

MINUTES

Regular Meeting of the Santa Cruz Division
Wednesday March 9, 2022 at 2:30 p.m.
Location: Online via Zoom

Meeting

A regular meeting of the Santa Cruz Division of the Academic Senate was held Wednesday, March 9, 2022 online via Zoom. Chair David Brundage, Professor of History, called the meeting to order at 2:33pm. He asked for continued understanding and flexibility for the remote meeting format. Chair Brundage reminded everyone that though the Academic Senate meeting is open to the public, only members of the Senate may second or vote on motions. Non-Senate representatives to Senate committees and representatives of the College Academic Senates also have privilege of the floor to ask questions or make comments. Chair Brundage advised that the voting process native to the Zoom client will be used to transact the normal noticed business and that as there was legislation before the Senate that afternoon which required formal action of the body, a Division-wide electronic ballot would be distributed post-meeting. This method is used to ensure that only those with voting privileges vote on matters which impact Senate bylaws. The Senate Chair advised members to use the raise hand function to be granted the floor and questions or comments would be taken in the order they were queued.

1. Approval of Draft Minutes

- a. As no edits had been submitted to the December 1, 2021 minutes, Chair Brundage asked if there were any corrections from the floor. Hearing none, Secretary Grant McGuire accepted the meeting minutes of December 1, 2021.

2. Announcements

a. **Chair David Brundage**

Chair Brundage proposed a change in the order of business to accommodate a schedule conflict with the Committee on Library and Scholarly Communication (COLASC) chair and proposed moving agenda item six to an immediate report from COLASC. A Zoom poll was taken and a change in the order of the agenda was approved.

- i. Committee on Library and Scholarly Communication (COLASC)
Proposed Amendments to Divisional Bylaw 13.24.1 (AS/SCP/2023)

Abraham Stone, Chair of the Committee on Library and Scholarly Communication (COLASC) explained that the change was straightforward, reflecting a recent change of the UC Santa Cruz Librarians Association (LAUC-SC) bylaws in order to allow more flexibility on who can be invited as a “sits-with” appointee from LAUC to the committee. As there were no questions or discussion, Chair Brundage announced that the legislation would be moved to an electronic ballot and sent to all senators.

Chair Brundage then asked Chancellor Larive to take the floor and asked that questions be held until after both the Chancellor and CPEVC had concluded their remarks.

b. **Chancellor Cynthia Larive**

The Chancellor expressed her gratitude to faculty and staff for once again pivoting to remote instruction at the start of the calendar year in order to support students while grappling with the rapid rise of infections related to the Omicron surge.

Budget Update

The Governor's January budget significantly increased funding for all sectors of Higher Education. For the UC system, the proposed funding level is \$4.3 billion, and includes an increase of \$307.3 million in ongoing funding. The governor's proposed budget also includes one-time funding of \$185 million to support climate initiatives and \$100 million for deferred maintenance. It is hoped that the legislature could still increase the funding for deferred maintenance and perhaps also provide some new funding for capital projects, as both are significant needs for UC Santa Cruz. The legislature is currently holding committee meetings as they work through the legislative budget process and there will be more clarity about our FY 23 budget with the publication of the governor's May budget revise. Leadership is optimistic that the end result of the work of the governor and legislature will be a positive budget for the 2022-23 academic year.

Faculty Hiring and Strategic Planning

Improvements to our current budget and future financial outlook means that campus will be in a position to make some of the long overdue investments needed to achieve our campus goals of advancing student success, increasing our research profile and impact, and creating a more inclusive campus climate. Faculty growth is central to achieving our goals; we need to add around 70 faculty just to bring our student-to-faculty ratio down to the system average.

Leadership will be strategic in the effort to add 100 additional Senate faculty over the next decade, embarking on campus-wide strategic planning during the 2022-23 academic year to envision how these new faculty positions can help us to take advantage of emerging fields and opportunities and increase the impact of our research, teaching, and outreach. This opportunity will also be used to update the campus Sustainability and Climate Resilience strategic plan and to develop our first campus-wide Diversity, Equity and Inclusion strategic plan. The new faculty hires, plus 200 to 250 additional vacancies anticipated over the next decade due to normal faculty retirements and separations, provide an unparalleled opportunity to increase the diversity of UCSC faculty.

