

**Meeting Call for Regular Meeting of the Santa Cruz Division  
Wednesday, May 24, 2023 at 2:30 p.m.**

**ZOOM LINK:**

<https://ucsc.zoom.us/j/94257634326?pwd=LyswSUIUS2dCQ05KeWNsOHVkWIZ1QT09>

**ORDER OF BUSINESS**

1. Approval of Draft Minutes
  - a. Draft Minutes of March 10, 2023 (AS/SCM/334)
2. Announcements
  - a. Chair Gallagher
  - b. Chancellor Larive
  - c. CPEVC Kletzer
3. Report of the Representative to the Assembly (none)
4. Special Orders: Annual Reports  
CONSENT CALENDAR:
  - a. Committee on Committees – Carol Freeman Senate Service Award (AS/SCP/2055) p. 1
  - b. Committee on Faculty Research Lecture 2022-23 Annual Report (AS/SCP/2056) p. 7
5. Reports of Special Committees (none)
6. Reports of Standing Committees
  - a. Committee on Affirmative Action and Diversity – Legislation; Name Change (AS/SCP/2057) p. 9
  - b. Committee on Committees – Senate Committee Roster 2023-24 (AS/SCP/2058) p. 10
  - c. Committee on Emeriti Relations – Senate In Memoriam (AS/SCP/2059) p. 15
  - d. Committee on Educational Policy – Oral report: Policy Update – Replacement of Missing Grades with P
  - e. Committee on Faculty Welfare – Oral Report: Preliminary CFW Salary Analysis
  - f. Graduate Council – Statement of Support for Graduate Implementation Task Force (ITF) Report (AS/SCP/2060) p. 17
7. Report of the Student Union Assembly Chair
8. Report of the Graduate Student Association President
9. Petitions of Students (none)
10. Unfinished Business (none)
11. University and Faculty Welfare (none)
12. New Business

5/19/2023

Academic Senate  
Santa Cruz Division

Dear Colleagues,

Please join us for the Spring Senate meeting on Wednesday, May 24, from 2:30 to 5:00pm, via ZOOM. (See the attached meeting agenda on the Academic Senate [website](#).)

You may remember that at the close of our winter gathering I challenged you to bring a colleague to the next Senate meeting, especially if that colleague is new to the campus. The challenge stands. I look forward to seeing you and your friends, and am grateful for your voices.

Before I highlight our agenda, I offer some congratulations and some thanks. Spring brought us three inspiring lectures from extraordinary colleagues. Both Jennifer González (HAVC) and JJ Garcia-Luna-Aceves (CSE) were honored as recipients of the Faculty Research Lecture. Professor González' lecture, [Silent Speech, Migratory Gesture](#), can be accessed [here](#). Distinguished Professor Garcia-Luna-Aceves' lecture, [Research Directions on Communication Protocols for Intelligent Information Infrastructures](#) can be accessed [here](#). Associate Professor Nick Mitchell (CRES, Feminist Studies) the 2021-22 recipient of the Committee on Teaching's Distinguished Teaching Award delivered a talk for the campus titled [Reflections on Teaching as Labor, as Challenge, as Joy](#). These addresses, each brilliant and moving in their own way, offer us examples of what truly innovative research and teaching looks like. Each challenges us to reimagine what it means to be a scholar and a mentor; what it means to serve our students and our communities. Please watch them if you can.

I also want to thank everyone who participated in the Senate Modalities forum. The conversation was both generative and generous. The feedback we received in that meeting (as well as the post-meeting email feedback) has already profoundly impacted Senate processes. The forum reminded us all that whether or not you serve on a committee we are all senators. Your voice matters.

For the meeting next week, the Chancellor and Campus Provost and Executive Vice Chancellor (CP/EVC) will offer remarks, followed by Q&A.

Committee business includes the following:

- The Committee on Committees (COC) will present the newly named Carol Freeman Mid-Career Senate Leadership Award, and nominate Associate Professor of Music Dard Neuman for this inaugural award.
- COC will also offer the draft membership of the 2023-24 Academic Senate committee and leadership roster.
- The Committee on Affirmative Action and Diversity is proposing legislation to change the name of their committee.
- The Committee on Emeriti Relations has prepared the Senate *In Memoriam* as is common practice at our spring meeting.
- The Committee on Educational Policy Chair Cuthbert will make an oral report related to the Replacement of Missing Grades with P policy.
- The Committee on Faculty Welfare (CFW) Chair Sher will present an oral report on the status of CFW's annual salary report.

- The Committee on Faculty Research Lecture has announced their nominee for the 58<sup>th</sup> annual Faculty Research Lecture, Professor Gina Athena Ulysse of Feminist Studies.

Finally, we are excited that Graduate Council Chair Fisher will present Graduate Council's Statement of Support for Recommendations of the [Graduate Implementation Task Force \(ITF\) Report](#), and report authors Vice Provost and Dean of Graduate Studies Peter Biehl, Associate Dean of Graduate Studies and Postdoctoral Affairs Don Smith, and Committee on Planning and Budget Chair Dard Neuman will make a presentation on the recommendations of the ITF, and respond to questions or comments on the report from the floor.

We also hope that the leadership of the Student Union Assembly (SUA) and the Graduate Student Assembly (GSA) will be available to address the Senate.

I look forward to seeing you all at next week's meeting.

Sincerely,  
Patty Gallagher, Chair



Academic Senate  
Santa Cruz, Division

**COMMITTEE ON COMMITTEES**  
**Nomination for the UCSC**  
**Carol Freeman Award**  
**for Mid-Career Leadership in the Academic Senate**

To: Academic Senate, Santa Cruz Division

The Committee on Committees (COC) is proud to nominate Associate Professor of Music Dard Neuman for the newly created Carol Freeman Award for Leadership in the Academic Senate, the UC Santa Cruz campus award for outstanding Mid-Career Senate leadership. Professor Neuman was the 2022-23 UCSC nominee for the Academic Council Chairs Award for Mid-Career Leadership in the Academic Senate, also presented every two years.

