

MINUTES

Regular Meeting of the Santa Cruz Division
Wednesday December 1, 2021 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, December 1, 2021 online via Zoom. Chair David Brundage, Professor of History, called the meeting to order at 2:30pm. The Senate Chair greeted everyone asking for continued understanding and flexibility for the remote meeting format. Chair Brundage reminded everyone that though the Academic Senate meeting is open to the public, only members of the Senate may second or vote on motions. Non-Senate representatives to Senate committees and representatives of the College Academic Senates also have privilege of the floor to ask questions or make comments. Chair Brundage advised that the voting process native to the Zoom client will be used to transact the normal noticed business and that there was no legislation before the Senate that afternoon, but should any items arise which require formal action of the body, a Division-wide electronic ballot will be distributed post-meeting. This method was used for the many matters before the Division in 2020-21 to ensure that only those with voting privileges vote on matters which impact Senate bylaws. The Senate Chair advised members to use the raise hand function to be granted the floor and questions or comments would be taken in the order they were queued.

1. Approval of Draft Minutes

a. Chair Brundage noted that one edit to the May 19, 2021 minutes had been submitted, which was projected on the screen for review. Chair Brundage asked if there were any other proposed amendments from the floor; there were none.

Secretary Grant McGuire accepted the meeting minutes of May 19, 2021 as amended.

2. Announcements

a. **Chair David Brundage**

Chair Brundage remarked that Senate committees had been unusually busy over the past quarter and noted the thorough and insightful committee reports in two areas of great interest to the campus community. The first has to do with free speech and the proposed pilot sport structures for free speech and protest, and the second area concerns online education. Chair Brundage noted that these reports were not a part of the formal agenda, but that links to them had been provided in his cover letter. He urged senators to take the time to read these reports and he also urged the administration to be attentive to the concerns and recommendations raised in them. Chair Brundage stated his gratitude to those serving on committees and to the Committee Analysts for their deep engagement and hard thoughtful work thus far in the year. Chair Brundage asked that questions be held until after the Chancellor and CPEVC had concluded their remarks. He then asked Chancellor Larive to take the floor.

b. **Chancellor Cynthia Larive**

After thanking the Senate Chair, the Chancellor expressed her gratitude to the faculty for their help in the successful transition to greater in-person teaching, learning, mentoring and engagement with students and staff. She lauded the way that the campus community has pulled together to manage the challenges of the pandemic. As of yesterday, she stated, 97.2% of UCSC students and 98.0% of employees are compliant with the UC system vaccine mandate. The seven-day positivity rate was 1.15% compared with Santa Cruz County's rate of 2.4%. Over the past two weeks, since 11/17, nineteen students and one employee tested positive. There is currently one student in quarantine and fifteen in isolation.

The UC Chancellors had received that day an update from UC VP Health Carrie Byington on the rapidly changing situation with respect to the Omicron variant. There has been one case reported in San Francisco in a vaccinated individual that resulted in a mild infection. Carrie confirmed that the Omicron variant is detected by current rapid antigen tests and that preliminary results from Pfizer and Moderna - yet to be validated - suggest that this new variant does not evade our current vaccines.

The Chancellor remarked that throughout the pandemic, the campus has made sound decisions based in science. This new variant is a reminder that we need to stay vigilant and nimble as we adapt to changing conditions. COVID is going to be with us for the long term, much like the flu. She then encouraged everyone who hasn't yet received a flu shot to consider doing so in order to avoid an outbreak like the one the University of Michigan experienced with over 700 students testing positive for the flu since early October.

The Chancellor talked about rethinking our new 'normal' and as it seems clear that society will be permanently changed, UCSC will need to adapt to those changes to continue on our trajectory of success. She stated that in the year and a half we worked, taught and learned remotely, we experienced the university in ways that we had not imagined. In the return to in-person classes and work, campus needs to bring that with us into the post-pandemic university. As an example, last year on-line discussions like Gina Dent and Rachel Nelson's compelling series on Visualizing Abolition were leveraged to reach a much broader audience than could have imagined before COVID. She expressed pleasure that the impact of this project has been recognized and will continue under a new Mellon Foundation grant. Staff and faculty also learned a lot more about online and hybrid learning, greatly enhanced by the resources and support offered through CITL. Not surprising for a university with over 18,000 students, their experience with remote learning was mixed. While the enthusiastic response of students to the return to in-person learning and campus life did not surprise her, neither did the many requests she has received from students asking for continued access to online courses. She stated that as we think about the future, we need to think about our curricula and pedagogies with inclusivity and accessibility in mind. Some students feel that they learn better online. Others prefer to take some courses online mixed with in-person courses. And many students who want their classes fully in-person are grateful for instructors who use lecture-capture to record lectures they can review again after class or use when they miss a lecture due to illness or a personal emergency. For many students, the ideal situation would be to have a choice between in-person and online courses. While we can't manage dual delivery modes for all of our courses, for large enrollment courses that are typically taught in multiple sections, we could plan for both in-person and online offerings.

