

MINUTES

Regular Meeting of the Santa Cruz Division
Wednesday May 20, 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 Friday, May 20, 2022 online via Zoom. Senate Chair David Brundage, Professor of History, called the meeting to order at 2:32 pm. 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. 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 were two resolutions before the Senate that afternoon which required formal action of the body, a Division-wide electronic ballot would be distributed post-meeting. This method will be used to ensure that only those with voting privileges vote on matters which impact Senate bylaws. These items would be open to discussion and potential amendment before balloting. 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. No edits had been submitted for either the March 9, 2022 minutes or the set of minutes from May 17, 2019, previously lost due to a technical error. These were produced in consultation with 2018-19 Senate Secretary, Roger Schoenman. Chair Brundage asked if there were any corrections from the floor. Hearing none, Secretary Grant McGuire accepted the meeting minutes of both March 9, 2022 and May 17, 2019.

Dard Neuman, Assistant Professor of Music and Chair of the Committee on Planning and Budget (CPB), rose to Point of Personal Privilege to propose the following resolution:

Be it Resolved:

That the Santa Cruz Division of the Academic Senate would like to express its deep gratitude to Professor David Brundage for his leadership as Senate Chair over the past two years, taking on this important role in the emerging global COVID-19 pandemic, and working tirelessly in multiple contexts with campus and Senate leaders to address the many emergency programmatic and logistical issues the campus has faced during his term as Senate Chair.

Chair Brundage is a diplomatic leader who is focused on representing the views of his colleagues, rather than any personal agenda. His long perspective on campus issues serves as an essential lens with which the Senate has framed its advocacy for the last four years. We will greatly miss the generosity, warmth and wisdom which David leads with.

For this service, the Senate thanks Professor David Brundage.

The resolution was seconded, a vote taken and passed by acclamation. Chair Brundage expressed his thanks, saying that he felt truly honored.

2. Announcements

a. **Chair David Brundage**

Chair Brundage noted that this was his final Senate meeting as Chair, and described his time of service as resembling a rollercoaster ride which began with the wildfires, had residues of the wildcat strike the previous year, and, of course, was marked by the stop and start character of the pandemic. UC Santa Cruz faces ongoing problems, as the two resolutions to be considered make clear, but those resolutions also indicate the Senate's deep commitment to addressing problems and pushing to find a way forward for our community of students, staff and faculty.

Chair Brundage then took a moment to thank the Senate staff for all their hard work the past several years as well as Senate Leadership, expressing confidence that Patty Gallagher will be a terrific chair for the next two years. He also praised the Committee Chairs and members, who kept UCSC's tradition of shared governance going strong.

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 appreciation for Chair Brundage's extraordinary leadership over the last two years and then moved to providing updates on the Vice Chancellor searches. She welcomed the new Vice Chancellor for Student Affairs and Success, Akirah J. Bradley-Armstrong, who will be a powerful advocate for students, partnering with the Colleges, Academic Divisions and faculty to improve retention and graduation rates and eliminate equity gaps. The Chancellor thanked Jennifer Baszile, who had served as Interim Vice Chancellor for nearly two years and is now in the new role of Associate Chancellor for Strategic Initiatives and Educational Partnerships

Chancellor Larive also provided updates on three other recruitments: interviews are progressing for Vice Chancellor of Diversity, Equity and Inclusion, and leadership hopes to have someone in this role by the start of the academic year; and the search for the Vice Chancellor of Finance, Operation, and Administration (VC-FOA) has begun. The BAS division will be renamed in July to Finance, Operations and Administration (FOA) to better represent the duties and responsibilities of the division and the Vice Chancellor role. The Chancellor is grateful to Biju Kamaleswaran, who will continue in the interim role until the permanent Vice Chancellor FOA is onboard. Lastly, Associate Chancellor Anna Finn serves as the interim Associate Vice Chancellor for Equity and Equal Protection while campus seeks a replacement for Isabel Dees. This search will proceed over the summer with a goal of having the new AVC in place by the start of the fall quarter.

Budget Update

The Chancellor was pleased to report a very promising FY 23 budget outlook, saying that we have never seen a California budget quite like this one, and that she was not sure that we will see another one like it in her time as chancellor. The governor released his May Revise last week and the surplus is estimated at nearly \$100 billion, which is \$55 billion higher than the Governor's January budget.

This extraordinary budget surplus is positive news for UC and for higher ed. Following the signoff by the Governor, campus anticipates a series of budget trailer bills, which likely means that we will not have a final budget for the university until August or September. There is still a sizeable difference between the Governor's May Revise and the Senate's pre-Revise budget, and we have yet to see an Assembly budget. The prevailing thought is that many higher-ed items will be negotiated over the next month. The good news is that legislators seem generally receptive to our requests. The Chancellor then highlighted some of the elements of the budget specific to the UC system—and therefore important for UC Santa Cruz.

Compact: The UC, CSU, and Governor successfully negotiated a 5-year compact over the spring. The tentative deal aims to expand access, close equity gaps, and promote student success. It is focused on improving time to degree completion and reducing students' total cost of attendance. The UC compact also focuses on better connecting students to careers by strengthening occupational pathways that improve

student economic mobility and better align student learning objectives to the state's workforce needs. The goals of the compact align with our campus goals, though some are aspirational and the actual performance metrics will be pulled into subsequent legislation. The Governor and the UC's goals are that future funding will be tied to our efforts to achieve these goals even if it takes some time to hit the mark.

Climate: Governor Newsom still supports \$185 million for Climate Resiliency and Research. The Senate version does not currently contain this set aside but would provide \$18 billion for Climate Resiliency investment. These negotiations continue.

Capital: UC continues to ask for \$1.6 billion for capital projects. The Governor in January only committed \$100 million, which was reiterated in the May Revise, along with some infrastructure set asides, none of which target UCSC. The Senate's pre-Revise budget set aside \$1 billion and we hope that in the end the state will see fit to allocate the \$1.6B UC is requesting for capital projects for energy efficiency, seismic upgrades and deferred maintenance. Our part of the UC request is \$101M which would fund a number of projects including renovating Westside Research Park and a number of critical infrastructure projects on the residential campus.