COC's nomination praises Professor Neuman's extraordinary efforts on behalf of the campus and the Senate—service in the spirit of that provided by Carol Freeman, UCSC's 2012 nominee for the systemwide Oliver Johnson Award for Distinguished Leadership in the Academic Senate and recipient of the campus Dean McHenry Award. In honor of their exemplary service, we here provide the nomination letters for the systemwide awards for both Professor Neuman and the late Professor Freeman.

**Nomination letter for Professor Dard Neuman:<sup>1</sup>**

We write to enthusiastically nominate Associate Professor Dard Neuman for the Academic Council's Chairs Award for Mid-Career Leadership. While still an Associate Professor, Professor Neuman has been an inspired leader in the Senate. He has served as a member of the Committee on Faculty Research Lecture, Graduate Council, and the Committee on Planning and Budget, and now as Chair of the Committee on Planning and Budget. During his five years on CPB, with three as CPB chair, he concurrently was finishing six years as Chair of the Department of Music and remains the Co-Director of the Center for South Asian Studies. In this dizzying array of leadership responsibilities, in the words of one colleague, "he works to mobilize people to create real workable solutions that are founded on equity, fairness, greater good and treating each other with respect." COC concurs.

Professor Neuman is the Hasan Endowed Chair in Classical Indian Music and Associate Professor of Music. Having received his Ph.D. in Anthropology from Columbia University in 2004, where he received the teacher of the year award, he joined the Music faculty at UC Santa Cruz in 2005. His book, *Hindustani Music, Heterodoxy and Modern Traditions*, is forthcoming with Wesleyan University Press.

Even before Professor Neuman became Chair of CPB, he served as a vital CPB member in 2019-2020 by taking on the role of creating a wholly new budget evaluation template that allowed both CPB and the Campus Provost and Executive Vice Chancellor (CP/EVC) to see budgetary tradeoffs in a revolutionary new way. Now, as Chair of CPB, Professor Neuman's calm, ethical, steadfast leadership has helped guide the University through a difficult and contentious student strike, the pandemic and remote instruction, forest fires and power outages. Members of CPB gush about his

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<sup>1</sup> Slight editorial changes have been made to the letter for the purpose of including it in the Senate record.

leadership skills: “Dard is a fantastic chair, over the top fantastic.” Under Professor Neuman’s “calm” leadership the committee is “humming.” “Dard is extremely effective, incredibly good, by far the best I’ve experienced.” Indeed, according to the Vice-Chair of the Senate, “Dard is low stress, yet drives us forward. He thinks structurally in a way that is really masterful. He’s gracious, but doesn’t let things go. He has created a rigorous partnership with the administration. He’s a consummate manifester of shared governance, amazingly timely, and listens to others. His leadership on CPB is like watching a master professor in the way he taps the expertise of each member. Dard understands that the budget frames who we are as a university.” As for Professor Neuman himself, he expresses a remarkably positive attitude toward service, describing his CPB chairship as “thrilling,” and describing Senate work as a privilege: it is, he says, “a joy to learn together.”

As CPB Chair, Professor Neuman is also a member of UCSC’s “Senate Leadership” group, comprised of the Senate Chair, Vice-Chair, CPB Chair, and Director, which meets with the CP/EVC bi-weekly and the Chancellor monthly throughout the calendar year, to advise directly but less formally on myriad issues and challenges facing our University. Professor Neuman is simultaneously serving on two high-level campus task forces/working groups: as Co-Chair of the Campus Initiatives Executive Committee (CIEC) which is actively revising the Annual Budget Process for UC Santa Cruz, and on the Joint Senate-Administration Working Group on Graduate Education, which is concerned with all aspects of graduate student academics, research, and life on campus, including the living wage and blend of support they receive.

Professor Neuman’s colleagues in the Senate have particularly high regard for his commitment to equity, diversity and inclusion. According to former Senate Chair David Brundage, “Dard has consistently worked to ensure that all of our deliberations keep equity issues front and center, whether pertaining to requests of waivers for open recruitment for faculty hiring, campus-wide requests for resources, or on working to find ways to support an increasingly diverse graduate student population.” His commitment to equity extends to the way he leads CPB discussions, always encouraging opinions that diverge from his own and setting an atmosphere meant to encourage the free exchange of diverse views.

Professor Neuman was also one of the driving forces behind the establishment of the newly constituted Center for South Asian Studies (CSAS). Over the past five years, he has worked tirelessly and collaboratively to craft a vision of the center that speaks directly to our campus’s commitment to social justice. Currently, he serves as founding co-director of CSAS, and remains central to its expansion and structure.

Starting in 2016, Professor Neuman also served as chair of the Department of Music for much of his time as chair of CPB and co-director of CSAS. As department chair, he worked to bring faculty, students and staff together to accomplish significant goals, including leading a four-year effort to revise the music department’s curriculum. This involved many individual and departmentally wide conversations to create a curriculum that better represented faculty research foci and student interest. As department chair he also raised major gift funds to support the diversification of department course offerings with a focus on popular music. In addition to actively teaching across all course types, including large lecture, upper division courses and graduate seminars, Professor Neuman has been a very active graduate student adviser, directing an average of 16 graduate

student independent study courses per quarter. He has also been extraordinary in providing opportunities for students to provide feedback. His (often) open door policy provided the department a true sense of students' needs for success within the department. Based on what he learned, he established needs-based scholarship awards for music students based on financial need only, and he invited the Office of Diversity, Equity and Inclusion and the Disability Resource Center to provide training workshops for faculty. The Department Manager calls him “an extraordinary force” whose “service-based leadership” means he “often is the first person to roll up his sleeves and work alongside staff,” while providing “clear leadership at the macro level of ethos and vision.”

