which UCAF Commented**

The following were the issues opined upon by UCAF during the 2023-24 year:

- Affiliations with Certain Healthcare Organizations
- Changes to Bylaw 55
- "Viewpoint Neutrality"
- Statements on Department Websites/Public and Discretionary Statements
- Changes to APM 016

### **Acknowledgements**

The committee would like to acknowledge special appreciation to Fredye Harms. This was her first year as analyst for UCAF and she did an exemplary job, especially given the scope of our deliberations and the significant increase in the number of our meetings. She not only provided the necessary administrative assistance and guidance, but she also contributed substantively to the numerous conceptual issues concerning academic freedom. The committee gives additional thanks to Academic Senate Chair James Steintrager, Vice Chair Steven Cheung, and Senate Executive Director Monica Lin.

Respectfully submitted,

Farrell Ackerman, Chair (UCSD)  
Sean Gailmard, Vice Chair (UCB)  
Gregory Downs (UCD)  
Lisa Naugle (UCI)  
Barry O'Neill (UCLA)

David Jennings (UCM)  
Matthew King (UCR)  
David Lake (UCSD)  
Andrea Hasenstaub (UCSF)  
Ruth Hellier (UCSB)  
Roger Schoenman (UCSC)

**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL  
ANNUAL REPORT 2023-2024**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2023-2024 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

**DEPARTMENTAL VOTING RIGHTS OF LECTURERS WITH SECURITY OF EMPLOYMENT**

Last year, UCAP submitted proposed changes to SB 55 to codify equal departmental voting rights for those in the LSOE series and the Teaching Professor series. UCAP also requested a title change for the LSOE series to the Teaching Professor series in the Academic Personnel Manual. The proposals were disseminated for systemwide review in the fall. The Academic Council approved the APM title change to section 285, and it advanced the SBL 55 item to the Academic Assembly. The Assembly, however, did not reach the 2/3 majority necessary for a by-law change. The matter may be resubmitted in the future.

**OTHER ISSUES AND ADDITIONAL BUSINESS**

In response to requests for formal comments from the Academic Council, UCAP submitted views on the following:

- Proposed revisions to the Presidential Policy on Affiliations with Certain Health Care Organizations
- Proposed new section APM 672 (Negotiated Salary Program)
- Proposed revisions to SBL 55 (Departmental Voting Rights)
- Proposed revisions to APM 016 (Faculty Code of Conduct)

**CAMPUS REPORTS**

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including workload and backlog.

**UCAP REPRESENTATION**

UCAP Chair Profumo represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate and served on the Provost's Academic Planning Council (APC).

**COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS**

UCAP benefited from regular consultation and reports from Douglas Haynes, Vice Provost, Academic Personnel, Academic Personnel and Programs (APP); Amy K. Lee, Associate Vice Provost for Academic Personnel and Programs, APP; and Kelly Anders, Director, Academic Policy and Compensation, APP. UCAP occasionally consulted the Academic Senate Chair James Steintrager and Vice Chair Steve Cheung about issues facing the Senate and UC.

Respectfully submitted,  
Stefano Profumo, Chair (SC)  
Sean Malloy, Vice Chair (M)  
Rachel Morello-Frosch (B)  
Edward Dickinson (D)



Edward Coulson (I)  
Nael Abu-Ghazaleh (R)  
Katerina Semendeferi (SD)  
Kristine Rosbe (SF)  
Geoffrey Raymond (SB)  
Susan Gillman (SC)  
Maureen Callanan (SC)

Kenneth Feer, Principal Policy Analyst

## **University Committee on Affirmative Action, Diversity, and Equity (UCAADE)**

### **Annual Report 2023-24**

#### **To the Assembly of the Academic Senate:**

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2023-24 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on policies bearing on diversity, equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

#### **Consultation with the Office of Academic Personnel and Programs (APP)**

Throughout the year, Vice Provost Douglas Haynes, Associate Vice Provost Amy K. Lee, and Director of Academic Programs Patricia Osorio-O'Dea met with the committee and noted that UCAADE is an important source of voice and counsel for their office. Next year, the APP will be reorganized into two halves, one dealing with labor relations and the Academic Personnel Manual (APM); the other with academic programs.

#### *COACHE*

The UC has a three-year agreement with the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Exit and Retention Survey. Data provided from the survey will help APP focus faculty retention efforts. UCAADE may work with other Senate committees next year to investigate potential DEI concerns regarding retention initiatives such as pre-emptive retention packages and partner hires.

#### *Advancing Faculty Diversity Initiative (AFD)*

UCAADE received regular updates on the AFD program, which had \$3M in funding this year. Nine awards were allocated by the program in 2022-23. Three focus on recruitment; the balance on climate and retention. A seven-year program reviewer has been chosen. Faculty were requested to serve on the review committee for AFD proposals. The Spring Convening was held in person again this year at UC San Diego. Chair Burney participated on the AFD Advisory Board this year.

#### *SEA Change*

The UC is the first university system to join the STEMM Equity Achievement Change program, or SEA Change. A proposed cut of one-time state funding for this effort would impact its continuation. APP is working to ensure that already-funded components have been implemented in case claw back efforts continue in the State budget proposals. Fundraising activity to support the program is also being considered by campuses.

#### *Changes to APM 210*

UCAADE has reviewed revisions to APM 210, Review and Appraisal Committees, providing management review of clarified evaluation criteria for evidence of teaching and mentoring; and providing for contributions to DEI for librarians.

#### *Professor of Teaching*

The title Professor of Teaching replaced the title of Lecturers with Security of Employment (LSOE). The Professor of Teaching series is within the ladder-rank series, is growing in number,

and the title recognizes the status of the position. UCAADE remains a strong supporter of Teaching Professor series holding equal departmental voting rights.

### **Continued Implications of Graduate Student Labor Action**

UCAADE discussed potential diversity, equity, and inclusion effects of represented academic labor. Last year's graduate student strike exacerbated previously existing strains across the UC, increasing the need for guidance on faculty engagement with graduate students both as students and academic employees. If the increased costs of graduate student support results in fewer admitted graduate students, negative impacts on the professorial pipeline, faculty research, institutional reputation, and undergraduate educational quality will likely ensue.

Chair Burney participated on the APC Workgroup on the Future of UC Doctoral Programs this year; the committee also consulted with Douglas Haynes, Vice Provost, who reported out on committee activity. He noted that increased costs of academic labor, coupled with decreasing numbers of faculty job openings and growth in non-academic work pathways pressure the UC to support faculty in new ways as they support their graduate students. The diversity of the professoriate and the pipeline to the professoriate vary widely among disciplines. If proposed solutions to the graduate student situation do not include attentiveness to diversity, it will fall by the wayside.

Committee members discussed their home campus responses to these challenges, and reported that without additional funding, departments were likely to both rely on PI funding-based admissions and admit fewer graduate students, imperiling both the diversity of doctoral programs and the provision of undergraduate education.

### **Consultation with Systemwide Community Safety**

In April, Director of the Systemwide Community Safety Office Jody Stiger met with UCAADE. He discussed training of campus police, proposed updates to the Gold Book, increasing campus reliance on Student Affairs community officers rather than sworn police to interact with campus community members, campus climate issues and challenges, and efforts to increase positive interactions between campus police and campus community members. UCAADE affirmed their intent to continue consulting with Systemwide Community Safety to monitor threats to diversity and equity, and to participate in programs supporting a safe and inclusive university for all.

### **Systemwide issues and Campus Reports**

UCAADE received updates each meeting from members about concerns and activities on their home campuses. Senate Chair Steintrager and Vice Chair Cheung updated UCAADE on issues of concern to the systemwide Senate, including effects of the UAW labor agreement with graduate student workers, increasing pressure for fully-online degrees, problems with implementation of large Oracle software purchases, the joint Senate-Administration Workgroup on the Future of Doctoral Education at the UC, the progress of the proposed Regents Policy on Public and Discretionary Statements, the consideration of ethnic studies as an overlay for high school for UC admission, and protest and encampment activities across the divisions.

### **Service**

## Reports and Recommendations

### *To the Academic Council:*

UCAADE wrote to Council requesting a systemwide examination of the responses to protests in light of the Robinson/Edley Report. Such examination could be conducted either with an outside agency or a representative sample of the campus community. In addition, the committee will request campuses form ongoing joint administration/faculty/student committees to support engagement around protest actions.

### Math Faculty Position Advertisement Platform Discussion

In 2018, the UC adopted “UC Recruit” as the platform for faculty applicants to upload application materials. However, the majority of math departments nationwide use MathJobs, which is efficient and adding applications in addition to UC Recruit is onerous. Therefore many members of the UC math community feel that not using the premier job site for mathematicians might disadvantage the UC in hiring.

- UCAADE discussed proposed responses and key points to be made, such as the need for data collection and evaluation.
- The committee drafted a statement: UCAADE has taken this up as an issue of concern. We read the materials, understand the implications for equity and diversity. We also understand the rationale for centralized oversight of hiring from a diversity lens and will pursue the issue and to whom to share our concerns.

UCAADE opined on the following systemwide review items:

- Proposed revisions to Presidential Policy on Vaccination Programs (December 2023)
- Proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) (December 2023)
- Proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program (December 2023)
- The Regents Policy on Public and Discretionary Statements by Academic Units (April 2024)
- Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave (April 2024)
- The Final report of the University of California Systemwide Advisory Workgroup no Students with Disabilities (May 2024)
- Proposed Regents Policy on University of California Diversity Statement (Regents Policy 4400) (May 2024)
- Second Systemwide Senate Review of Proposed Senate Regulation 424.A.3 (Area H) (May 2024)
- Proposed Academic Senate Statement on UC Quality (May 2024)
- Proposed Revisions to APM 016, Faculty Conduct and the Administration of Discipline (June, 2024)

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Vice Provost Douglas Haynes; Director of Academic Program Coordination Patricia Osorio-O’Dea; Associate Vice Provost, Academic UCAADE Annual Report 2023-4

Personnel and Programs Amy K. Lee; Director, Systemwide Community Safety Jody Stiger; Academic Council Chair James Steintrager; Academic Council Vice Chair Steven Cheung; and Academic Senate Executive Director Monica Lin. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

Jennifer Burney (Chair, San Diego)  
Katherine Meltzoff (Vice Chair, Riverside)  
Kristen Holmquist (Berkeley)  
Augustina Carando (Davis)  
Karen Edwards (Irvine)  
Theodore Hall (Los Angeles)  
Marcos García-Ojeda (Merced)  
Gareth Funning (Riverside)  
Shantanu Sinha (San Diego)  
Julius Oatts (San Francisco)  
Jean Beaman (Santa Barbara)  
Gabriela Arredondo (Santa Cruz)  
Stefani Leto (Analyst)

## BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS) ANNUAL REPORT 2023-2024

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Board of Admissions and Relations with Schools (BOARS) met ten times in Academic Year 2023-24 to conduct business with respect to its duties as outlined in [Senate Bylaw 145](#): to advise the President and Senate agencies on the admission of undergraduate students and the criteria for undergraduate status. The major activities of BOARS and the issues it addressed this year are outlined briefly, as follows:

### ANNUAL REPORT TO THE REGENTS ON UNDERGRADUATE ADMISSIONS REQUIREMENTS AND COMPREHENSIVE REVIEW

BOARS' annual [Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review](#) discusses freshman and transfer application, admission, and enrollee outcomes under comprehensive review for the years 2015–2023; first-year UC performance outcomes for students who entered UC in fall 2022; efforts by BOARS to enhance the transfer admission path and to ensure that admitted nonresidents compare favorably to California residents; diversity outcomes; a summary of each UC campus's comprehensive review process; and challenges associated with the future of the referral guarantee. The report notes BOARS' concern that annually increasing enrollment expectations from the state, absent funding for additional academic facilities, could have deleterious educational outcomes in the long run.

- ***Policy on Augmented Review in Undergraduate Admissions***  
[Regents Policy 2110](#) outlines guidelines and criteria for an additional review of select applicants who fall in the margins for admission, but whose initial application yields an incomplete picture of their qualifications or presents extraordinary circumstances that invite further comment. It outlines three types of supplemental information a campus may request from up to 15% of applicants in a given admissions review cycle: 1) a questionnaire inviting the candidate to elaborate on special talents, accomplishments, extraordinary circumstances, and their school/home environment; 2) 7<sup>th</sup> semester grades; and 3) up to two letters of recommendation. The policy states that campuses may solicit letters only from applicants selected for augmented review, applicants considered for admission by exception, or applicants given a special review in other specific situations.

### NONRESIDENT ADMISSION

- ***Annual Systemwide Compare Favorably Report***  
BOARS issued its [annual "Compare Favorably" report](#) on 2023 nonresident admissions. The annual report summarizes systemwide and campus outcomes for the policy, focusing on comparisons of high school grade point average (GPA), first-year UC GPA and persistence for residents, domestic nonresidents, and international nonresidents for each campus. The report notes that based on those limited measures, the University is largely meeting the standard on a systemwide basis, although outcomes vary on specific campuses. The report emphasizes that GPA is a narrow, imperfect measure for the assessment, given campuses' use of 13 comprehensive review factors in admission.

### ETHNIC STUDIES REQUIREMENT

In January, the committee transmitted the revised criteria for a proposed revision to Senate Regulation (SR) 424 to establish the new Area H requirement for admission to Academic Council, and the proposal underwent systemwide Senate review from February to May. Based on the concerns raised by the review, Council decided that the questions and concerns identified in the review should be resolved before the proposal is advanced to Academic

Assembly. Faculty disciplinary experts who developed the criteria and the admissions and high school articulation staff at the Office of the President (UCOP) joined Council in June to bring clarity to the proposal and in July Council voted to transmit the proposal to Assembly for action in the fall. Additionally, in the fall the Intersegmental Committee of the Academic Senates (ICAS) will be consulted about the proposed Ethnic Studies requirement.

### **MATH PREPARATION**

The [two-stage charge](#) for the Area C Workgroup was finalized in late August, and the workgroup began meeting once the membership was established in October. The [stage one report](#) was submitted to BOARS in late December and endorsed by the committee in January. This report established that courses that validate a lower-level course (per SR 428) must rely on the overwhelming majority of the content of the lower-level course. For stage two, the Workgroup roster expanded to include three California State University (CSU) faculty members of the ICAS Mathematics Competencies Subcommittee. The [stage two report](#), submitted to and endorsed by BOARS in June, focuses on the required math coursework that will best prepare students for success at UC and offers guidance on the fourth year of math that UC strongly recommends. Throughout this effort, the Workgroup received support from the Undergraduate Admissions and Institutional Research units at UCOP. The Regents Academic and Student Affairs Committee received presentations on the Area C Workgroup's deliberations in November 2023 and July 2024. In addition, during its July meeting BOARS unanimously approved a recommendation that unless a course substantially covers geometry it cannot validate the omission of or a deficient grade in geometry.