Enrollment Update

With UC Berkeley's CEQA challenges in the news, some are wondering about whether the California Supreme Court's decision will affect our enrollment plans for the 2022-23 academic year. The short answer is that it should not. UCSC enrollment plans are submitted to the Office of the President each fall for the following year, and then Enrollment Management works with the Academic Senate Committee on Admissions and Financial Aid (CAFA) and IRAPS to shape the incoming class and achieve our enrollment targets. This year our campus received over 77,500 applications from first-year and transfer students for Fall 2022 admission, and offers are in the process of being extended. The deadline for first-year students to accept their offer is at the beginning of May, and for transfers at the beginning of June. As

Because the final decision about whether to attend UC Santa Cruz involves a variety of factors, enrollment management is not an exact science. UCSC uses careful modeling and an incremental strategy that includes a margin of error to determine how many offers to extend. The Chancellor expects UCSC to have an overall academic year total enrollment level next year similar to 2021-22.

Student Housing Updates

The Kresge College renewal project, currently in construction, will deliver new classrooms, student support spaces, and undergraduate student beds. With the second phase preparing to launch, design options have been explored that could add about 500 additional beds to the original plan. Though disappointed that the Department of Finance did not select the Kresge project for trailer bill grant funding, leadership is exploring options to make up this \$80M gap and hopes to bring the project back to the Regents soon to finalize.

The Student Housing West project, which plans to provide about 3000 beds for our current students and a new childcare center to serve the children of both students and employees, cleared a major legal hurdle with

an appellate court ruling in favor of the university, however as there is still one pending lawsuit for this project, it remains stalled for the time being.

Joint Senate/Administration Committee on Climate Change, Sustainability and Resilience

The Chancellor and CPEVC are grateful for the invitation from Senate leadership to work toward establishing a joint Senate/Administration committee on climate change. The response of the university to climate change needs to be at the same time comprehensive in addressing our teaching, research and engagement mission, operational tackling and prioritizing issues of implementation, and nimble in response to the changing external environment to address system, state and federal mandates and leverage funding opportunities. A possible organizational structure and draft charge for this body of work are being developed and will hopefully soon be shared with Senate leadership for their input.

Leadership Search Updates

The Chancellor gave an update on a number of leadership searches. The new Vice Chancellor for Student Affairs and Success, Akirah Bradley Armstrong, will join campus in mid-May. The search for a new Vice Chancellor for Information Technology is wrapping up after engaging and enlightening meetings with the finalists. Links to the Town Hall recordings can be accessed on Chancellor's website recruitment page. The Chancellor expressed gratitude to the search advisory committee co-chairs P.K. Agarwal and Mark Davis and to all the members of the committee - including faculty representatives Robin Hunicke, Yuan Ping, and Elaine Sullivan and Dean Paul Koch.

Another search has recently launched for the new campus position, Vice Chancellor for Diversity, Equity and Inclusion. The Chancellor again mentioned her gratitude for those assisting with this recruitment: Herbie Lee, Vice Provost for Academic Affairs, chair of the search advisory committee and also to all the committee members including three faculty representatives: Christina Ravelo, PBSci Associate Dean of Diversity, Equity and Inclusion, and Dean of the Arts Celine Parreñas Shimizu. Fostering an inclusive campus climate that embraces and values diversity and equity is a campus priority, and broad campus input on this important appointment is anticipated. Finalists are expected to visit toward the end of spring quarter, with each giving a town-hall talk open to members of the campus community.

Finally, a search is being planned to replace Sarah Latham, former VC BAS. The Chancellor is grateful to Campus Provost and EVC Lori Kletzer, who has agreed to chair the search advisory committee. The Chancellor and CPEVC have, together with interim Vice Chancellor Biju Kamaleswaran and Senior Associate Vice Chancellor Walter Branson, been working to rethink the BAS organizational structure and consider a more descriptive name—perhaps Finance, Operations and Administration. They plan to launch this search later this spring with interviews in the fall quarter.

Kudos

The Chancellor then closed by sharing the good news that Nathan McCall, chair of the Staff Advisory Board, was recognized as one of Second Harvest's food and fund drive Coordinators of the Year. Thanks to the hard work of Nathan and many Banana Slugs who contributed to this year's drive, UC Santa Cruz received the President's Cup, an award presented annually by Second Harvest to the public institution that raises the most meals during the annual food drive. UCSC shattered previous records, raising the equivalent of 376,099 meals. In addition to Nathan's leadership the Chancellor acknowledged the generosity of Rachel and Dave Kliger, distinguished chemistry professor emeritus and former campus provost, for their contribution of \$55,000. Dave and Rachel, normally quiet about their philanthropy, gave the campus permission to share the details of their gift in the hope it will encourage others to follow in their footsteps next year to help counter food insecurity in Santa Cruz County.

