

MINUTES

Regular Meeting of the Santa Cruz Division
Wednesday November 30, 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, November 30, 2022 online via Zoom. Senate Chair Patty Gallagher, Professor of Theater Arts, called the meeting to order at 2:30 pm. Chair Gallagher 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 Gallagher advised that when items arise that need formal action from the body, such as the proposed amendments to the Senate Bylaws and Regulations, a Division-wide electronic ballot would be distributed post-meeting. This method would 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 the May 20, 2022 minutes. Chair Gallagher asked if there were any corrections from the floor. Hearing none, Secretary *pro tem* Roger Schoenman accepted the meeting minutes of May 20, 2022.

2. Announcements

a. **Chair Patty Gallagher**

Chair Gallagher 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 appreciation for the opportunity to engage with the Academic Senate and then provided the following updates:

Search updates

I am so pleased to welcome VC for Diversity, Equity and Inclusion, Anju Reejhsinghani, VC ITS Aisha Jackson and AVC for Equity and Equal Protection, Catherine Carroll, to their first Senate Division meeting. We are in the process of wrapping up our search for a new CFO and Vice Chancellor for Finance, Operations and Administration. This is a position that combines the prior positions of VC Business Administrative Services and VC Planning and Budget into one position. I am grateful to the members of the VC FOA search advisory committee, chaired by CP/EVC Kletzer, and to all who participated in the search process and provided their feedback. We are also wrapping up an Ombuds search to re-establish a campus ombuds office, and I similarly offer my thanks to that search advisory committee, chaired by Associate Provost Adrian Brasoveanu and all who participated in that search. We are in the process of final negotiations in each of these searches and look forward to welcoming two new colleagues to our campus in the winter quarter.

We are also launching a search for our chief campus counsel, and I would like to take this opportunity to recognize the many accomplishments of Lorena Penalzo and to wish her well in her new position at UC Riverside. And as we look forward to the new year, I am anticipating launching a search for a permanent VC Research, and I would like to take this opportunity to thank John MacMillan for his great work as the interim VCR over the past two and a half years.

Exciting achievements and developments

We have a host of campus achievements from the Fall quarter that are worth noting and I know that Lori will be highlighting a few faculty accolades in her remarks. We both wish we had time to highlight every achievement and recognition our campus has earned, but in the interest of time we can only speak to a few of them.

Last month we gathered at McHenry library to unveil the Seal of Excelencia, a prestigious award we were given in September in recognition of our outstanding commitment to serving Latinx students. Receiving the Seal of Excelencia is a collective honor for UC Santa Cruz. It would have been impossible without the hard work of our HSI Initiatives team, our Center for Innovations in Teaching and Learning, our Student Success and Equity Team, IRAPS and the many years of work by so many faculty and staff campus wide. While still celebrating the Seal of Excelencia, we learned of yet more positive news on our university-wide efforts to achieve educational equity — a new \$3 million Department of Education grant that will fund our work to better support Latinx community college students seeking to transfer to our campus. Once those students are on campus, the grant will also support their contribution to research projects and preparation for graduate school. UC Santa Cruz has become a national leader among Hispanic-Serving Research Institutions. Thank you all, for always working with a clear eye toward what is best for our students.

I had the opportunity earlier in this quarter to take part in the celebration renaming our Research Center for the Americas for Dolores Huerta. Having Dolores and so many members of her immediate family in attendance was incredibly inspiring. She is an amazing woman and so worthy of the tribute. The RCA's work is emblematic of our deep, campuswide commitment to social and environmental justice, and of our long history of cross-disciplinary research. Renaming the center in her honor enables us to recognize her incredible legacy. I am certain that our students — the next generation of change-makers — will be inspired by Huerta for years to come. I would like to offer my deep gratitude to Sylvanna Falcón, for all of your work to make this happen. This naming is already a campus pride point.

At the November Regents, President Drake shared the good news that UC Santa Cruz will be designated as an Agriculture Experiment Station. We are the first campus, along with UC Merced, to receive this designation in 50 years, joining Davis, Berkeley and Riverside as AES campuses. This designation will allow us to continue building programs and seek grant funding that will have a broad impact on our community and on the field of sustainable, regenerative agriculture. We also anticipate that the AES designation will lead to additional state funding that will help support the research and infrastructure of the Center for Agroecology.

Student Housing

The other great news from the November Regents meeting was approval for phase two of the Kresge College renewal project. The first phase is well underway, with a Fall 2023 projected opening. It includes three new residence halls providing 400 student beds, as well as community rooms, study lounges and a cafe. The revised second phase provides significantly more student housing, creating space for around 990 undergraduates at Kresge, which is over 600 more beds than what the residential college originally held. We were greatly helped in this effort by an \$89 million grant that California lawmakers awarded to our campus in the 2022-23 state budget. In addition to subsidizing the Kresge

project, this grant will enable the campus to offer lower-cost housing rates to 320 students from disadvantaged backgrounds.

Our Student Housing West project, which will create approximately 3,000 new beds for our current students and expand much-needed campus child care, is making its way through the courts. Earlier this month, UC Santa Cruz again prevailed on a CEQA lawsuit that sought to kill the project. Contrary to the contentions raised in multiple failed challenges, the court found again that the project underwent a thorough analysis, underscoring our consistent commitment to the environment. The group that brought the latest challenge still has time to appeal, but I am optimistic that we will prevail and will be able to move forward with this project in the next year or two.

We know that housing pressures are acute for our community and that is why Lori and I have worked intentionally to keep enrollment flat since we began in our positions. We are also developing a multi-year strategy to plan housing projects along parallel paths to allow the campus to move more quickly from one project to another if one is delayed, and to regularly deliver beds to meet campus housing goals. We continue to think creatively about housing, for example in the way we re-imagined the Kresge phase 2 project to add significantly to the bed count. Another example is a new partnership with Cabrillo College to seek state support to help fund a 600-bed project that would be built on Cabrillo's Aptos campus, with half the housing for Cabrillo students, half for UC Santa Cruz students. If funded, in addition to providing much needed housing, this project would strengthen the transfer pathway for Cabrillo students interested in completing their degree at UC Santa Cruz and it could provide exciting employment opportunities for our students as Cabrillo tutors and peer mentors.

Campus safety changes

It is important that the members of our community who live, work and study at UC Santa Cruz feel safe, and I have a number of updates on campus-safety changes we've made to help accomplish that.