Chancellor Larive expressed gratitude to the members of the Campus Safety Community Advisory Board (CAB) and to co-chairs Isabel Dees and Marcia Ochoa for their work over the last academic year. The 2020-21 CAB delivered thirteen recommendations to her in June and she was pleased to accept all their recommendations. A number of them, like the transition of parking enforcement to TAPS, are being implemented now and others, like the development of a Crisis Response Team, are in the planning phase. The 2021-22 CAB held their first meeting a couple of weeks ago, and she thanked the faculty representatives and especially Professor Larry Andrews who served on the CAB last year and has agreed to serve as a campus representative to one of the systemwide groups working to implement President Drake's community safety guidelines. There is good synergy between our local campus efforts and those being implemented systemwide.

The Chancellor stated that they have also released for input a set of recommendations to support free speech and lawful protest for students and thanked the Academic Senate committees for the comprehensive response received. She appreciates the effort that went into this review and looks forward to continuing to partner to improve our campus processes and lay a foundation for continuous improvement. One consistent concern that has emerged in the feedback received so far is that there is not enough detail in certain aspects

of the proposal. Several responses have wondered “How will this actually work?” The Chancellor emphasized that this is a proposal that was intended to benefit from campus consultation and so every detail is not set in stone. Instead, the feedback from our community and the participation of campus members in the pilot stages of these groups will be crucial for their development.

Chancellor Larive stated that while the structures that have supported protest response over the past several years are currently still in place, UCSC has had multiple protests and demonstrations on campus this fall and some of the elements of the proposal have been piloted with great success. Early this quarter, a group of students marched through each of the colleges to raise their voices around the issue of sexual assault. Members of the Dean of Students Office, Equity and Equal Protection Office, and CARE were able to support students at various points of their march, provide water, and ensure that students had access to the campus resources they might need as they advocated about a difficult issue. The vast majority of our demonstrations are at this scale and she was proud of the way staff members were able to support students and hopeful about what this can mean for campus in the future. She encouraged anyone who hasn’t already submitted comments about the proposal to provide feedback until December 10th on the Chancellor’s website under initiatives.

The UC Office of the President has invited comments on a proposed policy covering abusive conduct/bullying and retaliation by and against members of the University community in the workplace. The proposed policy includes a number of key provisions:

- It affirms the University of California’s commitment to promoting and maintaining a healthy working and learning environment in which each individual is treated with civility and respect.
- It offers examples of abusive conduct/bullying as well as reasonable actions that do not constitute abusive conduct/bullying.
- It prohibits retaliation against any person who, in good faith, reports abusive conduct/bullying, assists someone with a report of abusive conduct/bullying, or participates in an investigation or other process under the policy.
- And it outlines the consequences of noncompliance, which include remediation, educational efforts, and/or employment consequences including informal counseling, adverse performance evaluations, corrective action/discipline, and termination.

The draft policy is posted online at policy.ucsc.edu and the deadline to provide comments is February 7, 2022.

The Chancellor stated that the campus is seeking to provide additional resources to support an inclusive, positive climate. Judith Estrada has stepped into the role of Director of the Office of Diversity, Equity and Inclusion and interim Chief Diversity Officer. Judith’s collaborative approach has already proved helpful and anyone who hasn’t yet interacted with her or her office was encouraged to reach out.

Chancellor Larive next mentioned that the campus is also exploring the question of whether UCSC should formally establish an Ombuds Office, and if so, what relationship that office should have to the current Office of Conflict Resolution Services. A team of three external reviewers will be hosted likely in late January consisting of Judith Bruner, Chief Ethics and Compliance officer at UCSD; Mary Callale Concon, who was formerly the Ombuds at UCM and effective November 1 became the inaugural Ombudsperson for the UC Office of the President; and Caroline Adams, Director and Campus Ombuds at UCSB. There will be opportunities for interacting with the review team in open meetings and through sessions with specific academic senate committees. The outcome of the review will be a report advising the chancellor and CP/EVC, which will also be shared with the Academic Senate for input.