The Chancellor gave a final word of appreciation to the UC Santa Cruz Foundation Board for their decision to increase the endowment's payout this year by more than \$900,000 of additional financial support for students, directed through approximately 130 endowment-funded scholarships and fellowships. This represents a one-time 50 percent increase over what it provided in the fall to all UCSC endowments and means that hundreds of continuing and incoming UC Santa Cruz students will benefit from additional financial support from scholarships and fellowships.

The floor was then given to CPEVC Lori Kletzer.

c. Campus Provost & Executive Vice Chancellor Lori Kletzer

CPEVC Kletzer greeted the Senate and began by acknowledging that this meeting was taking place in the midst of the Russian invasion and wanton destruction of Ukraine, with heartbreaking loss of human life and displacement. The CPEVC expressed her certainty that she shares with many the hope and prayer that a resolution, so difficult to see right now, brings the return of peace and the maintenance of sovereignty.

Faculty Accolades

The CPEVC began with some selective faculty accolades, stating that in the interests of time, her sharing is limited and selective, with no offense intended by omission and hopefully none taken.

Carrie Partch, Professor of Chemistry and Biochemistry was honored by the National Academy of Sciences (NAS) with the 2022 NAS Award in Molecular Biology for her contributions to the molecular understanding of circadian rhythms. Partch's unique approach to the field combining biochemistry, molecular biophysics, and structural biology has provided a deeper mechanistic understanding of how these clocks function at the molecular level.

Hillary Angelo, Associate Professor of Sociology was selected among a group of 25 social science researchers as a 2022-23 member of the Institute for Advanced Studies. As part of a residential community at the IAS campus in Princeton, she will collaborate with cohort members and also focus on her own work, including a book project on how the shift from fossil fuels to renewable energy can transform or reproduce existing policies, perceptions, and relationships.

Yuan Ping, Assistant Professor of Chemistry and Biochemistry, was awarded a Sloan research Fellowship. The two-year fellowship honors early-career researchers whose creativity, innovation, and research accomplishments make them stand out as the next generation of leaders. Ping's goal is to develop computational methods that can be used to design new, highly promising materials for quantum information science applications.

Claudie Beaulieu, assistant Professor of Ocean Sciences, has been awarded a National Science Foundation CAREER Award. Beaulieu's research program uses data science to study climate variability and climate change, and it is motivated by the need to understand the drivers of variability and change in the ocean and climate, and it addresses the challenge of harnessing increasingly complex environmental data.

Yang Liu, assistant Professor of Computer Science and engineering, has also been awarded an NSF CAREER award. He will study how algorithms can become biased by replicating existing biases in the data sets that train the models. His team will build models to understand and predict humans' behaviors when interacting with machine learning algorithms

Adina Paytan, Research Scientist at the Institute of Marine Sciences has been recognized with the European Geosciences Union's Vladimir Ivanovich Vernadsky Medal. The medal is awarded annually in recognition

of exceptional contributions to the biogeosciences. Paytan studies chemical and biological processes in the oceans, how they have changed over time, and how they are affected by human activities.

Enrico Ramirez-Ruiz, Professor of Astronomy and Astrophysics, created and runs the Lamat Institute, an REU program. The program has been renewed, and further supported. The institute helps students from community colleges transfer to four-year institutions and on to graduate school. The CPEVC shared the following statistic to indicate just one of the successes of the Lamat Institute: Enrico and the Lamat program have together trained half of all historically marginalized students receiving astronomy Ph.D.s in the United States in the past five years. In February, Enrico was honored by the White House with the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.

CPEVC Kletzer then shared about the recent Grad Slam, held at the Kuumbwa Jazz Center, where she had the honor to serve as a judge. At this competition, the intellectual contributions, energy, exuberance and significance of the research of UCSC grad students was showcased and being back in person after two years added its own joy. The CPEVC thanked the Grad Division for a great evening that was the culmination of much preparatory and background work.

First place—Grad Slam Champion—was won by Amanda Quirk, a 5th-year Ph.D. student in Astronomy and Astrophysics, for her presentation, *The Tale of Two Galaxies: Studying How Galaxies Change Over Time*. As UCSC's Grad Slam Champion, Amanda will compete in the systemwide Grad Slam in San Francisco on May 6. Second place was won by Jessica Kendall-Bar, a 5th-year Ph.D. student in Ecology and Evolutionary biology, for her presentation, *Eavesdropping on the brain at sea: A first glimpse at sleep in wild marine mammals*. The People's Choice award winner, based on one vote per in-person and the livestream audience members, was Melissa Marini Švigelj, a 4th-year Ph.D. student in Education, emphasis in Sociology, for her presentation, *The Limitations and Potentialities of Educational Civil Rights Protections under IDEA for Incarcerated Children*.