### **CREDIT BY EXAMINATION**

Undergraduate Admissions notified the committee that many exams that have primarily been international are now being offered in the U.S. and have been increasingly taken by students who apply to UC. New exams are reviewed by UC as requested by the testing agencies but there is no uniform process for reviewing them. Preference seems to be given to programs with larger enrollments and/or an existing relationship with UC, such as the College Board's Advanced Placement (AP) exams and the International Baccalaureate. Two members of BOARS volunteered to craft a systemwide policy on using credit by examination to fulfill A to G requirements, including in cases where a student may not have taken an associated course. The subcommittee reviewed information about how external exams have been assessed by BOARS in the past, identified implementation issues and considerations, and delineated a set of initial recommendations on how policies and procedures could be formalized. This work will resume in the fall and will include development of a rubric. In July, the committee voted to allow a score of four or five on the AP Pre-Calculus exam to substitute for or validate Algebra II/Math III and/or Precalculus. Additionally, a score of three or higher on the AP African American Studies can meet one year of U.S. History for the area A (history/social science) requirement..

### **HIGH SCHOOL ACCREDITATION**

Several year ago, BOARS identified the need for criteria to evaluate high school accreditors. A small subcommittee devised a set of recommendations which included affirming that the WASC Senior College and University Commission continues to be the preferred accrediting agency for public and private high schools in California intending to establish an A to G course list with UC and that schools choosing another accreditor should explain their decision. In March, the [recommendations](#) were endorsed by the committee and shared with Undergraduate Admissions. In December, BOARS also endorsed a recommendation from the University Committee on Educational Policy that UC should continue to accept courses only from institutions accredited by the formerly labeled "regional accreditors."

## **TRANSFER ADMISSIONS**

Throughout the year, BOARS received updates on the implementation of the associate degrees for transfer (ADTs) pilot program at UCLA. The committee discussed challenges related to adoption of ADTs which were designed for the CSU system and are not the optimal way for students to prepare for UC, especially for science, technology, engineering and mathematics majors. BOARS endorsed the Academic Council Special Committee on Transfer Issue's (ACSCOTI) proposal to allow students to fulfill the California General Education Transfer Curriculum (Cal-GETC) across four years if this would enable them to complete essential major preparation. In addition, members conferred with campus admissions directors about standardizing certain administrative requirements for transfer admission guarantees (TAGs). The directors at the six campuses offering TAGs began making straightforward changes to the criteria that should simplify the process of transferring to UC.

## **JOINT MEETINGS WITH THE UC ADMISSIONS DIRECTORS**

The campus admissions directors and associate vice chancellors for admissions and enrollment management joined BOARS in person in November and June to discuss the proposed Ethnic Studies requirement; adoption of ADTs and streamlining TAG requirements; credit by examination; and issues related to geometry. In May, the committee was joined by two campus admissions directors for an in-depth conversation about the efficacy of the Personal Insight Questions, and a few divisional committees may study this issue in the next academic year. Finally, the committee and admissions directors contemplated the decisions some U.S. universities have made to again require standardized tests for admissions. Questions include whether UC will consider using them again, the impact of not having test scores, and if recruitment efforts have changed since going test-free. BOARS will continue to monitor what is happening with holistic review in the absence of standardized test scores.

## **OTHER BUSINESS AND BRIEFINGS**

**Campus Reports:** BOARS set aside a portion of each meeting for updates from faculty representatives about issues being discussed on their admissions committees and campuses. These briefings touched on a wide range of topics including problems with the updated Free Application for Federal Student Aid form; local holistic review processes; strategies for addressing impaction in majors, boosting enrollment in under-enrolled majors, and creating new majors; and the proposed statement on UC quality.

**Senate Leadership Briefings:** The Academic Senate chair and vice chair attended a portion of each BOARS meeting to report on Academic Council and Regents meetings, and other systemwide issues of particular interest to the committee or of general interest to the faculty. These briefings included updates on the state budget, the compact with the governor and the implications on enrollment; the status of labor negotiations; proposed legislation affecting the University; the Regents' policy on public discretionary statements by departments; and the protest encampments and administrations' handling of them.

**Graduate, Undergraduate, and Equity Affairs:** The Office of Graduate, Undergraduate, and Equity Affairs provided regular briefings throughout the admissions cycle on application, admission, and statement of intent to register outcomes for freshman and transfer students from different demographic groups and residency categories. The consultants also provided valuable information about transfer policies, initiatives, and legislation; admissions messaging; feedback from counselor conferences; and high school and online A to G course accreditation issues. During the June and July meetings, the committee was informed about issues related to the alignment of UC Eligibility Areas with Cal-GETC and presented with three proposals from the Transfer Articulation team. Members agreed to establish a workgroup in the fall to study this issue.



## BOARS REPRESENTATION

BOARS Chair Knowlton represented the committee at meetings of the Academic Council, the Assembly of the Academic Senate, ICAS, and ACSCOTI.

## ACKNOWLEDGEMENTS

BOARS collaborated closely with UCOP and benefited from regular consultations with Han Mi Yoon-Wu, Associate Vice Provost and Executive Director, Undergraduate Admissions, Graduate, Undergraduate and Equity Affairs, (GUEA); Chase Fischerhall, Director, Undergraduate Admissions, A to G and Transfer Articulation Policy, GUEA; Angelica Moore, Director, Undergraduate Admissions, Policy and Communications, GUEA; and Liz Terry, Manager of Admissions Analytics, Undergraduate Admissions, GUEA. BOARS also received valuable support and advice from Institutional Research and Academic Planning Director Tongshan Chang and Institutional Research and Planning Analyst Matt Reed, who provided the committee with critical analyses and data related to the *Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review* as well as the *Compare Favorably* analyses.

Respectfully submitted,

Barbara Knowlton, Chair (LA)	Sundararajan Venkatadriagaram (R) (winter)
Deborah Swenson, Vice Chair (D)	Akos Rona-Tas (SD)
Nicholas Mathew (B)	Josh Berke (SF)
Anthony Albano (D)	Paul Spickard (SB)
Yuri Shirman (I)	George Bulman (SC)
Lynn Vavreck (LA)	Bethany Padron (Graduate Student Representative)
Charlie Eaton (M)	Jeremy Vargas (Undergraduate Student Representative)
Frank Vahid (R) (fall)	Brenda Abrams, Principal Policy Analyst



**Coordinating Committee on Graduate Affairs (CCGA)  
Annual Report 2023-24**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

Per Senate Bylaw 180, the Coordinating Committee on Graduate Affairs (CCGA) advises the University President and all agencies of the Senate on matters regarding research and learning related to graduate education. One of CCGA's chief responsibilities, as delegated by the Regents, is the authority to review and evaluate campus proposals for new graduate programs and schools that require approval of the President. In addition, CCGA establishes basic policies and procedures for coordinating the work of the various graduate councils and divisions, recommends to the Assembly minimum standards of admission for graduate students, reviews policies applied by graduate councils, reviews policies concerning relations with educational and research agencies, and approves UC graduate courses as system-wide courses to be listed in divisional catalogs.

**Review of Proposed Graduate Degree Programs**

During the 2023-24 academic year, CCGA approved 15 program proposals and declined three. Eight of the approved proposals were Self-Supporting Graduate Degree Programs (SSGPDPs), and one proposal had PDST (Professional Degree Supplemental Tuition). Two of the declined proposals were for *en route* Master's programs and one was for an SSGPDP. Two proposals will carry over to the 2024-25 year. One of these was received in April and has been in the process of review. The other was received on May 31, and no reviewers were available to take it on that late in the year. It will be assigned in the fall.

**Programs Decided Upon During the 2023-24 Year**

Campus	Program	Date Received	Date Approved	SSGPDP
UCB	Addition of an MA in Logic and the Methodology of Science	4/19/24	7/3/24 (returned to campus)	No
UCB	Addition of an MS in Computational Biology	4/19/24	6/11/24	No
UCD	(Resubmission) Master of Engineering in Medical Device Development	12/4/23	4/10/24	Yes
UCD	DNP – Nursing Anesthesia	1/23/24	6/5/24	Yes
UCI	School of Population and Public Health	1/10/24	4/10/24	No
UCI	Master in Management	2/28/24	6/5/24	Yes
UCI	Part-Time MS in Business Analytics	2/28/24	5/1/24	Yes
UCI	Addition of an MA en route to the PhD in Psychological Science	2/14/24	3/6/24	No
UCLA	Master of Real Estate Development	6/16/23	12/6/23	Yes

UCLA	MS in Medical Physiology	10/20/23	6/5/24 (rejected)	Yes
UCR	Master of Public Health	3/1/23	10/4/23	No
UCSB	Addition of an en route MS to the PhD in Environmental Science and Management	3/4/24	6/14/24 (returned to campus)	No
UCSD	MAS in Physician Assistant Studies	10/11/23	2/7/24	Yes
UCSD	School of Computing, Information, and Data Sciences	10/17/23	2/7/24	No
UCSD	Rady School of Management - Unit Reduction	7/26/23	11/1/23	No
UCSD	Rady School of Management – Modality Change	7/26/23	11/1/23	No
UCSD	PhD in Public Health with a Concentration in Health Services Research and Implementation Science	12/22/23	4/3/24	No
UCSF	MS in Artificial Intelligence and Computational Drug Discovery and Development	10/13/23	12/6/23	Yes

The committee worked diligently with campuses and faculty throughout the year to help them craft and improve proposals that would meet the University's expectations of excellence.

### **Proposals Under Review to be Carried Over to 2024-25**

<b>Campus</b>	<b>Program</b>	<b>Date Received</b>	<b>Status</b>	<b>SSGPDP</b>
UCI	Master of Education Sciences with a Concentration in Learning Analytics	4/3/24	On Hold Until October	Yes
UCSF	Part-Time MS in Global Health Sciences	5/31/24	On Hold Until October	No

### **Topics of Note During the 2023-24 Year**

#### **Future of Graduate Education Task Force**

The Future of Graduate Education Workgroup met throughout the year and debated existential questions. The bottom line is that more funding is needed for graduate education. There was discussion about seeking funds from industry because nothing of note will be coming from UC or the state. Many of the solutions seemed to suggest reducing the number of graduate students as TAs and using undergraduate students. The Workgroup has divided into three subcommittees; Chair Tantillo is in charge of one on graduate student mentoring issues. The other two subcommittees are studying graduate student career preparation and the redesign of graduate curriculum.

Mid-year, the Workgroup released its interim report with a broad request for feedback; CCGA was considered one of the key constituents which should respond and it gave a thorough [report](#)

back to the Workgroup. CCGA was gratified that the Senate Chair told the Provost that the work of the group and the report should be acted upon and not simply “filed.” Despite the efforts of the Workgroup, reports from the campuses indicated that few faculty actually received the report.

The workgroup on the future of graduate education appreciated the letter CCGA submitted on their interim report. They were pleased with the committee’s candor and its push for the workgroup to be more radical in its recommendations. The Chair reported on his subgroup’s findings on the topic of incentivizing mentoring. He said that the administrative members of the group were not in favor of options such as teaching relief to encourage and reward mentoring. He added that the APM is being revised to make the mentoring requirement more explicit.

### **Congress on Graduate Education**

In early October, the Provost held a systemwide congress on graduate education. Several members attended, but the overall consensus was that the congress was not a resounding success. It was felt that the speakers/topics did not adequately address the concerns of a large public institution of higher education, particularly in the wake of the fallout from the graduate student negotiations, and in the light of the continued budget shortfalls from the state.

### **APM 210**

In the early 2000s, CCGA worked with UCAP to develop language for APM 210 that would bring attention to faculty mentoring activities. This year, the revisions to APM 210 were approved by the Provost and are now finalized.

### **Labor Negotiations and Graduate Student Work/Employment**

Much of the discussion at CCGA this year revolved around the consequences of graduate student unionization for the faculty and for the University as a whole. These conversations at times included confidential consultations with representatives from APP and Labor Relations. At the heart of the issue was the challenge of differentiating academic work from paid labor and possible strikes related to that area of potential or perceived overlap. In the spring, APP assembled a group of 20 faculty to consult regularly with regard to the next round of negotiations. The CCGA Chair and one CCGA member are members of this group.

CCGA members were particularly frustrated by the lack of faculty involvement in the last round of labor negotiations. It was felt strongly that inclusion of faculty would have prevented the contract from being constructed in such a way that academic work and paid labor were conflated. The Provost said that she has been engaging in confidential interviews with hopes of improving the collective bargaining next time around. Chair Tantillo attended one of those meetings and said that the Provost seemed willing to listen to feedback.

Labor relations is aware that there needs to be better communication and better coordination regarding bargaining going forward. It was reported that the CoGD is unhappy with many things that the negotiators agreed to in the bargaining process. Those items will be difficult to remove now that they have been incorporated. Vice Chair Bisley noted that some campuses are “pushing back” on issues that already have been negotiated which is problematic. If these issues were to come before PERB, the decision would not be in favor of the campuses, because the issue has been bargained and settled. In addition, such campus-based actions fracture the system, which needs to be operating as a unit in this arena. It was noted that OP

needs to take some deliberate action to let the campuses know what is – and is not – settled.

The Provost mentioned that she is working with a labor consultant who will be producing a report for the President. In the spring, the consultant presented her report to the President, and it was then distributed to the campus administrators, and (finally) to the Senate leadership. The Senate Chair expressed his belief that the Senate should have received the report at the same time as the campus administrators. He observed that the report was somewhat modular, so it is an open question as to which options will be taken.

In the spring, the committee developed a succinct [statement](#) on faculty responsibility in guiding graduate students and assessing their academic progress. After review UC Legal and APP, it was endorsed by Council and sent to the Provost and the campus senate executive directors. It has also been posted on the CCGA website.

## **AB 656**

AB 656 is a bill – approved by the governor in late 2023 – that allows CSU to offer professional and applied doctoral degrees if they do not conflict/overlap with degrees already offered by UC. The committee consultants brought forward the context of the bill to the committee and explained that UC needed to establish a set of criteria by which CSU could develop and submit their applications to UC for review. Director of Academic Planning and Policy Carmen Corona and Academic Planning and Research Analyst Chris Procello developed a set of draft criteria that they presented to the committee. Members expressed discomfort with the process and shared the belief that it will be difficult to determine overlap between CSU's proposals and existing UC programs. A suggestion was made that a template be developed for CSU to complete as part of their submission process. Director Corona stated that her office would develop a resource page for CSU so they can look for program duplication before they submit a proposal. The resource page will be very comprehensive and have links to all the campuses and all the programs on the campuses. Questions were raised as to whether CCGA would be responsible for vetting these proposals and grave concern expressed regarding the addition of such an undertaking to the committee's already-heavy workload. The Director explained that CSU has limit of 10 proposals it can submit each year, and that any proposals would have to be submitted by September 15. UC would then have 90 days to evaluate the proposals and let CSU know if they can move forward. CCGA, through consultants Corona and Procello, conveyed more exacting requirements for CSU doctoral proposals. These requirements were largely accepted by CSU. At this time, it is likely that CCGA will be reviewing any proposals that come from CSU, however, that assignment may need to be re-evaluated if the workload proves to be too onerous. CCGA already has a very heavy and complicated charge. Relatedly, there is legislation being proposed that would allow CSU to set up doctoral programs without UC approval if they partner with an international institution. This did not come out with CSU; at this time, it is unclear where it originated. Director Corona added that the bill passed out of the Assembly floor and has passed out of the Senate, but there is no interest at CSU.

## **Awarding Degrees Posthumously**

In cooperation with members from UCEP, a subgroup of CCGA members worked to develop a [policy](#) on awarding degrees posthumously. The group intended to create a policy that ensure that the University as a whole extended its sympathy in the event of the death of a student. The group also specified that the diploma should be a “standard” one and should not be marked or identified as being posthumous in any way. Both committees reviewed and approved the document, whereupon it was forwarded to Council. The proposed policy was endorsed by

Council and will go out for systemwide review in the fall of 2024.