The Academic Senate has drawn abundantly on the expertise and tireless service ethic of Dard Neuman. We are thus delighted to honor his distinguished (and, at times, exhausting) service by presenting him with UCSC's inaugural Carol Freeman Award for Leadership in the Academic Senate, and by nominating him for the Academic Council Chairs Award for Mid-Career Leadership in the Academic Senate.

**About the Carol Freeman Award for Leadership in the Academic Senate:<sup>2</sup>**

Senior Lecturer with Security of Employment Emerita Carol Freeman was the Division's 2012 nominee for the system's Oliver Johnson Outstanding Leadership Award. Senior Lecturer Freeman's long service to the campus personified the ideals of collegial, creative, principled service these awards recognize. Cowell College, where Lecturer Freeman was Provost for five years (1992-1997), annually confers the Carol Freeman Leadership Award to a senior for “exemplary leadership, service and commitment to the Cowell College community.” This award was created in her honor in appreciation of those very characteristics in Lecturer Freeman. In recognizing young leaders, it captures her ability to motivate others to step up on behalf of their communities. (This is an ability she practiced with great success in four years on UCSC's Committee on Committees). Lecturer Freeman inspired the best work in others. Indeed, several of UCSC's previous principal officers have referred to her as a “mentor” and a provider of “phenomenal training in leadership” for their own work overseeing educational policy and practice.

Lecturer Freeman joined UCSC as its first campus-wide writing lecturer and Subject A coordinator in 1974, and became the campus Writing Program coordinator in 1976 and chair in 1993, a position she held through 2001—a total of 27 years of continuous leadership in the program. Though she became a Senate member in 1987 when she was hired as Lecturer with Security of Employment, her Senate service actually began nine years earlier, in 1978, with service on the first of many incarnations of what is now the University Committee on Preparatory Education's subcommittee on Analytical Writing Placement Examination Test Development. Thirty-four years later, and with only a two-year hiatus in the mid-1980s, she still serves on that subcommittee, two years into her retirement. These remarkably long-term associations hint at essentials—persistence, dedication, commitment, and, above all, excellence—that thread through all her other work for the university.

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<sup>2</sup> Lightly adapted from her 2012 Oliver Johnson award letter (2012).

Lecturer Freeman's work has been powerfully influential both campus- and systemwide. Her complex web of service involves overlapping and repeated roles, many of them challenging and time-consuming and involving important problems in need of solutions, and all undertaken while she maintained a record of outstanding teaching. (In 1996 she was awarded the UCSC Alumni Association's Distinguished Teaching Award.) Though it includes important stints on the Committee on Committees (2003-2007, including three years as chair), the Committee on Rules, Jurisdiction, and Elections (2007-2009), and a cameo role on the eve of her retirement as Divisional Secretary (Spring 2010), it is, strikingly, a record of deep and long-term specialization in the betterment of undergraduate education. This includes service on the Committees on Teaching (1992-1993) and Preparatory Education (1997-1999) but is dominated by a remarkable ten years on the Committee on Educational Policy (1987-1992, 1993-1995, 2000-2003), including six years as chair, a year as UCEP vice-chair, and an additional year as UCEP chair and member of the Academic Council. This was a role Lecturer Freeman reprised for a third time as one of two outside members of UC Merced's founding Undergraduate Council (2003-2006), a committee combining the roles of CEP and the Committee on Planning and Budget and charged, among other things, with overseeing the invention and course-by-course approval of an entire UC-suitable college curriculum. This was a role that required tact and perspicacity, as it involved helping faculty, many of them new to the University of California, see the curriculum they were developing as part of, and responsible to, a larger system.

It is worth noting that Lecturer Freeman undertook many of her leadership roles simultaneously: while serving as vice-chair and chair of UCEP (and for one year member of the Academic Council), she was simultaneously provost of Cowell College *and* chair of the Writing Program; while serving three years on UC Merced's Undergraduate Council, she simultaneously served on, and for two years chaired, UCSC's Committee on Committees. Her nine years' chairing major Senate committees also involved nine years of corresponding service on systemwide committees and the Divisional Senate Advisory Committee and its successor, the Senate Executive Committee, through which she helped steer the Senate's course.

Indeed, through her leadership of CEP and several related task forces and subcommittees she helped to shape the course of undergraduate education at UCSC. As chair in 1990-1991 and again in 2000-2001, Lecturer Freeman guided CEP through two major, data-driven assessments of the residential colleges' first-year Core courses notable for their fairness, range, thoroughness, and clarity. These reports supported preservation of the Core courses and provided substantive recommendations for improvement (e.g., greater coordination among the Core courses, greater attention to writing instruction in Core sections not taught by writing instructors) that were subsequently implemented. And CEP's second Core course report laid the groundwork for a major revision of the general education requirement in composition that was undertaken several years later, a revision that cemented the role of the Core courses in delivering that requirement.

These efforts were complemented by Lecturer Freeman's influential participation in a special Joint CEP/CPB Subcommittee on the Intellectual and Cultural Life of the Colleges, which she first co-chaired (1990-1991) and then chaired (1991-1992) while also chairing CEP. Together with her co-chair, Lecturer Freeman guided a highly inclusive consultation with a broad swath of campus stakeholders—students, faculty, administration, alumni, staff—and co-authored a major report recommending, among many other things, the creation of the position that is now Vice Provost

and Dean of Undergraduate Education to coordinate and advocate for the colleges and manage their budgets. During a hiatus from CEP, Lecturer Freeman also participated in a special CEP Task Force on Revising UCSC's General Education Requirements (1997-1999) whose efforts were brought to a vote by the Senate. These efforts, like all of Lecturer Freeman's work, were characterized by her democratic belief that all voices be heard and respected, a belief that played out in the broadly inclusive consultation and data-gathering from which these reports drew their conclusions.