The CPEVC expressed her thanks for those who recently brought the campus together for the Zoom webinar, *War in Ukraine: Background, Context, Prospects and Implications*. The webinar consisted of a panel of UC Santa Cruz faculty, Ph.D. students, and alumni speaking on the historical and political context for Russia's war in and on Ukraine, and was co-sponsored by the Institute for Social Transformation, The Humanities Institute, and the Arts Research Institute.

Winter, Spring and Fall Instructional Planning

CPEVC Kletzer acknowledged appreciation for the flexibility of all when campus quickly changed to an opening of winter quarter with remote instruction. She stated that opening remotely was the correct decision, as was extending the period of remote to four weeks. UCSC's collective ability to move quickly and communicate was possible because of steady communication across senate leadership and the academic recovery group. The campus exception process, allowing continued remote instruction, was a product of the partnership.

CPEVC Kletzer acknowledged that as campus turned to spring quarter planning, some "bumps in the road" were encountered that didn't give parties involved much time to both respond and manage workloads in a way that felt reasoned and rational. The CPEVC expressed appreciation to CEP, CCI and GC for their willingness to take in requests on short notice, as campus particularly saw that students needed more scheduling choices via emergency remote instruction. All relevant units and groups played a role: deans, department chairs and department managers, and all worked together to accomplish what was needed.

Looking to the fall, campus will be fully live and in person with online courses as approved by the standard online course approval methods, which will be in discussion. UCSC continues to rely on the guidance of

county, state and federal health leaders, and when needed, enforce mitigation measures to support the well-being of campus community and operational needs.

Spring Break COVID Update

Next, the CPEVC presented a summary of recommendations and required testing protocol regarding Spring Break recently sent from Biju Kamaleswaran, iVice Chancellor, Business and Administrative Services, and Public Affairs.

Mask Protocol

Updates then turned to the campus mask protocol, which has been maintained even as the state and county have stepped back from mask mandates. The CPEVC shared that a number of Bay Area universities, including San Jose State and San Francisco State, are keeping their indoor mask mandates in place; Berkeley dropped their mandate on March 7th and Davis plans to do so on March 19th, though both still encourage the wearing of masks and require them on public transit. She has not seen decisions yet from the other UC campuses although is aware that discussions are underway. UCSC leadership had not made a decision yet, but she shared the options that she and the Chancellor have been reflecting on:

1. Removing the mask requirement at the end of the winter quarter but continuing to encourage wearing them indoors. As masks become less often required and used off campus, it will be more difficult to enforce a mask requirement on campus.
2. Keeping the mask requirement through the second week of the spring quarter to help mitigate the challenge of the return to campus following spring break. Though students are being asked to take a rapid test before returning to campus, an uptick in cases is expected.
3. Tying the decision about removing the requirement to mask indoors to the CDC rating for Santa Cruz County. The CDC looks at the combination of three metrics to determine the COVID-19 community level: new COVID-19 admissions per 100,000 population in the past 7 days; the percent of staffed inpatient beds occupied by COVID-19 patients; and total new COVID-19 cases per 100,000 population in the past seven days. This currently rates Santa Cruz County as medium; leadership could decide to keep the indoor mask requirement until the CDC rating shifts to low. Since this rating is for the whole county, it may overstate the risk to the campus.

Childcare Update

The CPEVC then gave a description of the expanded services that have been offered by the back-up child care program:

- Additional forms of support are now available through our partnership with Bright Horizons
- Students and employees can use their existing care network—such as babysitters, relatives, friends, and other care providers—and Bright Horizons will reimburse employees and students up to \$100 per day for care that they arrange on their own.
- Option is available only if Bright Horizons cannot provide care during the day and time requested.

Housing Update

Updating the Senate on the campus arrangement with Landed.com, the CPEVC shared that the first UCSC affiliate to take advantage of this program had purchased a home. She next related that the UC Board of Regents in the January 2022 meeting approved a zero interest Supplemental Home Loan Program product, intended to prioritize assistant professors. Though details remain to be worked out and communicated, the broad outlines include borrowing up to \$150,000, forgivable by 10% of loan principal per year over a 10-year period. This kind of program has far preferable tax treatment than does the current FRA as the taxable income liability is only focused on the amount of the loan that is forgiven per year. The CPEVC viewed

this approval as a significant success; the Council of Executive Vice Chancellors has been lobbying for this kind of financial product for faculty for some time.

