

## **GRADUATE COUNCIL Annual Report 2020-21**

To the Academic Senate, Santa Cruz Division:

Graduate education on the UC Santa Cruz campus is at a significant juncture. The past year has seen the continued reverberations of the recent graduate student labor action, including conversations around student discipline and policing that have been a focus for the Senate at the division and systemwide levels (and of course, connected to national and community conversations about policing), continuing conversations about graduate student welfare, continuing impacts of COVID-19, as well as a directed focus on strengthening graduate education—including strengthening the climate for research excellence, professional development, and advancing diversity—as a public research university with AAU status. New leadership in the Graduate Division also provides an opportunity to take the work and lessons of the past year toward building a stronger graduate education infrastructure on our campus. In 2020-21, this context shaped the proactive work of Graduate Council (GC) (described below). Council also worked on policy and process changes (including to the Cota-Robles fellowship review process). Council actively focused on diversity, equity, and inclusion in graduate education, in its consultations with the Vice Provost and Dean of Graduate Studies (VPDGS) related to admissions and enrollment trends as well as in consultation with campus experts (Associate Dean for Diversity Equity and Inclusion; Disability Resource Center Director), which will continue to shape Council’s proactive agenda moving forward. Other business included review of graduate program curricular changes, review of new non-degree program proposals, including addition of pathways to existing degrees, participation in the external reviews for several departments, monitoring of graduate programs under GC review, reviewing and updating GC’s delegation policy, and review of applicants for the Cota-Robles Fellowships. Council consulted with interim Vice Provost and Dean of Graduate Studies (iVPDGS) Quentin Williams on several issues throughout the year, including an orientation into the “state of graduate education” for members at the start of the year, Dissertation Year and Cota-Robles Fellowships, review of the block allocation formula, and graduate admissions applications and outcomes. A detailed summary of the Council’s work in 2020-21 is provided below.

### **Strengthening Graduate Education**

In last year’s annual report<sup>1</sup>, Graduate Council documented its efforts over recent years to catalyze campus strategic planning and action for growing and strengthening graduate programs and making more visible progress towards these goals. In consultation with Chancellor Larive and then interim Campus Provost and Executive Vice Chancellor (i-CP/EVC) Kletzer during the 2019-20 year, Graduate Council urged the campus to identify a structure and process for this work. In response, Chancellor Larive and CP/EVC Kletzer charged the Joint Senate-Administration Working Group on Graduate Education (JWG), co-chaired by Graduate Council Chair Smith and then aVPDGS Williams. The JWG began its work in spring 2020, and concluded that work in winter 2021. That work included: developing a comprehensive revenue analysis of the graduate enterprise, including the 5/2 year guaranteed funding for doctoral/MFA students; exploration of

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<sup>1</sup>[Graduate Council 2019-20 Annual Report \(August 2020\)](#)

alternative graduate student funding models, including the “cohort model” implemented at UC Riverside; development and analysis of the Faculty Graduate Education Survey (FGES) to elicit faculty perspectives on graduate education, funding, and carrying capacity of different programs, and; analysis of Graduate Division staffing levels across UC.

While the JWG co-chairs (GC Chair Smith and GC *ex officio* member VPDGS Williams) provided updates to GC throughout the year, Council as a whole engaged with the JWG report at two stages. GC reviewed a draft abbreviated summary during February 2021 for its first discussion and input. GC then reviewed the full JWG report in April 2021, as an information item and to provide the opportunity for feedback on the major recommendations of the report. This review generated some conversation among members, including regarding the role of master’s degree programs in the broader graduate ecosystem and about the Master’s Incentive Program (MIP).

Council welcomes the renewed focus on strengthening graduate education and, particularly, the commitment of the central administration to this work. Graduate education is at a critical juncture—graduate student strikes have highlighted the financial precarity experienced by graduate students, who have also been impacted by the pandemic and the CZU fires in the last two years. The work of the JWG, central administrative commitment and support for strengthening graduate education, and a transition in leadership of the Graduate Division signal a unique opportunity to leverage this momentum and make concrete investments in graduate education on the campus. Graduate Council will continue to engage and participate in efforts to strengthen graduate education that follow the work of the JWG. Primarily, this will mean participation and engagement with the Implementation Working Group, which is expected to be led by the Graduate Division early in the next academic year. Council expects that it will have a strong role on this group, as well as in other ongoing efforts related to strengthening graduate education on the campus.

#### *Master’s Incentive Program Working Group*

As part of its charge to conduct a revenue analysis of graduate funding, the JWG requested financial information from departments and divisions regarding their use of the Master’s Incentive Program (MIP) funds (JWG Co-Chairs to Department Program Chairs 11/23/20; JWG Co-Chairs to Divisional Deans 11/23/20). However, it was not possible for the JWG to complete that work within the expected timeframe, so a working group led by the Graduate Council Chair, the Committee on Planning and Budget (CPB) Chair, and then Vice Provost and Dean of Graduate Studies (MIP Working Group) began working on analysis of the MIP data received in response to the JWG inquiry (including a request for further information from one division) during spring 2021. The MIP Working Group completed an internal interim report (August 2021). Further analysis is expected to continue in the 2021-22 year through a group that will likely include the incoming Graduate Council Chair (and member representation), the CPB Chair, and the VPDGS.