Lecturer Freeman also guided CEP through two very significant changes to UCSC academic culture. During her first stint as chair, her committee worked with the Registrar to successfully introduce advance enrollment in classes to a campus deeply wedded to an increasingly dysfunctional system of "shopping" for courses. This change was highly fraught—a change to a ritual associated with choice and freedom—and required wide consultation with all campus constituencies before it was implemented, a condition CEP met under Lecturer Freeman's wise leadership. During her second term as chair, in 2000-2003, Lecturer Freeman oversaw an even greater change to campus culture, the shift to letter grades as the default for student assessment from the system of Pass/Not Pass and narrative evaluations: an enormous issue at UCSC. Indeed, Lecturer Freeman was selected as chair of CEP for that period in large part because the Senate anticipated the issue of grades coming to a head. Her reputation for fairness inspired the respect and trust needed for CEP to effectively implement and oversee the change. Under Lecturer Freeman's canny guidance, CEP also proactively eliminated a pesky problem, the grade of C-: though technically a passing grade, the C- neither corresponds to "pass," nor contributes to a grade point average that enables a student to graduate, both of which require a C or better. Lecturer Freeman's solution thereby neatly solved a grading problem faced by all other UC campuses and requiring significant labor to resolve disputes.

Lecturer Freeman has served the Senate in many additional ways: on task forces and ad hoc committees, as representative to the Intersegmental Senates' Conference on Articulation. Of these additional roles, and perhaps closest to her history as long-time chair of a program staffed largely by lecturers, was her service on three related committees: the Senate's Special Committee on Non Senate Teaching Faculty (2002-2004); the UC-AFT/Office of the President Committee to establish guidelines for lecturer workload equivalencies, for which she was Senate representative (2008); and two UCSC/UC-AFT committees having to do with lecturer workload in Core and Writing Program courses (2009). Together, this service highlights an enduring belief that a just system requires just treatment of all its members. It is no surprise, then, that as chair of COC, Lecturer Freeman introduced the service of non-Senate teaching faculty on Senate committees, a recommendation originally made by the Special Committee of which she was a member: for a campus to realize its full potential, it must draw from the strength of all its members.

For all these reasons, and more, we are delighted to honor her distinguished service by naming our campus Mid-Career Award for Leadership in the Academic Senate in her memory.

Respectfully submitted,

University of California, Santa Cruz  
COMMITTEE ON COMMITTEES



Nic Brummell  
Dean Mathiowetz  
Scott Oliver  
Shelley Stamp  
Elizabeth Abrams, Chair

May 24, 2023

**COMMITTEE ON FACULTY RESEARCH LECTURE**  
**Annual Report 2022-2023**

To: Academic Senate, Santa Cruz Division

The Committee on the Faculty Research Lecture (CFRL) enthusiastically nominates Feminist Studies Professor Gina Athena Ulysse as the 58th Faculty Research Lecturer. Professor Ulysse is a multidisciplinary scholar who crosses borders, bringing together feminisms, ethnography, visual art, performance art, photography, and public anthropology. Her work addresses Caribbean Studies, the African Diaspora, reflexivity, creative and feminist ethnography, public anthropology, performance, installation and spokenword. Until her appointment at UCSC in 2020, Dr. Ulysse was a professor of anthropology at Wesleyan University.

At the core of all of her work is “*rasanblaj* – a gathering of ideas, people, things, and spirits.” Her commitment to *rasanblaj* is in conversation with scholars such as Gloria Anzaldúa, bell hooks, Zora Neale Hurston, Faye V. Harrison, and Michel-Rolph Trouillot.

Dr. Ulysse was selected by CFRL based on her multidisciplinary work that has earned her a national and international reputation. Moreover, her work is timely in not only addressing colonialism, empire, and anti-Blackness, but also love, joy, resistance, renewal, dreams, and liberation. Dr Ulysse's early career cemented her place as a feminist ethnographer of Black diasporas, and her work as an artist has made more explicit Caribbean *rasanblaj* as decolonial practice and embodiment. A generous scholar-activist, she lifts up her colleagues and students across humanities, arts, and social sciences through her mentorship and collaborative approach.

Dr. Ulysse is the author of three important and groundbreaking books, with a fourth, *A Call to Rasanblaj: Black Feminist Futures and Ethnographic Aesthetics*, to be released in late Spring/early Summer 2023, in Greek. Her first book, *Downtown Ladies: Informal Commercial Importers, a Haitian Anthropologist and Self-Making in Jamaica*, deploys what some reviewers call an experimental ethnographic narrative style to explore the processes through which female entrepreneurs negotiate and make sense of globalization. The book examines the political economic shifts engendered by globalization in the Caribbean as well as the processes of self-making and ethnographic relationships. It has become essential reading in courses on feminist theories and methods, teaching us to push back against the colonial claim to universal knowledge and revealing the ways in which knowledge is situated and generated from bodies and relationships.

Professor Ulysse's second book *Why Haiti Needs New Narratives: A Post-Quake Chronicle* was the 2015 Winner of the Haitian Studies Association Excellence in Scholarship Award. This book is an essential intervention into the dominant discourses of Haiti; it is a compendium of public scholarship pieces that has reached an extremely wide and diverse readership. The process of writing the book marks an important turning point in Professor Ulysse's career, as she moved toward a more public-facing dissemination of her scholarship. Her third book, *Because when God is too busy: Haiti, Me, & THE WORLD*, was the 2018 Connecticut Book Award winner in Poetry

and was long-listed for a PEN Open Book award. Like her previous work, this book breaks methodological and disciplinary boundaries.