You may have noticed during this current strike that campus police officers have had a minimal presence and have primarily directed traffic during unsafe times. We appreciate the input of the Campus Safety Community Advisory Board, known as the CAB, and so many of you around these issues and we hope you can see your feedback reflected in our practices. I also want to thank all those picketing for respecting the need to keep our roads clear. Sometimes folks think that blocking the road is part of striking, but blocking an entrance or road is actually not protected activity and is not only illegal, it's very dangerous. Blocking the road also disadvantages our most vulnerable community members who come to our campus for food, health care and other services and harms those who live on campus and need to leave to work, go to doctor's appointments or pick up children from school.

I want to thank everyone for recognizing that and for the community-mindedness that has characterized the exercise of free speech this fall.

In October we launched our campus-police customer-service reporting system. After an interaction with an officer, campus community members are given a card that allows them to rate the level of service they received. This can also be done online.

We've also made changes to our mass-communication methods. Cruz Alerts remain the preferred emergency-notification approach in situations in which there is possibly an imminent threat to life and safety, but in other less urgent instances, SlugSafe messages are sent by email and texts to keep our campus community informed.

I am very happy to say that tonight marks the return of our SafeRide program. The nightly van service on our residential campus was stopped in 2020 shortly after the start of the pandemic. The revamped program is now managed by TAPS. Students simply go online, fill out a ride request, and a van will shuttle them anywhere on campus between 7 PM and just past midnight seven days a week when classes are in session.

Meanwhile, unarmed night security patrols at our Coastal Science Campus and Westside Research Park are now up and running. They are an initial step on our way to permanent dusk-to-dawn security coverage at these locations. Additional measures to be completed in the next months include improved lighting systems in the parking lots and the installation of solar lights at the bus stops.

Earlier this fall we rolled out our Campus Mobile Crisis Teams, with two full time-Intervention Specialists and a Program Supervisor. The idea is for these response-teams, who are trained in mental-health interventions, to make first contact with those possibly in crisis, rather than having uniformed officers respond. The teams answered 20 calls in their first 20 days of operation, the majority resulting in incident de-escalation, outreach, or referrals for additional services without law enforcement contact.

Many of these changes were the result of input from our campus community or came as recommendations from our Campus Safety Community Advisory Board. Campus safety is not a once-and-done effort. It is a continuing conversation among our varied campus constituencies, and our efforts continue to evolve. We are currently seeking Academic Senate members for the CAB and have just requested nominations from COC for the Police Accountability Board, which will launch in January. If you receive an invitation, I hope you'll consider participating, and if you're interested in either board, please reach out for more details.

Strategic Planning update

As you know, work on Leading the Change: The UC Santa Cruz Strategic Plan is well under way. The process provides all of us a valuable opportunity to develop a shared vision for the future of UC Santa Cruz, one that advances our campus goals of fostering undergraduate and graduate student success, amplifying our research impact, promoting an inclusive climate, and becoming more sustainable and resilient.

Our five thematic committees have been working to identify opportunities for improvement and ways of measuring progress towards our goals. In the winter quarter the committees will begin presenting the priorities emerging in their work and ask the campus community for input and feedback through a number of mechanisms including a campus survey.

I'd like to thank the many faculty who have been involved in our strategic-planning effort to date, and encourage even wider engagement as we enter this feedback stage. Strategic planning succeeds when it reflects a wide range of perspectives. Your voice matters.

Food drive

Finally, I'd like to give a quick plug to the Second Harvest Holiday Food and Fund Drive. I'm so proud that our campus has been such a big supporter of the Holiday Food Drive over the years. Last year, we beat all previous campus records, raising the equivalent of 375,000 meals. I am grateful to the Staff Advisory Board and especially Nathan McCall for organizing this year's effort and providing ways that our whole community including staff, faculty and students can help. I am also grateful to Dave and Rachel Kliger who have generously agreed to match up to \$20,000 in food-drive donations made by UC Santa Cruz faculty and emeriti.

Second Harvest does a fantastic job, and the need locally is significant. Pre-pandemic, the food bank was feeding 55,000 county residents per month. That number is now over 75,000. That's children, seniors, veterans, the homeless, the working poor, students and those who simply need some help from their neighbors to make it through a tough time. I also recognize the food bank's immense value on our campus. UC Santa Cruz receives over 120,000 pounds of food from Second Harvest each year, which gets distributed through Family Student Housing, our Slug Support program, and our Student Union Assembly. I am extremely grateful to Second Harvest and all who help support this effort — it makes such a difference.

The floor was then given to CPEVC Lori Kletzer.

c. Campus Provost & Executive Vice Chancellor Lori Kletzer

CPEVC Kletzer expressed her gratitude to the Senate and then provided the following remarks:

Welcoming new senate faculty

This year we welcomed 41 new senate faculty members across our five divisions. They bring a wide range of expertise, including African American and Afro-diasporic music culture; migration and human rights; indigenous narratives in film, animation and new media; infectious disease forecasting; genomics; machine learning for spoken language and natural language processing; and ecological aquaculture.

The Arts Division welcomed five new members, Baskin Engineering - 13, the Humanities Division - 6, Physical and Biological Sciences - 9, and the Social Sciences Division - 8. Our new faculty members join this outstanding community committed to their scholarship, teaching, mentoring and service to the campus and all our various communities.

Faculty Accolades

I would like to share, as I always do, some selective faculty accolades. In the interests of time, my sharing is limited and selective, with no offense intended by omission and none taken I hope.

Nearly 20 years after publishing his paper “The element of surprise in timed games,” Luca de Alfaro, Professor of Computer Science and Engineering received the 2022 CONCUR Test of Time Award for foundational work in game theory.

Emily Brodsky, Professor of Earth and Planetary Sciences was awarded the Nemmers Prize in Earth Sciences for her “fundamental, transdisciplinary contributions to understanding the physics of earthquake networks at all scales.”

Micha Cárdenas, Associate Professor of Performance, Play and Design, received the Gloria E. Anzaldúa Book Prize from National Women's Studies Association, for groundbreaking monographs in women's studies that make significant multicultural feminist contributions to women of color/transnational scholarship.

Rob Fairlie, Professor of Economics, was honored with the Bradford-Osborne Research Award from the Foster School of Business at the University of Washington, for the second year in a row. The award recognizes the year's best paper, published in a peer-reviewed journal, on diversity and entrepreneurship. Rob's paper, “The Impact of COVID-19 on Small Business Owners: The First Three Months after Social-Distancing Restrictions,” was one of the first papers published in an academic journal to explore the impacts of COVID-19 on small businesses.

Carol Greider, Distinguished Professor of MCDB, received the Award for Excellence in Molecular Diagnostics from the Association for Molecular Pathology.