#### **Graduate Student Support & Welfare**

During 2020-21, Council continued working on graduate student support and welfare issues, and specifically, continued work begun in 2019-20 related to COVID-19 impacts on graduate student progress. During 2019-20, Council’s efforts to mitigate COVID-19 impacts focused on 1) making necessary changes and exceptions to policy to facilitate a smoother functioning graduate curriculum, and 2) focusing on graduate student impacts and voicing support, where possible, for

graduate students to receive the needed support as the campus transitioned to remote instruction (and particularly in advocating for additional resources for graduate students to help mitigate impacts of the transition). This year, a Council subcommittee that included the graduate student representatives on GC and two members worked on these issues, and focused on building on the survey conducted by last year's graduate student representatives on GC to obtain information on graduate student needs related to transitioning to remote teaching. The subcommittee this year was also interested in getting additional information on what resources exist for graduate students, the impact of Slug Support funding in addressing graduate student need, and ultimately, in making recommendations to Graduate Division and central administration advocating for graduate student support needs. Council inquired with Slug Support to obtain information on the kinds of support graduate students have been able to access, including the number of requests received from students, categories of requests and amounts requested, and how many of the requests were funded partially or completely. Through this, Council learned that ~95% of graduate student requests for assistance are filled in some way (i.e., either full or partial amount of request provided), with the vast majority of those requests in categories of financial hardship and housing concerns, and that in 2019-20 Slug Support provided more than \$90,000 in COVID-19-related assistance to graduate students.

The subcommittee also worked on developing a survey, on which the full Council provided input, to be distributed to all graduate students. During the process of survey development, the subcommittee learned from the campus Institutional Research and Policy Studies (IRAPS) office that the UC Graduate Student Experience Survey (UCGSES) was in process, which would also contain a specific UC Santa Cruz module. In light of this, IRAPS worked with the subcommittee and some of the questions developed by the subcommittee were included in the system-wide survey and other questions were added to the UC Santa Cruz module (IRAPS Assistant Director Email 3/23/21). IRAPS Assistant Director for Assessment and Survey Research Anna Sher shared preliminary results from the survey, discussed by Council at its final spring meeting. Council will request from Assistant Director Sher the final survey results (the survey closed July 1) for review early in fall 2021. GC expects its review to help further efforts related to graduate student welfare in the next academic year, as well as identify specific areas for collaboration with the VPDGS and CP/EVC.

During 2019-20, Council considered the issue of racialized bias in student conduct summons, sparked by a case that was broadly circulated to the campus community and brought to the attention of GC. As noted in last year's annual report, GC reviewed this information and an open letter from the Committee on Affirmative Action and Diversity (6/5/20), and requested the EVC address the issues (GC to EVC 7/23/20). This year, Council received communication from the CP/EVC (11/17/20) noting that the campus would initiate a review of the student conduct process and establish a task force on the issue (Student Conduct Review Task Force). Council looks forward to reviewing the findings and report of the Task Force in the 2021-22 academic year. The specific case that GC reviewed related to racialized bias in student conduct summons continued this year, and Graduate Council Chair Smith submitted a letter to Chancellor Larive (dated 12/10/20) urging suspension of disciplinary action for this specific student/case until the review of racial bias in the student conduct process was complete. The student's suspension was later overturned.

### **Policy and Process Changes & Revisions**

During 2020-21, Graduate Council reviewed its policies and processes and made changes and updates, as outlined below.

#### *Guidance to Departments & Programs Related to COVID-19 Impacts*

During 2019-20 Council examined areas within its authority where policy and process changes could make a beneficial impact on graduate students within the context of COVID-19. One of the actions from last year was to institute a one year extension of the normative time to degree for full time graduate students to meet milestones such as advancing to candidacy and completing their degrees. Council also recommended flexibility with program requirements, along with guidance on how to submit changes to degree requirements to Graduate Council for approval prior to implementation, to address challenges faced by graduate students (see summary in 2019-20 annual report and GC and aVPDGS re COVID-19 Impacts on Graduate Education 4/29/20). This year, building on last year's actions, Graduate Council (with iVPDGS Williams) sent out a communication to department/program chairs and graduate directors with additional guidance related to graduate admissions. This emerged in a context of questions from departments about extending admissions due to COVID-19-related issues. In this joint letter (10/30/20), Council and the iVPDGS encouraged graduate programs to approach the admissions cycle in ways that would best serve existing students and faculty, and the graduate programs as a whole, and should not feel obligated to extend admissions offers in numbers similar to previous years. The Graduate Council Chair was available for consultation regarding questions of curricular impact and need, and questions about financial implications and ramifications of student recruitment and admissions were referred to the Graduate Division. Graduate Council sought to ensure programs were aware of options they had and implications of decisions to modify admissions.

Graduate Council, in collaboration with the Committee on Educational Policy (CEP) and Committee on Courses of Instruction (CCCI) responded to requests to delegate authority for approval of remote offering of courses to course sponsoring agencies. In joint communication, GC, CEP, and CCI decided to review and make a decision on the request to delegate authority for approval of remote offering of courses to course sponsoring agencies on a quarter-by-quarter basis (GC, CEP, and CCI to VPDUE 9/16/20).