Dr. Ulysse's work in the arts (performance, spokenword, and multimedia art) "does the work" of assembling, regrouping, dwelling in ideas, concepts, objects, the materiality of all that breathes – 'things' that are otherwise categorized and placed in different, bounded spaces. Dr. Ulysse's art rejects the compulsion to occupy the position of native informant and offers direct and easily consumable translations as an act of democratizing knowledge.

Professor Ulysse's visual art has been selected to be featured on three covers of feminist journals. The first, "A Priestess's Salutation: A Study in Movement," also includes a photo essay and artist statement, with trilingual translation, in *Frontiers: Journal of Women's Studies*. The second cover art, "Ola Thunder," appears in *Feminist Formations*. The third, "Indigo," is forthcoming in *Meridians: Feminism, Race, Transnationalism*.

Dr. Ulysse's work has been showcased at the 22<sup>nd</sup> Biennale in Sydney, Australia, the 9th Encuentro of Hemispheric Institute of Performance and Politics in Montreal, Canada, and the SP Escola de Teatro, in Sao Paulo, Brazil. She has also performed at The Bowery, Brecht Forum, The British Museum, Brooklyn Museum, Court Theatre, Gorki Theatre, House of World Cultures in Berlin, LaMaMa, Lyric Stage Theatre, Marcus Garvey Liberty Hall, and MoMA Salon.

At UCSC, Professor Ulysse received the Excellence in Teaching Award 2021-22 from the Committee on Teaching. In her classes, like in her scholarship, she invokes rasanblaj, inviting students to engage with course content through readings, artistic representation, videos, and lectures, using all to examine a set of questions or topics from different vantage points. Professor Ulysse is currently the Director of Graduate Studies in Feminist Studies. She has also served as a member of COR.

We are proud to nominate our esteemed colleague to present her research to the University and to the larger community as faculty research lecturer.

Respectfully submitted,

COMMITTEE ON FACULTY RESEARCH LECTURE

Regina Langhout  
Jason Nielsen  
Brant Robertson  
Yiman Wang  
Barbara Rogoff, Chair

May 16, 2023

**COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY**  
**Proposed Amendment to**  
**Senate Bylaw 13.12**

To: Academic Senate, Santa Cruz Division

The Committee on Affirmative Action and Diversity (CAAD) would like to propose changing the name of the committee to the Committee on Diversity, Equity, and Inclusion (CODEI) to better align with the principles on our campus and systemwide. UC Santa Cruz and UC Davis are the only committees with “Affirmative Action” in the title and others have adopted the terms of “equity” and “inclusion” in their names, which are terms that this current CAAD agrees better reflect the committee’s ongoing work.

Additional changes to the committee’s charge will be put forth in the fall by the 2023-24 committee.

<b>Existing Bylaw</b>	<b>Proposed Bylaw</b>
<b>13.12</b> Committee on Affirmative Action and Diversity	<b>13.12</b> Committee on <b>Diversity,</b> <b>Equity, and Inclusion</b>

Respectfully submitted;

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Juhuee Lee

Yat Li

Adriana Manago

Matthew Schumaker

Amy Vidali

Kirsten Gruesz, Chair (*F, W*)

Sylvanna Falcón, Chair (*S*)

May 8, 2023

**COMMITTEE ON COMMITTEES**  
**Committee Nominations for 2023-24**

To: Academic Senate, Santa Cruz Division

**Santa Cruz Division of the Academic Senate**  
**2023-24 Committee Membership**

**OFFICERS**

			<b>Department</b>
Senate Director: Matthew Mednick			
Patty	Gallagher	Chair	Theater Arts Department
Matthew	McCarthy	Vice Chair	Ocean Sciences
Debbie	Gould	Secretary	Sociology
Jason	Nielson	Parliamentarian	Physics
Kim	Lau	Senate Equity Advocate	Literature

**ASSEMBLY REPRESENTATIVES**

Patty	Gallagher	Chair - ex officio	Theater Arts Department
Matthew	McCarthy	Vice Chair - ex officio	Ocean Sciences
Rita	Mehta	Assembly Rep.	Ecology & Evolutionary Biology

**EXECUTIVE COMMITTEE (SEC)**

Cte Analyst: Matthew Mednick			
Patty	Gallagher	Chair	Theater Arts Department
Matthew	McCarthy	Vice Chair	Ocean Sciences
Debbie	Gould	Secretary	Sociology
Rita	Mehta	Assembly Rep.	Ecology & Evolutionary Biology
Kim	Lau	Senate Equity Advocate	Literature
Gabriela	Arredondo	(CAAD)	Latin American & Latino Studies
Laura	Giuliano	(CAFA)	Economics
Maureen	Callanan	(CAP)	Psychology
Susan	Gillman	(CAP)	Literature
David	Cuthbert	(CEP)	Theater Arts
Alexander (Sasha)	Sher	(CFW)	Physics
Kent	Eaton	(CIE)	Politics
Dean	Mathiowetz	(COC)	Politics
Michael	Hance	(COR)	Physics
Elisabeth	Cameron	(COT)	History of Art/Visual Culture
Raphe	Kudela	(CPB)	Ocean Sciences Department
Andy	Fisher	(GC)	Earth & Planetary Sciences
Onuttom	Narayan	(P&T)	Physics

**ACADEMIC FREEDOM (CAF)**

Cte Analyst: Chad Silva			
Roger	Schoenman	Chair	Politics
Jody	Biehl		Literature
Ben	Carson		Music
Sriram	Shastry		Physics
Hongyun	Wang		Applied Mathematics