Faculty 100

CPEVC Kletzer then discussed what she called UCSC's biggest news of the month, the "Faculty 100" announcement of an ambitious plan to hire 100 additional senate faculty over the next decade. She stated that this will be the most significant faculty hiring since the campus was founded and an unparalleled opportunity to diversify our faculty, enhanced by the 200-250 additional hires to be made as a result of retirements and separations. This is part of a multi-pronged effort to position the campus in a larger more visible way and to advance several campus goals including:

- Advance Student Success
- Enlarge research excellence and impact

Additionally, she stated that though UC Santa Cruz has one of the most racially diverse faculty in the UC system, we are a long way from a faculty that reflects our students and our state. Over the past ten years, UC Santa Cruz's senate faculty has gone from 12.6% to 17% historically underrepresented minorities (Latinx, Indigenous, or Black) and our goal is to reach 25% historically underrepresented/excluded. She explained that this is a goal and not yet a plan, which would involve staffing, space and programmatic direction. As she has shared already with various senate committees, leadership will be coming forward with the preliminaries of a plan, to be undertaken fully in 2022-23.

Faculty Salaries, 2022-23

The CPEVC applauded the inaugural Academic Senate Newsletter, and though firm parameters of the faculty salary program have not yet been released, it is her understanding that there is, as reported in the March 4 Senate newsletter, a projected 4% range adjustment for Senate faculty. The newsletter also referenced an additional equity salary adjustment, emerging as 1.5% of 2021-22 senate faculty base salaries (on scale and off scale) as the pool of funds for a salary equity program.

Options under consideration include a one-time salary equity program that helps increase salaries of faculty who are low for their rank and step relative to UCSC peers, as well as creating a new option for faculty to request a salary equity review, to complement the current career equity reviews that focus only on rank and step. The CPEVC stated that the urgency of the pandemic has delayed the ability to move forward on developing these programs, but they are in progress now, and she will bring a proposal to the Senate soon. In constructing a proposal, she is most concerned, similar to the systemwide Academic Senate, about increasing salaries for faculty in the lower part of the faculty salary distribution. She anticipates that analogously to our policy-covered staff Equity Compensation Program, proposed faculty salary equity programs will make changes solely going forward, not retroactively. The CPEVC expects the Office of the President to announce a senate faculty salary program soon for 2022-23. An adjustment to off-scale salaries should be part of our 2022-23 program.

The CPEVC concluded her remarks and thanked everyone for all they do and for their commitment to working together.

Chair Brundage then opened the floor to questions.

Associate Professor of Sociology and Co-Chair of the Santa Cruz Faculty Association (SCFA) Deborah Gould, speaking also for SCFA Co-Chair Steven McKay, Associate Professor of Sociology, who was present, opened with an explanation that SCFA is the certified collective bargaining unit of the UCSC

Academic Senate Faculty, whose principal function is to represent faculty interests. Members come to them when they have concerns about the terms and conditions of employment and about faculty welfare.

Chair Gould stated that SCFA had written to campus leadership three months prior, expressing concerns about the decision not to augment President Drake's 2021-22 range adjustment by applying the same 3% increase to off-scale salaries. The letter was written after SCFA received a query from members regarding the decision not to apply the 3% increase to faculty members' combined base and off-scale salaries, that is, to full salaries. The Chancellors and EVCs at UC Berkeley, UCLA, UCSD, ICI—all of which are campuses similar to UCSC in being located in areas with exorbitantly high costs of living—chose to apply the 3% increase to faculty members' full salaries. Members also raised several interrelated concerns with SCFA about UCSC's decision to exclude off-scale and thereby not augment the basic range adjustment. Their concerns included system-wide salary equity, increased workloads due to COVID, and UC's decision not to grant a cost of living increase in 2020.

Because of concern for faculty members impacted by Santa Cruz' notoriously high cost of living, SCFA urged leadership to apply the 3% increase to faculty members' full salaries. When there was no response after a month, SCFA wrote to the Labor Relations contact person, contacting her again two weeks later. At that point the CPEVC conveyed that leadership supported SCFA's position in principle and that details were being worked out. This was at the end of January and as SCFA still has not heard, they raise the issue now in the Senate meeting. SCFA supports salary increases for all UC workers and are concerned about closing the equity gap relative to the system, which will only continue to grow as many of the other campuses commit to augmenting the systemwide range adjustments with increases to full salaries. This is seen as a diversity issue, and SCFA know that is a concern to campus leadership as well.