### **Visit with the Provost**

In January, Provost Newman met with CCGA to discuss issues related to graduate education. Chair Tantillo told the Provost that he was concerned that UC is considering removing graduate students from being TAs, which is going to increase the burden on faculty. The Provost acknowledged that there is a real financial stress being placed on the University which will probably result in a smaller number of TAs (as traditionally configured). However, the role of TAs may need to be adjusted to accommodate the advent of the contract. She underscored that the financial needs of UC graduate students are legitimate, however. The cost of living is high at many of the campuses and the students are suffering. Furthermore, the governor has just announced that the next few years are going to be tough financially. The University needs to determine how it can effectively manage the teaching responsibilities of faculty without “drowning” them.

### **Acknowledgements**

CCGA is grateful to have had valuable input from - and exchange with - these UCOP and campus consultants and guests over the past year: Theresa Maldonado, Vice President of Research and Innovation; Scott Brandt, AVP of Research and Innovation; Pamela Jennings, Associate Vice Provost for Graduate Studies; Todd Greenspan, Executive Advisor, Academic Planning and Policy; Carmen Corona, Director of Academic Planning and Policy; Chris Procello, Academic Planning and Research Analyst; and Council of Graduate Deans representative Jean-Pierre Delplanque (UCD). Thanks, too, to Academic Council Chair James Steintrager and Vice Chair Steven Cheung, and Senate Executive Director Monica Lin.

Respectfully submitted,

Dean Tantillo, Chair (UCD)  
James Bisley, Vice Chair (UCLA)  
Edmund Campion (UCB)  
Jeffrey Schank (UCD)  
Tonya Williams Bradford (UCI)  
Brooke Scelza (UCLA)

Michael Scheibner (UCM)  
Sarita See (UCR)  
David Barner (UCSD)  
David Booth (UCSF)  
Chandra Krintz (UCSB)  
Andrew Fisher (UCSC)



UNIVERSITY COMMITTEE ON COMMITTEES  
ANNUAL REPORT 2023-24

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

**Responsibilities and Duties**

Pursuant to Senate Bylaw 150, the University Committee on Committees (UCOC) oversees the appointment of chairs and vice chairs for each of the standing committees of the Assembly; oversees the nomination of Senate members to serve on ad hoc or ongoing joint Senate-Administration committees and task forces; and sends letters of appointment to all appointees specifying term of the appointment and committee charge. In 2023-24, UCOC met three times via Zoom and once in person (with an option to join remotely). Major issues and accomplishments are reported below.

**Appointment of Chairs and Vice Chairs of the Senate's Standing Committees**

While being mindful of balance and representation among campuses, UCOC reviewed and approved chairs and vice chairs for standing committees for 2024-25. All chair and vice chair positions for systemwide committees were filled as of June 26<sup>th</sup>.

**Appointment of members of Standing Committees**

The ten divisions nominated representatives to standing committees and to the Assembly of the Academic Senate. UCOC subsequently issued appointment letters to each division specifying the term of appointment and information regarding service on systemwide committees.

**Parliamentarian**

UCOC selected Katherine Yang (UCSF) to serve as the Senate's parliamentarian. Professor Yang was appointed by Academic Council Chair Jim Steintrager to a three year term beginning September 1, 2024.

**Appointment of members of Senate committees, subcommittees, or task forces within the systemwide Academic Senate**

- ACSCOLI (two appointments)
- ACSCOTI (five appointments)
- BOARS Area C Workgroup
- Editorial Committee (four appointments)
- UCFW Health Care Task Force (HCTF) (four appointments)
- University Committee on Rules & Jurisdiction (UCRJ) – Appointed one new divisional chair member.

**Selection of Senate Representatives to Other Committees**

UCOC is responsible for selecting Senate representatives to various groups that are proposed by the President, Provost, or other senior administrators. UCOC nominated or reviewed nominations of representatives to serve on joint administration-Senate task forces, external councils, and other groups in 2023-24. These included:

- UC ANR Governing Council
- UCLA Chancellor Search Advisory Committee
- UCSD and UCSB Chancellor Review Committees
- Shared Library Facilities Board (SLFB)
- Systemwide Library and Scholarly Information Advisory Committee
- UC Unmanned Aircraft Systems (UAS) Advisory Board

### **Oliver Johnson Award**

UCOC reviewed nominations from the divisions for the 2024 Oliver Johnson and forwarded two names to the Academic Council, per the award’s guidelines. The Academic Council selected UC Irvine Professor Mary Gilly and UC Santa Barbara Professor Kum Kum Bhavnani.

### **Senate Service Engagement**

At the beginning of the year, UCOC members discussed strategies employed by the divisions to solicit volunteers for Senate service – including not using the term “volunteer.” Issues faced by divisional Senates include diversity, representation, compensation, and overburdening younger faculty members who may be in high demand. UCOC maintains a shared spreadsheet to compile campus “best practices” used by the Senate divisions for engaging and rewarding faculty for Senate service.

In April, Academic Senate Executive Director Monica Lin joined the in-person meeting to talk about Senate service engagement and recent work at the systemwide level to help campuses increase faculty participation and foster growth into leadership roles. A survey of Senate faculty revealed barriers (time, other service commitments) and motivators (promotions, course release, community-mindedness, interest in shared governance) for Senate service. UCOC members noted that CAPs are key, as is awareness. Publicizing opportunities for Senate service among department chairs, deans, and new faculty is important. Systemwide service should be perceived as an honor. Many campus-level discussions are about how to incentivize faculty to participate and not overburden those who are already doing more.

### **Other topics of discussion:**

- *Comparison of division practices for increasing Senate participation.* Some divisional CAPs are stricter than others in requiring Senate or campus service for promotions. Compensation for service seems to vary across the divisions as well.
- *Service expectations for LSOEs/teaching professors* and criteria for serving on divisional CAPs, particularly around whether non-Senate faculty are included.
- *Procedures for removing a committee member or chair from a Senate committee* if that person is problematic or not doing the work. Most campuses do not have a process for this, and the general feeling was that matters of discipline or adjudication are beyond the purview of CoCs and would be handled by a divisional Senate chair or ad-hoc committee.

### **Systemwide Senate Leadership Updates**

UCOC received regular updates from the Academic Senate chair and vice chair about important issues facing the faculty and the university.

*Respectfully submitted:*

Reza Ahmadi, UCOC Chair  
Robin Nabi, UCOC Vice Chair



Ali Javey (UCB)  
Clare Yellowley (UCD)  
Matthew Huffman (UCI)  
Yi Tang (UCLA)  
Sarah Depaoli (UCM)  
Anne McKnight (UCR)  
Paul Siegel (UCSD)  
Kewchang Lee (UCSF)  
Brad Chmelka (UCSB)  
Dean Mathiowetz (UCSC)  
James Steintrager (Academic Council Chair, ex-officio)  
Steven Cheung (Academic Council Vice Chair, ex-officio)  
Joanne Miller (Committee Analyst)

**UNIVERSITY COMMITTEE  
ON  
EDUCATIONAL POLICY  
2023-2024 ANNUAL REPORT**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Educational Policy (UCEP) met by videoconference 13 times and one time in-person in Academic Year 2023-2024 to conduct business with respect to its duties as outlined in [Senate Bylaw 170](#) and in the Universitywide Review Processes for Academic Programs, Academic Units, and Research Units (the “[Compendium](#)”). The major activities of the committee and the issues it addressed this year are outlined briefly, as follows.

**REGENTS’ DISAPPROVAL OF THE CAMPUS EXPERIENCE REQUIREMENT**

Last year, Academic Council and Academic Assembly approved UCEP’s [proposed revisions to Senate Regulation \(SR\) 630.E](#) to require undergraduates to complete six units of in-person courses during a quarter/semester for one year. In January 2024, Chair Steintrager and Vice Chair Cheung received [a memo](#) from the Chair of the Board of Regents and the Chair of the Regents Academic and Student Affairs Committee indicating that the establishment of the systemwide in-person campus experience requirement falls under the Regents reserved authority over the conferral of undergraduate degrees. The Regents viewed the regulation as equivalent to a recommendation to the Regents rather than a ratified policy, and the proposed revision to SR 630.E was presented to the full Board on February 15<sup>th</sup>. Chair Steintrager explained the motivation behind the campus experience requirement and emphasized that the regulation would allow faculty to develop online majors, minors, and other programs but not fully online undergraduate degrees. Fully online degrees could have been allowed upon Senate approval of a variance (as defined in SB 80.D) to the regulation.

During the brief discussion, individual Regents raised questions which Chair Steintrager was not given the opportunity to answer and one Regent mischaracterized SR 630.E as a categorical ban on online degrees. The Board disapproved the regulation and reaffirmed campus autonomy to determine requirements for undergraduate degree programs. The Senate subsequently sought, and received, clarification from Chair Lieb and Chair Park that the Board was not suggesting a broader assertion of campus autonomy beyond the current restricted case of undergraduate degree approval. On March 20<sup>th</sup>, Chair Steintrager delivered pointed remarks to the Regents about how the February 15<sup>th</sup> presentation of the campus experience requirement unfolded, asserting that Senate faculty believed that the Board’s apparent resistance to engaging in thoughtful discussion presented a serious problem for shared governance.

**PROPOSED REGENTS POLICY ON AWARDING DEGREES POSTHUMOUSLY**

In 2018, UCEP began devising a systemwide policy to regulate the posthumous awarding of baccalaureate and graduate degrees which was ultimately endorsed by Academic Council and Academic Assembly in spring 2019. The [Senate recommended](#) the proposed policy to the president as a Regents policy, however, the policy was put on hold while the provost solicited feedback from campus administrators. After the administrators’ feedback was sent to the Senate’s executive director, the proposed policy did not move forward. In October 2023, UCEP’s chair and the chair of the Coordinating Committee on Graduate Affairs agreed to resume working on the policy. Representatives from the two committees incorporated the feedback from the administrators into the policy and also drafted language for a new

systemwide Senate regulation to be added as a new Article 4 in Part III, Title II Chapter 1. UCEP approved the draft proposed Senate regulation on March 4<sup>th</sup> and on March 27<sup>th</sup> Academic Council agreed to distribute the proposal for systemwide review in fall 2024.

### **STATEMENT ON UC QUALITY**

Originally developed in 2009-2010 by the UC Commission on the Future's Education and Curriculum working group, a revised statement on the characteristics of educational quality at the University of California was approved by UCEP and Academic Council in March 2011. In October 2023, Senate leadership asked the committee to update the statement with the goal of establishing a clear, shared agreement upon how "quality" is defined. Over the course of several months, two members of UCEP led the effort to overhaul the statement which was submitted to Council in January and disseminated for systemwide review. The draft quality statement was also shared with the Presidential Task Force on Instructional Modality and UC Quality Undergraduate Education to inform its deliberations. In May, [Council asked UCEP](#) to address the questions and concerns raised by the divisional and systemwide Senate committees. The committee edited the statement in June and July and forwarded the revised document to Council. On July 24<sup>th</sup>, Council decided that the systemwide feedback was adequately incorporated and agreed to endorse the modified document which will be submitted to Academic Assembly.

### **REGIONAL/INSTITUTIONAL ACCREDITATION TERMINOLOGY**

At the beginning of the academic year, UCEP was notified by Undergraduate Admissions at UCOP that UC was using outdated terminology to refer to accrediting institutions and that the new accrediting agency distinctions should be adopted to avoid a situation where course articulations are rejected for using outdated names. The committee consulted with the Board of Admissions and Relations with Schools (BOARS) and the University Committee on Preparatory Education and in December, UCEP members agreed that UC should continue to accept courses only from institutions accredited by the formerly labeled "regional accreditors." The [committee's recommendation](#) was endorsed by Council in January and communicated to the provost.

### **CREDIT BY EXAMINATION**

In the past, Undergraduate Admissions looked to BOARS for decisions about whether students should receive credit by exam for prior learning by demonstrating mastery of course outcomes by taking a course or exam prior to college matriculation. This year, Undergraduate Admissions informed UCEP that many exams that have primarily been international, like Cambridge, are now being offered in the United States and have been increasingly taken by students who come to UC. However, Admissions is less familiar with these exams than the College Board's Advanced Placement (AP) and the International Baccalaureate (IB), and there is no uniform process for reviewing them. UCEP contemplated a systemwide policy on awarding college credit to students who earn a specific score on an external course or exam, and the committee also consulted with the chair of BOARS. There was firm agreement that taking one exam is no substitute for the robust educational experience offered in the classroom. In a [June memo](#), UCEP notified Undergraduate Admissions that it does not approve vetting and adoption of exams administered by outside entities beyond the AP and IB, organizations whose offerings UC currently accepts.

This spring, the committee reviewed the AP Pre-Calculus and the AP African American Studies exams to determine if college credit should be conferred for either of them. Since [SR 621](#) establishes that BOARS is responsible for determining if credit from an external standardized exam can be transferred to UC, UCEP reported its recommendations to that Board. In the case of the AP Pre-Calculus exam, UCEP found that the exam is not a direct replacement for introductory math because it includes some material that many campuses offer in their introductory math courses as well as material considered remedial. Therefore, UCEP recommended against conferring systemwide course credit for the AP Pre-Calculus exam. Following a careful review and thoughtful deliberations, the committee did recommend to BOARS that course credit should be conferred to students with a score of 3 or better on the AP African American Studies exam.

## **SYSTEMWIDE COURSES AND PROGRAMS**

*Proposed revision to [Senate Bylaw \(SB\) 170.B.3](#):* SB 170.B.3 indicates that UCEP shall “Approve UC undergraduate courses as systemwide courses to be listed in Divisional catalogues.” Elsewhere, “courses” and “programs” are used interchangeably, as in SR 630.D which states “...a student in the Education Abroad Program, the UC Washington, D.C., Program, the UC Center in Sacramento Program, or the NRS California Ecology and Conservation Course, which are systemwide courses...” The committee agreed to propose a revision to SB 170.B.3 to clarify that UCEP is responsible for approving and reviewing both systemwide courses and systemwide programs and that reviews will occur every seven years. This proposal will be submitted to Academic Council in September.

In 2009, UCEP adopted [a policy on the approval of systemwide courses](#) which was revised in 2011. The committee’s [2014 guidelines for systemwide course approvals](#) established that systemwide course/program status will be reviewed every seven years. UCEP approved the Natural Reserve System (NRS) California Ecology and Conservation course in 2015 as the first systemwide course under these guidelines, and its [2022 review](#) is UCEP’s first for a systemwide course. The review of the NRS field course informed the committee’s systemwide course and program self-study report template which was finalized in 2023.

*Review of the UC Washington Center program (UCDC):* UCEP started laying the groundwork for the first-ever academic review of UCDC in 2020. This involved partnering with Senate leadership to communicate the committee’s intent to review the program to the provost which was documented in [a formal memo in May 2023](#). UCDC submitted a preliminary report to UCEP in December 2023 which lacked sufficient detail for assessment. UCEP leadership and the subcommittee met with UCDC’s executive director to clarify the committee’s expectations, and a more detailed revised self-study report was submitted in April. In May, the members of UCEP voted to approve and close the review of UCDC. The [review was endorsed](#) by Academic Council in July and the report was shared with the provost with a request that it be distributed to campus administrators.