**ACADEMIC PERSONNEL (CAP)**

Cte Analyst: Jaden Silva-Espinoza			
Maureen	Callanan	Co-Chair	Psychology
Susan	Gillman	Co-Chair	Literature
Bin	Chen		Molecular, Cell, & Developmental Bio
Nobby	Kobayashi		Electrical and Computer Engineering
Greg	Gilbert		Environmental Studies
Cynthia	Lewis		Education
Frank	Bäuerle		Mathematics

**ACADEMIC PERSONNEL (CAP) *continued***

Roberto	Manduchi		Computer Science and Engineering
Ted	Warburton		Performance, Play & Design
Warren	Sack		Film and Digital Media

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**ADMISSIONS & FINANCIAL AID (CAFA)**

Cte Analyst: Chad Silva

Laura	Giuliano	Chair	Economics
George	Bulman		Economics
Manel	Camps		Microbiology & Environmental Toxicology
Chris	Chen		Literature
Luca	de Alfaro		Computer Science and Engineering
Marcella	Gomez		Applied Mathematics
Bruno	Sanso		Statistics
Juned	Shaikh		History

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**AFFIRMATIVE ACTION & DIVERSITY (CAAD)**

Cte Analyst: Rebecca Hurdis

Gabriela	Arredondo	Chair	Latin American & Latino Studies
Jackie	Gehring		Politics
Jennifer	González		History of Art/Visual Culture
Dianne	Hendricks		Biomolecular Engineering
Minghui	Hu		History

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**CAREER ADVISING (CCA)**

Cte Analyst: Morgan Gardea

Kim	Helmer	Chair	Writing Program
Fernando	Leiva		Latin American & Latino Studies
Chen	Qian		Computer Science and Engineering

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**COMMITTEE ON COMMITTEES (COC)**

Cte Analyst: Matthew Mednick

Dean	Mathiowetz	Chair	Politics
Nic	Brummell		Applied Mathematics
Muriam	Davis		History
Scott	Oliver		Chemistry & Biochemistry
Jennifer	Horne		Film and Digital Media

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**COURSES OF INSTRUCTION (CCI)**

Cte Analyst: Morgan Gardea

Amanda	Rysling	Chair	Linguistics
David	Bernick		Biomolecular Engineering
Robert	Johnson		Physics
Francis	Nimmo		Earth & Planetary Sciences
Matt	Sparke		Politics
Amy	Vidali		Writing Program

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**DEVELOPMENT AND FUNDRAISING (CDF)**

Cte Analyst: Chad Silva

Enrico	Ramirez-Ruiz	Chair	Astronomy & Astrophysics
Shiva	Abbaszadeh		Electrical and Computer Engineering
Vilashini	Cooppan		Literature - Critical Race and Ethnic Studies
Mayanthi	Fernando		Anthropology
Sikina	Jinnah		Environmental Studies

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**EDUCATIONAL POLICY (CEP)**

Cte Analyst: Rebecca Hurdis

David	Cuthbert	Chair	Theater Arts
Cormac	Flanagan		Computer Science and Engineering
Hiroshi	Fukurai		Sociology
Alma	Heckman		History
Kyle	Parry		History of Art/Visual Culture
John	Tamkun		Molecular, Cell, & Developmental Biology
Eileen	Zurbriggen		Psychology
Amanda	Rysling	ex officio	Chair of CCI

**EMERITI RELATIONS (CER)**

Cte Analyst: Jaden Silva-Espinoza

Kathy	Foley	Chair	Performance, Play and Design
Margarita	Azmitia	non-emeritus	Psychology
Ólöf	Einarsdóttir		Chemistry & Biochemistry
Shelly	Errington		Anthropology
Jorge	Hankamer		Linguistics
Alexander	Sher	ex officio	Chair of CFW

**FACULTY RESEARCH LECTURE (CFRL)**

Cte Analyst: Morgan Gardea &amp; Matthew Mednick

Barbara	Rogoff	Chair	Psychology
James	Clifford		History of Consciousness
Regina	Langhout		Psychology
Brant	Robertson		Astronomy & Astrophysics
Marianne	Weems		Performance, Play and Design

**FACULTY WELFARE (CFW)**

Cte Analyst: Jaden Silva-Espinoza

Alexander (Sasha)	Sher	Chair	Physics
Phillip	Hammack		Psychology
Dongwook	Lee		Applied Mathematics
Yat	Li		Chemistry & Biochemistry
Madhavi	Murty		Feminist Studies
Kate	Ringland		Computational Media
Katherine	Seto		Environmental Studies
Elaine	Sullivan		History
Kathy	Foley	ex officio	Chair of CER

**GRADUATE COUNCIL (GC)**

Cte Analyst: Esthela Bañuelos

Andy	Fisher	Chair	Earth & Planetary Sciences
Pranav	Anand		Linguistics
Jennifer	Kelly		Feminist Studies
Bruce	Kiesling (F, W)		Music
Natalia	Lazzati		Economics
Andrew	Moore		Ocean Sciences
John	Musacchio		Computer Science and Engineering
Laurie	Palmer (W, S)		Art
Chad	Saltikov		Microbiology and Environmental Toxicology
Yi	Zhang		Computer Science and Engineering

**INFORMATION TECHNOLOGY (CIT)**

Cte Analyst: Jaden Silva-Espinoza

Zac	Zimmer	Chair	Literature
Jerome	Fiechter		Ocean Sciences
Mathis	Hain		Earth & Planetary Sciences
Debra	Lewis		Mathematics
Heiner	Litz (F,W)		Computer Science and Engineering
Travis	Seymour		Psychology
Abraham	Stone		Philosophy