Assistant Professor of Microbiology and Environmental Toxicology Jacqueline Kimmey was named a Pew Scholar in the Biomedical Sciences. The award will support her research on the role of circadian rhythms in susceptibility to infectious diseases. The results could lead to novel strategies for using the body's clock to boost our natural immunity to infectious disease.

Mark Massoud, professor of politics and legal studies, received the American Political Science Association Law & Courts Section Teaching and Mentoring Award for his teaching, mentoring and research excellence within and beyond UC Santa Cruz. He also received the APSA Ralph J. Bunche Award for his book, *Shari'a, Inshallah: Finding God in Somali Legal Politics*.

Ocean scientist Christina Ravelo was awarded the American Geophysical Union's Maurice Ewing Medal. Professor Ravelo's research focuses on determining the role of ocean processes in past climate variability, including investigation of climate transitions, warm climate processes, and regional expressions of global climate change.

Laura Sanchez, Assistant Professor of Chemistry and Biochemistry, received the American Chemical Society's Infectious Diseases Young Investigator Award. Dr. Sanchez studies the chemistry by which cells and microbes communicate with one another or with their surroundings to coordinate biological functions in complex backgrounds.

Faculty Salary Equity Program

Briefly, our faculty salary equity program. As background context, UC salary scales for senate faculty and related titles were increased by 4% effective October 1, 2022. For our campus, the increase was extended to include off-scale components, and above-scale salaries. Unless otherwise stipulated in appointment or retention agreements, appointees active in the Professor and Teaching Professor (Lecturer with Security of Employment), including Acting titles; Astronomer; and Adjunct Professor series were eligible.

This program was created to follow the directive of President Drake to create a campus program for improving equity in pay on the campus. The program invests 2.0% of 2021-22 senate faculty payroll, which is 0.5% more than required by the Presidential directive. Our program was designed in consultation with the Academic Senate and the UC Santa Cruz Faculty Association, and I am grateful for discussions with the faculty association, which helped improve the salary equity program.

The program was described in various email messages in October and here I will limit my remarks to some summary descriptive statistics:

- Of the 570 Senate faculty who are not above scale, 326 (57.2%) received an equity increase.
- Of the 326 faculty getting increases, the average increase was \$6277 and the median was \$5950.

These averages can be disaggregated in a variety of ways:

By Scale:

- B/E/E \$5354
- REG \$6498

By Title:

- Ladder Rank \$5993
- Teaching Professor \$9426

Housing

At the spring Senate meeting, I committed to an update on employee housing. First, in regard to Ranch View Terrace 2, we are proceeding with an implementation committee (with a request to COC for members) to move forward with the current footprint of 39 homes. We continue to look for opportunities off-campus to invest and expand our employee housing stock.

On November 4, a description of a new Zero Interest Supplemental Home Loan Program (ZIP Loans) was circulated to deans and Senate leadership. This program is to assist newly hired senate faculty in securing secondary financing for the purchase of a primary residence. ZIP loans feature no monthly payments, zero percent interest, and forgiveness of 10% of the principal for each year of university service. Deans have authority to offer any combination of ZIP loan and Faculty Recruitment Allowance (FRA) up to \$78,900 total per candidate, or up to \$150,000 by exception and with approval of the CPEVC. Campus guidelines are published on APO's website. Candidates must be appointed to an Academic Senate title (Ladder Rank or Teaching Professor) and receive the ZIP Loan offer as part of the initial appointment or startup package, or by exception as part of a retention offer. Faculty hired prior to the program's inception may participate in lieu of a Faculty Recruitment Allowance (FRA) if they have not yet received any FRA disbursement.

In regard to housing turnover, there is some activity in our current campus employee housing stock.

- 2 units have been sold, 1 unit is in contract for purchase (Nov 30th).
- 5 units will be renovated in winter and a 6th unit is being marketed for resale.

Faculty 100

The senate faculty recruitment authorization call for 2023-24 went out this week to deans. As always, I am grateful to CPB for their feedback on a draft call letter. This year's call will be the first formally within our Senate faculty hiring initiative, Faculty 100. We will count the 24 new (growth) Senate faculty positions currently authorized for recruiting in 2022-23 in our Faculty 100 tally. These positions are authorized for recruitment this year, not all will be recruited, and even once recruited it may take some time for those new faculty to join us.

Strike Update

As you likely heard, tentative agreements have been reached with the Academic Researchers and Postdoctoral Scholars. Both the postdoc and academic researcher tentative contracts are for five years. Postdoc contract highlights include average salary increases of 8 percent plus additional annual raises starting in October, annual experience-based pay increases of 4 percent for those eligible, up to \$2,500 annual reimbursement for childcare expenses, two-year instead of one-year initial appointments, eight weeks of paid family leave, and transportation benefits.

The academic researcher contract includes pay increases of 4.5 percent in the first year and 3.5 to 4 percent raises annually after that, eight weeks' paid family leave, increased bereavement leave and assurances of a respectful work environment similar to those for postdocs, as well as transportation benefits. Bargaining continues with the ASEs and Student Researchers (GSRs). As you know, bargaining is system-wide and not campus-specific. Our graduate student employees are a vital part of our mission, in research and teaching and I value and honor the collective bargaining environment.

Chair Gallagher then opened the floor to questions.

Associate Professor of Feminist Studies Madhavi Murty was given the floor and asked about the strike, wondering if chancellors and EVCs across the UC System were in conversation about the strike, and what

measures had been taken, either individually or collectively, to urge the office of the President to settle a fair contract.

Chancellor Larive replied that the Chancellors meet regularly with the President's office, receive updates about collective bargaining, and discuss their desire to have the contract negotiations resolved. She is not involved individually in the collective bargaining process.

CPEVC Kletzer added that the group of EVCs and CPEVCs regularly come together, similar to but separately from the Chancellors, and get regular updates. They express their opinions and want to come to resolution, though the bargaining is systemwide, and none of them are directly involved.

Associate Professor of History Muriam Haleh Davis was given the floor and asked about the CEP policy enacted during the wildcat strike, by which grades that were not submitted would be automatically transformed into a P grade. She wondered if that policy still stands, if this might or might not undermine the strike, whether faculty are being asked to mitigate the impact of the strike, and what measures the administration might be taking to change this in order that students aren't harmed.

CPEVC Kletzer replied with appreciation for the question, as it allows her to highlight two points. She indicated that she would not offer an opinion about whether campus academic policy has an impact on a collective bargaining environment. Secondly, because the authority over this policy lies with the Senate, she would defer her answer to Chair Gallagher.