Most important to our campus budget is the 5% permanent increase in our state funding, and the promise that we will continue to have 5% increases to the UC's base state budget for the next 5 years. Chancellor Larive is optimistic about this year's positive financial picture and that we will have clarity about our fiscal year 2023 budget in plenty of time to plan for the coming year. The Chancellor encouraged individual advocacy for funding for UC's priorities and for UC Santa Cruz.

In addition, the Governor's May Revise proposed a \$500 million increase for student housing project grants while the Senate Budget contains an additional \$1.5 billion on top of the allocation from last year. Campus submitted a \$80M grant proposal to help fund the second phase of our Kresge housing expansion and hopes that the final budget will provide additional state funding for student housing construction projects.

Housing

Chancellor Larive then discussed student concerns regarding the housing selection process for fall quarter. This process began Tuesday for students with priority status. UCSC colleges have a range of housing options, but limited configurations of each type. If a student with a priority housing appointment had selected options that were no longer available they were not able to continue the room selection process and were deferred to a priority waitlist. This language was concerning for students who assumed that their priority status meant they would receive a housing assignment. It felt like campus had "run out of housing" when in fact, we simply did not have availability in a particular style of housing and a housing offer would be made later. Campus continues to make housing assignments. The Chancellor was sorry for the impact on our students and the anxiety they experienced throughout this process and campus is working to ensure this does not happen again.

With this, UCSC is still only able to house 50 percent of our students on campus. While this is one of the highest percentages in the UC, it is not high enough, which is why leadership has committed in their LRDP to housing 100 percent of newly enrolled students over 19,500. Chancellor Larive stated that the lack of housing in Santa Cruz creates a stressful situation and the lack of visible movement on new campus housing projects has caused some to claim that UC Santa Cruz does not care about its students' housing struggles and that we make no efforts to mitigate those challenges. However, there are numerous programs and services in place to help students navigate the Santa Cruz housing market. Among them: renters' workshops, an online roommate and community rentals board, free legal services related to off-campus housing issues, emergency housing assistance through Slug Support, and a partnership with a local hotel to provide housing for some graduate students.

UCSC's efforts to build more on-campus housing continue. A 3,000-bed project to serve our current students has been stalled since 2019 because of litigation. There would be new beds on campus right now without the delays caused by CEQA lawsuits. Leadership takes environmental impact very seriously and

the Environmental Impact Report for Student Housing West has again and again been held up through the various legal processes.

Progress is being made now with the Kresge Renewal project. The Kresge academic project has 900 new classroom seats and a computing lab that will be finished during the 2022-23 academic year, as will phase 1 of the residential renewal. Phase 2 of the Kresge residential project will add about 600 new beds, expected to be completed in the 2024-2025 academic year.

To meet the commitments in the LRDP, campus is developing a 10-year student housing plan with a project ladder that at all times has projects in the planning, proposal or build stage. This will allow us to move on to another project if one is delayed and continuously deliver beds to meet our goals.

Campus Safety Changes

Chancellor Larive then discussed the work over the past two years to transform our campus-safety culture, policies and practices to ensure that all members of our community feel welcomed, respected and protected from harm. She expressed gratitude to the members of our Campus Safety Community Advisory Board (CAB) who made recommendations last spring, recognizing Marcia Ochoa, Isabel Dees, and Judith Estrada. She was grateful for their leadership in helping our community to engage in difficult conversations that help move our shared understanding of campus safety forward and enact real change.

Considerable progress has also been made on the items included in the systemwide UC Community Safety Plan, which was released by UCOP last summer. There is significant overlap between recommendations from our CAB and the UC plan. The Chancellor recently shared a high-level overview with the Senate Executive Committee and an update has also recently been shared with our CAB. This updated presentation can be found on the Chancellor's website.

The Chancellor then highlighted a few changes currently in process, the most important being the development of a Tiered Safety Model as outlined in the UC Community Safety Plan, which will match each safety issue with the appropriate response. An important recommendation from the CAB and from campus community was an alternative response for mental health crises and minor drug and alcohol incidents. A small campus team led by Gary Dunn, interim AVC for Student Health and Wellness, developed a proposal for a Mobile Crisis Response Team (MCRT) to support this need. The MCRT project has adopted an integrated health team model staffed by a crisis intervention worker partnered with a medical staff member (usually an EMT or paramedic). This integrated health team can respond to calls for service without police assistance and because they operate out of specially outfitted vans, help transport those in need of further assistance without police or EMS assistance. The CAB gave comprehensive feedback on this proposal at several stages that significantly improved the plan. The Chancellor was grateful to AVC Dunn for securing an almost \$300,000 grant and to the Campus PD and AVC for Risk and Safety Services, Clement Stokes for allocating \$250,000 in salary savings from the UCSC Police Department to help stand up this new service. For this first phase, she and the CP/EVC committed \$200,000 in permanent funds to recruit the MCRT's first clinical director. They look forward to being able to share a timeline for the rollout of this new service and to following its development over the coming academic year. Leadership's approach to the Tiered Safety Model and the changes being enacted reflect a philosophical change. For many years UC Santa Cruz has operated under a more municipal model of policing that could be described as "command and control." Campus is in the process of shifting to a developmental model that recognizes that we are an educational institution and focuses instead on coordination. Some rare instances in life safety will require a directive approach from the police department, but it is important for UCSC to have a safety response that matches its mission and values. She was grateful to AVC Stokes, and Interim Police Chief Mary Garcia for helping to lead this change.

The Chancellor referred to the safety event of the past weekend and thanked all safety personnel for the extra work and collaboration with event organizers to make decisions about needed support in ways to mitigate risk for their events. An element that made this situation difficult was that people posted the risks

they heard about on social media rather than communicating with staff or the campus police, thus slowing campus' ability to gather information. She asked that everyone reports concerns directly rather than sharing them online.

Resolution on Addressing Black Institutional Experience

The Chancellor acknowledged the May 13 resolution from the Senate Executive Committee, encouraging her to meet with students and communicate about the progress on student demands, particularly those relating to the Black student experience. Specifically, the message called “on the administration to convene a meeting with representatives of these groups.” She and CP/EVC Kletzer met with the student coalition on May 11th, following preparation meetings on May 4th and May 10th with several campus leaders and students. Her team has been offering opportunities to meet since last quarter while respecting student agency and needs; she prioritizes meeting with students and significant work has gone into making sure that these meetings are productive and supportive of students.