**INTERNATIONAL EDUCATION (CIE)**

Cte Analyst: Esthela Bañuelos

Kent	Eaton	Chair	Politics
Guido	Bordignon		Molecular, Cell, & Developmental Biology
Rebecca	Braslau		Chemistry & Biochemistry
Marc	Matera		History
Jennifer	Parker (F, W)		Art
Hannah	Ralia (F)		Psychology
Zouheir	Rezki		Electrical and Computer Engineering

**LIBRARY AND SCHOLARLY COMMUNICATION (COLASC)**

Cte Analyst: Morgan Gardea

Jeffrey	Erbig	Chair	Latin American & Latino Studies
Marcela	Alfaro-Córdoba		Statistics
Ben	Breen		History
Madeleine	Fairbairn		Environmental Studies
Cynthia	Ling Lee		Theater Arts

**PLANNING & BUDGET (CPB)**

Cte Analyst: Esthela Bañuelos

Raphael	Kudela	Chair	Ocean Sciences Department
Daniele	Venturi	Vice Chair	Applied Mathematics
Carolyn	Dean		History of Art/Visual Culture
Jeremy	Hourigan		Earth & Planetary Sciences
Nick	Mitchell		Feminist Studies
Tanner	Wouldgo		Writing Program
Patty	Gallagher	ex officio	Theater Arts
Matthew	McCarthy	ex officio	Ocean Sciences

**PRIVILEGE & TENURE (P&T)**

Cte Analyst: Chad Silva &amp; Matthew Mednick

Onuttom	Narayan	Chair	Physics
Michael	Chemers		Performance, Play & Design
Galina	Hale		Economics
Nico	Orlandi		Philosophy
Ali	Yanik		Electrical and Computer Engineering
Jin	Zhang		Chemistry & Biochemistry



**RESEARCH (COR)**

Cte Analyst: Chad Silva

Michael	Hance	Chair	Physics
Terry	Blackburn		Earth & Planetary Sciences
David	Gordon		Politics
Kathleen	Gutierrez		History
Katherine	Isbister		Computational Media
Irene	Lusztig		Film and Digital Media
Roumyana	Pancheva		Linguistics
Alex	Pang		Computer Science and Engineering
Nirvikar	Singh		Economics

**RULES, JURISDICTION & ELECTIONS (RJ&E)**

Cte Analyst: Chad Silva

Eleonora	Pasotti	Chair	Politics
Leilani	Gilpin		Computer Science and Engineering
Kevin	Jones		Economics
G.S.	Sahota		Literature
Edward	Shanken		Arts

**TEACHING (COT)**

Cte Analyst: Rebecca Hurdis

Elisabeth	Cameron	Chair	History of Art/Visual Culture
Alegra	Eroy-Reveles		Chemistry & Biochemistry
Nicol	Hammond		Music
Adam	Smith		Computational Media
Megan	Thomas		Politics

**CAREER EQUITY REVIEW ADVISORS**

Emily	Brodsky		Earth & Planetary Sciences
Carla	Freccero (F)		Literature
Eileen	Zurbruggen		Psychology

**P&T GRIEVANCE ADVISORS**

Julie	Guthman		Sociology
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**SENATE STAFF**

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May 15, 2023

**Committee on Emeriti Relations**  
**Senate *In Memoriam*, Spring 2022–2023**

To: Academic Senate, Santa Cruz Division

**Background**

In Winter 2021, the Senate Executive Committee (SEC) voiced its support of a proposal from the Committee on Emeriti Relations (CER) to include an *In Memoriam* in the CALL of each spring Senate meeting. The *In Memoriam* will list the names of recently deceased colleagues who were Senate members at the time of death. It may also, at the discretion of the Chair of the Senate, include names of other colleagues. In order to allow time for the Senate to verify, to the extent that it can, that the list is complete, the time frame will be from March 1st of one year to February 28 (or 29th) of the next. It will include the month/year of death of each colleague, title at the time of death, and years as an active member of the UCSC faculty. A link to the University notice of death will be provided, when available.

***In Memoriam*, Spring 2022-2023**

*The Academic Senate remembers our colleagues who have passed away between March 1, 2021 – February 28, 2023, and extends condolences to their families and friends.*

Harry Berger Jr., Professor Emeritus of Literature and Art History, died in March 2021. UCSC faculty 1965-1994 <[link](#)>.

John Borrego, Professor Emeritus of Latin American and Latino Studies, died in January 2023. UCSC faculty 1974-2009.

Peter Nicholas Burgoyne, Professor Emeritus of Mathematics, died in December 2021. UCSC faculty 1967-1994 <[link](#)>.

William T. Doyle, Professor Emeritus of Ecology and Evolutionary Biology, died in April 2021. UCSC faculty 1965-1991 <[link](#)>.

Frank Drake, Professor Emeritus of Astronomy and Astrophysics, died in September 2022. UCSC faculty 1984-1996 <[link](#)>.

Miriam Ellis, Lecturer Emerita of French, died in March 2022. UCSC faculty 1979-2004 <[link](#)>.

Hardy Frye, Professor Emeritus of Sociology, died in June 2021. UCSC faculty 1978-1999 <[link](#)>.

Robert E. Garrison, Professor Emeritus of Earth and Planetary Sciences, died in November 2021. UCSC faculty 1968-1994 <[link](#)>.

David Kaun, Professor Emeritus of Economics, died in September 2021. UCSC faculty 1966-2012 <[link](#)>.

Jean Langenheim, Professor Emerita of Ecology and Evolutionary Biology, died in March 2021. UCSC faculty 1966-1993 <[link](#)>

John Patrick Lynch, Professor Emeritus of Literature, died July 2021. UCSC faculty 1970-2007.