Chair Gallagher called on Professor of Theater Arts and CEP Chair David Cuthbert to respond.

Chair Cuthbert replied that CEP had taken up this question that day; it is a very complicated question and there are strong feelings about it. Though that was supposed to be CEP's last meeting of the quarter, they had decided to meet the next week to look at this very issue and it is at the top of their agenda to address.

Associate Professor of Literature Amanda Smith was given the floor and asked what the University is going to do in the event that grades cannot be or aren't submitted, in order to ensure that students who are on financial aid academic probation, visa holders, etc., are not harmed by grades not being submitted. Additionally, what is UCSC doing to make sure that in resolving these issues, additional labor is not added and that uncompensated labor is not put on staff to take care of this situation.

CPEVC Kletzer replied and deferred again to chair Cuthbert, as this policy is going to be considered by CEP and because issues regarding students needing grades connected to their various statuses, would be relevant to CEP.

Chair Cuthbert stated that this question had been raised that day and discussed deeply. Yes, there are students who need grades; some will be graduating at the end of this quarter and some need it for financial aid. There is concern that in past strikes, TAs have not released grades or student's information when needed. This is a very complicated issue and one that CEP is taking very seriously.

Vice Provost and Dean of Undergraduate Education (VPDUE) Richard Hughey was given the floor and explained that the Financial Aid office frequently needs to reach out to instructors or to students regarding particular courses. The VPDUE pleaded with all Senate faculty members, as well as non-Senate, to respond as quickly and expeditiously as possible if they receive any such requests about the performance of students in their courses.

Professor of Psychology Regina Langhout was given the floor and explained that one of their students uses ParaCruz, which has not provided reliable transportation. The student has been left on campus for hours or not transported at all. Though UCSC does not manage ParaCruz, Professor Langhout expressed concern about UCSC students with disabilities being able to access the campus, and wondered if there is any coordination by campus on something that can be done.

Chancellor Larive replied that she had not been aware of these issues, and agreed that it is unacceptable. She will follow up and see if there's something that campus can do.

Associate Professor of History and COT Chair Kate Jones was given the floor and asked, in terms of the contract for graduate student workers, if the strike does continue through the end of the quarter, what would happen to the labor that isn't completed? Her understanding is that if another contract goes into effect, students couldn't be asked to do work outside of the hours provided under that contract. She wondered if there would be any provisions made for the work from prior quarters which had not been completed to be done under the new contract.

CPEVC Kletzer replied that typically if there is work that is not currently being done because of the strike, then there is simply work that is not done.

Associate Professor of Politics Megan Thomas was given the floor and asked if processes that are the responsibility of administrative leadership, such as financial aid, can be mobilized to protect students and staff as much as possible.

CPEVC Kletzer asked VPDUE Hughey to first speak about financial aid and then Associate Professor Thomas to clarify the question on protecting staff, whether it was in regard to work that's not being completed because it's struck.

The VPDUE explained that regarding financial aid, students will be in different situations. For example, in cases where a student with financial aid has no grades, the Financial Aid Office will be reaching out when it needs to, in order to preserve the aid that has already been awarded. If the Financial Aid Office is not able to verify what it needs for a specific student, then it may need to withdraw aid for them, which is why the VPDUE issued the earlier plea. When the Financial Aid Office reaches out for information, it needs that information.

Associate Professor Thomas then clarified the earlier question by asking the Chancellor, CPEVC and VPDUE what things can be changed by our institution and what steps are being taken in order to help undergraduate students not be negatively impacted concerning the Financial Aid deadlines.

The Chancellor explained that this is complicated, involving both financial aid and visas. much of which is not under campus' control. Campus must comply with Federal financial aid regulations and perhaps Homeland Security, in their managing of visas. Enrollment and grades are factors in students receiving financial aid, and they must be in good standing to maintain their student visa. The VPDUE's office is diligent in trying to do everything possible to help support students, but campus can't jeopardize all of our financial aid to an audit or other challenges. She added that all of the UC campuses are in a similar situation.

CPEVC Kletzer stated that it is not possible to lift or change those restrictions, but that campus must operate within Federal financial aid criteria, which are not flexible. Where administration has capacity to be flexible, they will be.

Undergraduate CEP Rep. Jamie Hindery was given the floor and asked what the Administration was doing to move forward on the classroom space issue, as construction in California takes a very long time.

Chancellor Larive reported that new classrooms will be ready at the end of the spring quarter as part of the Kresge project. That project has a 600-person lecture hall, one 150-person classroom, and other classrooms with capacity of 50 and 30. Campus is trying to find ways to repurpose space in order to add additional classrooms. The creation of computer labs originally took away classrooms and converted them. Some of those labs are used for instruction, though many are used largely for printing and other computer access needs. Campus has begun a pilot project that put two computer kiosks in the McHenry and Science Libraries to provide laptops and chargers to students. After evaluating the project, campus hopes to be able to convert some computer labs back to classrooms. Kerr Hall is being evaluated in order to potentially convert some of its space to be more student-facing.

Professor of Environmental Studies and CDF Chair Karen Holl was given the floor and stated that the biggest issue with the strike seemed to be the lack of communications—though she realizes that the strike is happening at system-wide and not the campus level, which may constrain campus communications. She wondered if there was a plan from UCOP to provide guidance on how to proceed. She also asked whether there is any guidance for next quarter if the strike does not end this quarter. Faculty are trying to plan courses, not knowing whether they will be with or without TAs. Lastly, she wondered if the TAs and GSRs are currently being paid.

The CPEVC responded that bargaining is system-wide, and no one ever communicates about the status of bargaining, as those things are passed across the table, and are very confidential to the two sides. She is communicating with the Deans and OP is communicating with the campuses about questions such as appointments for winter quarter. The CPEVC has communicated very clear instructions to the Deans, which they will communicate to department chairs and department managers, that we are to follow our customary practices when it comes to appointments. We are not to do anything that is different regarding appointments because of the strike. Communication has also gone to the Deans concerning graduate student academic research. In regard to the question about pay, there is currently nothing in place to change pay, so no request has been released for TAs or GSRs to report on time not at work. There's no simple answer to the question about pay, because GSRs and postdocs are often paid off grants, which do require effort reporting. The sources of funds that pay people each have different reporting requirements.

Professor Holl replied that communications are not making it down to the faculty and instructor level. Regarding the GSRs, it is problematic for those faculty who are getting charged on their grants for work that's not being done. She hoped that there would be guidance on this.