#### *Graduate Dual Degrees*

In last year's annual report, Graduate Council memorialized its re-examination of previous guidance for review of graduate dual degree programs, a project that Graduate Council has worked on since the end of the 2016-17 year. The updated principles and process document was sent to Vice Provost for Academic Affairs (VPAA) Lee (November 20, 2019), with the understanding that these were not yet intended to be released to the wider campus, as systemwide Coordinating Committee on Graduate Affairs (CCGA) discussions about how to review graduate dual degree programs remained ongoing. Graduate Council Chair Smith's work was instrumental in bringing this issue and our campus's guiding document, to CCGA, on which he served as representative. CCGA's *Guidelines for Preparing a Dual Degree Proposal to CCGA* drew from our campus guidelines, and these were forwarded by CCGA to the Academic Senate Chair (5/6/21). Academic Council Chair Gauvain then forwarded these guidelines to UC Provost Brown (correspondence dated 6/22/21), with a recommendation that these be included in the Compendium. Council is pleased to have contributed to the development of systemwide guidelines and process for review of graduate dual degree pathways for the UC system.

### *Review of Cota-Robles Fellowship Process*

Annually, Graduate Council consults with the Graduate Dean regarding process and outcomes for the Dissertation Year Fellowship (DYF) and Cota-Robles (CR) Fellowship, and further reviews outcomes data, recommending changes for the following cycle's review process and call letters. The process for review of the DYF is discussed in a later section as part of reporting on annual consultations with the VPDGS. The Cota-Robles review process is discussed separately here, as the CR review process received enhanced examination from Graduate Council, with substantive changes made for both the 2020-21 and 2021-22 cycle in this one year (normally changes are made for one cycle), and given concerns raised directly to the Graduate Council Chair in communication from three academic deans (Arts Dean, Humanities Dean, Social Sciences Dean to CP/EVC, iVPDGS, and Graduate Council Chair 2/22/21) about the selection process.

GC spent a considerable amount of time during fall quarter preparing for consultation with iVPDGS Williams on the fellowship process and reviewing materials related to the CR (and DYF). Graduate Council reviewed the CR fellowship call and changes were incorporated into the 2020-21 call, including additional guidance regarding the mentoring plan submitted as part of the nomination process (GC to iVPDGS 12/22/20). GC also requested, and received, extended time for review of CR applications, within the structural constraints of a fast moving timeline outlined by iVPDGS Williams. The subcommittee of Council CR reviewers met to discuss the scoring criteria to normalize the scoring of applications to the extent possible. This meeting was attended by the Graduate Council Chair and Analyst.

After review of the 2020-21 CR applications, Council conducted a CR post-hoc discussion in a debrief to the full Council, as is typical post-review. Council continued to discuss the CR process, including data provided by iVPDGS Williams, in order to make recommendations for future cycles. GC requested and reviewed data over five years on CR 1) nominees by department and division; 2) awardees by department and division; 3) acceptances by department and division, and 4) data broken down by race/ethnicity and gender on nominees, awardees, and acceptances by department and division. (see GC to iVPDGS 3/1/21). The full Council also reviewed the aforementioned letter from the Deans raising concerns about the review process to the CP/EVC, iVPDGS, and Graduate Council Chair (2/22/21), along with the formal response from iVPDGS Williams (2/23/21). Council Chair Smith and iVPDGS Williams also attended a meeting with academic deans, organized by CP/EVC Kletzer to discuss the review process (3/4/21). Based on review of the data and discussion of the 2020-21 process, GC made additional changes that will be implemented in the 2021-22 CR review cycle. These include the addition of two GC reviewers (CR subcommittee will now be composed of six GC members rather than four, and members will not be excluded from reviewing applications from their home division (though will continue to be recused from reviewing applications from their own departments). The GC CR subcommittee will maintain its pre-review meeting instituted for the 2020-21 review cycle and include an additional meeting for pre-review and discussion of sample files in order to inter-calibrate reviews and scores to the extent possible. A third meeting with the review subcommittee will address and discuss any scoring issues that come up during the review. These changes to the review process were communicated by GC to iVPDGS Williams (correspondence dated 6/29/21) and also communicated to all divisional deans (correspondence dated 7/13/21). In addition, GC communicated to the deans its analysis of trends in the CR nominations and awards, based on the

data received from Graduate Division (correspondence dated 7/13/21). The GC analysis was based on five year trends in the number of Cota-Robles nominees, number of nominees offered the fellowship, and the number of those that were offered and accepted the fellowship by academic division. The analysis did not support concerns over gross inequities in the awarding of Cota-Robles fellowships across the academic divisions. GC will continue to annually review and discuss the CR fellowship process, and make improvements where GC deems these are needed and feasible.

### *Graduate Student Representation on Graduate Council*

This year, Graduate Council was proactive in seeking graduate student representatives to serve, given the history where Council rarely has had all three graduate student representatives seats filled for the entirety of the academic year. Graduate Council Chair Smith, in an effort to ensure full graduate student representation, and based on principles of drawing students that would contribute to disciplinary as well as racial/ethnic and gender diversity, proactively worked to identify three graduate students to serve on Council. Council notified the Graduate Student Association at the beginning of September that graduate students had been appointed to GC, and then again at the end of September that the graduate student representatives had been onboarded (attended an orientation meeting with the Chair and Analyst). In late October, Graduate Council heard from GSA, contesting the process by which students had been appointed to serve on Graduate Council and seeking to appoint its own members (over those that had already been appointed).