William George Mathews, Professor Emeritus of Astronomy and Astrophysics, died in September 2021. UCSC faculty 1970-2007 <[link](#)>.

Paul Niebanck, Professor Emeritus of Environmental Studies, died in November 2021. UCSC faculty 1973-1993 <[link](#)>.

Maya K. Peterson, Associate Professor of History, died in June 2021. UCSC faculty 2012-2021 <[link](#)>.

Elaine Yokoyama Roos, Professor Emerita of Theater Arts, died in August 2022. UCSC faculty 1987-2004 <[link](#)>.

Jane Silverthorne, Professor Emerita of Molecular, Cell, and Developmental Biology, died in August 2022. UCSC faculty 1987-2004 <[link](#)>.

Barry Sinervo, Professor of Ecology and Evolutionary Biology, died in March 2021. UCSC faculty 1997-2021 <[link](#)>.

Audrey Stanley, Professor Emerita of Performance, Play, and Design, died in May 2022. UCSC faculty 1969-1991 <[link](#)>.

Stanley Stevens, Retired Map Librarian, died in October 2022. UCSC faculty 1965-1993.

Tyler Stovall, Professor Emeritus of History, died in December 2021. UCSC faculty 1988-2001; Dean of Humanities 2015-2020 <[link](#)>.

David Thomas Wellman, Professor Emeritus of Community Studies, died in March 2022. UCSC faculty 1983-2009.

**Graduate Council Statement of Support for Recommendations from the Implementation  
Task Force for Inclusive Excellence in Graduate Education (ITF) Report  
May 5, 2023**

UCSC is at a critical point in considering how graduate education, training, mentoring, and professional preparation is to be accomplished, supported, and integrated with other campus activities. New labor agreements and contracts for graduate students serving as teaching assistants and graduate student researchers are important for stabilizing and advancing this essential work, but there are choices to be made. Our campus needs an integrated effort to secure and sustain funding, mentoring, training, and professional development for graduate students. Each graduate program is different, of course, but they all share these basic needs. [The ITF report](#) is a detailed and nuanced, data-driven analysis of student success and degree outcomes, and it describes multiple challenges UCSC faces in developing and maintaining a world-class graduate enterprise. The report offers a roadmap to reimagine how graduate students and programs can thrive at UCSC, an R1 institution with a proud history of innovation, creativity, and impact. The need is urgent, and requires significant and coordinated action.

Graduate Council notes that the opportunity before us is unique and will not last for long. In addition to having newly negotiated labor contracts and the ITF report, the campus is preparing for WASC review and developing a Strategic Academic Plan ("*Leading the Change*"). Verily there has never been a better chance to re-envision what we want to be as a center of excellence in graduate education.

The ITF worked for over a year, poring through data, memos, policies, spreadsheets, plots and other information. Now that this task force, comprising dozens of faculty, staff, administrators, and graduate students, has completed its work - the most comprehensive analysis of its kind for the UCSC campus - it is time to implement a targeted and coordinated plan, as the task force recommends. Graduate Council supports without reservation the recommendations of the ITF report, and urges that plans be put in place to actively and aggressively move towards implementation.

Graduate Council has some concerns. Most importantly, the ITF report presents a package of unified and linked recommendations. These must not be picked apart, delayed, and downsized so that we end up with partial, piecemeal, and incomplete implementation. We have already tried that mode of operation, and it did not work. The graduate enterprise is part of a complex and interdependent *ecosystem* – it does not function by itself, or as parts in isolation. Graduate programs are fundamental to broader successes in teaching, research, and service.

GC is also concerned that patience is wearing thin. Many of us have served on committee after committee, developing plan after plan, only to see earlier initiatives and commitments abandoned. Success requires collaboration, persistence, trust, and a willingness to focus on long-term goals and broad achievements, across divisions and programs. We need to implement changes that will result in some immediate improvements, while building a strong

foundation for longer term stability. If we have any hesitation in making necessary commitments, we must ask: *If not now, when?*

GC realizes that the ITF recommendations come with costs, but we should be clear about the alternative costs that the campus has chosen to accept in recent decades (often implicitly) in the absence of a comprehensive plan. There have been tremendous costs in training graduate students who separate from UCSC without degrees, and additional costs in having Ph.D. students take additional years to finish their degrees. There are profound costs resulting from not supporting adequate representation in our graduate student programs, which has additional negative impacts on faculty, staff, and undergraduate students, and throttles other opportunities. Even before the new graduate student labor contracts, we were at a tipping point at which potential mentors have been financially disincentivized from securing GSR funding. Recommendations in the ITF report address these issues and will encourage faculty to raise more external funding, improve mentoring and professionalization, engage and empower partnerships with graduate programs and UCSC Development, enhance representation, and add value for the whole campus community.

We also need to consider the numbers and balance of PhD, MFA, and MA/MS programs and degrees across campus. We need clear, actionable, and accountable targets and metrics (program by program) through which we can state goals, assess existing conditions, and track progress over time. The campus must also decide how UCSC will engage with faculty, staff and graduate students in delivering on our undergraduate teaching mission. Providing more funding to graduate students so that they can focus on their studies could result in fewer quarters during which they are available to work as teaching assistants. Let's be clear in noting that the old system, by which many students worked as TAs far more frequently than was consistent with their graduate training and professional needs, was inequitable and unsustainable. We must be transparent and holistic in considering issues of this kind.

Perhaps most importantly, we have to ask: *What do we want to be as a graduate institution?* If we are being open and forthright in stating our ambitions, then surely our current and future graduate student colleagues and programs deserve no less than a unreserved commitment to thoughtful, integrated, and comprehensive implementation of self-consistent policies that support the graduate mission.