CPEVC Kletzer agreed and said that this was clearly an area where we need UC Office of the President guidance. In regard to planning for next quarter, this is where customary practices still play a role. We have an announced curriculum, and instructors of record have responsibility for those courses. It's well within instructor of record authority to plan for what to do if they were scheduled to have TAs and then do not. That is something that instructors of record need to plan for.

History Undergraduate Program Director Elaine Sullivan was given the floor and stated that the campus is still a food desert. There are only two cafes open, the Library and Stevenson cafes, and no matter what time of day she goes, there are always huge lines of undergraduates, grad students, and faculty waiting to order food. It takes her thirty minutes to get to the front of the line to order. Cafes on campus are often used as community spaces for faculty members to host office hours, so the current limited spaces that are now open are not fulfilling that need.

The Chancellor replied that they have been working to improve this situation. Iveta has reopened , though other of the campus restaurants were previously contracted with external services, which has been impacted by the UC contracting out policy. In the winter there will be a new kind of grab and go shop next to the bookstore in Quarry Plaza. The new Rachel Carson dining hall is under construction, which will serve Rachel Carson and Oakes, and will also have grab and go options for students. The food trucks have also been helpful to some.

Chair Gallagher read a question from the chat following up on Professor Holl's question. It asked for a possible administrative mitigation via the calendar: extending the deadline for grades to be submitted, as they believed several other campuses had done.

Chancellor Larive stated that she did not think that's an administrative option, but that the Senate owns the calendar.

The CPEVC stated that the conversation about grades has emerged in the last twenty-four hours and she would defer to those centrally poised inside this conversation, Chairs Gallagher and Cuthbert.

Chair Cuthbert stated that CEP was currently setting up a meeting to take place swiftly with everyone involved in order to come out with a very clear consolidated message for the campus

Chair Gallagher 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 Affirmative Action and Diversity (AS/SCP/2028)
- b. Committee on Academic Freedom (AS/SCP/2029)
- c. Committee on Admissions and Financial Aid (AS/SCP/2030)
- d. Committee on Academic Personnel (AS/SCP/2031)
- e. Committee on Career Advising (AS/SCP/2032)
- f. Committee on Courses of Instruction (AS/SCP/2033)
- g. Committee on Development and Fundraising (AS/SCP/2034)
- h. Committee on Educational Policy (AS/SCP/2035)
- i. Committee on Emeriti Relations (AS/SCP/2036)
- j. Committee on Faculty Welfare (AS/SCP/2037)
- k. Committee on Information Technology (AS/SCP/2038)
- l. Committee on International Education (AS/SCP/2039)
- m. Committee on Library and Scholarly Communication (AS/SCP/2040)
- n. Committee on Planning and Budget (AS/SCP/2041)
- o. Committee on Privilege and Tenure (AS/SCP/2042)
- p. Committee on Research (AS/SCP/2043)
- q. Committee on Rules, Jurisdiction and Elections (AS/SCP/2044)
- r. Committee on Teaching (AS/SCP/2045)
- s. Graduate Council (AS/SCP/2046)

With no questions regarding the annual reports, the reports were approved by acclamation.

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

6. **Report of Standing Committees**

a. Committee on Committees – Updates to Committee Roster (AS/SCP/2047)

Elizabeth Abrams, Committee on Committees (COC) Chair explained that though the document being shared on the screen listed numerous names for approval, many of them had actually been confirmed last year, but not in time for approval at the spring Senate meeting.

The floor was opened for questions and Associate Professor of Critical Race and Ethnic Studies Christine Hong stated that of the Senate Committees, CAFA, CEP, CIT and P&T meet on Wednesday mornings, when CRES and Feminist Studies also hold their meetings. She wondered what measures COC can take to diversify the composition of these Academic Senate committees when obstacles such as standing department meetings make it impossible for these faculty to be represented. Can faculty be consulted on an ad hoc basis, or can the Senate come to faculty meetings to ensure that lines of collaborative communication are kept open?

Chair Abrams agreed that maintaining DEI is a priority for this campus and then stated that COC does not arrange for committee meeting times, which have more to do with the staffing of the committees and complex schedules of the analysts who are staffing multiple committees. Diversifying Senate committees is very important, and in the past few years, campus has made an effort at every level to maintain awareness and action-oriented plans to diversify and establish greater equity and access to committees, and a voice in affairs of the Senate and campus as a whole. The annual Senate service preference survey has been updated with the message that Senate service is a means for making your voice heard and to enact change within the institution. Two years ago, the Senate was given the funding to develop a Senate Equity Advocate position. COC is currently looking at how to reframe that position so that it can have meaningful connection with the standing committees of the Senate, as well as outreach to departments, as Associate Professor Hong had suggested. Returning to the issue of departments not being able to send faculty members to certain committees, Chair Abrams admitted that it is an unfortunate effect of timing, but that it's easier for departments to change their meeting times than it is for committees. If there is a small overlap of meeting times, most committees can absorb the hit that they would take if somebody needs to be fifteen minutes late or leave early.

Associate Professor Hong stated that Senate Committee composition on every UC campus statistically skews more white and STEM than the faculty body as a whole. With regard to CRES and feminist studies, many equity issues come up in the committees she had named, so she hoped they could explore flexible ways to work around the structural impasses. Lastly, for equity and access reasons, she stated that Senate Committee meetings as well as Senate meetings should be kept virtual.

Chair Gallagher confirmed that a recent Senate check in on modalities determined that people felt strongly that meeting remotely was successful and facilitated more interest, willingness and ability to serve.

Associate Professor of Theater micha cárdenas was given the floor and said that in regards to the strike, if administration can do nothing to meet demands of the strikers or protect undergraduate students, can the committees do something about these issues. Maybe we need a committee for homeless students, to start a tent city. Is there a committee dealing with student housing issues?

Chair Abrams stated that campus issues such as this require more nimble work than a committee can provide to address the reality of students sleeping in their cars and the necessity of more housing. This is a regular topic of conversation in Senate, but should be asked of administrative leadership, which to be fair, has been working hard to provide support, temporary housing and food vouchers, to students who make it into that

system. She agreed that many students don't know about the resources and temporary housing is not the same as secure housing; food vouchers are not the same as food security.