Next, the Chancellor mentioned a number of leadership searches underway and planned. The search for the Vice Chancellor of Student Affairs and Success will wrap up soon, and she thanked the chairs Alan Christy and Elizabeth Cowell and the members of the search advisory committee for their efforts. With Van Williams moving to the Office of the President as the systemwide CIO, a search has been launched for a new VC IT; P.K. Agarwal and Mark Davis are serving as chairs of the search advisory committee. VC IT finalist interviews are anticipated in late January and early February. With Sarah Latham's departure for Brown, campus will also be planning for a search to lead the areas of finance and administration - perhaps later in this academic year. There are also plans to begin the VC DEI search in Spring 2022.

Chancellor Larive remarked that it is great to see the revitalization of Kresge College well underway. The project includes critical new academic classrooms and student support space and new and renovated student housing. As originally conceived, the project planned to expand capacity to house an additional 180 students. In updating the plans for the second phase of the project, staff found a way to add beds to house an additional 320 students, and campus has applied for a state grant to help fund this expansion. This plan was presented to the Regents in November as an information item with plans to return to Regents in the spring with a request for approval of phase 2 of the project.

The Regents also approved at the November meeting the President's proposed budget plan for the 2022/23 fiscal year. Like the current year's budget, the proposed FY 23 budget plan looks positive at this early stage - though there is a long way to go before she expects to see a final budget through the legislative process. The UC budget plan approved by the Regents will be communicated to the Governor and hopefully will be reflected in his proposed January Budget. This UC budget plan includes \$35 M for the faculty merit program along with a 3% adjustment to academic salary scales and a 4.5% increase for policy-covered staff. The Chancellor mentioned the expected \$31 billion surplus in revenues for calendar year 2021 which makes her optimistic about our budget outlook. The UC budget plan also includes \$31.3 M to support focused investments in programs and services designed to address the outcomes of students from disadvantaged backgrounds like advising, tutoring, analytical tools to allow early interventions and innovations in instructional delivery.

The floor was then given to CP/EVC Lori Kletzer.

c. **Campus Provost & Executive Vice Chancellor Lori Kletzer**

CPEVC Kletzer gave her greetings and began by offering her accolades to the following faculty, acknowledging that the list is limited and selective, with no offense intended by omission.

Upasna Sharma, assistant professor of molecular, cell, and developmental biology has received a \$1.18M grant from the John Templeton Foundation to support her research on how a father's life experiences and environment can influence the health and wellbeing of his children. Sharma has done pioneering research on the mechanisms of this phenomenon, known as "transgenerational epigenetic inheritance," focusing on how a father's lifestyle or experiences can affect the development of his children.

David Lee, assistant professor of computational media, has received funding through the Public Interest Technology University Network (PIT-UN) for a program to provide community-engaged experiential learning for students. Lee, who leads the Tech4Good Lab in Baskin Engineering, will build on a successful pilot program he led last spring with students in his Business Strategy and Information Systems class.

Enrico Ramirez-Ruiz, professor of astronomy and astrophysics, has been recognized by SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science) with a 2021 SACNAS Distinguished Award for Science and Mentoring, for "unparalleled dedication to excellence in science, mentoring, and teaching."

Through a three-year, \$5M grant from The Andrew W. Mellon Foundation, UC Santa Cruz will be part of a national initiative in Latinx studies called “Crossing Latinidades: Emerging Scholars and New Comparative Directions.” The University of Illinois Chicago (UIC) will lead this grant project as part of a consortium of 16 Hispanic-Serving Institutions (HSI) that have R1 designation. Chancellor Larive and Associate Professor of Latin American & Latino Studies Gabriela Arredondo have been involved with planning efforts since 2020.

The David and Lucile Packard Foundation has awarded a Packard Fellowship for Science and Engineering to Roxanne Beltran, assistant professor of ecology and evolutionary biology. The Packard Fellowships support young scientists and engineers who show exceptional promise and creativity. The Packard Fellowship will support Prof. Beltran for next five years to support her research using migrating elephant seals as “smart sensors” for monitoring ocean ecosystems.