*Review of UCDC’s Design Your Life course:* In addition to the review of the entire UCDC program, UCEP reviewed the Design Your Life course proposal. In March and May, the committee discussed the course which UCDC plans to offer in the summer. Members expressed concerns that the workload did not match the requested number of units or awarding a letter grade. UCEP members voted to designate this course as a 2-unit, graded Pass/No Pass course that is not allowed for repeat.

*UC Center Sacramento (UCCS):* The UC Davis Senate's Undergraduate Council's Special Academic Program (SAP) subcommittee has exercised administrative oversight for the systemwide undergraduate UC Center Sacramento program since 2010 and the program was scheduled for a review by the SAP in 2023-2024. In the fall, the SAP reviewed the report provided by UCCS and found it to be insufficient. In January, UCD's Undergraduate Council recommended to the UCD Senate chair that UCCS should be reviewed at the systemwide level by UCEP every seven years and this recommendation was forwarded to the systemwide Senate chair. UCEP considered the request from UCD in March and members voted unanimously to assume responsibility for the regular review of UCCS. The provost was notified of this decision in a [May memo](#) which indicated that UCEP's review would be conducted in 2024-2025.

*Criteria for Senate review of certain UC Online courses:* Throughout the year, a subcommittee of UCEP developed criteria for evaluating certain UC Online courses that are available for cross-campus enrollment. This effort was prompted by concerns related to UC Online courses with very high enrollment that lack rigor and for which many students receive As. Even more significant are concerns that UC Online courses may not be meeting federal guidelines for financial aid or WASC Senior College and University Commission requirements. Presentations from UC Online in December and May, as in past years, have not offered basic data in spite of [UCEP's July 2022 memo](#). Although the executive director indicated that UC Online would provide an annual report by the end of the 2023/24 academic year, this was not completed. The committee is concerned that the program has a history of evasive responses and has failed to deliver the substantive, reliable data needed for a thorough evaluation of the courses. A memo formally requesting that UC Online share its annual report with UCEP each year was transmitted to Academic Council for its September agenda. This memo outlines the committee's longstanding interest in the evaluation of this program and the persistent difficulties with acquiring meaningful data.

### **CCC BACCALAUREATE DEGREE PROPOSALS**

Assembly Bill (AB) 927, instituted in 2021, allows campuses within the California Community College (CCC) system to offer up to thirty new bachelor's degree programs each year, with the stipulation that the proposed programs may not duplicate existing programs offered either by the UC or the California State University (CSU) systems. UC's [internal process](#) entails Institutional Research and Academic Planning (IRAP) at the UC Office of the President sending the proposals to the divisional vice provosts and deans for undergraduate education (VPDUEs) for review. Since IRAP's process did not specifically or formally involve Senate faculty, UCEP agreed to codify a role for the Senate in the internal process by requiring divisions' Committee on Educational Policy (CEP) or Undergraduate Council (UGC) to sign off on the administrators' review.

The committee's proposal was considered by [Academic Council in May](#) and generated concerns about CEP/UGC workloads and duplication of effort. IRAP consultants shared the proposal with the VPDUEs who expressed concern that involving the Senate would prevent the administrators from completing the work in 30 days as required by AB 927. Based on the feedback from Council and the VPDUEs, the new plan is for IRAP to send the CCC's proposals to the UCEP analyst to forward to UCEP members for their records. All steps delineated in IRAP's internal process remain unchanged.

### **SYSTEMWIDE SENATE REGULATION 634**

In April, the committee considered a request from UCI's CEP to review the minimum graduation requirements specified in SR 634, specifically the cumulative grade point average (GPA) requirement of 2.0 and this included consulting with UCI's Vice Provost for Teaching and Learning. The vice provost described the case of an individual student who, over a ten-year period, attempted 222 units and passed 183 units (including passing all degree requirements) but whose GPA fell below 2.0. Based on the campus data members gathered about the average GPA and the number of students who might benefit from some level of grade forgiveness, UCEP members felt that the requirement for a 2.0 GPA for graduation has essentially been lowered due to grade inflation. It was also noted that subpar advising can contribute to students' running afoul of SR 634, so divisions should review the internal processes that could prevent such situations. The committee voted to maintain the existing language and 2.0 GPA requirement in SR 634 and concluded that retroactive withdrawal from specific courses is a mechanism that can be used on a case-by-case basis.

### **PROPOSAL TO REMOVE "PROBATION" FROM SYSTEMWIDE SENATE REGULATIONS**

In April, UCEP discussed a request from the UC Undergraduate Academic Advising Council (UCUAAC) to consider replacing the word "probation" in SR 900 and SR 902 due to its negative connotation and resultant stigma. Members appreciated UCUAAC's position, trusting the judgement of people who work closely with and know students and their academic circumstances better than anyone else. After debating possible alternatives to "probation," the committee agreed upon "academic notice" as a term that conveys the action is serious. In June, Council enthusiastically approved UCEP's proposed revision to SR 900 and SR 902 and decided the proposal should go directly to Academic Assembly for a vote in the June 21, 2024 meeting. Assembly overwhelmingly approved the wording change to SR 900 and SR 902.

### **CALIFORNIA ASSESSMENT CENTER NETWORK VISION DOCUMENT**

The director of UCSD's Academic Integrity Office met with the committee in June to report on the work of a systemwide ad hoc group studying the creation of computer-based assessment centers located at UC, CCC, and CSU campuses. The presentation included an overview of the challenges faced by UC students and faculty and the potential benefits of assessment centers. Although there are situations that the centers will not address, members agreed that UCEP should support the creation of an assessment center network and a memo will be on Academic Council's September agenda.

### **OTHER ISSUES AND ADDITIONAL BUSINESS**

In response to requests for formal comment from the Academic Council, UCEP issued reviews of the following:

- UC San Francisco Variance to SR 740
- UC Irvine's School of Population and Public Health proposal
- UC San Diego's School of Computing, Information and Data Science proposal

UCEP touched on a variety of other issues related to the business of the Academic Council, Academic Assembly, the Intersegmental Committee of the Academic Senates (ICAS), and the work of campus Committees on Educational Policy/Undergraduate Councils.

## UCEP REPRESENTATION

UCEP Chair Cocco represented the committee at meetings of the Academic Council and Academic Assembly. Chair Cocco also participated on the Provost's monthly budget briefing teleconferences, the Academic Planning Council, ICAS, and the UC Online Advisory Council. UCEP was represented by David Cuthbert (UCSC) on the UC Washington Center's Academic Advisory Council and by Geoff Cook (UCSD) on the UC Education Abroad Advisory Board.

## COMMITTEE CONSULTATIONS AND ACKNOWLEDGEMENTS

UCEP benefited from consultation with and reports from: Todd Greenspan, Executive Advisor, Academic Planning and Policy Development, Institutional Research and Academic Planning (IRAP); Carmen Corona, Director, Academic Planning and Policy, IRAP; Ethan Savage, Academic Planning and Policy Analyst, IRAP; Han Mi Yoon-Wu, Associate Vice Provost and Executive Director, Undergraduate Admissions, Graduate, Undergraduate and Equity Affairs, (GUEA); Chase Fischerhall, Director, A to G and Transfer Articulation Policy, GUEA; and Rolin Moe, Executive Director, UC Online, GUEA. In addition, UCEP consulted the Academic Senate chair and vice chair, who provided updates on issues facing the Academic Council and Senate.

Respectfully submitted,

Melanie Cocco, Chair (I)  
Darlene Francis (B)  
Jose Antonio Rodriguez-Lopez (I)  
Heather Bortfeld (M) (fall)  
Eric Schwitzgebel (R)  
Madeleine Norris (SF)  
David Cuthbert (SC)

A. Katie Harris, Vice Chair (D)  
Gerardo Con Diaz (D)  
Catherine Sugar (LA)  
Christopher Viney (M) (spring)  
Geoffrey Cook (SD)  
Ben Hardekopf (SB)  
Megan Chung (Undergraduate Student)

James Steintrager ((I), Chair, Academic Senate, *Ex Officio*)  
Steven W. Cheung ((SF), Vice Chair, Academic Senate, *Ex Officio*)  
Brenda Abrams, Principal Policy Analyst

## **UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW) 2023-24 ANNUAL REPORT**

### **TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW met ten times during the 2023-24 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two semi-permanent task forces with separate memberships and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, Jill Hollenbach (TFIR) and Michael Ong (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). Many of these consultants, along with Academic Personnel and Programs and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

### **UNIONIZED LABOR CONSIDERATIONS**

Academic graduate students went on strike in the fall of 2022 to secure greater pay and benefits. They were able to achieve a new contract, but implementing the contract has been difficult. UCFW heard concerns about grant funding and distinguishing academic training from compensable labor. The impacts of the negotiated increases are still being felt in areas like admissions and academic labor hiring. Some accounting procedures need further development.

This year, in order to show support for victims of international wars, the academic labor unions sought to strike in sympathy. This and related actions had spill-over impacts to faculty, both in and out of the classroom. Academic discipline and physical safety were both implicated, as were academic freedom and the First Amendment.

In response to the labor considerations, UCFW Chair Heraty and other Senate representatives have been working closely with the administration to prepare for the next round of contract negotiations.

In response to the safety considerations, UCFW met with systemwide Community Safety leadership and the co-coordinator of the UC Police Departments' Council of Chiefs.



## **FACULTY WELFARE**

Housing: Despite recent approvals, lack of affordable housing proximate to UC campuses is pricing many employees out of working for the university, and it is straining the finances of many faculty, especially in expensive housing markets. Planned projects at some campuses will open slowly and not fully address the needs. Affordable student housing is a similar issue. Further, changes to the California home insurance market are exacerbating cost considerations and limiting availability of MOP loans.

Retirement Transition: The Retirement Administration Service Center (RASC) has made significant gains over the past year, although work continues on outstanding projects and certain areas. Reinstatement of the retirement counselor program has been well-received, and staffing improvements and development of dedicated teams for particularly complicated transactions have been successful. UCFW will continue to monitor progress in this important unit.

## **CASH COMPENSATION**

A multi-pronged RFP was developed and issued to secure a vendor to address four areas: a total remuneration study, a benefits survey, an exit survey for staff, and an engagement survey. Senate representatives to the RFP evaluation group pressed repeatedly for a methodology that was parallel to previous total remuneration studies in order to allow for longitudinal analysis. How to study members of the health sciences compensation plan remains under discussion and will hopefully be more carefully considered in the fall. Senate representatives also encouraged development of a panel study for the benefits survey.

The anticipated 4.2% increase to the scales was preserved despite lackluster state returns. There is still a concern that faculty receive their increases only on October 1, and not July 1, as for administrators and employees. Faculty still receive an annual increase, but the October strategy seems to be designed to show a fiscal-year savings for the university (i.e., only a ~3.2% increase for faculty over the fiscal period of July 1-June 30).

## **HEALTH AND WELFARE BENEFITS**

UCFW and HCTF continued to monitor the operations of UC Care. Issues surrounding access to Tier 1 providers at campuses without medical centers was a significant concern.

## **RETIREMENT ISSUES**

TFIR worked to improve communications and planning tools related to the “Second Choice” window of the 2016 UCRP Tier, wherein certain eligible employees may change their initial pension election from defined contribution plan to defined benefit plan. Last year was the first year the new election provision was available as it was the first fifth year

of the Tier. For both initial elections and the “Second Choice” window, a financial modeling tool was created by TFIR for use by prospective and new hires, as well as those facing their second choice. TFIR recommended that the default option in the 2016 tier be changed to Pension Choice, the defined contribution plan, as it best matches the behavior patterns of those who have defaulted in the past. The administration is investigating options to change the default as the submitted data were persuasive. The change should be a priority for 2024-25.

#### **OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:**

**Academic Personnel Manual Revisions:** UCFW opined on the following:

- 016 (Faculty Code of Conduct)
- 672 (Negotiated Salary Plan)
- 285 (Lecturers with Security of Employment)

#### **CORRESPONDENCE:**

Beyond submitting opinions and recommendations on the topics above, UCFW opined on the following matters of systemwide import:

- Vehicles and Driver Authorization Policy
- SBL 55 (Departmental Voting Rights)
- Vaccination Programs
- SR 424.A.3 (Proposed Area H)
- The Regents proposed University Website Policy
- Controlled Substances Policy
- Students with Disabilities Report

#### **ACKNOWLEDGEMENTS:**

UCFW is indebted to its consultants and guests, without whom the committee’s work could not be done:

Academic Affairs: Provost Katherine Newman;  
Academic Personnel and Programs: Vice Provost Doug Haynes;  
UC Health: Executive Vice President David Rubin;  
Human Resources: COO Rachael Nava, Vice President Cheryl Lloyd; Executive Director of Total Compensation Jay Henderson; Senior Director of Health and Welfare Benefits Susan Pon-Gee; Executive Director of UC Self-Funded Health Plans Laura Tauber; Retirement Program Services Executive Director Hyun Swanson; RASC Executive Director Bernadette Green;  
Office of the Chief Financial Officer: CFO Nathan Brostrom;  
Office of the Chief Investment Officer: CIO Jagdeep Bachher, Associate CIO Arthur Guimaraes, and Director of Defined Contributions Products Marco Merz.

We are particularly grateful for the involvement, support and guidance from the Senate leadership, Chair James Steintrager and Vice Chair Steve Cheung, as well as the advice and perspective provided by Senate Executive Director Monica Lin. Finally, the committee is very highly indebted to Kenneth Feer who has provided able staff support.