After various communications and meetings between the GC Chair, Senate leadership, Committee on Committees (COC) Chair, and GSA representatives, several issues were clarified: 1) the process that GC used to appoint representatives was legitimate and appropriate; 2) the Graduate Student Association (GSA) can propose student nominees, but does not have the authority to appoint representatives to a Senate committee; 3) COC needs to modify its bylaws to establish authority to appoint student representatives to Senate committees (COC's current bylaws are not clear regarding its authority). During this process, Graduate Council reviewed its own bylaws and decided to make minor conforming changes to clarify that graduate student representatives and postdoctoral scholars selected to serve on Graduate Council are to be drawn from the entire graduate student and postdoctoral scholar population on the campus, and not exclusively drawn from the Graduate Student Association or Postdoctoral Scholars Association. This clarification is consistent with how all other Divisional Senate committees with graduate student representatives describe such participation in their respective bylaws, and clarifies the spirit and practice of graduate student representation on Graduate Council (GC is the only Divisional Senate committee with postdoctoral scholar representation, though it typically goes unfilled). Council recognizes that previous wording of this section may have led to confusion.

Council anticipated that COC would make changes to its own bylaws (13.4.2) to clarify it will establish authority to appoint graduate student representatives to Senate committees. Revised language was presented at the winter Senate meeting, but it was withdrawn and not voted on. Council will continue to monitor this issue in 2021-22. Notwithstanding revision of the COC bylaws, Council reached agreement with Senate, COC, and GSA leadership on a process for submitting graduate student nominees to COC for selection as GC student representatives. It is also Council's understanding that the GSA is working on clarifying their own bylaws to correct internal inconsistencies about their role in the appointment/nomination of student representatives

to Senate committees (in winter 2021, Council received communication from one of the GC graduate student representatives that the GSA recognized it could nominate students, but held no selection authority). The agreed upon student nomination/selection process is that a call for student representative nominations will be sent out to the campus community (including the GSA and Senate committees) by COC in spring, with nominees being reviewed, vetted, and selected by COC by the end of spring quarter for representatives to serve in the following academic year.

### **Curriculum Management: SmartCatalog**

SmartCatalog is now in its third year of implementation. Graduate Council continues to be appreciative of the work of the Curriculum Management Project (CMP) team, led by Don Moonshine, as they continue to collaborate with the Senate on working to resolve issues and facilitate a smoother faculty review process of graduate program statements/catalog copy. The parameters of SmartCatalog continue to present issues that require workarounds during coordination of Senate review, but much progress has been made in addressing system issues since first implementation. Council will continue to work with the CMP team, in collaboration with the Committee on Educational Policy, in the next academic year.

### **Delegation Policy**

The Council's "Delegations of Authority" document is intended to provide a comprehensive list of routine administrative decisions delegated to the Vice Provost and Dean of Graduate Studies, as well as those decisions delegated to the Council Chair and other administrative officers. The document also states, as established in GC bylaws, that the Council will annually monitor and review its delegations of authority and consult with the VPDGS, who will report annually on 1) the formulation of general procedures established in conformity with the delegations of authority, and 2) any re-delegations of authority.

This year, Council decided to extend permanently its existing delegation of review of graduate courses of instruction (including new courses, changes in existing courses, and course discontinuances) to the Committee on Courses of Instruction (CCI). This delegation will remain in effect moving forward until it is modified/rescinded by Graduate Council (in recent years, Graduate Council has been extending this delegation on an annual basis). A clarifying change to the GC bylaws will add a phrase indicating that Council maintains liaison with the Divisional Committee on Courses of Instruction. That change will be incorporated when more substantive changes to the GC bylaws are pursued, but does not impact the existing course delegation to CCI. The GC extension of delegation of course review was memorialized in GC correspondence to CCI dated 3/15/21. Graduate Council will continue to set policy and consult with CCI on graduate course review and approval as needed, similar to the way in which CEP and CCI work together on undergraduate course policy. Earlier this year, Graduate Council reviewed and provided instruction to CCI on the "Syllabus Requirements" document, as well as the new course form in the CAT system (GC to CCI 12/7/20).

### **iVPDGS Consultations**

There are a number of issues on which Graduate Council and the Graduate Division formally consult throughout the year. To facilitate communication and review of key issues, the Council maintains a formal consultation calendar with the Vice Provost and Dean of Graduate Studies,

produced collaboratively during the summer. Consultation topics, anticipated to occur annually, focused on the following:

*“State of Graduate Education” Overview:*

This consultation focused on iVPDGS Williams’ mission and vision for the Graduate Division (including key goals and an overview of recent changes, including staffing changes), as well as issues related to COVID-19 impacts. Specific topics of discussion included admissions in the context of COVID-19 and impacts on the block grant. GC raised questions about potential areas of collaboration for the year, including about effectively working together on strengthening graduate programs across the campus, student success, input on admissions, and input on fiscal decisions. Other issues raised by iVPDGS Williams included time to degree and the In Absentia policy, under revision at UCOP. Once again, the lean staffing situation in the Graduate Division was a topic of discussion, as well as recent staff turnover. This year saw an unusually large number of matriculation deferral requests.