The Andrew W. Mellon Foundation has awarded a \$1,977,000 grant to support Visualizing Abolition, the nation’s most ambitious and sustained art and prison abolition initiative, led by Associate Professor of Feminist Studies Gina Dent, and Rachel Nelson, Director of the Institute of the Arts and Sciences.

CPEVC Kletzer’s last congratulations was given as a reminder of what we learn from each other, mentioning both tusks and turkeys. Due to the efforts of a number of scientists elsewhere, and importantly Terry Blackburn, associate professor of Earth and Planetary Sciences, Beth Shapiro, professor of ecology and evolutionary biology, and Katherine Moon, postdoctoral researcher in Beth’s lab, a tusk of a Columbian mammoth has been surfaced from 10,000 feet deep and 185 miles off the CA coast. This tusk is old, maybe 200,000 years, with an opportunity to sequence the ancient DNA.

As for turkeys, the CPEVC acknowledged that our campus’ wild turkeys have prospered during the pandemic and apparently have on other campuses from Harvard to the University of Minnesota as well, as noted in a recent article in the New York Times. She mentioned her delight at seeing the beautiful photograph of a UCSC turkey, with photo credit to Bruce Lyon, professor of Ecology and Evolutionary Biology and congratulated Bruce for a photo credit in the New York Times.

CPEVC Larive then provided campus updates.

UC and UC-AFT, the union representing our unit 18 lecturers, reached a tentative agreement hours before the announced strike. The tentative agreement provides, in high-level detail:

60 days from ratification:

- 7% general range adjustment
- Conversion to Salary Scale
- \$1500 ratification lump sum payment
- A 5-year Deal (with 3% in each of the years 2022, 2023, 2024 24 and 4% in 2025)
- IWC workload summaries by department
- Academic Panel to hear workload cases
- Unit 18 Pay for Family Care and Bonding – 4 weeks at 100% pay, no FML eligibility requirement

Compensation, employment security and workload were the three main areas of attention, with this agreement recognizing the valued contributions of lecturer colleagues to our teaching mission. The ratification vote was being held that week, ending on December 3, closing at 4 p.m.

The tentative agreement involved a side letter between UCSC and UC-AFT. The CPEVC detailed briefly:

- During systemwide negotiations, our campus became aware of local concerns regarding lecturer workload in particular departments.

- As soon as our campus received a side letter proposal regarding workload in this area, we set out to conduct research and respond quickly to workload concerns.
- Our campus goal was to ensure our lecturers' workload, particularly in the highlighted departments, was reasonable and in alignment with workloads across the system.
- We submitted our proposal, which we believe is responsive to UC-AFT's proposal, with a cover letter outlining the basis for our response.
- As of today, we have made substantial progress in reaching an agreement with the UC-AFT on these issues.
- We look forward to finalizing our local side letter agreements so that our campus lecturers feel supported in voting on a successor agreement.

Student Researchers United (SRU), the UC-wide group of researchers who petitioned for bargaining unit recognition of graduate student researchers, announced late last week that its members have authorized a strike, though no strike has been called at this time. In negotiations that happen (only) at the systemwide level, the UC has not declined to recognize Student Researchers United (SRU). UC is seeking to clarify the membership of SRU; determining the composition of a bargaining unit is a normal part of forming a new unit and we are currently in that process, which is managed by the UC Office of the President, not by individual campuses. The UC's response to the Public Employment Relations Board's (PERB) Aug. 4 determination that there was sufficient proof for recognizing a new unit stated that "the University is pleased to recognize a new unit of approximately 10,789 Graduate Student Researchers and Graduate Student Assistant Researchers and 308 UC Graduate Student Research Assistants at Lawrence Berkeley National Laboratory, totaling 11,097 graduate student employees."

There remains a difference of opinion between UC and the UAW 5810, the local unit chapter which will represent the SRU, about whether or not trainees and fellowship recipients should be included in the bargaining unit. The UC Office of the President is in discussions with the UAW and the Public Employment Relations Board regarding the composition of this new bargaining unit, and that process is ongoing. Negotiations over a contract will start once the final composition of the bargaining unit is resolved.

Postdoctoral Scholars; UC has been bargaining with the UAW 5810 towards a successor collective bargaining agreement for postdoctoral scholars. The postdoctoral scholar contract expired on Nov. 15.