Respectfully yours, UCFW 2023-24

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Carla Jenzen, UCLA

Jayson Beaster-Jones, UCM

Abhijit Ghosh, UCR

Wendy Matsumura, UCSD

Catherine Mosti, UCSF

John Lee, UCSB

Alexander Sher, UCSC

Jill Hollenbach, TFIR Chair

Michael Ong, HCTF Chair

Jo Anne Boorkman, CUCEA Chair (ex officio)

Terry Hendershott and David Klein, UCRS Advisory Board Faculty  
Representatives (ex officio)



**University Committee on International Education  
Annual Report 2023-24**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

**Charge of the Committee**

According to Academic Senate Bylaw 182, and consistent with [Bylaw 40](#), the University Committee on International Education (UCIE) should fulfil the following roles in systemwide governance:

1. Consider and report, in consultation with other Academic Senate committees, on matters of international education and engagement referred to the Committee by the President of the University, the Academic Council, the Assembly, a Divisional or any Senate Committee. (Am 28 May 2003)
  - a. Report to the Academic Council and other agencies of the Senate and confer with and advise the President and agencies of the University Administration on matters concerning international engagement.
  - b. Initiate policy recommendations regarding international engagement programs and the status and welfare of international students and scholars at UC.
  - c. Evaluate and advise on UC's international service learning or experiential learning programs, except programs whose authorization and supervision is performed independently by the campuses.
2. Provide Continuing review of the Education Abroad Program and its policies. (EC 28 May 2003 and 8 June 2023)
  - a. Consult with the UC Education Abroad Program (UCEAP) on future program development, including modification of the programs of existing Study Centers, establishment of new Study Centers, and disestablishment of UCEAP Programs. (Am 28 May 2003)
  - b. Represent the Senate in the selection of Study Center Directors. (Am 28 May 2003)
  - c. Maintain liaison with the Council of Campus Directors. (Am 28 May 2003)
  - d. Advise the UC Education Abroad Program Associate Vice Provost and Executive Director on all matters of international education. (Am 28 May 2003)
  - e. Have the responsibility for the final academic review of new programs after the first three years, and for regular reviews of all programs every ten years or as conditions may require. (En 4 May 89; Am 4 Jun 91; Am 28 May 2003)
  - f. Authorize and supervise all courses and curricula in the UC Education Abroad Program (Am 2 Dec 71; Am 4 May 89; Am 28 May 2003)

### **New UCEAP Programs Proposed in 2023-24**

Tec de Monterrey – Approved  
University of Alicante – Approved  
Business and Economics in Barcelona – Approved  
Mahidol University International College – Approved

### **Program Review Reports/Reviews**

2022-23 10-Year Italy Review – Approved  
2022-23 10-Year UK Review – Approved  
2022-23 10-Year Costa Rica Review – Approved  
Report on the 2023-24 10-Year Mexico Review – Approved  
2023-24 10-Yer Czech Republic Review – Approved

### **Program Changes**

New Summer Research Program at Tohoku University  
New Summer Program at the University of Waikato  
Reopening Queen Mary University of London Summer Program

### **Program Discontinuances/Closures**

HKUST Summer  
University of Kent  
Immigration and Identity: Asia in South America  
Crossroads of Culture in the Mediterranean  
Field Research and Internship, Brussels  
Arabic Language and Culture, Morocco  
Community Public Health, Botswana  
Massey University, New Zealand  
McGill University, Canada  
Environment and Sustainability, University of East Anglia

### **Topics of Note During the 2023-24 Year**

#### **UCEAP**

In 2023-24, UCEAP student numbers abroad came very close to pre-pandemic numbers. Reports regarding UC students abroad are positive. They are considered hard-working, polite, and unproblematic. However, UC students are suffering with general anxiety problems, and they are reluctant to ask for help.

With regard to the current war in the Middle East, the Executive Director reported that a few UCEAP students had been evacuated and some had left Israel voluntarily. As part of maintaining student security, UCEAP never discusses the exact number of students it has abroad or their precise locations. All UCEAP programs in Israel have been cancelled through the 2024-25 academic year; moreover, as cancellations were made for reasons of safety and security, restarting these programs will not be automatic but will require a thorough security review and approval by the UC Office of the President.

Two years ago, UCEAP started a Going Green campaign in an effort to adhere to all of the University's standards in terms of sustainability and reuse. UCEAP has been asking donors to consider funding activities that have a sustainability focus. The program has also been encouraging students to remain in their local region on the weekends and not "jet off" to other

cities. It has suggested that students get involved in local volunteer efforts related to sustainability.

UCEAP will be renovating and moving into two buildings on the Santa Barbara campus. This will happen in late 2025 at the earliest. The office is close to the end of its reorganization, and by June should have a full cohort of roughly 125 staff. In fall, UCEAP will be launching a recruitment for a short-term scholar-in-residence program.

### **First-Year Fall (Global Start)**

The First-Year Fall Program was developed at the request of Davis and Irvine; the program was then joined by UCLA and UCSD. One session will be held in Spain and one in Italy. As of May 2024, the program had 30 applications, mostly from UCLA students. These students will start with some orientation on-campus in the summer and then will leave for Sicily in the fall. UCEAP and UCIE are very excited to see this program get off to such an auspicious start.

### **Summer Physics**

One area of UCEAP enrollment that has not come back strongly is summer physics programming, which was formerly very popular. There has been a significant change to the summer physics programs offered by UCEAP. In response to a review, they were scaled back from three quarters to two quarters. This resulted in a severe drop in enrollment. There is a question of reinstating the three-quarter option; for many students, the summer physics programs were the only opportunity to study abroad. In the spring, UCEAP held a summit on Summer Physics hosted at UCSB. The initial partners were in Sussex, Dublin and Glasgow. Ambassadors from those universities met with UC to determine how to breathe life back into the program. The meetings were very productive and informative and UCEAP and UCIE are hopeful for the future of Summer Physics.

### **Acknowledgements**

Thanks to Academic Council Chair James Steintrager, Vice Chair Steven Cheung, and Senate Executive Director Monica Lin. Thanks also to our UCEAP partners: Associate Vice Provost and Executive Director Vivian-Lee Nyitray, Director of Academic Development Sarah Abraham, and Associate Deans Peter Graham and David Lopez-Carr.

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## **UNIVERSITY COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATION**

### **2023-24 ANNUAL REPORT**

#### **TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

According to Senate Bylaw 185, the University Committee on Library and Scholarly Communication (UCOLASC) shall:

1. Advise the President concerning the administration of the libraries of the University in accordance with the Standing Orders of The Regents and issues related to innovations in forms of scholarly communication.
2. Perform such other appropriate duties as may be committed to the Academic Senate by proper authority.

UCOLASC met three times in 2023-2024 via videoconference.

#### **Consultation with the California Digital Library (CDL)**

UCOLASC met with representatives from the California Digital Library at each meeting. CDL AVP/ED Günter Waibel provided regular updates on CDL budget issues as well as efforts to inform UC authors of evolving federal policy requirements. In February, UCOLASC agreed to ask the Academic Council to co-sponsor a webinar with the UC Libraries and the not-for-profit Authors Alliance to inform authors about Federal funding agencies' requirements that articles must be deposited in agency designated repositories, and efforts to advance a legal framework for authors to retain their rights. A pre-existing federal regulation called the federal purpose license can uniformly allow all federal grantees to deposit their articles, regardless of any subsequent publisher paperwork an author signs.

UCOLASC agreed to support the Project Transform negotiating team stance in publisher negotiations as well as fair use rights for text and data mining and artificial intelligence in licensed content contracts by submitting memos to Council, both endorsed. In addition, UCOLASC received the Academic Council's co-sponsorship for the Right to Deposit Webinar.

The Systemwide Office of Scholarly Communications launched the Legacy Toolkit for faculty to gather their scholarly work in one place, openly available to be read by others. The project was introduced to UCOLASC in November of 2022 and addressed again in October 2024. Committee members were encouraged to provide feedback about their experience with the toolkit.

#### **UCOLASC received updates from OSC working groups:**

OSC's DEI in Scholarly Communication resource, endorsed by Academic Council and UCOLASC, provides information about the topic as well as suggesting actions that stakeholders can take to positively impact DEI in academic publishing. A new training module has been developed for CDL's eScholarship journal editors to move their publications toward greater inclusivity.

An open access publishing decision tree, intended to help faculty navigate the complicated open access publishing environment, was completed by an OSC workgroup. The resource will be distributed widely to faculty next fall.

Diamond Open Access, a scholarly publishing model that charges no fees to readers or authors, was introduced to UCOLASC members in the February 2024 meeting. The CDL has functioned as UC's Diamond open access publisher for over 20 years through the eScholarship publishing program for journals. The UC's commitment to Diamond OA was confirmed in April in a statement by representatives from the Big Ten Academic Alliance Libraries (BTAA), California Digital Library (CDL), and Lyrasis. These organizations will work to further Diamond OA publishing in North America.

## **Project Transform**

Project Transform has worked to improve online information about open access (OA) publisher agreements for UC authors, via campus and UC systemwide websites as well as publisher's portals. UCOLASC agreed to collaborate with Project Transform and campus libraries by bringing presentations on OA publisher agreements to local library committees. They encouraged library committee members to make presentations to department chairs and other leaders within their colleges and schools. This practice informs authors about open access options and the benefits available to authors at UC through publisher contracts.

UCOLASC asked the Academic Council to empower the Project Transform Negotiating team stance in negotiations with publishers. Academic Council endorsed the statement, and the negotiation team reported back that the clarity of the Academic Council's position strengthened UC's negotiation posture. Negotiations, both new contracts and renewal of existing ones, are ongoing with various publishers.

In addition to negotiating financial terms, this year's negotiations deliberately articulated a list of non-commercial topics, such as author rights retention, improvements to the author experience, author workflow, and diversity, equity, and inclusion goals.

Project Transform is also working on licensing agreements with publishers that preserve fair use rights for LLM and for AI training research projects that utilize licensed materials. Some publishers have attempted to limit these AI and LLM fair uses through amendments to contracts.

## **Project LEND (Library Expansion of Networked Delivery)**

University Librarian Erik Mitchell, AVP/ED Günter Waibel, and Project LEND PI and UC Davis Associate University Librarian Rice Majors noted that Project LEND, designed to expand lawful access of digitized books, is focusing on four expanded use areas: 1) User requirements; understanding what uses are most important to faculty and students; 2) Legal analysis examining the frameworks around digital borrowing; 3) Technology requirements to serve digital use; and 4) Collection scope, to clarify which materials are key to the project. Artificial intelligence has added richness to some of the work of the group. The project hopes to spark a national discussion on these topics. Findings and draft recommendations from the project are anticipated in late fall 2024.

## **Council of University Librarians (CoUL)**

UCOLASC met jointly with the Council of University Librarians. Library priorities for the year include:

- the transformation of scholarly publishing and communications
- improving access to digital books,
- long-term planning for collection management,
- investigating expansion into new UC Libraries shared services,
- Artificial intelligence and machine learning as emerging areas of interest to the libraries.



Two new open access projects include open access monograph funding and a systemwide OA publishing fund (for journal publishing).

### **Project to Analyze Regional Library Facilities (RLF) Operations Funding**

The university has two RLFs, high-density, climate-controlled storage for over 15 million books, journals, maps and other materials. Holdings are searchable and available UC-wide. Phase 1 of the RLF Operations Funding project determined that total operational costs for 2022-23 were \$5.67M, less expensive than other choices, but a significant cost for the University.

In Phase 2 of the RLF Operations Funding project, the team affirmed shared principles, such as maintaining the RLF's as a shared common good, managing the RLF operating budgets as a single, systemwide budget co-located with a systemwide director, and a strengthened budgetary oversight and advisory role for SFLB. The ongoing consultation with stakeholders, including UCOLASC, supported the team in making their final recommendations.

### **UC3 CDL Digital Curation**

The UC3 team is working to make the information gathered in the DMPTool (Data Management Tool) machine actionable to ease data sharing. This will enhance compliance. The team is currently running a pilot program with various institutions.

### **Publishing, Archives, and Digitization Program**

UCOLASC received an update on the Building a National Finding Aid Network (NAFAN <https://ucopedu.atlassian.net/wiki/spaces/NAFAN/overview>) research and development project, which aims to create inclusive, comprehensive, and persistent access to finding aids for archival materials. CDL coordinated the project with the Chain Bridge Group, OCLS, Shift Collective, and the University of Virginia Library (UVA). Five reports summarize the research findings including: results of a pop-up survey on aggregator websites, interviews with users, results from archivist focus groups, and Encoded Archival Descriptions (EAD) analysis. Final reports will be issued this summer. In the next five years the project envisions creating a home for the service and establishing a meaningful coalition of stakeholders to lead to the launch of the network.

### **UC Press/ UCHRI Publishing Symposium**

The UC Press Director Erich van Rijn gave a brief history of the Press and presented plans to support Open Access monograph publishing in addition to supporting OA humanities publishing more generally. Currently, the Press supports OA monograph publishing through its cost-sharing Luminos program. In a one-day symposium with the UC Humanities Research Institute, participants considered how to sustainably support innovative OA humanities publishing.

### **Consultation with Senate Leadership**

UCOLASC received updates by Senate leadership on matters of interest to the committee as well as to the wider UC community. Topics covered included:

- Increasing pressure for the UC to offer fully-online undergraduate degrees. The Regents' rejection of Senate Regulation 630 devolved the authority for new degree programs to campuses. An ongoing Senate-Administration task group on UC Quality has been meeting. CoUL (the Council of University Librarians) was identified as the appropriate group to send a letter addressing the impact of fully online instruction options on libraries and library budgets.

- The Academic Planning Council Joint Administration-Senate Workgroup on the Future of Doctoral Education at the UC has completed its work and will submit the final report to the Provost.
- An APC group on faculty workload balance post-pandemic was scheduled to meet.

## **Campus Reports**

UCOLASC set aside a portion of each meeting for updates from members about issues under discussion on campuses and local library committees. These briefings included updates on infrastructure needs at campuses, including damage caused by water incursions at libraries; campus libraries' efforts to better serve their campus and community constituencies; efforts to spread information about OA publishing support for UC authors, funding concerns and efforts to raise the importance of library funding's profile on campus; white papers evaluating library functions; safety plans for librarians and staff; and data management efforts.

## **Endorsements and Letters of Support**

As noted above, UCOLASC wrote three memos requesting Council support of ongoing efforts:

1. Endorsement of AI Fair Use,
2. Endorsement of the Project Transform Negotiating Team for the Taylor & Francis negotiations,
3. Co-Sponsorship of the Right to Deposit Webinar.

UCOLASC opined on two systemwide review items:

1. Proposed Academic Senate Statement on UC Quality,
2. Systemwide Senate Review of Proposed Regents Policy on Use of University Administrative Website.

*Acknowledgements:* UCOLASC expresses thanks to Academic Council Chair James Steintrager, Vice Chair Steven Cheung and Senate Executive Director Monica Lin. Undergraduate student Jared Blackwell provided valuable insight. Thanks also to the consultants who provided expertise and contributed much valuable time helping UCOLASC fulfill its mission: CoUL Chair and University Librarian, UCSF Chris Shaffer; LAUC President Danielle Kane; Senior Strategic Advisor, Strategy and Program Management Office, UCOP. Morgan Bernstein; members of COUL; University Librarian, UC San Diego Erik Mitchell; UC Berkeley University Librarian and Chief Digital Scholarship Officer Jeffrey MacKie-Mason; CDL Associate Vice Provost and Executive Director Günter Waibel; Director, UC Press Erich van Rijn; CDL Director, Shared Collections Program Miranda Bennett; CDL Director, University of California Curation Center John Chodacki; CDL Director of Publishing, Archives, and Digitization Catherine Mitchell; CDL Director of Systemwide Library Planning, Danielle Watters Westbrook; Assistant Director for Open Access Agreements Mathew Willmott; Open Access Publisher Agreements Manager, CDL, Mark Lawrence Clemente; Copyright Policy & Education Officer Katie Fortney; Director of Research Policy Analysis and Coordination, Agnes Balla; Senior Product Manager Publishing, Archives & Digitization, Adrian Turner; Director Scholarly Communications and Information Policy UC Berkeley, Rachael Samberg; Scholarly Communications Librarian, UCSD, Allegra Swift; Director of Communications and Marketing, UC Davis Library, PTWG Jessica Nusbaum; Associate University Librarian, UC Davis, Rice Majors; Rich Schneider, member of the Project Transform Negotiating Team, Professor, UC San Francisco.