*Review of Block Allocation Formula*

This annual consultation focuses on an orientation into the block allocation formula and Master’s Incentive Program (MIP). Council was particularly interested in learning about what the Graduate Division interprets as intended and appropriate uses of block funds by programs. In regards to MIP funds, GC expressed interest in better understanding how MIP funds are used to support doctoral students and programs, as well as how to evaluate the MIP in order to optimize support of doctoral education. The MIP was raised as an area of concern given that Graduate Division has actually no control and very little knowledge of how these funds are used at the program and divisional levels. GC agreed this is an important area of collaboration with the Graduate Division, and something the Joint Senate Administration Working Group on Graduate Education (JWG) would be examining as well. Since this consultation the MIP Working Group has taken on this work, and it will continue into the next year.

iVPDGS Williams also provided an update on graduate academic integrity cases (none this year), and reported that there were no further re-delegations of authority. GC had requested a written update on these issues, to be discussed in consultation only if needed.

*Dissertation Year, Dissertation Quarter, and Cota-Robles Fellowship Report:*

This consultation focused on the Dissertation Year Fellowships (DYF) and the Cota-Robles (CR) Fellowships process and outcomes. Council requested data on the outcome of the awards, as well as an assessment from iVPDGS Williams about what is working well as well as what challenges remain in the process, drawing on his analysis of the outcomes data. This year, Graduate Council made recommendations based on this consultation. The CR process recommendations are discussed elsewhere in this report, given that fellowship review of the Cota-Robles is undertaken by a GC subcommittee and the process revisions have been substantial, discussed over multiple Council meetings. For the DYF fellowship, Graduate Council, in follow up communication to iVPDGS Williams (12/22/20) recommended that divisions develop clear and transparent evaluation criteria for the DYF, and include a discussion of the evaluation criteria and process in each division’s reporting to Graduate Division. GC made changes to the DYF call regarding accountability for not finishing the dissertation in the award year, given the context of COVID-19, stating that programs that nominate DYF awardees who do not complete their dissertation in the



DYF year may be ineligible to put forth nominees in the subsequent year (excepting the current COVID-19 year cycle). GC looks forward to a review of the outcomes for these major fellowship awards in the next cycle, and will continue making recommendations for both the DYF and CR. The DYF in particular has received increased focus, since GC agreed to delegate review and selection from the Graduate Division to the academic divisions, in order to ensure that a consistently robust evaluation criteria and review process could be undertaken by each division. This evaluation and review process is expected to be communicated to Graduate Division along with the annual reporting of awards and outcomes data.

### *Graduate Enrollment Trends*

Graduate enrollment trends data are usually discussed during the first “State of Graduate Education” consultation with the Graduate Dean. However, this year was unusual as a consequence of COVID-19 impacts, and the data request was delayed. For this review, GC requested a report on graduate enrollment trends (number of applicants/yield, both campus aggregate and by department/program and division), as both absolute and relative (percentages) over the last five years, including by race/ethnicity and international student status, and reviewed that data in place of a formal consultation. This report should be re-integrated into the “State of Graduate Education” in future years.

### *Graduate Admissions Report:*

This consultation focused on an annual report on graduate admissions for this cycle, including applications, admissions, and acceptances.

Previous VPDGS consultations have expressed concerns about racial/ethnic diversity, noting low numbers from applicants through accepted offers, particularly for African American and Latinx students. Review of data in recent years has indicated that while URM trends for applications have increased, there has been a downward trend in URM acceptances. The Council therefore requested an update on the five year trends in racial/ethnic diversity in applications, offers, acceptance, and matriculation data in context of the Graduate Division’s goals for increasing graduate student diversity, by division. Graduate Council also requested expanded data on international students, including international students by country. Council noted a preference, if possible, for five-year trends in applications vs offers vs acceptances overall and by race/ethnicity be summarized graphically to facilitate interpretation and discussion during the consultation. iVPDGS Williams provided this data and came prepared to discuss salient points and key highlights, which Council found very helpful to the discussion. In a post-consultation memo (dated 6/29/21), GC noted that graduate student diversity is an area of continued interest for Graduate Council, and Council and will seek to incorporate this topic into annual consultations with the Graduate Division. Council found the data provided this year, which was broken down by race/ethnicity and by academic division and for the campus as a whole across categories of applications, admits, acceptances, etc., to be particularly helpful. In the future, and to facilitate productive interpretation of the data, Council will request that those data (i.e., # applications, admits, etc.) also be graphically summarized as a percent of total campus Master’s or doctoral enrollments, percent of applicants who were accepted, percent of admitted who accepted, etc., again by ethnicity/race. Council noted that, in general, the percentage of applicants that are admitted and that accept the admission offer is similar across ethnic/racial groups, suggesting that efforts to increase graduate student diversity at UCSC would particularly benefit by increasing the pipeline of student applicants from

underrepresented ethnic/racial groups. Council noted that it welcomes opportunities to collaborate on this and other student diversity initiatives with the Graduate Division in order to increase graduate student diversity and strengthen graduate education more broadly, and therefore expects this to emerge as a proactive area of collaboration in the next year.