The resolution goes on to request “transparency and accountability in the policies governing the police on campus. As a step toward informing the university community about the state of the reform measures previously proposed, we ask the administration to commit to open and ongoing dialogue and genuine engagement with key UCSC communities, including discussion of policy, providing data, and answering questions.” Chancellor Larive stated that they are very open to engaging in these conversations and creating venues that are supportive of students. She suggested that the Campus Safety Community Advisory Board might be an underrecognized resource in this request, in part because we stipend students for their work on the board and the board has both staff and a Graduate Student Researcher supporting and engaging in the work. She looks forward to continuing to support community engagement around safety issues and to keeping our campus updated on changes.

She then returned to a point made in the opening of the resolution. SEC writes “The Academic Senate stands in solidarity with...[students]...in their commitment not only to condemning bigotry and hateful acts on our campus but also to demanding that the entire campus take action to make UCSC “a place where marginalized people may not only find refuge from and critique the lagging and hateful world, but foster imaginations that can help us change that world.”” She said the that Senate’s resolution calls for action by campus leaders, and she wants to share her willingness to support and collaborate on the plans of the Academic Senate to contribute to supporting inclusivity on our campus. Campus climate is not an issue that can be addressed only from the top down. It requires the commitment of each of us to constantly learn and to change our behavior. She worries that our campus is quick to demand action from others and slower to recognize the responsibilities and possibilities we have in our immediate spheres of influence. The Chancellor thanked the Senate for providing the opportunity to start this conversation and looks forward to partnering with the Academic Senate to achieve our goals in having all members of our community live every day the values espoused in this resolution.

The floor was then given to CPEVC Lori Kletzer.

c. Campus Provost & Executive Vice Chancellor Lori Kletzer

CPEVC Kletzer began by expressing gratitude to David Brundage for his leadership and collegueship over these past four years, and stating that she values her relationship with Senate leadership and the Senate.

The CPEVC took a few minutes to acknowledge the horror of the past Saturday’s racist mass shooting in Buffalo, NY, her heart going out to the families and friends of victims and to the Buffalo community. The horrific act was clearly driven by virulent white supremacy, anti-blackness and antisemitism. She stated that while we cannot make sense of this senseless and tragic loss of life, we can make sense of what needs to be done. We must confront the politicians and media personalities who traffic in this vile hatred, and we must confront the current reality that violent extremism and hate is made lethal by gun violence, fueled by all-too-easy access to firearms.

Faculty Accolades

CPEVC Kletzer began her remarks by sharing some selective faculty accolades. The sharing was limited and selective; no offense was intended by omission, and she hoped none was taken.

Nick Mitchell, Associate Professor of Critical Race and Ethnic Studies and Feminist Studies was the recipient of the 2021-22 Distinguished Teaching Award. Professor Mitchell was selected for the positive impact he has had on his students, the new programs he has created – including the Black Studies minor - and creating space for our historically excluded undergraduate and graduate students to thrive.

Celine Parreñas Shimizu, Dean of the Arts Division and Distinguished Professor of Film and Digital Media, was selected by the Association for Asian American Studies to receive its 2022 Excellence in Mentorship Award. Over the past two decades, Dean Shimizu has mentored countless undergraduate and graduate students, post-docs, and colleagues.

Enrico Ramirez-Ruiz, Professor of Astronomy and Astrophysics, was chosen as the 2022 Julio Cortázar Latin American Chair. This award is one of the most prestigious recognitions for artists and intellectuals in Latin America. Enrico is one of only a handful of scientists presented with the award.

Laura Sanchez, Associate Professor of Chemistry and Biochemistry, received the Matt Suffness Young Investigator Award from the American Society of Pharmacognosy for her development of “powerful tools... for biomedical research using natural products, and commitment to training the next generation of diverse scientists.”

Sandra Chung, Distinguished Professor emerita of Linguistics, was elected to the American Academy of Arts and Sciences. She is an internationally renowned scholar and leading authority on Austronesian languages. Chung joins 27 other UCSC faculty who are fellows of the academy.

John Brown Childs, Distinguished Professor Emeritus of Sociology, has been honored with the Constantine Panunzio Distinguished Emeriti Award. This is the University of California’s highest system-wide award for emeriti, recognizing exceptional legacies in research, teaching, and service. Childs retired in 2009, after teaching at UC Santa Cruz for more than 20 years and has remained a leader in many projects across campus.

Hellman Fellows

Seven faculty have received the 2022 Hellman Fellowships. This program provides substantial support for the research of promising assistant professors showing capacity for great distinction in their research. She congratulated this year’s Fellows:

- Yasmeen Daifallah - Politics
- Roberto de Roock - Education
- Caitlin “Katie” Keliiaa - Feminist Studies
- Zehang “Richard” Li - Statistics
- Maywa Montenegro - Environmental Studies
- Shaheen Sikander - Molecular, Cell & Developmental Biology
- Aiming Yan - Physics

Excellence in Teaching Award

The CPEVC also congratulated the recipients of the 2021-22 Excellence in Teaching Award for their ongoing commitment to student success. The Awardees include:

- Kyle Robertson, Philosophy
- micha cárdenas, Performance, Play & Design
- Peter Weiss, Chemistry and Biochemistry, Ron Ruby Award Recipient
- Elena Finkbeiner, Coastal Science and Policy
- Gina Athena Ulysse, Feminist Studies
- Brenda Sanfilippo, Writing Program
- Daniel Wirls, Politics
- David Draper, Statistics

Faculty Hiring

CPEVC Kletzer stated that campus has had a number of successful faculty recruitments across campus this year, and provided updates by division.

Arts Division: 4 signed and start July 2022; 2 in progress

Baskin Engineering: 4 signed and start July 2022; 8 in progress

Humanities: 7 signed and 3 start July 2022, 4 start July 2023; 5 in progress

Physical and Biological Sciences: 2 signed and start July 2022; 9 in progress

Social Sciences: 3 signed and start July 2022; 6 in progress

Faculty and Staff Housing

Borrowing the spirit of the opening line in CFW's resolution for this meeting, the CPEVC stated, "The housing situation in Santa Cruz is dire." She stated that at every opportunity, she and Chancellor Larive start every conversation with Regents, UCOP, state and local government officials with "Housing is our greatest challenge." We must mitigate our housing crisis to make real progress toward our future plans. The lack of housing availability and its cost has an impact on our ability to recruit and retain faculty and staff.