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## UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB) ANNUAL REPORT 2023-24

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Planning and Budget (UCPB) met ten times in Academic Year 2023-24 to conduct business pursuant to its duties to advise the President and other University agencies on policy regarding planning, budget, and resource allocation as outlined in [Senate Bylaw 190](#) and in the *University-wide Review Processes for Academic Programs, Academic Units, and Research Units* (the "[Compendium](#)"). The major activities of UCPB and the issues it addressed this year are outlined briefly, as follows:

### BUDGET, ENROLLMENT, STATE RELATIONS, AND ADVOCACY

The University's Chief Financial Officer, Interim Associate Vice President for Budget Analysis and Planning, Associate Director of State Government Relations, and other senior administrators joined UCPB each month to discuss the development of the 2024-25 University budget plan, the State budget, advocacy efforts in Sacramento, and the budget's development from the Governor's initial proposal through interactions with the legislature and finally the enacted legislation. UCOP leaders also briefed UCPB on the risk landscape faced by the University, ongoing effects of graduate student labor activities and agreements, and risks and costs associated with high levels of protest action on campuses. UCPB Chair Senear supplemented these updates with in- and between-meeting summaries of business from Academic Council and UC Regents meetings, and the monthly budget calls hosted by the UC Provost.

The state budget process began with disparate proposals by the governor and the legislature. The governor signaled ongoing commitment to the compact with the UC, which guarantees a five percent base budget increase in return for increased enrollment and meeting various benchmarks such as a set ratio of transfer students to freshmen, closing graduation gaps for underrepresented students, and reduction in out of state students. As part of the compact, the state provided funds to make up the shortfall from the resulting reduction in nonresident tuition. However, the governor's budget deferred much of the state's compact contribution to the subsequent year, raising concerns about whether the agreement was still in force. Other state agencies received cuts to their operating budgets. Shortfalls in state revenue grew wider as the year progressed, with the Legislative Analyst's Office estimating even larger deficits during the budget revision period. The legislature signaled concerns with ongoing campus climate and protest actions.

Good relations between the UC and legislators positively impacted the final university budget. The budget contains language that the 25-26 budget will have a 7.9 percent cut, but it also promises restoration of the \$125m cut from 2024-25. The compact-guaranteed five percent will be backfilled in 26-27. The University has already made enrollment decisions for 2024-25, so is maintaining the compact with the governor. Future enrollment planning decisions will need to consider planned reductions in the budget. However, the state revenue situation can change. The UC is unlikely to choose to break the compact first.

In addition to ongoing budget negotiations, several proposed bills would have greatly impacted the university. One would have required the UC to follow state labor laws without an exemption for academic employees. Another would have imposed onerous requirements for the UC for hiring outside vendors. SGR exerted substantial effort to educate lawmakers about budget and other impacts of proposed legislation. Hoped-for inclusion of the UC on General Obligation Bond measures did not materialize. Lawmakers apparently believed that including the UC in the bond would decrease the odds of bond passage, which suggests potential degradation of the public's perception of the UC system.

The University's proposed budget listed increased cost of represented academic employees as a line item, as suggested by UCPB. Several one-time funding requests were delayed in the budget and other unspent allocations were rescinded. The UC continued with plans to build student housing. Some capital projects were funded using a central bank model, in which the University issues bonds to commercial markets and lends to campuses, assuring predictable interest rates for capital needs. While the final state budget was on balance more positive than earlier proposals for the University, campuses are facing deficits, primarily from substantially increased labor costs.

## **Budget Allocation Model Consultation**

In November, Interim AVP Cain Diaz updated UCPB on the Budget Allocation Model (previously rebenching). Some state funding goes to non-core systemwide obligations such as debt service for general obligation bonds and capital programs. The majority is allocated to "core operations." Some funds are allocated as fixed "earmarks" for pre-determined purposes. The portion of the budget allocated to campuses includes what is called corridor funding for UC Merced and UCSF. The majority is allocated according to weighted student enrollment, which has been modified. Most undergraduates are assigned a weight of one; but undergraduates coming from high schools designated LCFF+<sup>1</sup> by the state have a weight of 1.5 to address higher costs borne by campuses to support students coming from under-resourced high schools. Academic Master's students are also weighted one. Academic Doctoral students are 2.5; professional graduate students one. Health sciences students are one for undergraduate students, 2.5 for all graduate academic students, and 5 for medical students (including veterinary students).

About two years ago, planned undergraduate enrollment were "trued up" so that actual student numbers were used for campus allocations. Student funding should continue on an actual enrollment basis, and campuses and the budget office will occasionally examine if planned and actual enrollment remain the same. Truing up graduate student enrollments will be delayed and reassessed later because of the concurrent changes to weights. Because of uncertainty about future state funding, no changes in weights or earmarks are planned for the next year.

## **OTHER BRIEFINGS AND ISSUES**

### **UC Insurance and Risk Landscape**

In April, AVP and Chief Risk Officer Kevin Confetti met with UCPB for a UC insurance overview. UC risk covers many areas across the system, from captive programs to student health, to environment, health and safety. Their office also works with campuses to actively reduce risk and provide safety solutions. Different layers of insurance are referred to as the "insurance quilt" for the UC. Campuses and medical centers pay for their coverage. Fiat Lux is the captive insurance company owned by the University, established in 2012. In 2016 it was changed to a portfolio beyond self-insured retentions. It is also used to cover gaps in insurance from another company. Within a single layer (or tranche) of coverage there may be different providers. Outside providers have been unwilling to provide coverage for particularly risky areas (traumatic brain injury, sexual misconduct, and cybersecurity), which has led to Fiat Lux underwriting those. It can smooth premiums, provide alternative funding mechanisms, cover uninsurable risks and stabilize risk holistically.

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<sup>1</sup> California has designated "Local Control Funding Formula" (LCFF) high schools in which more than 75 percent of the school's total enrollment (unduplicated) is composed of pupils who are identified as either English learners, eligible for free or reduced-price meals, or foster youth.

## **UC Health**

Dr. David Rubin, UC Health's new Executive Vice President, joined the committee in December and May to discuss his vision for UC Health. Dr. notes that UC Health provides convenient, affordable, accessible care for students and UC employees and those in danger of being left out of health care. Network access is the second pillar. In the past, UC medical centers could rely on referrals, but are increasingly acquiring other medical systems to help increase within-system referrals. Dr. Rubin acknowledges that the academic mission can be at risk if the UC Health network is at risk. Dr. Rubin and UCPB discussed the pressures of increasing network access given the UC's concerns about how affiliations with hospitals with ERDs will work in practice. He noted that health insurance would continue to be an area of delicate negotiations, especially after UC community members lost access to care because of insurer negotiations. Before Covid, UC Health was composed of independent campus systems. Growing awareness of interdependence is leading to a more federated system. The Riverside School of Medicine needs a medical center to meet its financial needs. Reliable training slots would be provided by a UCR Health Center. Merced will face similar constraints. For both campuses, state support is key, and currently threatened.

Medical schools are increasingly reliant on revenue from clinical activities to pay for a wider range of costs, like research and recruitment packages. This has led to tension between Deans and CEOs about purpose of the enterprise. Where the line will be drawn between only clinical faculty and academic faculty is a continuing struggle. Faculty who hoped to do research and teach are asked to see increasing numbers of patients, so they are at risk of moving towards becoming pure healthcare providers in a role without teaching responsibilities or research opportunity. Dr. Rubin reports that he has been tracking funds as they flow from medical centers to SOMs but that each one reports costs differently. The bulk of the money leaving medical centers appears to be fees for services and clinical backstops, that is, making up shortfalls in clinical faculty practice. However, there appear to be no solid records indicating what amount leaves medical schools to go to the wider UC. Some campuses may have a negotiated "tax" that goes to campus. UC San Francisco reports their clinician salaries as flows to the SOM, which no other health centers do. Fund flows have long been a concern of UCPB's, and funds flowing to undergraduate campuses may depend on the campus, the chancellor, and their relationship to the medical campus. Dr. Rubin says with the UC 60-70 percent leveraged on its health system, there is broader risks to the enterprise if the health system fails.

## **Consultation with Systemwide HR/Academic Personnel and Programs**

In May, the committee discussed GSR employment and the Total Remuneration Study with Vice Provost Haynes. The deadline for vendors to submit proposals for the study was extended. In response to questions, he shared that the use of Comp 8 data as part of compensation and benefits analysis is expected but the source will be from a public facing AAU source (AAUDE Data Warehouse), reflecting the reluctance of several Comp 8 member institutions to share compensation in the wake of the anti-trust regulation. Whether this source is sufficient to fully understand the impact of benefit costs at comparator institutions depends on the selection and planned analysis of the vendor. Different tiers and wide pay bands at various universities will complicate this effort. So, too, will awareness about the methodology that will be adopted. There will be opportunities to meet with the vendor as part of the selection and adoption process. Committee members stressed that replicating the 2009 methodology (which was vendor selected and then opposed by the Senate, leading to a compromise approach) was essential to maintain comparability across years. Secrecy around RFP processes has increased; participants cannot share what they know. Any revision may trigger a newly open RFP.

## **Consultation with IRAP**

In March, Vice President, Institutional Research and Planning Pamela Brown and Todd Greenspan, Executive Advisor for Academic Planning and Policy Development met with UCPB to brief the committee on enrollment trends and outcomes. Fall 2023 represented the UC's largest undergraduate enrollment to date. Numbers included increased credit hours taken by students as well as increased transfers and retention of first-year students. While undergraduate enrollment increased, graduate enrollment in academic doctoral and master's programs has decreased. Campuses have shown some caution in doctoral student admissions. Growth in state-supported graduate programs has primarily been in STEM fields. The UC has substantially fewer graduate students than its AAU competitors.

### **Consultation Regarding Doctoral Student Funding**

UCPB met with Shawn Brick, Executive Director, Student Financial Support twice, in December and January. ED Brick noted types of support, fund sources, and expenses covered for academic doctoral students. The committee discussed options such as tuition waivers, increased fellowship support, and inevitable shortfalls in outside agency funding for doctoral students. The committee noted that UC competes with well-resourced private institutions for top doctoral students, and additional funding may have to be found to incentivize PIs to hire doctoral students for grant-funded positions. Given the centrality of grant-funded RA positions to overall graduate funding at the UC, if fewer PIs write graduate students into these grants, it could lead to a massive reduction in available funding for students.

### **Agriculture and Natural Resources (ANR)**

In June, Glenda Humiston, VP, Agriculture and Natural Resources gave an overview of the history and functioning of ANR. ANR has shifted to impact reporting over the past four years, highlighting outcomes from research undertaken, rather than relying solely on traditional academic publications. ANR has large capital needs due to facilities with deferred maintenance needs. UC ANR is collaborating with other land grant universities nationally, supported by UC Federal Government Relations, to advocate for the inclusion of maintenance funds for Land Grant Universities in the Farm Bill. In addition, ANR has increased solicitation of funds from private donors. Funding sources are \$20.8M capacity funds from the Federal government, competitive grants primarily from the USDA but increasingly from diverse sources like the Department of Energy and Department of Commerce. Counties provide funding for county offices, equipment, and some staff. There are some endowment funds, and state funds that provide for salaries, benefits, and support of county and campus-based advisors. For the last two years, administrative overhead has been below 10 percent of the budget, often less. Additional state funding has renewed focus on academic impact, allowing ANR to rehire previously reduced academic personnel. As a result, more UC campuses have specialists. If an academic position ends, funding returns to a central ANR pool, providing agility in hiring depending on research areas. ANR is working with UC Research and Innovation to use the new IP management system in ways that align better with ANR's practices. Public-private research has a bright future for ANR.

### **Senate Leadership Briefings**

The Academic Council Chair and Vice Chair attended a portion of each UCPB meeting to brief the committee on business from Academic Council and Board of Regents meetings, and other systemwide issues of interest to UCPB or of general interest to faculty, including: transfer issues and a singular transfer pathway, faculty salary increase timing and scope, labor agreements and guidance to faculty responding to increased labor costs and reporting requirements, statements on official websites, and issues surrounding online education.

### **SELF-SUPPORTING GRADUATE PROFESSIONAL DEGREE PROGRAMS (SSGPDPs) AND SCHOOLS**

**Review of Individual SSGPDPs and Proposed Schools:** Per the Compendium, CCGA leads the main systemwide review of proposed SSGPDPs and new Schools, while UCPB provides financial analysis to CCGA after assigning a lead reviewer to assess the business plan and market analysis. UCPB reviewed nine SSGPDPs, and two proposals for new schools this academic year.

- UC Davis Doctor of Nursing Practice – Anesthesia (Recommended for approval)
- UC Davis Master of Engineering in Medical Device Development (Recommended for approval)
- UCLA Master of Real Estate Development (Recommended for approval)
- UCLA Master of Science in Medical Physiology (reviewed twice; not recommended for approval)
- UC Irvine School of Population and Public Health (Recommended for approval)
- UC Irvine Master of Science in Business Analytics (Recommended for approval)
- UC Irvine Master of Management (Recommended for approval)
- UC Irvine Master of Education Learning Analytics (Recommended for approval)
- UC San Diego Master of Advanced Studies in Physician Assistant Studies (Recommended for approval)
- UC San Diego School of Computing, Information and Data Sciences (Recommended for approval)
- UC San Francisco Master of Science in Artificial Intelligence and Computational Drug Discovery & Development (Recommended for approval)

All UCPB members served as lead reviewer for an SSGPDP or School proposal. Reviews addressed the financial viability of the SSGPDP; the proposed indirect cost (IDC) rate and its determination; the planned use of net revenues; and the disposition and compensation of faculty serving the program. Reviewers also considered factors that could prevent the program from achieving UC quality; the extent to which SSGPDPs could divert resources – including space, services, and faculty effort – away from state-supported programs; their financial aid plan, and other factors that could affect accessibility to diverse and underserved student populations. Concerns were raised about the effect of proposed schools or colleges on existing ones on campus. Reviewers noted positive elements such as strong academic and market justifications, or well-documented academic, business, and facilities usage plans. UCPB continues to be concerned about the assessment of financial performance of SSGPDPs, poor accounting for the indirect costs on state-supported programs, and effects of rapidly proliferating SSGPDPs on the reputation of the University.

## **REPORTS AND RECOMMENDATIONS**

### **UCPB Best Practices for Divisional CPBs Report**

Former UCPB member Alyssa Brewer, Irvine, presented an overview of UCPB's November 2023 Best Practices for Divisional CPBs Report. In January, Academic Council endorsed the report and sent it to Academic Senate Division Chairs and Academic Senate Executive Directors. The recommendations were gathered by committee members based on most effective actions practiced by their local CPBs. These recommendations were focused on effective faculty-administration cooperation, budget process transparency, and financial sustainability and academic excellence on campuses.

#### ***To the Academic Council:***

- Comments noting concerns with proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program, (December 2023)
- Comments noting concerns with proposed amendments to Academic Personnel Manual sections 285, Lecturer with Security of Employment Series (January 2024)
- Review of the interim draft report from the Joint Senate-Administration Workgroup on the Future



of Doctoral Programs at the UC (February 2024)

**Consultation with TFIR Chair:** Former TFIR Chair David Brownstone provided an update in May, and UCFW Task Force on Investments and Retirement (TFIR) Chair Hollenbach briefed UCPB at each meeting on a variety of investment and retirement topics, including efforts to change the default retirement setting for new hires to Savings Choice rather than Pension Choice, possible efforts by some Regents to increase employee contributions to UCRP, the RFP process for a total remuneration study and a comprehensive benefits survey.

**Health Care Task Force (HCTF):** Increases in health care premiums experienced during the last benefits election period may continue. The UC paid a larger share of costs to mitigate the increase, and UC Health may implement a “benefits redesign,” possibly including different drug formularies. The threatened expiration of the in-network plan for Anthem’s HMO with UC Medical Centers led to a new agreement. Concerns regarding fewer dentists (including many UC faculty practices) accepting Delta Dental due to low reimbursements have been raised with systemwide HR.