Staff salaries

As was communicated by Chancellor Larive and the CPEVC in September, the campus is focusing on staff salaries and making explicit a compensation philosophy that will include these principles:

- UC Santa Cruz recruits, develops, and retains a well-qualified and engaged workforce that reflects our commitment to diversity, inclusion, innovation, and accountability while fostering the university's research, teaching, and service mission. UC Santa Cruz makes staff employee compensation practices transparent and motivating.
- We will be as competitive as possible relative to the market given our resources, and we will continually monitor our pay practices to ensure they align with our mission.

To begin increasing actual pay levels in accordance with this philosophy, campus is investing \$5.5 M over three years in an equity program covering the approximately 1,700 non-represented staff. The key aspects of this plan include:

- The program will target employees whose salaries are furthest below market, and will predominantly impact employees in lower salary grades. Not everyone will receive an adjustment and increases will vary according to each participant's individual pay circumstances.

- The purpose of the program is to make our pay practices more competitive compared to the market and provide an incentive for staff to continue their careers at UC Santa Cruz.
- The equity adjustments will be effective Dec. 26, 2021, for bi-weekly paid staff, which will be reflected in their Jan. 19, 2022 paychecks. The effective date for monthly paid staff is Jan. 1, 2022, which will be reflected in their Feb. 1, 2022 paychecks.
- The \$5.5M will be invested \$2.5 Min 2022 and \$1.5 Min each of the following two years.

A third category of compensation changes include these additional new practices:

- All new hires in non-represented roles will have their starting salaries set at no lower than the 25th percentile of their salary grades. Exceptions can be considered in consultation with your compensation analyst and based on unique circumstances. We have many existing staff in the lowest quartile simply as a consequence of units offering low starting salaries. This new practice will help us maintain our progress and continue to advance equitable compensation practices for our non-represented staff.
- Beginning in 2022, we request that units engage in an annual “focal review” with their compensation analyst to address equity considerations at one point in the year. Conducting equity reviews on an annual basis helps to streamline the process, allows managers to review their unit/s holistically, applies reasoning that is fair and consistent, aligns increases with the merit cycle and sets clear expectations for staff. We recommend that any equity actions resulting from the focal review have an effective date of July 1. This date aligns with what has been the typical merit effective date.

Employee housing

CPEVC related that they have also been active on the employee housing front. Convened by Sarah Latham, VC for Business and Administrative Services, an Employee Housing workgroup has met this year and last year to move forward on potential sites and projects for additional employee housing. With Sarah’s imminent departure for Brown University, that group will have new leadership and more information will be provided in 2022.

Announced earlier that day, an arrangement has been made with Landed, a firm that helps employees who work in educational institutions purchase homes by providing up to \$120,000 toward a down payment through a shared equity down payment program. In addition, Landed can connect employees to homebuying resources. Through December 31, 2021 any employee who meets with a Landed employee will have access to \$150,000 in shared equity down payment funds for 60 days, which can be used toward 15% of a home purchase.

Student Success

Jennifer Baszile and the CPEVC co-chair the Student Success Task Force and this fall, Jody Greene was appointed as special advisor to the CPEVC for educational equity and student success. Jody’s joining of this leadership team highlights and strengthens the teaching and learning perspective of campus student success efforts. With Jody, the Task Force and the Student Success Steering Committee (Jennifer and Jody, co-chairs) will be better aligned in the efforts this year on the early experience of our students, retention from the 1st year to the 2nd, and pass and competency rates in gateway courses and the equity gaps in these measures.

CPEVC Kletzer also highlighted the Student Success Initiative, a mini-campaign created and launched by University Relations. This initiative highlights experiential learning, scholarship for students, and belonging and identity activities on campus and invites and engages our friends and donors to partner.

Winter instruction

The CPEVC closed by recognizing again the hard work of faculty, students and staff in responding to the unique challenges of teaching, learning, and working in a pandemic. She specifically highlighted and recognized the workload challenges created by the dynamic operational needs of the past 20 months. Our ability to be responsive to student needs in our curriculum relies on the support of staff and faculty. This was clearly evident through the emergency remote delegation requested by the CPEVC and provided by the Senate plenary authority committees for winter '22.

The original and continuing intention was to resolve potential impediments to undergraduate and graduate students who were at risk of not completing their degrees during this academic year. This careful and limited support was appreciated, as students are struggling with housing challenges and are asking for our support. This can be provided by, quoting CEP, “ensuring that only those courses that are absolutely necessary for students’ progress are moved to remote instruction, given that the campus had already announced a return to in-person instruction.”