UCSC is in a difficult place, as efforts of the past four years have not yielded clear and financially viable specific projects for the construction of new on-campus housing. She provided some history, as explanation. The Employee Housing Advisory Workgroup was convened by former VC BAS Sarah Latham in 2018 with a charge of discussing and providing feedback related to the development of employee housing. The Ranch View Terrace 2 (RVT2) site was specifically called out in the charge. RVT2 was originally conceived as a 39-unit 3-4-bedroom single family for purchase project. Other sites, identified in the 2021 LRDP as potential employee housing sites, were also discussed. Following a Request for Qualifications process, in June 2021, a master architect (and associated consultant firms), TEF Design was selected. TEF's work was to define a scope, schedule and budget to move the project forward to design. They were to provide site design studies, unit mix studies and ROM estimates for the project and they did so for three most feasible options.

This work, as the CPEVC and Chancellor Larive were briefed in November 2021, revealed a sizable gap between construction/development costs and projected sales revenue, in equal parts driven by high and rising construction costs and expectations about sales price subsidies. A single family 3-4 bedroom for-sale model at RVT2 wasn't financially feasible, nor was a mixed for-sale/rental model. A modified for-rent model may yet offer a path to financial viability. With the inability to arrive at a financially feasible model, she asked for a report summarizing the Advisory Group's work and a closing of this specific charge.

CPEVC Kletzer is committed to bringing forward to this audience at the fall Senate meeting the broad outlines of a plan to address our housing crisis. There is no single solution or single project that will address all needs. We need a variety of instruments and solutions - construction on campus; investigation of off-

campus (off the residential campus) construction development; financial instruments (such as Landed, FRA, and zero interest loans, resale pricing for existing occupied housing). We will develop a staged plan, with several employee housing projects under development: a project in the planning stage, a project in the design phase, one under construction, one ready for move-in.

Senate Faculty Salary Increase

In a letter to the chancellors on May 6, President Drake announced that the system is proceeding with a 2022-23 salary program for policy-covered (non-represented) staff employees and academic appointees. There will be a 4.5 percent increase in salary for policy-covered staff at all locations effective July 1, 2022, and 4 percent for academics at all locations. President Drake adds that this program of salary increases is contingent upon the 5 percent allocation currently in the state budget. For policy-covered academic appointees, the academic salary scales will be increased by a general range adjustment of 4 percent. The adjustment to the academic salary scales will be effective October 1, 2022, for policy-covered faculty. This systemwide mandate refers to scale salaries. Chancellor Larive and the CPEVC have decided that the 4 percent increase will apply to the off-scale salary increments as well, meaning that the 4 percent salary increase will be a 4 percent increase to the total (base) salary.

Campuses were also directed to establish a “Special Salary Equity Program for Policy-Covered Faculty.” Campuses were told to dedicate up to 1.5 percent of 2021-22 base pay (this includes on and off-scale). The CPEVC has sent Chair Brundage a proposed plan for a one-time faculty salary equity program and looks forward to receiving the feedback from the Senate.

PBSci Dean Search

After serving as the Dean of Physical & Biological Sciences for a decade, Paul Koch has announced that he will step down at the end of the 2022-23 academic year. Dean Koch accomplished much throughout his tenure. Under his guidance, the number of PBSci faculty has increased by almost 10 percent during the last five years, while extramural funding has grown 40%. Campus is in the process of putting together a search advisory committee chaired by Interim Vice Chancellor for Research John McMillan and Dean of the Division of Social Sciences Katharyne Mitchell and hopes to have a new dean in place by July 1, 2023.

Food Trucks

The CPEVC reported success in the efforts to establish more campus meal and food options. Campus has contracted with additional food trucks and now have licensed agreements with 10 trucks offering everything from French pastries to Oaxacan cuisine. Campus will no longer set fixed schedules for the trucks and the location of each can be found on the UCSC Food Truck Finder website. Café Ivéta at the Graduate Student Commons just launched their soft opening and there is discussion underway for a few additional concepts through Dining Services including a noodle house.

STEMM Equity Achievement (SEA) Change Initiative

The campus is a charter member of the STEMM Equity Achievement (SEA) Change Initiative of the American Association for the Advancement of Science. UC Santa Cruz is in the process of applying for a Bronze Award, the first in a series of awards that recognize institutions for their commitment to long-term, sustainable institutional transformation in support of diversity, equity, and inclusion with a specific focus on faculty. UCSC’s application process started in late summer 2021, and was designed as a campus-wide process, including all divisions. The Change Team consisted of representatives from the Senate and each of the academic divisions among several other key constituencies. The team conducted an extensive self-assessment and drafted a comprehensive report and action plan based on this self-assessment. The draft report and action plan have been shared with the Senate and other stakeholders for consultation.

The CPEVC concluded her remarks and Chair Brundage then opened the floor to questions.

Professor of Environmental Studies, Karen Holl asked about staff salary increases, having heard CPEVC Kletzer mention the faculty salary increases. She was concerned that campus has a hard time retaining staff, due to their being underpaid.

CPEVC Kletzer responded by apologizing that she should have slowed down, as she did state that there's a 4.5% policy covered staff salary increase that will be effective July 1. She then read the chat from Associate Professor of Literature, Christine Hong, asking if the staff salary increase is across the board. Professor Hong was asked to clarify, and she said that her understanding was that the existing annual staff salary increase is tied to a yearly evaluation process and asked if the new increase would be more akin to a cost of living increase across the board.

The CPEVC began by defining policy covered staff as being unrepresented staff, or those who are not members of unions. Represented staff are those whose terms and conditions of employment are bargained and these colleagues typically have annual salary increases that are in the collective bargaining agreement. There is also an annual performance review process that has always existed, but this 4.5% is not described as a merit-based salary increase; it is a general increase that goes to all, though there is a general performance expectation. It is complicated to call it a cost of living increase because the monthly cost of living is actually increasing at a higher rate than 4.5%; this is a general increase.