### **Consultations: Diversity, Equity, and Inclusion**

In 2020-21, Graduate Council consulted in two different areas related to graduate diversity, equity, and inclusion. During winter 2021, Council consulted with Physical and Biological Sciences (PBSci) Division Associate Dean for Diversity, Equity, and Inclusion, Christina Ravelo. During spring 2021, Council consulted with Disability Resource Center Director Rick Gubash. A brief summary of the context and issues that were raised during the consultation is below.

Council reached out to PBSci Associate Dean Ravelo after reviewing the report from the PBSci Division “Assessing Belonging, Well-Being, and Graduate Student Needs” (fall 2019). Council was interested in learning more about PBSci’s efforts related to diversity, equity, and inclusion for graduate students and graduate education in the division and the campus, as well as more specifically in learning about the role of the Associate Dean for DEI in the division (Council understands that at this time, only one other division—Social Sciences—has a comparable position). GC consulted with Associate Dean Ravelo in late winter on the critical needs for diversity, equity, inclusion, and climate; best practices for graduate student mentoring, as well as further discussion of the PBSci report. Dean Ravelo was very well prepared for the discussion, and brought questions as well related to how GC could support diversity efforts. Council would have liked to bring back Dean Ravelo for further discussion, but was unable to do so this year. GC expects to follow up on this issue in the next academic year, working collaboratively with the divisions (and Graduate Division’s new leadership) to advance graduate diversity and inclusion on our campus.

During fall 2020, Council members expressed an interest in learning more about the broader policy and role of the Disability Resource Center (DRC) in extending normative (i.e., maximum) time for graduate students to complete their degrees. Council wrote to DRC Director Gubash (11/17/20) with a request for data related to graduate student disability related accommodations, number of cases, and overall trends in graduate students seeking disability related accommodations resulting (or potentially resulting) in increased normative time for Master’s and doctoral students over the last five years, as well as the length of extension in such cases. GC received these data from Director Gubash, and reviewed them during a winter 2021 meeting. In an effort to learn more about the issue, particularly how DRC works with departments/programs and about broader impacts (including financial impacts) of DRC accommodations, Council followed up with DRC Director Gubash, who had graciously made himself available to answer further questions from Council. The Graduate Council Chair and Analyst also consulted with Senate Chair Brundage (1/19/21) given that the Senate Executive Committee has consulted with Director Gubash on related DRC issues in the recent past, and with Associate Campus Counsel Jessica Espinoza and Associate Vice Chancellor for Equity and Equal Protection Isabel Dees (2/23/21).

GC then held a follow-up consultation with DRC Director Gubash on 4/29/21 (AVC Dees was also invited but a scheduling mis-communication caused her to miss the consultation). Having reviewed the DRC data, GC outlined a few specific questions and topics, intended to better inform

GC about the process for supporting students with accommodations to support their academic success, including: process for considering and approving accommodations for graduate students, the extent that student advisors and academic programs are engaged in the process, and how financial implications are considered. Given the DRC consultation took place in late spring, Council did not have the time to make further progress on this issue. However, the consultation with DRC Director Gubash made clear that there is a need for more transparent guidelines on the role of students, the DRC, and programs in the process of working to provide student DRC accommodations. Graduate Council suggests there needs to be better communication between DRC and programs/departments to best facilitate supporting graduate students with accommodations to support their academic success, and that the DRC itself needs to better understand the graduate education landscape, and how that differs from undergraduate education. The issue of DRC accommodations having financial impacts on programs also needs to be addressed to include the complexity of graduate funding. Graduate Council will continue to focus on this issue in the next academic year.

### **Shared Governance**

Graduate Council works collaboratively with the central administration on many issues throughout the year. This year, during review of a proposal for departmental establishment, Council discussed the question of where the authority lies for approving new academic departments, and also raised this issue formally in correspondence to Senate Chair Brundage (GC to Senate Chair 6/30/21). The proposal for the establishment of the Critical Race and Ethnic Studies Department came to Council with a transmittal letter that stated that the authority to establish new departments resides with the CP/EVC. Council then consulted the campus guiding process document<sup>2</sup> which states that the VPAA will consult with the Senate on department establishment. Given that an academic department serves two functions—one as an administrative unit, and the other as a committee of the Academic Senate—and UC Senate policy and bylaws clearly state that approval for a new department should require both administrative (e.g. CP/EVC) and Academic Senate approval, Council is pursuing correction of the UCSC APU and future campus practice to reflect this joint approval authority. Graduate Council will continue to monitor this issue in the next academic year.

### **Program Monitoring**

#### *Feminist Studies Ph.D. Program*

Graduate Council monitoring of Feminist Studies began in 2016-17 during review of the 2015-16 External Review Committee report findings. This year, Council reviewed the report it requested and received from Feminist Studies during winter 2021, which included reporting of graduate student survey results. Council applauds the department for its continued efforts and work with Council to effectively address issues with the graduate experience in the Ph.D. program, and notified the department that Council would require no further reporting at this time. GC looks forward to reviewing the progress of the department and the External Review Committee's assessment during the next external review scheduled to begin in the next academic year, particularly given the more recent changes in faculty FTE in the department that have taken place with CRES departmentalization (after GC's last review).