Chair Brundage then opened the floor to questions.

Professor and Department Chair for Psychology Phil Hammack asked for updates on two issues, 1) campus amenities that serve faculty and staff, such as cafes and dining opportunities other than dining halls; 2) Student Housing West.

CPEVC Kletzer stated first that the campus is in the process of putting out an RFP for food trucks and opening up again to bringing them back to campus after the pandemic. Secondly, she discussed current Labor shortages which have affected dining services on campus, in the city and nationwide and affected staffing. Another impediment has been contracting-out, which affects the contracts that we offer for the on campus contracted-out dining services. We now operate under very stringent state and contractual rules about contracting-out and the campuses are working hard to find ways in which we can enhance those dining options while not being in violation of contracting-out. She stated that she is optimistic about the food trucks and has modest optimism that campus has found a way to work within the contracting-out strictures to bring back some limited cafes on campus. They will also continue to work both locally and system-wide on enhancing staffing and dining. In the immediate future, the situation will look better than it has over the last few months.

Chancellor Cindy Larive then responded to the question regarding Student Housing West, reminding the group that this was a project first approved by the Regents in the spring of 2019. It then went through a lawsuit from a group, which was mostly resolved in the campus' favor. One finding said that the Regents in their approval didn't follow their own procedures properly requiring the campus to go back to the Regents for reapproval. Unfortunately, that action then opened another 30-day window, which allowed people to file lawsuits. Although on a much narrower scale, two lawsuits were received and the campus is now working through those. She remarked that the problem with having a lawsuit isn't that it prevents the campus from construction and we could proceed to construct, but that it is not very possible to get financing through the bond market when there's uncertainty about litigation. Due to this, the campus is in a holding pattern, which is hard in our current housing crisis when we know it would have delivered the first of those beds so needed, had we been able to proceed as planned. She stated that the campus would persevere in the long run and in the meantime, there will be planning for more modest infill housing projects that are less likely to have litigation that will impact them.

Writing Program Chair & Associate Teaching Professor Tanner WouldGo asked CPEVC Kletzer about the timeframe for ratification of the new contract and when Chairs may expect to receive guidance on the implications of the new contract. Professor WouldGo expressed special interest in the side letter, primarily because appointment paperwork for Unit 18 lecturers needs to happen relatively quickly leading up to the end of winter quarter, leaving little time for understanding what the new contract will indicate for lecturers. It is hoped that Labor Relations and administration will work together to guide faculty through this process.

CPEVC Kletzer gave her assurance that as soon as the agreement is ratified, information will be shared in order to support the appointment and staffing decisions that need to be made.

Professor of Psychology, Gina Langhout spoke to the group regarding the food situation on campus and how it has especially impacted students who don't live on campus in terms of the 'food desert' they're now experiencing up on campus. Her students have mentioned that the current campus options only take Flexi Dollars or cash and no credit cards and she wonders if this will be the case as more food options become available. Her students are also mentioning the issue of there not being many work-study positions on campus, as not everything has opened back up. She offered the possibility of "feeding two birds with one seed" and have students who are looking for work-study help fill the shortage of staff for food options.

CPEVC Kletzer stated that she would look into the issue of Flexi Dollars and cash and provide that info to Professor Langhout as well as the Senate office. She recognized that there have been limited work-study options and that dining has always been a significant source of student employment. One area where there has been limited employment opportunities for student workers as opposed to non-student is in the cafes. She mentioned that she is optimistic about cafes reopening and especially towards those that employ student workers.

Miguel Salcedo, Oakes College Senate Representative was given the floor. He asked for status on the dining situation at Oakes, as students must walk all the way to the Porter dining hall. Additionally, Oakes Cafe has very limited options. He wondered if there were any suggestions from leadership and also stated that there is no food pantry at Oakes and hoped that might be a consideration.

Chancellor Larive thanked Miguel and said they would check into the difficulties at the Oakes café and see what the prognosis is for that. On the question of a food pantry, it would be good to follow up with the College Provost. The Rachel Carson dining hall, which is the closest one to Oakes, is in the middle of much needed renovation, which will greatly improve things, but in the meantime the students from Oakes and Rachel Carson have to go all the way to Porter, creating some issues.