**Academic Council Special Committee on Transfer Issues (ACSCOTI):** The committee and update existing UC Transfer Pathways (UCTP), which are a set of courses that prepare transfer students to apply for any UC program in a particular major. The committee has also been trying to align UCTPs with applicable Transfer Model Curriculums (the templates for Associate Degrees for Transfer (ADTS)), which are existing transfer agreements between community colleges and the CSU system as part of the Transfer Alignment Program (TAP). TAP is intended to provide (where feasible) a “single pathway in each of the majors with an Associate Degree for Transfer to ensure that students will be prepared to transfer into either the California State University or the University of California systems.” This alignment is sometimes difficult due to unit caps, which limit the major preparation and GE requirements students can achieve before applying to a UC. The committee is considering allowing students to take courses that would finish the Cal-GETC after transfer rather than taking UC breadth GEs. Additionally, ACSCOTI is coordinating UC representation on new Faculty Discipline Review Groups (FDRG), which will bring together faculty from across the UC, CSU, and CC systems to advise on the creation of new TMCs.

**Academic Council Special Committee on Lab Issues (ACSCOLI):** The committee would like to write a new charter and request to be made a standing committee. The labs made more money last year (\$35m) than expected, and the excess is returned to UC Lab Fees for investigators to secure funding. UC is hoping to assume management of the National Cancer Institute’s Frederick, MD lab.

**University of California Education Abroad Program (UCEAP):** This program is completely self-sustained, funded by a flat participation fee. A portion of tuition is returned to campuses, less a third taken out as RTA. Revenues dropped during the pandemic when the previous 5600 student participation dropped to 70. The shortfall was covered by a loan from the university, and the program now supports over 6000 students and has paid back the loan. Their central administrative space is rented below cost at UCSB with advisors on different campuses.

**Campus Reports:** UCPB set aside a portion of each meeting for updates from members about issues under discussion on campuses and local budget and planning committees. These briefings included a wide range of topics such as implementing the recommendations from the Best Practices Report, funding graduate students without increased grant funding, Oracle financial software implementation challenges, increased undergraduate enrollment without commensurate increases in faculty hiring, campus demonstrations and administrative response to them, changes in campus budget allocation models, claw-backs of unused unit funds, deferred maintenance needs, budget shortfalls, and concerns over shared governance.

## **UCPB REPRESENTATION**

Chair Donald Senear represented UCPB at meetings of the Academic Council, the Assembly of the Academic Senate, the Senate / UCOP leadership monthly budget meeting, the Health Care Task Force, and the APC Workgroup on the Future of UC Doctoral Programs, for which he chaired the Cost and Budgeting subgroup. Michael Emmerich reviewed the UC Humanities Research Institute (UCHRI) as UCPB liaison to the Multicampus Research Units. Kevin Mitchell served as UCPB representative to the Academic Council Special Committee on Lab Issues (ASCOLI), Georges van den Abbelee served as UCPB representative to the Education Abroad Program. Jill Hollenbach served as chair of the UCFW Task Force on Investments and Retirement. Tim Groeling served on the Academic Council Special Committee on Transfer Issues (ACSCOTI).

## **ACKNOWLEDGEMENTS**

UCPB benefited from regular consultations with CFO Nathan Brostrom, Interim Associate Vice President and Director Cain Diaz, and Associate Director of State Government Relations Seija Virtanen. Undergraduate student representative Jun Jang offered student perspectives. UCPB is also grateful to the following consultants and guests for their contributions: Vice President Pamela Brown, Director, Academic Planning Todd Greenspan; Executive Director, Student Financial Support Shawn Brick; Associate Director for Strategy, Planning and Operations, State Governmental Relations Kathleen Fullerton; TFIR Immediate Past Chair David Brownstone, UC Health Executive Vice President David Rubin; AVP, UC Health Zoanne Nelson; Director of Finance, UC Health Todd Hjorth; Vice President, Agriculture and Natural Resources, Glenda Humiston; Vice Provost Douglas Haynes, Associate Vice Provost Amy K. Lee, Chief Risk Officer Kevin Confetti, Associate Director Academic Labor and Employee Relations, James DiCaprio; Alyssa Brewer (Irvine). UCPB also appreciates the contributions of faculty who attended UCPB meetings as alternates for regular committee members: Stefano Bertozzi (Berkeley), Bronwyn Leebaw (Riverside), Reza Abbschian (Riverside), Graham Elliott (San Diego), David Kleinfeld (San Diego), Sonia Ramamoorthy (San Diego), Alison Brysk (Santa Barbara), and Daniele Venturi (Santa Cruz).

Respectfully submitted:

Donald Senear, Chair, UC Irvine  
Tim Groeling, Vice Chair, UCLA  
Amani Nuru-Jeter, UC Berkeley  
Robert Brosnan, UC Davis  
Georges van den Abbeele, UC Irvine  
Michael Emmerich, UC Los Angeles  
Kevin Mitchell, UC Merced (Fall)  
Michael Findlater, UC Merced (Winter)  
Kara McCloskey, UC Merced (Spring)  
Juliann E. Allison, UC Riverside  
Terry Gaasterland, UC San Diego  
Jill Hollenbach, UC San Francisco and TFIR Chair  
Alison Brisk, UC Santa Barbara (Fall)  
France Winddance Twine, UC Santa Barbara (Winter-Spring)  
Raphael Kudela, UC Santa Cruz  
Stefani Leto, Analyst

**UNIVERSITY COMMITTEE ON PREPARATORY EDUCATION  
ANNUAL REPORT 2023-2024****TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

During the 2023-2024 Academic Year, the University Committee on Preparatory Education (UCOPE) held three videoconferences and one in-person meeting and UCOPE's English for Multilingual Students Advisory Group met once, also by videoconference. Both groups considered matters in accordance with their duties as set forth in Senate Bylaw 192, which states that UCOPE shall advise the President on matters relating to preparatory and remedial education (including the language needs of students from diverse linguistic backgrounds); monitor and conduct periodic reviews and evaluations of preparatory and remedial education; supervise the University of California Entry Level Writing Requirement (ELWR); monitor the development and use of placement examinations in mathematics; and work with the Board of Admissions and Relations with Schools to communicate these standards to all high schools and colleges in California.

A summary of the committee's activities and accomplishments follows below:

**ENTRY LEVEL WRITING REQUIREMENT COORDINATING COUNCIL**

The ECC is a body of Writing Studies experts to provide expert oversight of and support to ELWR, ELWR-satisfying courses, and ELWR placement practices. The ELWR Coordinating Council (ECC) will oversee regular assessment of campus placement models and curricula and support ELWR by advocating in favor of campuses receiving the resources that they need to ensure that ELWR placement mechanisms remain reliable and valid instruments of equity. UCOPE also considered the composition of the ECC, agreeing that the campus ELWR program leads or their designees should form the ECC core and that writing instructors (including non-Senate faculty), administrative staff, and any other interested parties should be encouraged to participate. UCOPE has finalized the ECC charge, populated the Council, and looks forward to the Council's first report next year.

**SENATE BYLAW 192**

Given the rescission of the Analytical Writing Placement Examination (AWPE), the UCOPE bylaw must be amended to conform. Proposed revisions were approved and will be submitted to the Academic Council for systemwide approval and Assembly endorsement.

**ENGLISH FOR MULTILINGUAL STUDENTS ADVISORY GROUP**

In addition to the standard campus reports, in April the English for Multilingual Students (EMS) Advisory Group discussed issues related to budget, the ongoing impacts of the COVID-19 pandemic, and the impact of the graduate student researchers' strike.

**OTHER ISSUES AND ADDITIONAL BUSINESS**

In response to requests for formal comment from the Academic Council, UCOPE issued views on the following:

- Proposed Senate Regulation 479 – the California General Education Transfer Curriculum

**UCOPE REPRESENTATION**

UCOPE Chair Camfield represented the committee at meetings of the Intersegmental Committee of Academic Senates.

## **ACKNOWLEDGEMENTS**

UCOPE gratefully acknowledges the contributions of these UCOP and campus consultants over the past year: EMS Advisory Group Chair Paul Beehler and all members of the EMS Advisory Group; Laura Hardy, Associate Director, Undergraduate Admissions; Han Mi Yoon-Wu, Associate Vice President, Undergraduate Admissions; Matt Reed, Institutional Research Analyst, Institutional Research and Academic Planning (IRAP); and Tongshan Chang, Director, IRAP.

Respectfully submitted,

Amanda Soloman Amarao, Chair  
Steven Lee (B)  
Brad Queen (I)  
Felicia Lopez (M)  
Guershon Harel (SD)  
Jason Duque (SB)

Po-Ning Chen, Vice Chair  
Susan Keen (D)  
Steve Margulis (LA)  
Po-Ning Chen (R)  
Brian Dolan (SF)  
John Tamkun (SC)

Kenneth Feer, Principal Policy Analyst



## University Committee on Privilege and Tenure 2023-24 Annual Report

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under Senate Bylaw 195 and consistent with [Bylaw 40](#), the University Committee on Privilege and Tenure shall: (Am 23 May 01; Am 28 May 2003)

1. Advise the President, the Academic Senate and its Divisions, and the Divisional Privilege and Tenure Committees on general policies involving academic privileges and tenure [see [Bylaw 334](#)]. (Am 25 May 76; EC 28 May 2003)
2. Constitute special Hearing Committees as provided for in Bylaw 336.A. (EC 28 May 2003)
3. Maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in [Bylaw 334.B](#). (EC 28 May 2003)

### **Topics of Note During the 2023-24 Year**

#### **Simultaneous Misconduct Charges and Merit and Promotion Considerations**

For two years, UCPT has been working on the question of how to conduct simultaneous merit and misconduct cases. After consulting with UCAF and UCAP, UCPT brought language forward to Council last year that was then approved and forwarded to the Provost. During the 2023-24 year, Academic Personnel and Programs worked to incorporate the language into a new draft of APM 016. A draft was released for systemwide review in spring. However, the draft revision circulated by APP did not accurately or thoroughly reflect the changes recommended by UCPT. With input from UCPT, Council has forwarded its concerns to APP with the hopes that these oversights can be corrected.

#### **Change in Committee Leadership**

In March, Chair Tucker announced a change in committee leadership. Vice Chair Narayan took an administrative position, and Professor Amussen assumed the role of Vice Chair. Chair Tucker will serve as chair one more year, and Professor Amussen will assume the role of chair in 2025-26.

#### **Recording of Meetings**

The Chair asked the committee for its preference regarding the recording of UCPT meetings. After some discussion, the members decided that the default should be not to record the meetings and that recording should take place selectively.

## **Consultation with the Systemwide Title IX Deputy Director and UC Legal, and the Introduction of a New Consultant**

Throughout the year, UCPT consulted with the systemwide Title IX Office and with UC Legal.

The Title IX Deputy Director explained that her office has been preparing a review of its policies and operations to identify best practices and areas of concern.

The release of the new Title IX guidelines was delayed several months, but were finally released in the spring. The Deputy Director informed the committee that UC needs to be in compliance with the new rules and regulations by reviving existing policies and frameworks and re-issuing them as “interim” by August 1, 2024. Her office will focus its initial revisions to the SVSH Policy and Frameworks and the Anti-Discrimination Policy. It will then identify other implicated policies in later revisions. The Deputy Director went over highlights of the new Title IX regulations. She emphasized that actions that occur will still have to adhere to the 2020 regulations.

Deputy Director Dees said that she and Attorney Advisor Meltzer have been working to develop a statement explaining that service on P&T committees and participation in SVSH hearings is part of University service. She said that faculty have indicated that they are unsupported in their P&T work. She shared information on training and support resources for faculty, and her office is following up with a training plan. Usually training for P&T is done by the local Title IX offices, but the systemwide office is working develop modules that will be available on-demand in the fall.

Attorney Adviser Meltzer was available at all three UCPT meetings and was able to give his counsel on items that had arisen on the campuses.

Deputy Director Dees introduced Catherine Spear, the new Executive Director of the systemwide Office of Civil Rights. The Executive Director will be serving as a consultant to UCPT in the years ahead.

## **Consultation with Academic Personnel and Programs**

Vice Provost Haynes, Associate Vice Provost Lee, and Academic Personnel Director Anders were available at two of the three UCPT meetings for consultation. Much of the consultation during the course of the year was related to the graduate student contract.

## **Consultation with Senate Leadership**

In addition to weighing in significantly on APM 016, UCPT opined on these two items sent out for Senate systemwide review:

- [Revisions to Senate Bylaw 55](#)
- [The Regents' Proposed Policy on Public and Discretionary Statements.](#)

## **Other UCPT Business**

During the course of the year, UCPT held in-depth discussions on many issues related to both campus and systemwide actions and policies. Due to the confidentiality of these discussions, they are not itemized or summarized in this Report.

## **Acknowledgements**

UCPT is grateful to have had valuable input from - and exchange with - these UCOP consultants and guests over the past year: Douglas Haynes, Vice Provost, Academic Personnel and Programs; Amy K. Lee, Associate Vice Provost, Academic Personnel and Programs; Kelly Anders, Director, Academic Personnel; Joshua Meltzer, Senior Counsel; and Isabel Dees, Systemwide Title IX Deputy Director. Special thanks to Academic Senate Chair James Steintrager, Vice Chair Steven Cheung, and Senate Executive Director Monica Lin.

Respectfully submitted,

Irene Tucker, Chair (UCI)  
Susan Amussen, Vice Chair (UCM)  
Andrew Minor (UCB)  
Catherine VandeVoort (UCD)  
Michael Robinson-Dorn (UCI)  
Diana Messadi (UCLA)

Susan Amussen (UCM)  
Y. Peter Chung (UCR)  
Kelly Frazer (UCSD)  
Jacqueline Leung (UCSF)  
Miguel Eckstein (UCSB)  
Nico Orlandi (UCSC)

## **UC Academic Senate**

### **University Committee on Research Policy (UCORP)**

#### **Annual Report 2023-24**

#### **TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Research Policy (UCORP), as specified in Senate Bylaw 200, is responsible for fostering research; formulating, coordinating, and revising general research policies and procedures; and advising the President on research. UCORP met once in person and eight times via videoconference during the 2023-24 academic year. This report summarizes the committee's activities over the course of the year.

#### **MRU REVIEW: UC HUMANITIES RESEARCH INSTITUTE**

In 2023-24, UCORP led the five-year review of the UC Humanities Research Institute (UCHRI) on behalf of the Academic Senate. Per the 2014 Compendium's "Guidelines for Five-Year Reviews of Multicampus Research Units," representatives from CCGA and UCPB participated in the review. The UCHRI interim director joined the UCORP meeting in March to answer questions and engage in discussion. The UCHRI review report was completed in May and presented to the Academic Council by the UCORP chair and vice chair and subsequently approved by the Academic Council. The report was then transmitted to the UC Vice President for Research and Innovation.

The UCHRI review, led by UCORP Vice Chair, Susanne B Nicholas, found that the MRU's long-term planning in the last few years had been hampered by temporary leadership and funding uncertainty, but that an innovative solution to the funding impasse would yield positive results and lead to financial and leadership security. During the reporting period, UCHRI underwent significant changes, including the disruptive impact of COVID-19 and a leadership transition. Overall, UCHRI benefits the university by engaging with the UC community to support collaborative and interdisciplinary research, providing grants to facilitate exploratory and impactful multicampus research projects, fostering new research directions in the humanities, and promoting innovative intercampus collaborations. The review report concluded that continuation of UCHRI for another five years was warranted given its significant contributions that would be challenging to replicate without its existence.