As there were no questions regarding the amendments to the COC roster, a vote by Zoom was initiated. The updates were approved, 104-0.

b. Committee on Courses of Instruction – Interim Guidance on Applications for Online Modalities Summer 2023 (AS/SCP/2048)

Assistant Teaching Professor of Computer Science and Engineering and CCI Chair David Harrison was given the floor and as background, stated that in 2022, approximately two hundred and fifty classes were taught in a non in-person modality. Of those, about one hundred and fifty did not have an approval for online modality. That was allowed through a delegation to a course sponsoring agencies from CEP in the previous academic year. That approval does not exist for summer 2023, which means there's potential for up to one hundred and fifty courses being submitted, in rapid order, as requests for online modalities. This communication from CCI was sent out to give some guidance to instructors who suddenly found themselves in a position where they needed to do that and give some information to get that application process rolling. The application deadline is currently January 15, with a little bit of flexibility to push that out if necessary. CCI does not have a big backlog at the moment, which means that once these requests come in, they're well positioned and prepared to turn them around as quickly as possible. This will help students get registered for the classes that they need in summer 2023, and instructors know where they stand. This is not an insignificant issue, as it affects many thousands of students and potentially between 10-15% of instructors on campus.

Chair Harrison explained the three possible outcomes listed in the CCI memo:

- Course is approved for the requested modality.
 - Approval is subject to review after three calendar years.
- Application is returned with observations.
 - A revision based on those observations may be submitted.
- Course is granted Provisional Approval for the requested modality in Summer 2023 only.
 - A further application is required if the modality is desired long term.

Chair Gallagher then read a question from the chat: Are there syllabi templates or recommendations for the specific modalities?

Chair Harrison responded that currently there is a single syllabus template which is not modality-specific. The committee can work to expand that and look at putting more templates in place. A subcommittee is working on a more robust, extended rubric on how to get the online course application approved. This is not quite in place yet, so interim guidelines are given to help the process for people applying for summer 2023.

Professor of Education George Bunch was then given the floor and asked about the flexible deadline.

Chair Harrison replied that requests within reason to extend the deadline would be considered and for departments to contact CCI.

Professor Holl asked if there was any way to streamline this process, as there are three bullet points in the CCI memo which don't entirely overlap with the seven questions for each modality plus five more

supplementary information questions. This requires up to fifteen responses and as the summer session courses are taught by lecturers, not tenure track faculty, she is in the position of asking lecturers to do uncompensated work to get these approvals done for next summer. Secondly, most of these courses are courses that are taught in person during the academic year but summer session approval is being requested because of student demand. Once it gets approved, is it always going to be online or can it be approved to be taught in both modalities?

Chair Harrison responded that there are effectively two barriers. The first is the three bullet points, for which there is the interim guidance. Secondly, if the request meets these but the answers are not quite fully formed on the next questions, the committee would likely grant the summer 2023 approval and instructors can return again to obtain permanent online modality for that class. Further, every class approved for an online modality is also approved for in person instruction. It says that this is a class that can be offered in person and in an online modality.

Professor Holl followed up by asking for guidance on how to structure the answers to the various questions.

Assistant Professor of Linguistics and CCI member Amanda Rysling was then given the floor to address this question. She is working on setting up the guidelines and clarified that the three bullet points are not intended to add extra questions or labor. Instead, they are more like themes to keep in mind in answering the other questions. These will contribute to successfully and fully answering the questions. The committee hopes to streamline the process and make it less cumbersome.

c. Committee on Development and Fundraising – Proposed Amendments to Senate Bylaw 13.14 2 (AS/SCP/2049)

CDF Chair Holl was given the floor to present the Committee on Development and Fundraising (CDF) proposed amendments. She explained that CDF serves as the point of interface between the Academic Senate and the Administration to promote faculty engagement in campus fundraising and development, as well as to collaborate with University Relations. She reviewed the three changes to the CDF charge.

The floor was opened and as there were no questions, Chair Gallagher stated that following this meeting, members of the Senate would receive an electronic ballot regarding this legislation.

d. Committee on Educational Policy – Proposed Amendments to Senate Regulation 6.1.2, Enrollment in 19-22 units (AS/SCP/2050)

Committee on Educational Policy (CEP) Chair David Cuthbert was given the floor to present a proposed amendment to Senate regulation. He stated that over the summer, VPDUE Hughey had asked CEP to look at Regulation 6.1.2 with the intent of lowering the GPA to 2.0. Chair Cuthbert provided information on the committee's review and decision that students who have a 2.5 or greater GPA would be allowed to set their own schedules and take up to twenty-two credit units without provost approval. Once CEP can assess how that works, they could consider lowering it to 2.0.

The floor was opened to questions and Professor Langhout asked if any analysis was done on the previous revision of the regulation in terms of students who ended up on academic probation.

VPDUE Hughey responded by saying he had provided a large amount of information to CEP, including analysis about performance and courses, looking at various groups. The initial goal is not asking if every student who enrolls in twenty-two units will pass all their courses, which is an extraordinarily high barrier.

It is instead to set the right borders within which students will either more likely than not pass the courses, or maintain a GPA similar to before. He stated that academic probation becomes a question around the 2.0 and maybe the 2.5 GPA level, but the requirement at both UC systemwide and campus is that 2.0 is success and good academic standing.

Chair Gallagher reminded the Senate that a ballot on this legislation would be sent out after the meeting.

e. Committee on Faculty Welfare – Faculty Salary Report (AS/SCP/2051)

Professor of Physics and Committee on Faculty Welfare (CFW) Chair Alexander Sher was given the floor to review CFW's Faculty Salary Report. He began with some background on the campus special salary practice, instituted in 2008 with the express goal to get UCSC faculty salary to be in line with the median of nine campuses. In 2018 this salary practice was curtailed and the additional increases were scaled back. CFW conducted a salary analysis to assess whether or not we have reached the goal of getting UCSC salaries to somewhere around the median of the other campuses. The committee's assessment is that salaries are still too low and that the special salary practice might have been curtailed too soon. Chair Sher shared graphs and information from the CFW report.

The floor was opened for questions and Professor Christina Ravelo asked if there is an analysis of how salaries are set at other campuses compared to our campus' special salary practice.

Chair Sher replied that CFW did not do a comparative analysis between our salary practice and all the other campuses. He stated that the VPAA had stated that our special salary practice is among the most progressive of the UC campuses, which, Chair Sher stated would be enough if we were currently in a different position relative to the other campuses and not way behind.

Professor Ravelo commented that the SSP policy while designed to bring UCSC faculty closer to the UC median, actually requires UCSC faculty to do more than counterparts at other UC's in the sense that to get a G1 or G2 (and thus extra salary), your research/teaching/service have to be above excellent where on other campuses where salaries are higher on average, faculty meet the bar of excellence (rather than above excellence) and receive greater compensation. Professor Ravelo said that we need to look at what the other campuses are doing to establish their salaries, if we're going to compare our salaries to theirs and try to understand why we are lagging. Our special salary practice is operating differently than what's going on in other campuses, for example with 'ghost ladders', and as a result we are not leveling our salaries as expected.