Cheru Robinson, College Ten Senate Representative was given the floor and wanted to echo the points raised earlier. He stated when it comes to food, students like having more options, such as having cafes available on campus for students on the go or studying when not near the dining hall. He hoped leadership would keep this student perspective in the back of their minds while developing campus food options.

Chancellor Larive thanked Cheru and stated they will follow up to learn what might be possible. She also spoke to a question in the chat about when the convenience store in Bay Tree Plaza would be opening again with prepackaged food, and stated that she believed this to be taking place by Spring. Necessary renovations have delayed this opening.

Professor and Sociology Chair, Miriam Greenberg spoke to the problem of the 'food desert.' particularly on the West side of campus. She stated that food trucks could be the interim solution while the Rachel Carson dining hall is down. She mentioned that additional outdoor furniture along with the abundance of

space on campus could create a great opportunity for outdoor dining. She suggested a meeting of those from Oakes and Rachel Carson Colleges to come up with some ideas to make this work.

Chancellor Larive thanked Miriam and spoke to the issue of contracting out that CPEVC had mentioned earlier. A bill passed through the Legislature that prohibits the university from contracting with vendors in lieu of hiring permanent employees. She stated that this is good and that we support our unionized employees and want to have them as our employees. However, we also enjoy having contractors on campus with small restaurants, often small local businesses. She stated that the “food truck policy” issue was resolved two weeks ago and now we do have the ability to hire food trucks. People are working to get the contracts in place and there is some infrastructure that needs to be provided for them on campus, such as electricity.

Daniel Halpern-DeVries, Committee on Planning and Budget (CPB) Undergraduate Representative, was given the floor. He addressed the dining issue, stating that Vivas had just closed, Banana Joe’s was not yet open, and that the dining hall at Crown-Merrill is closed on the weekends and also closes at 8:00 pm, one of the earlier closing times. There are no alternate dining options open on the weekends or after eight for students at Crown-Merrill, which is up on a hill, making it hard for certain students to walk. He asked for information on when Banana Joe’s would reopen, as this was an accessible option for many students.

CPEVC Kletzer thanked Daniel and stated that she would need to get the answer on the timeframe for Banana Joe’s opening. She appreciated the information about the dining hours and understood the importance of the situation.

Elizabeth Abrams, Professor of Writing, Merrill College Provost, and CPB member shared that she had just come from a Merrill College staff meeting. Though the food issue was not raised, she was struck that there is so much concern about availability of food on campus, especially for students. Housing is an ongoing problem. There is an extreme shortage of housing at Merrill; every single space at the College will be filled and there will be many students remaining on the waiting list for housing. Housing, on the forefront of everyone's mind, has become a crisis at many of the colleges. Students can't afford housing in town and we don't have spaces for them on campus. Her staff also reports increasing numbers of cases of student mental health crises, coming out of the pandemic and coming out of the housing crisis. In the hierarchy of needs, we're facing baseline challenges for our students: are they eating enough, do they have a place to sleep, and are they in a state to succeed? This ties to leadership’s reports on the student success initiative. She stated her concern and asked for comments in particular on the mental health challenges and the rise in mental health challenges faced by our students now.

Chancellor Larive acknowledged this was true, stating that she was on the Academic and Student Affairs Committee with the Regents. At the last Regents meeting, there was a presentation about student mental health, which is available to share with the Senate. She reported that what we're seeing in student mental health is not unusual, but is extremely important. Interim Vice Chancellor Baszile has been working with the Steve Fund, which is a nationally recognized organization to help with addressing issues of student mental health.

CPEVC Kletzer stated that Provost Abrams was right to raise these fundamental issues and she endorsed them as baseline fundamental student needs: housing, food, mental health. Campus is advancing in these areas. As an example, the pandemic saw the rise of telehealth; not just physical, but mental health appointments moved into telehealth. Students coming back to live on campus continue to need private spaces to have those appointments. Thanks to the efforts of University Registrar Tchad Sanger, who located general assignment classrooms in the library and some of the colleges, we’ve made available, advertised,

and created a reservation system so that students have a place for those appointments in a private setting. We are aware and in the process of developing different things to bring more mental health resources to students. The Student Success Task Force recognizes the importance of mental health, including the importance at this stage of the pandemic, of strengthening the belonging and inclusion activities that our students have access to, which is also a component of their mental health.