Chancellor Larive then stated that former UC President Napolitano had a very firm belief that the employee merit evaluation should be coupled with the salary increase for staff. President Drake appears to think it is simpler to give an across the board increase, which she agrees with. She also mentioned that UCSC has a program that was launched in January to provide equity adjustments for policy covered staff, separate from this increase, that will continue for at least the next two years. Five and a half million dollars have been devoted to this program because so many staff are underpaid. Since the 4.5% across the board won't be sufficient to get their salaries consistent with market, that program will also continue equity base salary increases that will be made again in January.

Professor of Psychology, Gina Langhout, asked about a public records requests on campus regarding diversity related work. She stated that she was previously targeted around integration related work that she was doing and assumed that this targeting will become more common with the current political climate and attacks on activity being labeled as critical race theory. She asked whether campus has any plans to create institutional structures to support faculty and staff who are being targeted in these kinds of ways.

The CPEVC responded that she did remember this previous attack and was very sympathetic. She would like to meet with a group of faculty to hear ideas and understand in what ways the institution might support them.

Professor & Chair of Latin American & Latino Studies, Catherine Ramirez, remarked that since she published her first op-ed in the New York Times and was attacked by trolls, she has been paying out of pocket for a service called DeleteMe. This service has kept her personal and family's information off the internet. She mentioned that other universities cover this expense for faculty and believes that this is one thing the institution can do to protect and support faculty like herself who will be publishing more widely and to audiences beyond academia.

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 Faculty Research Lecture 2021-22 Annual Report

Chair Brundage then invited Committee on Faculty Research Lecture (CFRL) Chair and Professor of Literature Ronaldo Wilson to present the selection for the 2022-23 Faculty Research Lecture. Professor Wilson reported that the Committee on Faculty Research Lecture enthusiastically nominated Distinguished Professor of Computer Science and Engineering, J J Garcia-Luna-Aceves, as the 57th Faculty Research Lecturer. He then highlighted Professor Garcia-Luna-Aceves's work and accomplishments.

Chair Brundage asked for a vote on the nomination by Zoom reaction and it was approved. Professor Garcia-Luna-Aceves then expressed his gratitude, stating that he felt very honored to be in the company of great colleagues and hoped to do justice to the nomination.

5. **Reports of Special Committees (none)**6. **Report of Standing Committees**

a. Committee on Research (COR) Faculty Research Grants Change for 2022-23

David Brundage invited COR Chair and Associate Professor of Psychology, Nicolas Davidenko to speak on pending changes to the COR-coordinated Faculty Research Grant Program. COC Chair Davidenko stated that the Committee on Research was pleased to announce a new faculty allowance program that will replace the Faculty Research Grants Program (FRG), beginning fall 2022. Thanks to a generous allocation by CPEVC Kletzer, COR will be able to support a yearly research allowance of \$2,000 to all Senate faculty who apply for it. They expect this new funding model will reduce barriers for many of our faculty, address aspects of equity, and allow faculty to focus more time on research and other scholarly activities. COR is currently developing a streamlined application process and will also work with the research analysts to ensure consistency across the campus regarding allowable expenses. Based on the first year of implementation, COR will determine if there are enough leftover funds to support larger grants in the second year and beyond.

Professor Catherine Ramirez asked if the travel grants will still be available for things such as presenting work at a conference and if that application process will remain the same. Chair Davidenko replied that from his understanding that program will still remain available and will come from the same pool of funds that supports the new faculty award program.

b. Committee on Committees (COC) Senate Roster 2022-23

David Brundage then called COC Chair and Professor of Literature, Kimberly Lau to present the 2022/23 committee roster. Professor Lau called attention to the fact that Professor Lissa Caldwell has agreed to serve as next year's Senate Vice Chair, and also that there are still openings that the COC is working on filling or on completing the confirmations. COC Chair Lau reminded senators that if they did not complete the Senate survey and would like to do service, that they should contact her. She thanked everyone who has done service this year or agreed to serve next year and invited them to attend the COC Social on June 7.

Chair Brundage stated that any new additions that are made over the summer will then be voted on for approval at the fall senate meeting. A vote was taken by Zoom poll and the COC Roster was approved.

c. Committee on Faculty Welfare (CFW) Resolution to Mitigate UCSC's Housing Crisis

Chair Brundage invited Chair of CFW and Professor of Philosophy Nico Orlandi to present a resolution regarding mitigation of the UC Santa Cruz housing crisis. Professor Orlandi stated that the aim of the resolution is to establish the need to address the housing crisis as a priority for the campus. The housing situation in Santa Cruz, is extremely dire: the costs of owning a home have gone up 57% since 2020; the median cost of a single-family home is over \$1.4 million; the average rental price for a 700 square foot one-

bedroom apartment is a little over \$3,000; the inventory of campus housing for both buying and renting is extremely low and the waitlists are growing; campus housing is 95% occupied and has been for several years now. She stated that the housing crisis detrimentally affects all employees and causes trouble for recruiting new and diverse faculty and retaining staff. The resolution contains background information from the Employee Housing Advisory Work Group, which included Senate faculty. CFW feels the housing problem is brought into sharp focus by the campus' plan to hire 100 new faculty, part of which charge is to hire a diverse body of faculty and staff. CFW thinks that plan seems almost unfeasible if campus does not address the housing crisis. The aim of the resolution is that we establish housing as a priority for the campus.

Chair Brundage opened up discussion from the floor for comments. Associate Professor of Literature, Christine Hong stated that departments face this problem now when they make offers to faculty who come from historically underrepresented backgrounds, who are themselves first generation scholars. She posed the possibility of prioritizing housing with attention to issues of equity, as other UC campuses do.

CFW Chair Orlandi responded by saying that the resolution is not addressing specifically the question about the waiting list for housing; they are happy to work with the administration to discuss any changes that should be made and how the housing list should work. A list is not useful if there are no houses available for the foreseeable future and the current aim is to state that movement is needed on not just building, but also other types of housing strategies that help faculty and staff.