Chair Sher agreed and said that such an analysis would take a lot of work and he would welcome advice on how to approach that, with CAP perhaps being involved.

Professor of Computer Science and Engineering Ethan Miller was given the floor and asked if the study took into account the differential fraction of BE faculty versus regular faculty at the different campuses, as our campus has fewer engineers with higher salaries relative to the rest of campus than many of the other campuses He also stated that many full professors have been here for long enough that they have houses that were purchased when housing was cheaper. He is less concerned about full professors getting more money and more about assistant and associate professors, as housing costs are higher and they have not bought houses yet.

Chair Gallagher asked Chair Sher to consider these questions as points of action for going forward and moved on to the next item.

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

SUA Vice President of Academic Affairs Dora Rasch and SUA President Jimmy Gomez were given the floor and provided the following remarks:

Hello everyone! My name is Dora Rasch. I'm a fourth year Ecology and Evolution and Politics double major, and I serve as the Student Union Assembly's Vice President of Academic Affairs.

My name is Jimmy Gomez, I am a senior triple majoring in MCD Biology, Education, and Psychology, and serve as the Student Union Assembly Undergraduate President. We appreciate the opportunity to speak today.

We want to commence by addressing the most critical matter at hand: the Student Union Assembly stands in solidarity with the striking graduate student population at UCSC, and UC system-wide. Graduate students are an integral part of education at UCSC; without them, undergraduate education would suffer immensely. I can personally say that graduate students have contributed to my education at least as much as my professors have, in the form of hands-on help, mentorship, personal connection, career guidance/development, and much more - they are an enormous part of my academic experience. On top of that, I can confidently say that every one of my TAs has been very stressed. Graduate students need adequate support to do their jobs, and undergraduate education would be improved unequivocally if our TAs were not rent-burdened, had access to child care, and had their disability justice needs met. We know many of you agree, but we thought it was important to share the undergraduate student government's official stance on supporting the ongoing UAW strike.

We also want to bring attention to the fact that the strike has impacted undergraduate studies deeply these past two weeks. Though many instructors have modified their courses to accommodate current restraints, students have still lost many vital tools in their education - they have not been able to attend the sections that give them time to understand class material with their TAs, they have not been able to meet with their tutors, many are unable to access their regular study spaces, and as a result, many are concerned about preparing for their finals. Along with that, transportation accessibility is limited and inconsistent - as you all know, metro service has been limited, and vital services such as the westside connector shuttle have been suspended. Many necessary assessments, such as finals and laboratory practica, are scheduled to be held in person, and many students rely on currently unreliable or inaccessible public transit. These impacts are important, and we would like you to consider them.

We ask faculty to keep the current disruptions to undergraduates' ability to succeed academically in mind and to extend compassion and flexibility whenever possible as the quarter comes to a close. We would also like to thank the many faculty members who have been working extra to make their classes and finals accessible and have been going above and beyond to meet their students where they are. We are grateful for all of your commitment to undergraduate education.

Along with that, The Student Union Assembly has demands for the Academic Senate to mitigate these stresses.

First, the Academic Senate should extend the deadline to finish incomplete grades till the end of the Spring 2023 quarter. Many students no longer take courses on the same terms they originally were enrolled in and have been profoundly disrupted by the strike. The strike will possibly continue into the winter quarter, which means hundreds of students will have a similar difficulty with their Winter

classes. Many students will have to take incompletes this quarter, and will require additional time to complete coursework without the usual academic support and resources they have access to and rely on.

Second, we ask that the Academic senate extend the pass/no pass deadline to the end of week ten. This would be a lifeline to students who have found that they could not succeed in their courses in the last two weeks of the quarter due to disruptions from the strike. We also ask that the courses with a pass/no pass deadline would not be counted towards the current 25% threshold this quarter.

Third, we ask that the Senate consider making an exception to the requirement that undergraduate courses must have final examinations this quarter, as they did in Spring 2020. If instructors believe they can evaluate students based on work completed and their department approves, allowing instructors to follow, their best judgment will benefit undergraduates struggling due to the strike's consequences. We are not asking that the Senate suspend finals entirely, but simply allow instructors to make that decision themselves.

We want to acknowledge that the consequences of the UAW strike are not as severe as the beginning of the COVID-19 pandemic, but we would also like to emphasize that the students who are struggling right now are our most vulnerable students: those who rely on public transit, and those who have been utilizing academic support resources and their TAs to succeed in their courses. We ask that you keep these students in mind and seek a way to accommodate them as long as the strike continues.

Separately, Academic retention is a philosophy the UC system believes in and thrives to accomplish, and we must acknowledge the ongoing housing crisis in Santa Cruz. Therefore, the Academic Senate should prioritize and execute a seamless support network with the Dean of Students Office to address housing insecurity as a hindering barrier to academic success. Also, for administration and faculty to acknowledge the social repercussions such as students continuing to experience homelessness and how decisions made inside classrooms translate to physical, mental, and emotional distress; and for the academic senate to consider basic needs when formulating policies.

Lastly, we would like to call on the Senate to compose a cohesive remote/hybrid course modality policy. The approval policy and process thus far has been confusing, ever changing, difficult to navigate, and above all, temporary, leaving faculty and students with courses whose modality has been regulated with last second decisions. We urge that the Senate does what it must to begin writing this policy, and of course that this effort includes student representatives. We also ask that both students' and instructors' ability to succeed in or teach a course (and how they may be impacted by the housing crisis, classroom space limitations, or other such barriers) be taken into consideration when this policy is being written, whether as part of pedagogical considerations or as a consideration of its own. We are so thankful for the Senate's continued commitment to working out this complex issue (I know no step of this has been easy), and we look forward to working together to find a long-term solution.

I want to end by thanking the senate for the relationship we have with you. There are currently 14/15 students on Senate committees! Student voices being included in policy and decision making with the Senate is so essential, and we're very thankful to be involved. Student Involvement has been growing this quarter, and after an unusual start of the year for the SUA, the Student Academic Senate will convene next quarter - which I'm very excited for!

As a student, I appreciate you all so much. As a student leader, being a part of the Senate is my favorite part of my job. Thank you for the chance to speak on behalf of the student body today, and thank you for your continued support towards undergraduate students.

Chair Abrams was given the floor, expressed her thanks and commented that committees already existed to address the question of modality: GC, CEP and CCI and that the answer is not another committee.