### **Faculty FTE Recruitment Requests**

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<sup>2</sup> [UCSC Policy and Procedures Governing Establishment, Disestablishment, and Change \(August 2021\)](#)

Graduate Council did not review the 2021-22 faculty recruitment requests. Council review of the faculty recruitment requests began in 2012-13, in the context of campus planning for graduate growth. While strengthening of graduate education continues to be a high Council and campus priority, Council decided not to make its own recommendations this year, and notified CP/EVC Kletzer in correspondence dated 5/5/21. Council arrived at this decision in order to better manage increased workload and to devote additional time to proactive and critical issues for graduate education. However, the Graduate Council Chair continued to participate in the faculty recruitment request process via the Committee on Planning and Budget's (CPB) consultations with each of the academic deans, as has been the case for the Graduate Council Chair since 2014-15. Next year's Graduate Council may wish to once again resume review of the FTE recruitment requests, given the importance of graduate education to the broader campus mission and given the relatively recent attainment of AAU status by the campus.

### **Regular Committee Business**

#### *New Department Establishment*

Graduate Council reviewed a proposal to establish the Department of Critical Race and Ethnic Studies (CRES) in the Humanities Division and also to change the administrative home of the existing CRES major, Black Studies minor, and CRES Designated Emphasis to the proposed CRES Department (June 2021). Council found the rationale to create the CRES Department compelling in terms of national scholarship and need, recognized the important contributions the CRES program has made to the campus, and the long-standing efforts to establish CRES at UCSC. Council supported the efforts to strengthen and elevate the CRES discipline at UCSC through establishment of the CRES Department.

Council also raised concerns about the mechanism for creating the new department, i.e., creating yet another marginally resourced department with a majority of faculty with split appointments at the partial expense of an existing department (Feminist Studies) with an existing Ph.D. program. Council expressed concerns that, without a commitment of support from the division and the center for Feminist Studies, the departmentalization of CRES will not contribute to strengthening graduate education, and at worst, will negatively impact graduate education given the potential negative impacts on the graduate program in Feminist Studies. Council made several recommendations, intended to strengthen both CRES and Feminist Studies.

#### *New Non-Degree Proposals*

Non-degree proposals include Designated Emphases (DE), Five-Year Contiguous Bachelor's/Master's paths, and non-SR 735 certificates. Graduate Council reviewed and approved two proposals for a Five-Year Contiguous Bachelor's/Master's pathway: 1) from the Earth and Planetary Sciences (EPS) Department (designed to provide a five year pathway to the Earth Sciences Plan I M.S. degree for upper division UCSC students engaged in research with EPS faculty, and 2) from the Education Department (designed to provide a five-year pathway between the Critical Race and Ethnic Studies (CRES) B.A. and the Education MA/C. Council also reviewed a proposal for a five year pathway from the Computational Media (CM) Department, coordinating existing baccalaureate majors in the Computer Science B.S., Computer Game Design B.S., Games and Playable Media B.A., Computer Engineering B.S., Psychology B.A, or Cognitive Science B.S. with the existing Computational Media M.S. This pathway was not approved pending the department's submission of requested revisions to the proposal.

Council also reviewed and approved a proposal for Designated Emphasis (DE) in Microbiology and Environmental Toxicology (METX) intended for Ph.D. and Master's level students.

#### *Requests for Suspension of Admissions*

Council approved a proposal for suspension of admissions to the Feminist Studies Ph.D. program for the 2021-22 admissions cycle. Feminist Studies will update GC by June 15, 2022 regarding admission plans for the 2022-23 cycle.

#### *Request for Discontinuances*

Council reviewed a bundle of proposals related to the Computer Engineering (CE) programs and governance, which included a proposal to discontinue the suspended CE Ph.D., the CE M.S., and the CE BS/MS pathway. GC approved this set of discontinuance proposals.

#### *External Reviews*

Graduate Council annually participates in department and program external reviews. During 2020-21, Council reviewed department/program self-studies and submitted questions to supplement the universal charge for upcoming reviews in Anthropology, Critical Race and Ethnic Studies, Electrical and Computer Engineering, Environmental Studies, and Science Communication. GC also prepared responses to departments/program external review reports in preparation for closure meetings for History of Art and Visual Culture, History of Consciousness, and Mathematics. The Mathematics review surfaced additional issues, which Council requested be addressed in their Mid-Cycle report. It should be noted that in many instances there were program-level delays in the submission of external review materials to the VPAA for Council review, which created significant challenges to schedule appropriate Council review of the materials. Council will communicate with the VPAA that programs should be submitting review materials in a timely fashion to avoid risk of delayed review by Senate committees.

Council reviewed mid-cycle reports and made recommendations on the length of review cycle for Chemistry and Biochemistry, Linguistics. Council also reviewed several external review deferral requests for Environmental Studies, Applied Mathematics, Biomolecular Engineering, Computer Science and Engineering. Council did not endorse the external review deferral of Applied Mathematics, given that the internal viability review (for both Applied Mathematics and Statistics) that then-CP/EVC Tromp directed should take place in the 2020-21 year had not yet been submitted for Senate review.