Associate Professor of Sociology, Steven McKay thanked the committee for putting together such a strong resolution. He and his colleague Professor Miriam Greenberg have been doing housing research on the local housing market for the last few years and produced a final report focused on graduate students but which is applicable since we all face the same housing market. He discussed thinking about the policies and possibilities of how to leverage campus land or other purchases, perhaps collaborating with the city. He mentioned that we should not think about building just any housing, but that affordable housing is really the key. Affordable is the priority.

Assistant Professor of Theater Arts, micha cárdenas wondered about adding wording to give a specific time frame of what is short term, midterm, and long term, as those words might mean very different things to different people. She also shared her own experience as a faculty member in her fourth year, a person of color, queer, underrepresented, without support from her family and with a large student debt. It has been extremely difficult for her to find affordable housing, as prices have risen steeply over the last two years. She has found something, but it is a very challenging situation.

CPEVC Kletzer then spoke on the urban/rural question, stating that it is largely a myth. There is no official designation of UCSC as a rural campus and no official designation of any other campus as an urban campus. The closest thing is what are called market zones or market rate zones that are about staffing administrative salaries. These have to do with the labor market and are not about our particular geography. UC Santa Cruz actually draws from Santa Clara county in its labor market, but it was originally planned that Santa Cruz, San Benito and Monterey would be our labor market. This could sound rural but the designation is that for every campus there's an assumption of the labor market they draw from. Staff salaries are on a common systemwide salary scale.

Assistant Professor of Anthropology, Tsim Schneider, who served on CFW, thanked everyone for the great discussion so far and stated that the thrust of this resolution is really about some housekeeping before looking off campus. Though these are all interrelated issues, what was jarring about this experience as someone who served on the work group is that there are no plans for Ranch View Terrace 2 homes; there are no short, midterm, and long term goals. He discussed being a person of color who was brought to UCSC under a faculty diversity initiative, the President's Postdoctoral Fellowship Program and knowing how hard

it is to find a sense of place in the University of California system and even harder to build and sustain those communities. The goal of the resolution is focusing on the housekeeping idea regarding the diversity initiative with the magnitude and scale of bringing in 100 new faculty. Amplifying diversity on campus requires an institutional commitment to equitable and affordable access to housing.

d. Senate Executive Committee (SEC) Resolution on Black Experience (AS/SCP/2026)

Chair Brundage then called SEC Member, Associate Professor of History Kate Jones to present the SEC resolution. She began by stating that the resolution document and letters from the Student Union Assembly (SUA) and Black Student Union (BSU) speak much more clearly and eloquently than she could, but noted that a friendly amendment was submitted and accepted as a red line edit to the version being displayed. The SEC was moved to prepare this resolution by the student statements and their strong desire to help the university make substantive progress towards its goals of equity and inclusion. As their letters convey, success requires taking clear steps towards making UCSC a place where Black students can thrive. SEC appreciates the Chancellor's report regarding recent meetings and the Senate looks forward to continuing to work with students and administration moving forward. The SEC hopes that the Senate will support the BSU and SUA's requests for meaningful collaboration and improving campus policies and culture, even if all faculty don't support every demand listed in their correspondence. She then turned it back to Chair Brundage to open up the floor for comments and questions.

Associate Professor of Feminist Studies Marcia Ochoa was given the floor and described some of the work that had been ongoing by the Campus Safety Community Advisory Board (CAB), which she co-chairs. CAB has been focused on building trust with students and developing a space where students can substantially participate. This included having a GSR that worked closely with graduate and undergraduate students as well as some of the CAB members developing guidelines for student participation. Students had concerns about the possibility of being disciplined for expressing their opinions and ideas in that venue, and so it took a while to build that trust. They came up with 20 recommendations over the course of the past couple years. Through co-chairing CAB, Professor Ochoa has seen a lot of openness and possibility of movement, shifting from a "command and control" model to a different way of understanding the role of police on our campus. The CAB is currently considering the recommendation to disarm police on our campus and has had extensive discussions about what that would entail, including consultation with many campus units. There are a few other recommendations within the context of this resolution. CAB sees itself as a space that can convene these kinds of conversations and hopes that in the next year this will create more of a public forum in the manner that is being proposed in the resolution.

Daniel Halpern-DeVries, Undergraduate Rep. and member of the Jewish Student Union, was given the floor and thanked the Senate, as this discussion is reaffirming the condemnation of anti-Black and anti-Semitic vandalism. He asked why the Senate chose the title of the resolution to include Black but leave out Jewish students on campus. It was meant to be a joint statement, to be used for the groups to be in solidarity with each other.

Professor Kate Jones stated that the SEC's intention was to endorse both of the communications that were received, both against antiblack and antisemitic vandalism. In preparing the statement, they were trying to pull together responses to multiple communications and the intent was to endorse both statements.

Chair Brundage affirmed that SEC's intention was to be inclusive of both groups.

Professor of Computer Science and Engineering, Ethan Miller commented on SEC's leaving out Jewish students in the title, and on the absence of the link to the Jewish Student Union's statement. He said that he could not vote on the resolution in its current form unless SEC includes the Jewish groups that have been just as much targets of hate crimes as the Black groups. He stated that antisemitism on campus is serious

and that he has experienced it even as a faculty member. It is important to include Jewish students, Jewish staff and faculty as well.

Cheru Robinson, Undergraduate Rep. was given the floor and expressed appreciation to the Academic Senate for joining in this response. This is not just a student or administrative response, but one from the entire campus. He has been comforted by the fact that they've had engaging conversations with the Chancellor and her office, the CPEVC, and other entities within the administration. He expressed his gratitude that the campus is standing with students.

Chair Brundage stated that the Jewish Student Union's statement is linked in the first line of the resolution, and suggested retitling it to make it more explicitly inclusive. He asked Professor Miller if that was what he was proposing and would accept it as a friendly amendment. Professor Miller responded that the retitling would help but that he sees very little in the document that says anything about how this will work to address antisemitism, which has been a serious issue.

Professor Jones asked if Professor Miller saw some way that the wording could be amended. He stated that he had only seen it relatively recently and had nothing specific to point out. He did not see very much in the resolution about any kind of concrete steps at all. He would like to see campus do more than say that we are going to talk about it. He noted that the SUA document did have concrete steps in it, which is different from the SEC resolution.