CPEVC Kletzer responded with assurance that she does not philosophically disagree with SCFA's stance, as verified by her previous statement that the 2022-23 salary program should include full salaries in both the range adjustment to the scale and to the off-scale. The issue raised about failure in communication through the contact in Employee and Labor Relations will be looked into and discussed outside of the Senate meeting, as the CPEVC has a different understanding of that process. The CPEVC assured SCFA that they will, along with the Senate, be included in the ongoing consultations regarding the faculty salary program. The fact that she omitted to mention this earlier was unintentional. The CPEVC stated that she does not agree at this moment that campus should go back in time and adjust salaries retroactively but that we should, moving forward.

Chair Gould stated that when SCFA sent the letter, it was regarding 2021-22 and the range adjustment for this particular year and didn't understand why leadership does not want to apply it to the current year. While appreciative that moving forward, the adjustment will be applied to the full salary, off-scale included, the query SCFA received from faculty was regarding the 2021-22 year.

CPEVC Kletzer recognized that statement and explained that 2021-22 was not the first year that UCSC has concentrated on scale adjustment, without applying the increase to off-scale salaries. This has been the campus' approach more often than not; some UC campuses share this approach of applying it to the scale while others, such as the aforementioned UCSD and UCI more often apply it to the full salary.

The SCFA Chair expressed the concern of SCFA that this has been a past problem and would be ongoing, in terms of equity across the system. UCSC salaries are already lower, comparatively, and as many faculty on campus have off-scale, applying the range adjustment to off-scale would go some distance to address this in a way that the special salary program doesn't. That program is about individual faculty and adjustments happen through the personnel process at an individual level and this is a broader problem that Santa Cruz faculty are facing.

CPEVC Kletzer agreed that the special salary practice may not be a big lever here, but it is one that makes a difference. UCSC offers more than most other UC campuses do through the fullness of the special salary practice and though it is individual, it does make a difference.

SCFA Chair Gould closed by urging campus leadership to rethink this issue and apply the range adjustment to off-scale salaries for 2021-22 as well.

Professor of Physics and Chair of the Committee on Academic Personnel (CAP), Stefano Profumo thanked the Chancellor and CPEVC for their remarks and stated that it is good news that there is a salary equity review mechanism in the works for all faculty since it is already in place both for staff and for faculty administrators. However, the 2017-18 curtailment on the special salary practice has been a major contributor to UCSC faculty salaries growing more slowly than system-wide faculty salaries. Chair Profumo stated that according to the CAP and Committee on Faculty Welfare (CFW) analysis, the curtailment of the special salary practice has saved campus around \$200,000 per year for the entire campus for all faculty at the expense of significantly slowing down salary growth at UCSC, as compared to sister UC campuses. The special salary practice is especially and specifically in awards, though the most meritorious faculty on campus were also the ones most likely to leave for better job opportunities. The CAP Chair stated that \$200,000 is a small fraction of one single retention action for a good faculty member and in his opinion, curtailing the special salary practice and continuing with the current version of the special salary practice is a short-sighted and ineffective cost-saving measure. He advised returning to the original and effective version of the special salary practice or, even better, thinking about improving that original version and making it an even better way to boost merit and make the faculty highlighted at the beginning of the CPEVC's remarks very happy to stay in Santa Cruz.

Professor of Psychology and member of CFW, Su-hua Wang then was given the floor and asked for an update on the campus child care program development, expansion of services for faculty and staff.

Chancellor Larive responded that expansion of campus child care is tied up in the Student Housing West development and that our current facility doesn't have additional capacity to be able to take on additional children. She hopes that at some point we might be able to move forward with that project of constructing a child care center and staff it appropriately to take on additional children.

Chair Brundage thanked everyone for the questions and comments and moved on to the Consent Calendar.

3. **Report of the Representative to the Assembly (none)**

4. **Special Orders: Annual Reports**

CONSENT CALENDAR:

- a. Committee on Academic Personnel 2020-21 Annual Report (AS/SCP/2021)

With no questions regarding the CAP annual report, it was approved.

- b. Committee on Faculty Research Lecture 2020-21 Annual Report (AS/SCP/2022)

Chair Brundage then invited Committee on Faculty Research Lecture (CFRL) member, and herself former Faculty Research Lecturer, Distinguished Professor Barbara Rogoff to present the selection for the 2022-23 Faculty Research Lecture.

Distinguished Professor of Psychology Barbara Rogoff reported that the Committee on Faculty Research Lecture enthusiastically nominated Anna Tsing, Professor of Anthropology and affiliate faculty of Feminist Studies and Environmental Studies, as the 56th Faculty Research Lecturer. She then highlighted Professor

Tsing's work and accomplishments, stating that the 56th Faculty Research lecture promises to be a lively and powerful presentation.