#### *Program Statement Changes*

Council reviewed graduate program statement changes for the 2021-22 catalog copy. Graduate Council worked with the Registrar's Office to communicate deadlines to departments and programs to address the issue of late submissions of program statements from the programs and/or divisions (Office of the Registrar/Senate communication 10/15/20). The GC Chair worked with the Analyst in review and approval of all program statements. Council may revisit this practice next year and consider alternatives (e.g., GC sub-committee review of program statements).

#### *GSI Requests*

Graduate Council delegates to the Council Chair review and approval of Graduate Student Instructor (GSI) requests (graduate courses). Instances of graduate students assuming instructional

roles for graduate courses are relatively rare, and the systemwide University Committee on Educational Policy and the Coordinating Committee on Graduate Affairs have taken the position that no graduate student should take on an instructional role for which they can influence the grade of another graduate student's performance unless faculty oversight of the assessment process is sufficient to prevent any semblance of conflict of interest. This year, the Council reviewed 15 GSI requests from Anthropology, Computer Science & Engineering, Earth and Planetary Sciences, Economics, Education, Feminist Studies, Film & Digital Media, History of Consciousness, Literature, Philosophy, Physics, and Statistics departments.

### *Fellowship Review*

A Graduate Council subcommittee advised the interim Vice Provost and Dean of Graduate Studies on the selection of Cota-Robles Fellowships. See earlier sections of the report for extended discussion of the Cota-Robles review process this year and changes planned for the next review cycle.

### **Local and Systemwide Issue Review**

In addition to the issues discussed in earlier sections of the report, the Council reviewed and commented on the following issues and/or policies:

- CEP Proposed Changes to GSI Appointment Criteria for Undergraduate Courses (October 2020)
- Request for Exception to Admit to FDM Ph.D. Program (November 2020)
- Associate Provost Position Description: Office of CP/EVC (November 2020)
- Senate Committee on Career Advancement (CCA) Proposal to Assess Faculty Climate in External Reviews (December 2020)
- Committee on Courses of Instruction Request for Graduate Council Review of Graduate Syllabus Requirements; Review of Course Form in CAT (December 2020)
- CP/EVC Proposal for Documented Discussions Protocol: “Less Serious” Faculty Conduct (December 2020)
- Campus APU (Academic Programs and Units: Policy and Procedures Governing Establishment, Disestablishment, and Change) Proposed Revisions (December 2020)
- VPAA Request to Review the Center for Innovations in Teaching and Learning (CITL) external review and funding renewal request (February 2021)
- Systemwide Review: Proposed Revisions to University-wide Police Policies and Administrative Procedures (April 2021)
- VPAA Request for Review of Proposed Remote Work Policy for Senate Faculty (April 2021)
- UCSC Charter for Online Programs Initiative (Framework for Exploring the Viability of Online Degree Programs) (April 2021)
- Systemwide Review: Proposed Revisions to SVSH Frameworks for Faculty and Staff (April 2021)
- UCSC Critical Response Program (CRP) Plan Draft (April 2021)
- VPDUE Commencement of Academic Activity Proposal (May 2021)
- CEP and GC Policy on UCSC Undergraduate and Graduate Online and Hybrid Courses (May 2021)

- Faculty FTE Transfer Requests & Joint Appointment Requests (n=11) (May 2021, June 2021)
- Systemwide Review: Presidential Campus Safety Plan Draft (June 2021)
- Request for Arts: Games & Playable Media Administrative Home Change and Theater Arts Department Simple Name Change (Bundled Request) (June 2021)
- Systemwide Review: Fee Policy for Graduate Students In Absentia Registration (June 2021)

The Council deliberated a guest policy, and agreed to extend a formal invitation to new Assistant Dean of Graduate Studies Stephanie Casher to attend Council meetings as a guest for 2020-21 (GC to iVPDGS 11/9/20). Graduate Council guest policy is agreed to by Council members at the start of each academic year.

**Continuing Issues for GC in 2021-22:**

- Strengthening Graduate Education —Council will continue to actively participate in and monitor campus planning for supporting and strengthening graduate education (including graduate student funding and size and shape of the graduate enterprise), and graduate student well-being. This includes participation in the implementation working group following the Joint Senate-Administration Working Group on Graduate Education (JWG) Report (March 2021)
- Continued assessment of Cota-Robles Fellowship review process
- Continue review and analysis of Master’s Incentive Program (MIP) funding via the Graduate Council/Committee on Planning and Budget/Graduate Division Working Group
- Assessment of the role that Master’s programs play in the broader graduate education ecosystem, including evaluating the prevalence and structure of “en route” Master’s to ensure there is appropriate separation of requirements for a program’s en route Master’s and doctoral degrees
- Collaborate with VPDGS on issues related to graduate education, both pro-active and routine, including related to diversity, equity, and inclusion
- Monitor emerging CCGA and systemwide consensus with respect to self-supporting graduate programs reviews (CCGA/UCPB); advocating for continued systemwide review of Master’s programs; and tracking the integration of dual degree program guidance into the Compendium. All three issues were taken up systemwide this year
- Monitor and/or review findings and/or report of the campus Student Conduct Review Task Force and campus disciplinary process
- Review the internal viability reports from 1) Applied Mathematics, 2) Statistics departments in early fall quarter
- Ensure revised process to appoint student representatives to Senate committees is put into practice
- Monitor revision of the campus guiding document (APU) on authority to establish new departments

Respectfully submitted,

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August 31, 2021