Chair Brundage believed that what Professor Miller was proposing was a different kind of resolution and that the vote should go forward with this resolution and if it is voted down, the Senate can come back to it. SEC did debate on how detailed they wanted the resolution to be and decided they didn't want to put faculty in the position of voting on every demand in the student documents. The intent of the resolution is to express solidarity and call for more communication; SEC deliberately did not want to get deeper than that.

Professor Miller had not seen the SUA document before the meeting but as it addresses both antiblackness and antisemitism, as long as there is a clear reference to it in this resolution and the resolution was retitled, he would support going forward with it.

Professor Jones accepted the friendly amendment and Chair Brundage stated that the vote on the retitled resolution would go out by email after the meeting.

7. Report of the Student Union Assembly Chair

Shivika Sivakumar, Student Union Assembly (SUA) President, and 4th year Computer Science and Politics double major, appreciated the previous discussion and thanked the Senate for listening to the students' demands and standing in solidarity. She agrees this should be the first step, but not the last, as taking action and being part of the process for change is what the SUA hopes to see. President Sivakumar was glad to know that student input is being considered and valued as part of the decision-making processes, and hoped that relationship can continue. Having student input is helpful for all of UCSC, as universities are here to serve the students. She stated that SUA has formed their Academic Senate Committee, which meets with Senate members to discuss common academic issues faced by students. She then invited Dora Rasch, the Student Union Assembly Vice President of Academic Affairs to speak.

VPAA Rasch, third year undergraduate EEB and Politics major, thanked the Senate for standing in solidarity with the BSU, the Jewish SU, and the SUA, as this means a lot to students. The VPAA then spoke in support of Ethnic Studies as a UC A-G requirement, relating that in 2020 through the tireless activism of students and supportive faculty, the UC had approved the creation of an ethnic studies A-G requirement.

The following year, Governor Newsom signed into law Assembly Bill 101 which requires High School students to complete an ethnic studies course prior to graduation. This was a giant step forward for the UC system, with every UC campus embracing the need for ethnic studies in the K-12 curriculum. VPAA Rasch said that this achievement is now being put into question. Through external pressure and pushback against Ethnic Studies, the UC Board of Admissions and Relations with Schools (BOARS) has offered a “compromise” to create a “diversity, equity, inclusion, and social justice” requirement instead. Unfortunately, said Rasch, DEI is not much more than a vague talking point which does not center the histories of Native peoples and communities of color. This move fails to ensure that ethnic studies is valued in the education of students prior to their admission to the UC system. Racial justice is an issue students at UCSC have not just cared about but also actively organized for, and ethnic studies emerged from powerful and principled student struggles. Students have fought for Critical Race and Ethnic Studies at UCSC, students have fought for a Black Studies minor on our campus, and students have organized for over half a century for Ethnic Studies. Thanks to years of steadfast fighting from the Black Student Union and their predecessors, activism from students, and support from faculty members, CRES now has a Black Studies minor, and recently celebrated its one-year anniversary of being a department. The Black Student Union adopted a Resolution highlighting the widespread student desire for more CRES courses, more CRES faculty, and for UCSC to support the growth of CRES at every opportunity. The “Diversity, Equity, Inclusion, and Social Justice” option stands in stark contrast to the vision that propelled students at UCSC and at other UC campuses to organize in the past and the present.

The VPAA stated that instances of vicious racism continue to occur across our country and on our campus. This year white supremacist anti-Black and anti-Semitic phrases were spray painted in Merrill College and elsewhere that deeply disturbed students all over campus. The response to these kinds of acts of hate is not just a matter of campus policy but also of curriculum. Ethnic studies is a field that centers the struggles of people against systems of racism and colonialism. The need is clear for the growth of not just CRES, but also ethnic studies more broadly throughout the state of California. Students are calling for the inclusion of Ethnic Studies in our high school’s curricula. College is far too late to learn about the histories of Native peoples and communities of color, peoples who have long been marginalized in our K-12 education. VPAA Rasch urged the Senate to stand in support and provided a link in the chat so that faculty could sign a petition in solidarity to uphold the A-G requirement for Ethnic Studies and encouraged email support systemwide as well.

In closing, President Sivakumar then took the floor, acknowledging that this was only one area of focus and the SUA’s list was long. She encouraged the Senate to look at the Housing Coalition’s demands and spoke briefly about dining hall meal plan changes. SUA is opposed to the changes which reduce the plans from being unlimited and provided the link to a student resolution in the chat. President Sivakumar encouraged the Senate to continue to work with the student government who are advocating for basic student needs and hoped that the Senate continues to value student input, which affects all decisions on campus.

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 graduate students. She addressed the events of the last weekend in which students received three emails from the UCSC Police Department, telling them that they were in danger with no explanation of what the danger was or how to protect themselves, only that there was suspicious activity. She stated that it made sense that students would take to social media to communicate information of on-campus danger when the university wasn’t doing so, and that students who’ve been past victims of police violence under the guidance of UCSC administration feel that sometimes the university is the danger.

President Benton then brought up the existence of white supremacist culture on campus. In addition to encouraging the “resilience” of victims of white supremacist hate, she implored Senate to look at ways to prevent white supremacist ideas from growing within our community. She stated that these ideas are overwhelmingly targeting white young adults and we need to reorient students away from being radicalized in these ideas. She asked what proactive training can be implemented to recognize and redirect these ideas that may pop up as warning signs in student writings and research, which are gateways to radicalization. One demand from the Black Student Union was a call for tangible consequences in instances of hate, discrimination, prejudice, and bias. In the recent email from Chancellor Larive and the EVC, “Rejecting hate, violence, and intolerance,” they condemn white supremacy, anti-blackness, and violent conspiracy theories, but there is no mention of what UCSC is actually doing about it. These empty sentiments are not helpful to people who are worried about our physical and mental safety on UCSC’s campus.