8. **Report of the Graduate Student Association President**

President of the Graduate Student Association (GSA) Tomas Ocampo was given the floor and provided the following comments:

Thank you for having me here- I appreciate being given the opportunity to speak before you. I will try to keep it brief and focus my thoughts on three topics that have significantly affected all of us - students and faculty alike.

First, the strike. Like Jimmy and Dora have mentioned, the cost of living continues to be a major issue here at UCSC. Largely, that is what the strike is really about. I want to reiterate the importance of this moment for all of us as over 34,000 students voted to strike across the University of California system- at all 10 campuses. This is truly a historic moment for California, the United States and all institutions of higher education across the world. This is a testament to the organizing efforts of graduate students across the UC, building off of the Cost of Living Adjustment strike here at UCSC in 2019. The purpose of this collective effort is about raising students' wages', improving working conditions and benefits, but not because students greedily want to make \$54,000/year- all the metrics the University and others have developed show us that in order for students to not live in poverty, they must receive significant wage increases. This is necessary for a dignified quality of life in the place where we live, work, study, research and teach.

What does it mean to be a graduate student in arguably the most prestigious public university system in the world - in the world's 5th largest economy, with a billion-dollar budget surplus, huge state and federal grants, and \$100,000 raises for administrators - but struggle to pay rent, to afford meals, childcare, to take time off for medical problems, and so on?

The University System has classified our demands pejoratively as part of a "social justice agenda"- as if it was wrong to demand that we are able to afford to live in the place where we work. What is radical about asking for a dignified life - especially from the institution that pays our wages, sets our tuition, and our rents?

Second, what many graduate students have conveyed to me that I would like to convey to faculty here is that many do not feel supported by the UCSC, faculty and administration alike. Recently we heard about measures to coerce and threaten students to return to work by threatening their grades. The GSA authored a letter to the Administration expressing our grave concerns about threats and coercion against students participating in a legally-sanctioned strike.

It is shameful to engage in such actions against your own students and it makes the university a hostile place - betraying the principles we are supposed to uphold such as "promoting and protecting an environment that values and supports every person in an atmosphere of civility, honesty, cooperation, professionalism and fairness."

We ask faculty to stand in support of our collective efforts to improve our living and working conditions. We ask for compassion, for solidarity, to protect students' rights to participate in political activity and not fear retaliation - and hope you will make every effort to support the students who work on your behalf and who look to you as mentors.

My request before you all, as President of the GSA, as a student, teacher, researcher, and mentor - is to ask for your solidarity with those on strike for better working conditions. These are not just your assistants and employees- these are your students, mentees, and future colleagues.

I have heard so many warm words of appreciation from many graduate students about the faculty who support them and stand with them for better working conditions- and also echo their sentiments. We appreciate all of those who have come out to support us in this collective, political action and hope to see more of you stand with us. This is a momentous event in California and US history - an opportunity to re-envision what higher education is, and what it means for all of us, especially for many black, brown, queer, undocumented, and indigenous students here at UCSC and who look to join us in academia in the future.

I would like to end with a quote from John F. Kennedy: “As we express our gratitude, we must never forget that the highest appreciation is not to utter words but to live by them.” I leave you with these words of gratitude in hopes of stirring us to continue to put into practice what we believe.

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

Chair Gallagher then asked if there was any new business.

Chair Abrams presented the following resolution on behalf of a subset of members of the Senate Executive Committee and a group of faculty working independently from the Senate.

Whereas: graduate students, postdocs, and other academic student employees are essential to the teaching and research mission of the University of California, most urgently as undergraduate enrollments rise;

And whereas: a living wage is necessary to recruit strong, diverse cohorts of graduate students, postdocs, and academic researchers;

And whereas: California has some of the most expensive housing in the country, and faces a severe affordable housing crisis—particularly in coastal areas like Santa Cruz;

And whereas: Santa Cruz is the least affordable small city in the United States ([UCSC No Place Like Home Study 2021](#)), where the average 1-bedroom apartment rents for \$3,249 ([UCSC Community Rentals 2022](#));

And whereas: system-wide, more than 90% of graduate student workers and more than 60% of postdoctoral scholars indicate they are rent burdened ([UAW Membership Survey 2022](#)), and a 2017 Blum Center survey found that at least 26% of UC graduate students experience food insecurity ([UCSC Blum Center, “Food Insecurity among UCSC Doctoral Students” 2018](#));

And whereas: both rent burden and food insecurity disproportionately affect first-generation college students and students of color, and are known to have broad, adverse consequences for the physical and mental well-being of UCSC’s diverse population of academic workers;

And whereas: UAW 2865, UAW 5810, and SRU-UAW, the bargaining units for UC graduate student researchers, TAs, postdocs, and other academic student employees, have been in negotiations with the UC for over a year to settle a contract;

And whereas: these UC UAW bargaining units have filed [over 35 Unfair Labor Practice charges](#);

And whereas: UAW 2865, UAW 5810, and SRU-UAW are on an indefinite strike, with over 97% of voting members endorsing the strike;

And whereas: the Academic Senate has formally affirmed for both faculty and administrators that retaliation for engaging in lawful strike activities, or HEERA-protected rights to respect a picket line, is illegal;

Therefore be it resolved:

The Santa Cruz Division of the University of California Academic Senate supports striking graduate students, postdocs, and other academic student employees, pledges not to retaliate against these striking academic workers, not to take up struck labor, and not to retaliate against faculty who invoke their HEERA rights to honor the picket line. Finally, the UCSC Academic Senate calls on UC Santa Cruz campus leaders Chancellor Cindy Larive and Campus Provost and Executive Vice Chancellor Lori Kletzer to deliver our message to President Drake and the University of California Office of the President: settle this strike. Engage in good faith negotiations, and commit to fair and equitable contracts with the unions.

Chair Gallagher opened the floor for a discussion.

Associate Professor of Feminist Studies Marcia Ochoa spoke in support of the resolution, as did Associate Professor cárdenas, Associate Professor of Sociology Steve McKay, Associate Professor of Sociology Camilla Hawthorne, Associate Professor of Anthropology Savannah Shange, and Associate Professor of Digital Arts and New Media A.M. Darke.

Chair Gallagher stated that because this issue was unnoticed, it would require a vote, which would be electronically balloted following the meeting.

As there was no other new business, Chair Gallagher expressed gratitude to the Senate and adjourned the meeting at 5:16pm.

ATTEST: Debbie Gould, Secretary
Roger Schoenman, Secretary *pro tem*