#### **FUTURE OF DOCTORAL EDUCATION AT UC**

As a member of the Academic Planning Council's (APC) Workgroup on the Future of UC Doctoral Programs, UCORP Chair Cyndi Schumann provided updates on the work of that group at each meeting. The APC workgroup was formed to examine the model of graduate student funding more broadly. Its interim report was initially presented at the Congress on the Future of Graduate Student Education, held at UCLA on October 9<sup>th</sup>, and then released widely in the first week of December. The final report was scheduled to be released in the spring, after UCORP's final meeting of the academic year. Chair Schumann led a subcommittee that focused on distinguishing employment labor from academic work in the education and training of graduate



students. UCORP members were asked regularly for feedback, both on the interim report and the topics. Much discussion centered on the differences in graduate education between disciplines.

On the labor relations side, UCORP was able to hear directly from UCOP's Office of Academic Personnel and Programs. Vice Provost Douglas Haynes and Associate Vice Provost (AVP) Amy Lee joined UCORP for discussions on the new post-unionization landscape of managing student employees. Vice Provost Haynes and AVP Lee have been providing regular updates to the Academic Council and will continue to do so. Academic Personnel directors will continue to provide guidance at the campus level.

### **PROVOST KATHERINE NEWMAN AND ACADEMIC CONGRESS ON RESEARCH**

Provost Katherine Newman joined (virtually) the in-person UCORP meeting in December to discuss graduate education, research priorities, and other relevant topics. On the future of graduate education, Provost Newman acknowledged the differences between and among fields and said that she was interested in finding overriding principles that apply to all. She noted that the size of graduate cohorts in some fields was often dictated by teaching demands or research funding rather than future demand for graduates or mentorship resources. On promoting the importance of the UC research enterprise, Provost Newman said that each Regents' meeting will feature a presentation on some aspect of UC research, including the UC observatories, hydrogen hub funding, and artificial intelligence. Later in the academic year, Chair Schumann approached Provost Newman about holding an academic congress on research to add to the schedule of congresses on graduate education, artificial intelligence, online education, and more. In later meetings, UCORP spent time discussing potential themes, topics, speakers, and target audience for the research congress.

### **RESEARCH TOPICS**

*Updates from the Office of Research & Innovation* – As consultants to the committee, members of the Office of Research & Innovation (R&I) joined UCORP each month to provide updates and solicit feedback. At the first meeting in October, Vice President for Research & Innovation Theresa Maldonado and her staff joined the meeting to introduce their work to new UCORP members and update the committee on recent activities. VP Maldonado gave a short presentation on the work of R&I, demonstrating how the unit works not only with the ten campuses, but also with the Division of Agriculture and Natural Resources (ANR), UC Health, and the 3 national labs (Lawrence Livermore, Los Alamos and Lawrence Berkeley). In addition to policy development and management, part of the R&I mission is to help campuses take fundamental research and scale it to demonstration, publication, and public use. R&I manages \$150M in royalty income and \$120M in grant funding (not including the recent climate funding from the state). The unit also oversees the university's multi-campus research entities and seven multicampus research units (MRUs). The R&I staff provided regular updates to UCORP throughout the academic year on research-related topics. In October, UCORP learned about a new R&I initiative for "Inclusive Innovation Equitable Entrepreneurship" (I<sup>2</sup>E<sup>2</sup>), which will focus on long-standing structural impediments to the participation of ethnic and racially minoritized groups, women, and persons with disabilities in STEM. A key element will be developing a database to help uncover those involved in innovation and entrepreneurship activities.

*Research Security* – UCORP was regularly updated on proposed federal regulatory changes related to research that is associated with “malign foreign talent recruitment programs” and the like. UCOP staff are working with campus Contracts and Grants offices on how to indicate, communicate, and define what might be considered a “malign” program. Increased disclosure from PIs who are working with foreign entities is a primary goal. The Office of Research and Innovation has been tasked by the Regents with looking into UC’s conflict of interest and conflict of commitment (COI and COC) policies and processes to identify and fill gaps. Relatedly, UCOP is also investigating how to strengthen and fund additional research IT security, which is increasingly required by federal funding agencies.

*Climate action funding* – UCORP briefly heard about the 38 awardees of \$185m in seed and matching grants that was provided to UC from the state for climate research funding. A portion of the funds - \$1m each - went to the ten campuses and two California national labs.

*DOE Hydrogen Hub funding* – UCORP was updated about the CA ARCHES initiative, a coalition of partners within the state and led by UC, that was selected to receive \$1.2B in Department of Energy (DOE) hydrogen hub funding. The California projects will focus on ports, trucks, and buses, and will be augmented by state, local, and corporate funding. Two power plants will be converted to hydrogen, and the projects will include environmental justice and workforce development components. UC was initially informed that 10% of the funding would be allocated for research, and while in the end there was none, UC stayed involved because of adjacent research opportunities in related science fields, as well as in sociology, policy, and other disciplines.

*Financial accounting system issues* – The Oracle Financial System changeover continued to be a topic of discussion. UC Merced and UC San Diego faculty wanted to make sure that other campuses were aware of the issues faced when the financial system was implemented at those campuses. More than a year after the rollout, researchers at UCM continued to experience staffing problems, errors, and lost funding due to the new system. UCM faculty have now been told that the full implementation timeline is estimated at around five years. In fall/winter 2023-24, UCM established a joint Administrative-Senate Task Force on Financial Management and Reporting. Since this is not a systemwide issue, it has been challenging to address as a system.

*Research Data Backup System Steering Committee* – UCSF representative Bin Liu regularly updated UCORP on the latest news from Research Data Backup Steering Committee. The steering committee issued an initial RFP, which asked potential vendors for a good faith cost estimate. Suppliers were given the opportunity to bid on three backup levels: endpoint, mid-range, and large scale. The responses were narrowed down to one for the endpoint supplier and three for the mid/large scale. The initial proposed pricing estimates were significantly higher than anticipated and so the second round RFP was postponed. For endpoint backup, UC determined that CrashPlan, a product currently used by UCI and UCSF, is the optimal solution and will obtain a systemwide license. For larger scale needs, UC will likely implement a tiered pricing structure to contain cost.

*Patent Policy* – At the beginning of the year, UCORP provided comments on the final draft of the new Policy on Inventions, Patents, and Innovation Transfer. The revision to the 25-year-old UC patent policy narrows its focus to UC’s legal responsibilities while giving more autonomy to

the campuses. Based on input from UCORP and faculty expert Professor Tony Reese (UCI), the policy wording was clarified, and FAQs updated.

*UC Research Initiatives* – UCORP was updated on the multicampus research programs and initiatives (MRPI) opportunity, which distributes two- and four-year awards every other year, and the lab fees research program (LFRP), which disburses income from UC’s management of the Los Alamos and Lawrence Livermore national labs. A high rate of proposal submission for the MRPI funding means that the success rate this year may be below 20%. Many of the LOIs were related to climate, possibly due to the big state climate action funding initiative from last year. This year, the LFRP In-Residence Graduate Fellowship increased its award amount to \$75K/year (from \$68K). The LFRP Collaborative Research and Training (CRT) award is putting more resources toward the development of the group proposals, including hosting collaborative workshops that occur before the RFP deadlines. The CRT themes for this year are Research Advancing Microelectronics and Community-Engaged Research for Clean Energy Solutions. A third theme will either be Research Advancing Fusion Energy or Scientific Application of Artificial Intelligence (AI) at Scale, which was proposed by the directors at Los Alamos and Livermore Labs. Looking at the larger picture of research funding at UC, UCORP members asked about how to improve the dissemination of information about UC-wide funding opportunities.

*Alianza MX – Proposed Change to Leadership Structure* – UC Riverside Vice Chancellor for Research and Economic Development, Rodolfo Torres joined UCORP’s May meeting to describe a proposal for new leadership for Alianza MX, the umbrella organization that comprises the UC MEXUS MRU, the UC Mexico Initiative, and Casa de California. UC MEXUS was reviewed by UCORP in 2021. Due to the scope of the Alianza programs, the administration is proposing to divide the leadership of the unit into two parts with an operational director and a faculty director. The operational director would be an administrative position requiring an advanced degree in a relevant field, but not necessarily a tenured faculty appointment at UC (as required by standard MRU policy). The operational director would report to VC Torres, who, as a tenured faculty member, would serve in the capacity of *faculty director* and provide academic oversight of the program. UCORP members were supportive of the proposal, noting that it seems to be in the best interest of UC and Alianza, but also noting that changes like this can make reviews of MRUs more challenging when the Senate is asked to evaluate them based on established criteria. Asked about whether the MRU designation was the best mechanism to support the program, VP Torres said that it can be beneficial in securing external funding.

## **SYSTEMWIDE SENATE ISSUES, CAMPUS REPORTS, LIAISON REPORTS**

UCORP devoted part of each regular meeting to updates from Academic Senate leadership and reports from members on campus COR issues. UCORP members (and their divisional committee analysts) updated a shared spreadsheet with information about each campus COR, including committee composition and faculty grant processes, which may be useful to compare. With this information and encouragement from UCORP, the UCLA COR chair was able to secure a seat on the UCLA Senate’s executive council going forward. Most if not all divisional COR chairs are members of their divisional Senate’s Executive Council. UCORP’s graduate student and liaisons to other committees and working groups also provided updates at each meeting.

**SYSTEMWIDE REVIEW PARTICIPATION AND CORRESPONDENCE**

- Comments on Revised Presidential Policy BFB-BUS-50: Controlled Substances Use In Research and Teaching (March 20, 2024)

**UCORP REPRESENTATION**

As Chair of UCORP, Cynthia Schumann served on the Assembly of the Academic Senate, Academic Council, and the Academic Planning Council. Chair Schumann also served on the APC Workgroup on the Future of UC Doctoral Programs. UCSF member Bin Liu served on the Research Data Backup Plan Steering Committee.

**ACKNOWLEDGEMENTS**

UCORP is grateful to its regular consultants who have provided invaluable information and perspective to the committee:

- Agnes Balla, Director, Research Policy Analysis and Coordination
- Lourdes DeMattos, Director, Research Policy Analysis and Coordination
- Kathleen Erwin, Executive Director, Research Grants Program Office
- Theresa Maldonado, Vice President for Research & Innovation
- Deborah Motton Executive Director, Research Policy Analysis and Coordination
- Anna Ward, Program Officer, Research Grants Program Office

UCORP also wishes to thank its invited guests for their participation and support throughout the year, as well as colleagues across the system who brought to the attention of the committee research-related issues of concern.

Respectfully submitted, UCORP 2023-24:

Cynthia Schumann, UCD, **Chair**

Susanne B. Nicholas, UCLA, **Vice Chair**

Larry Karp, UCB

Paul Hastings (fall, winter) and David Rocke (spring), UCD

James Weatherall, UCI

Alapakkam (Sam) Sampath, UCLA

Tao Ye, UCM

Weixin Yao, UCR

Elina Zuniga, UCSD

Bin Liu, UCSF

Alan Murray, UCSB

Michael Hance, UCSC

Hanna Butler-Struben, Graduate Student Representative, UCD

James Steintrager, Academic Senate Chair, *Ex Officio*

Steven Cheung, Academic Senate Vice Chair, *Ex Officio*

Joanne Miller, Committee Analyst

## UNIVERSITY COMMITTEE ON RULES AND JURISDICTION (UCRJ) ANNUAL REPORT 2023-24

### TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Pursuant to [Senate Bylaw 205](#), the University Committee on Rules and Jurisdiction (UCRJ) is responsible for:

- examining and supervising all changes and additions to the Senate bylaws and regulations, both substantive and editorial
- examining all divisional legislation that affects the systemwide bylaws and regulations
- preparing and reporting to the Assembly or to any of the divisions such changes and additions to the bylaws and regulations as may seem to it advisable and
- making editorial and conforming non-substantive changes in the bylaws and regulations about numbering, headings, cross-references, organizational titles, details of style, and similar items

In accordance with Senate Bylaw 206, UCRJ responds to informal requests from Senate members for information concerning the *Code of the Academic Senate* and shall file with the Secretary/Parliamentarian of the Senate, and summarize in its annual committee report, all correspondence containing committee response to such requests. During the 2023-24 academic year, UCRJ conducted most of its business via email. Major actions are summarized below.

### LEGISLATIVE RULINGS

*None*

### ADVICE TO DIVISIONS AND COMMITTEES

***Advice to UCLA on voting rights:*** UCRJ advised the UCLA division on a matter concerning the participation of non-Senate faculty on a curriculum committee, referencing Senate Bylaw [35.C.2](#) and [Bylaw 55](#), as well as UCRJ [Legislative Rulings](#) 5.67 and 12.75.

***Advice to UCSD on Senate Bylaw 55:*** UCRJ advised the San Diego division on whether a department may restrict Bylaw 55 votes on advancements within rank to only a subset of faculty at that rank.

***Advice to BOARS Chair:*** UCRJ advised the chair of Board of Admissions and Relations with Schools on the next steps for the proposed A-G Ethnic Studies (Area H) undergraduate admission requirement.

***Advice to ACSCOTI:*** UCRJ reviewed two alternative amendments to [Senate Regulation 479](#) proposed by the Academic Council Special Committee on Transfer Issues, intended to enhance transfer student preparedness. It found both alternatives to be clear and coherent with existing regulations but expressed a preference for the version that extended flexibility to all transfer students.

### EVALUATION OF PROPOSED CHANGES TO SENATE BYLAWS AND REGULATIONS

UCRJ confirmed the following bylaw and regulation changes put before the Assembly, as consistent with the Code of the Academic Senate:

- [Proposed revisions to Senate Bylaw 55](#) (voting rights)
- [Proposed revisions to Senate Bylaw 55](#) (Professor of Teaching)
- [Proposed revisions to Senate Regulations 900 and 902](#) (Academic Probation/Notice)

#### **SYSTEMWIDE REVIEWS**

- UCRJ recommended additional clarifying amendments to the proposed revision to Senate Bylaw 55.

#### **VARIANCES**

- **Variance to Senate Regulation 740:** UCRJ discussed the San Francisco division's request for a variance to Senate Regulation 740, which would allow each UCSF School and its Graduate Council to establish non-standard course numbering different from other UCSF Schools and other UC divisions. UCRJ proposed a five-year variance period to give the division time to implement the renumbering.

Respectfully submitted,

Jason Nielsen (UCSC), Chair, January – August  
Mijung Park (UCSF), Chair, September – December  
Karen Messer (UCSD), Member At Large  
Liz Glynn (UCI), Ex Officio, Divisional R&J Chair  
Kathleen Montgomery (UCR), Ex Officio, Divisional R&J Chair

UCRJ Staff: Michael LaBriola, Assistant Director

- VII. UNIVERSITY AND FACULTY WELFARE REPORT [None]
- VIII. REPORTS ON SPECIAL COMMITTEES [None]
- IX. PETITIONS OF STUDENTS [None]
- X. UNFINISHED BUSINESS [None]
  
- XI. NEW BUSINESS