Lastly, President Benton stated that mental health apps are not a substitute for adequate mental health care. The apps can be a great supplement, but culturally competent mental health professionals are necessary for graduate student success. The GSA endorsed the Sustaining Black Wellness Opinion Polls in the recent election, which reiterated calls for more BIPOC counselors at CAPS as well as permanent support for the African American Theater Arts Troupe, which is a source of emotional care. Students have been asking for this support for years. President Benton asked that faculty continue to be mindful that due to student issues around housing, lack of childcare, and low funds compounded with the demoralizing weight of conditional human rights and communities under the constant threat of physical violence, there might be slow email responses or late student work, as many students are at their mental health limits. President Benton thanked the Senate for the opportunity to share.

9. **Petitions of the Students (none)**
10. **Unfinished Business (none)**
11. **University and Faculty Welfare**
12. **New Business**

- a. Discussion of Fossil Fuel Combustion Memorial to the Regents

Chair Brundage then took the floor, thanking everyone for the very powerful statements. He informed the Senate that there was to have been an additional open conversation regarding the Memorial to the Regents, but that time was up. He suggested ending the official senate meeting and continuing on into the discussion on the Fossil Fuel Combustion Memorial, and encouraged any that could do so to join him and stay on the call to discuss this memorial.

Chair Brundage then officially adjourned the Senate Meeting at 4:59 pm, inviting those with time to stay for the planned discussion of the Fossil Fuel Combustion Memorial to the Regents.

A post-meeting session continued for the discussion of the Fossil Fuel Combustion Memorial to the Regents. David asked Professor of Environmental Studies, Andrew Szasz, to speak.

Professor Szasz explained that the memorial says the University of California Academic Senate petitions the Regents for investments in UC’s infrastructure that will reduce on-campus fossil fuel combustion by at least 60% of the current levels by 2030 and by 95% of current levels by 2035. He explained why the Senate should be thinking about and supporting this. Time is running out. Currently the world is at 1.1°C above pre-industrial top levels and we have already seen dire impacts in terms of stronger storms, heat waves, drought, fire and so forth. The IPCC did a study in which they compared a change of 1.5° versus 2.0° and came to strongly urge the world to try to stay below 1.5°, documenting how even a shift to 2.0° would have a significantly greater and more dire impact. Hardly any nation is on track to meet the 1.5° goal. Business

as usual likely implies a change of 3-4°C, which would be truly disastrous for billions of people on the planet. Emissions have to be slowed, they have to be stopped, and they have to be decreased, and that has to happen soon. University of California can contribute to the United States lowering its carbon exhausts and should do so. Undoubtedly, the memorial will get more yeas than nays but the Regents are more likely to listen if a significant number of faculty pay attention and support this particular memorandum.

Chair Brundage agreed that as the memorial is only advisory, it only carries as much weight as the number who vote. They had extended the voting period to allow for this discussion at the Senate meeting.

Distinguished Professor of Molecular, Cell, & Developmental Biology, Susan Strome, also encouraged everyone to vote in favor of the Memorial. She stated that at the last Academic Assembly meeting, there was a heated discussion about the topic and the only negative aspect of the initial version was the decreasing of our fossil fuel combustion 95% by 2030. It hadn't seemed realistic and everyone felt the proposal would be reasonable to present a stepwise reduction. She agreed that the document is aspirational; we will not be slapped with a fine if we don't meet the goals, but we have to start making efforts. UC ought to step up and lead the way and UC Santa Cruz needs to cast a lot of votes.

Professor Ethan Miller spoke that, as an engineer, he looks at numbers. He posted a link showing that it doesn't matter what Santa Cruz, Santa Barbara or Riverside does, because all of those put together generate about 75,000 metric tons of carbon dioxide a year, which is approximately a third of what UCLA by itself generates. He stated that by voting, we would be saying that UCLA has to save energy; we don't generate enough that matters one way or the other. We are essentially voting to make UCLA and, to lesser extent, UC San Diego and Davis and Berkeley cut back. He stated that it's entirely possible that UCLA generates its carbon from things that are related to its Medical School, as it runs hospitals, which we don't. UC San Diego also has a huge medical center and his suspicion is that medical centers generate a lot of carbon. He said that our vote is essentially saying please stop having medical centers because that's where a lot of the carbon seems to be generated. He is sure there's a good reason why hospitals generate carbon, perhaps for backup generation. His point was that when we are discussing how to vote on the memorial, it's not as simple as saying we need to save energy. It is a question of where it is being used.

Assistant Professor of Psychology, Jason Samaha, agreed that medical centers contribute greatly to different universities' carbon emissions, but stated that UC Davis has already agreed to a plan that they're implementing right now to be completely fossil fuel free by 2030 and they are one of the schools with a large medical center.

Professor Szasz stated that it's not a question of how much energy any particular campus uses, but the source of that energy and how much CO₂ it emits. It might be easier at UCSC to reach the goal of 95% reduction, and he hopes that as a campus we commit ourselves both to participate in the general reduction and also to act as a leader. He hopes that UCLA is similarly motivated to take action and find renewable sources of energy for the needs of its Medical School and all its other activities.

Professor Miller then reported that he looked up UCD's sustainability page, which said their goal is to achieve climate neutrality for scope one and two sources by 2025. The way that they're doing this is to buy offsets. He stated that is not reducing emissions, but just buying offsets elsewhere. There is a big difference between reducing the amount of carbon you emit and paying somebody else to absorb it. He thought that UCD was not doing what had been stated they were doing.

Assistant Professor Samaha spoke to clarify the point about carbon neutrality. The 2025 plan, he said, is currently something that all campuses are committed to and is completely reliant on offsets. We haven't actually been reducing emissions locally on any campus significantly. This memorial is a call to say that

offsets are not enough and each campus needs to actually reduce its actual CO2 emissions by the specified levels.

Chair Brundage agreed that in the Assembly and the Academic Council there's a real awareness that offsets are not the answer and we need to go beyond that, which is in the resolution.

Professor Miller restated his point that we are asking other campuses to do things which have very little impact on us in terms of our daily business practices.

Chair Brundage then encouraged everyone to vote and reminded them to encourage their colleagues.

Distinguished Professor of Psychology Barbara Rogoff closed the discussion by thanking David Brundage for being the Senate's leader for so many years and for leading through some tough times. She thanked everyone working on the climate change memorial, as it is important work.

Chair Brundage expressed gratitude for working with the Senate over the last years and closed the meeting.

ATTEST: Grant McGuire