5. **Reports of Special Committees (none)**

6. **Report of Standing Committees**

a. Committee on Educational Policy (CEP) Oral Report: Update to Online Course Approval Process
Chair Brundage then updated the Senate that though CEP, GC and CCI are currently working on updates to the campus online course approval policies, those updates were not quite ready for discussion at this meeting. He expects revisions to be distributed in writing in advance of spring quarter, and asked Senate members to be on the lookout for those updates.

7. **Report of the Student Union Assembly Chair**

Shivika Sivakumar, Student Union Assembly (SUA) President, and 4th year Computer Science and Politics double major, provided comments to the assembly. As the student government on campus, the SUA represents over 18,000 undergraduate students; this is her second term as the President. She began by thanking the Senate for their responsiveness to student concerns during the ongoing pandemic. President Sivakumar stated that on January 18, 2022 the SUA adopted a Resolution in Support of Hybrid and Remote Options for 2021-2022, highlighting student need and impact during the pandemic. The resolution strongly urged the Senate to consider everything that can be done in order to support students in this hybrid and remote world, and offer courses for undergraduates in need of completing graduation requirements and making major progress remotely through the 2021-22 school year. SUA also urged instructors to be flexible with students who have been caught between Santa Cruz housing crisis and expect changes in modalities and unanticipated personal needs brought on by the pandemic. The SUA thanked the Senate for being responsive to student needs and extending registrar deadlines, providing flexibility for changes in course modality and considering student needs in further discussion and policy. Through discussions with other UC student leaderships and observing the sixteen-day UCLA students sit-in for hybrid access and equity for marginalized students, the SUA has come to an understanding that UCSC students share the same needs as many peers at other UCs. The SUA hopes to be able to continue a dialogue and make progress implementing changes to prioritize accessibility and safety and course modality offerings and wants to emphasize how important the issue of access to hybrid courses is to undergraduate students. The SUA is thankful that the Senate is listening and hearing our calls.

President Sivakumar then spoke of the student experience and resilience seen in the campus community among professors, students, staff, everybody involved, during the pandemic. Many lessons have been learned throughout and shouldn't be cast aside as we transition back into in-person instruction. The SUA hopes the compassion instructors showed to students by recording and posting lectures, allowing absences, being flexible with deadlines and late work all continue as we transition in this ongoing pandemic world. It is also hoped that there is a continuity of a positive supporting learning environment for all of our students, and encouragement of public health practices going on into this spring quarter. SUA thanks UCSC for keeping the principles of compassion and flexibility in mind, and hopes that tools such as lecture, capture, and dual modality lectures and programs like select tech will not be discarded and instead will be expanded, as they've been demonstrated to have a huge success in student learning. Students who are in person are able to come back to this new normal, but we still have disabled students working from home, students with children, students who are economically disadvantaged, first generation students and many other students who still need this extra support. Involving students voices in all of these decision-making processes is the key to solutions. The SUA is pleased that we have 14 undergraduate students in the Academic Senate, coming to committee meetings every week and thankful to the Senate for allowing their voice to be heard, and including them in important decision-making. SUA hopes to continue our special working relationship with the Academic Senate for years to come and hopes that together we can address long-standing issues

in an effort to support students and faculty at UCSC. The SUA President then spoke on the scarcity of affordable housing in Santa Cruz. Students navigating their university education are also having to navigate the housing crisis. SUA has been working to support students and advocating for affordable housing on and off campus, passing multiple resolutions and one in support of the 130 Center Street project, discussed in a meeting with Chair Brundage. The SUA hopes the campus community will take more steps in supporting off-campus efforts regarding housing wherever possible.

Lastly, President Sivakumar drew attention to a recent incident on campus: the overnight anti-black anti-Semitic, white supremacist graffiti, that took place at Crown and Merrill colleges. She reported that many students were impacted by this horrendous action and experienced increased fear, a feeling of unsafety on campus, and a lack of support from those who were thought to be part of the community. The SUA encouraged the Senate to continue to talk about these issues, spread awareness regarding this incident, and to make a statement in solidarity with the students that were affected. The Student Union Assembly met to discuss drafting and passing a statement which will be soon shared with the Senate Chair. It was written in collaboration with the Diversity Commission, President of Black Student Union, President of Jewish Student Union and fellow SUA members. Given the urgency, the SUA urges that the Academic Senate: 1) stand in solidarity with our black and Jewish students, communities and organizations when the statement is published; 2) bring awareness to the need for better, quicker form of action from all campus administration; 3) write up their own statement showing solidarity and show action by attending, for example, the vigil the SUA will be conducting later in the week. Finally, it is important that all academic departments address inequities that have historically harmed marginalized people in their respective fields and provide opportunities for connection and support. Topics may include discussions on things such as eugenics, classes dedicated to career studies and boundaries that people of color have faced entering different fields, lifting up faculty who have come from historically marginalized groups, and strategies to recruit historically marginalized students in certain fields. She stated that this is not an exhaustive list, but one that the SUA hopes can inspire to create new discussions and continuing discussions. The SUA hopes students and faculty can work in tandem to create the most equitable learning environment possible.

In closing, President Sivakumar acknowledged that there's a lot of hate and that there are many challenges and ongoing problems that we face as a community and in the world. She encouraged the group to not be defined by these challenges and hate, but to be defined by love and a shared sense of community, continuing to work together to move forward.

8. Report of the Graduate Student Association President

Jazmin Benton, President of the Graduate Student Association (GSA) and 3rd year PhD student provided a brief statement on behalf of the graduate student body and their needs, identifying financial needs as paramount. The costs of moving to and living in Santa Cruz have increased; with the return to in-person instruction, students are having to choose whether or not to even continue attempting an education at UCSC. Many have moved to areas with lower costs of living and are finding it nearly impossible to relocate back to Santa Cruz by the beginning of the spring quarter. Student parents have been asking UCSC administration for assistance with childcare costs. Early Education Services at UCSC are not fully operational, leaving many parents without any childcare options. Even with these services, the costs are prohibitive on a graduate student's salary. This issue disproportionately hinders the education of women of color.

Graduate students work hard to support the academic visions of faculty by assisting in their research, working in their labs and TAing their courses. Oftentimes this work comes at the expense of the student's education, extending their time to degree. President Benton requested that faculty offer support and flexibility to graduate students in their departments who express difficulties in returning to in-person instruction next quarter. Beyond the end of this school year, graduate students will be facing an

oversaturated academic job market. She encouraged faculty to investigate professional development opportunities outside of the academy, in order to support graduate students. Being realistic about potential careers within their own fields will help graduate students avoid precarious employment after earning their degrees.

President Benton then stated that the issues addressed: lack of childcare, lack of professional opportunities, and prohibitive cost of living in Santa Cruz are all DEI issues and due to the fact that people of color are suffering the brunt of COVID 19 deaths, that is also an issue that affects equal opportunities for learning. She mentioned this explicitly in light of the recent hate speech graffitied on our campus. It is not enough, she said, for UCSC to acknowledge discrimination after such particularly heinous events. Combatting discrimination needs to happen pro-actively. The sentiments that lead a person to deface property with hate speech do not go away when they are in our classrooms. Every classroom, regardless of discipline, must be a place where hate is unacceptable. A diverse institution means that all marginalized people are able to thrive, not just endure. As one of the unmet demands of the Black Student Union states, there must be tangible consequences for hate, discrimination, prejudice, and bias. Long-term DEI training for faculty is necessary for this work to be done. The GSA President asked the Senate to encourage their colleagues to take reports of discrimination as invitations to improve, not as personal indictments. Moving away from diversity statements and toward actively supporting marginalized students will discourage the white supremacist crimes seen this week. It is likely that many in the Senate have experienced discrimination in their academic training and their current positions. It is the GSA's hope that we can begin acting rather than reacting, and end these awful cycles.

9. **Petitions of the Students (none)**

10. **Unfinished Business (none)**

11. **University and Faculty Welfare**

Chair Brundage then called on Chair of the Committee on Faculty Welfare and Professor of Philosophy, Nico Orlandi. Chair Orlandi, on behalf of CFW, briefly endorsed SCFA Chair Gould's earlier statement, due to disparities in salaries between UC Santa Cruz and the other UCs. CFW recommends that campus applies salary increases to full salaries, including the off-scale portion. This is an issue of equity, as UCSC faculty teach as much as those do at other UCs, but don't get paid as well. Chair Orlandi agreed with the points brought up by CAP Chair Profumo in favor of campus having a better special salary practice because though the salary practice is based on merit, we are seeing that UCSC's best performers don't make as much money as do the best performers on other UC campuses.

Lastly, Chair Orlandi reiterated the importance of the issue raised by fellow CFW member, Su-hua Wang, which is the campus need for a childcare facility. Understanding that it is not currently in the power of the Chancellor to proceed, Chair Orlandi urged that it stay on the campus radar and remain a top priority, as we seek to build a truly equal campus, serving all the people in the university.

12. **New Business**

Chair Brundage then opened the floor to items of new business. As there was none, he thanked everyone for their presence and participation, and for their dedication to students and research on the campus.

The Meeting was adjourned at 3:57pm.

ATTEST: Grant McGuire