Animesh Tiwary, Undergraduate Representative on the Committee of Information Technology, spoke regarding the accreditation for certain majors, especially computer engineering, and stated that other universities, such as UC Riverside and UC Merced have ABET accreditation for majors like computer science and computer engineering. In regards to engineering majors, accreditation is very important, especially for students looking at government jobs such as NASA, which require accreditation. He noted that UC Santa Cruz used to have ABET for computer engineering. Renewing it would be very helpful and would open up many job opportunities for graduates.

CPEVC Kletzer thanked Animesh and stated that she would love to join with him in conversations on campus about the importance of that accreditation, as she doubted she could say it better regarding the incredible usefulness of the accreditation. Electrical and Computer Engineering remains the only major that is ABET accredited; the accreditation team was recently here and it appears good for the major to be reaccredited. There are strong reasons to pursue ABET for the Robotics and CSE majors. She said she recognizes department resource constraints and the effort involved to become accredited but doesn't want those constraints to get in the way of pursuing accreditation. She is eager to have conversations about expanding the ABET accreditation and include Animesh in these.

Chair Brundage thanked everyone for the questions and comments, acknowledging the importance of the issues discussed.

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

4. **Special Orders: Annual Reports**

CONSENT CALENDAR:

- a. Committee on Academic Freedom (AS/SCP/2002)
- b. Committee on Admissions and Financial Aid (AS/SCP/2003)
- c. Committee on Affirmative Action and Diversity (AS/SCP/2004)
- d. Committee on Career Advising (AS/SCP/2005)
- e. Committee on Courses of Instruction (AS/SCP/2006)
- f. Committee on Development and Fundraising (AS/SCP/2007)
- g. Committee on Educational Policy (AS/SCP/2008)
- h. Committee on Emeriti Relations (AS/SCP/2009)
- i. Committee on Faculty Welfare (AS/SCP/2010)
- j. Committee on Information Technology (AS/SCP/2011)
- k. Committee on International Education (AS/SCP/2012)
- l. Committee on Library and Scholarly Communication (AS/SCP/2013)
- m. Committee on Planning and Budget (AS/SCP/2014)
- n. Committee on Privilege and Tenure (AS/SCP/2015)
- o. Committee on Research (AS/SCP/2016)
- p. Committee on Rules, Jurisdiction and Elections (AS/SCP/2017)
- q. Committee on Teaching (AS/SCP/2018)
- r. Graduate Council (AS/SCP/2019)

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 Senate Roster (AS/SCP/2020)

Kimberly Lau, Committee on Committees (COC) Chair, thanked the COC members, including last year's Chair, Micah Perks, who worked over the summer and into the late fall to fill any vacancies on the roster that came up unexpectedly. She also expressed her gratitude to those currently serving on committees, mentioning that the Senate and Campus at large appreciate their time and dedication. Updates to the current Senate Committee roster had been circulated in advance of the meeting and were displayed on the screen.

As there were no questions regarding the amendments to the roster, a vote by Zoom was initiated and the updates to the COC roster were accepted.

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

Eva Chen, interim Student Union Assembly (SUA) Vice President of Academic Affairs (VPAA), provided comments in place of SUA President Shivika Sivakumar.

The Student Union Assembly (SUA) plans to collaborate with Academic Senate leadership this year to improve communication and meet its goals of: 1) recruiting and training student representatives, 2) better educating all students about the principles of shared governance and the Academic Senate at UCSC, and 3) creating a robust, sustainable framework of shared governance and collaboration which will be consistent through SUA and Academic Senate faculty turnover. This fall, SUA appointed 12 student representatives to various Academic Senate committees. This is the second year that SCOC has endeavored to recruit and hire student representatives over the summer to ensure that both the student and Senate committee have sufficient time to prepare for the student's addition to the committee. Though extremely grateful for the student representatives providing valuable student perspectives to each of the committees they serve on, the SUA regrets being unable thus far to provide the communication and support desired to these valuable representatives, as the VPAA's capacity was significantly limited by a severe accident. Fortunately, Dora is recovering well and looking forward to collaborating with the Senate and supporting our student representatives this winter. The SUA aims to support the Academic Senate in its mission to create policies and execute decisions that most benefit the UCSC community.

Interim VPAA Chen then turned to what she declared to be an urgent and significant academic issue, imploring the administration and the Academic Senate to collaborate to resolve it. Stating that the pandemic has exacerbated pre-existing inequalities and issues, she identified the housing crisis, long and unreliable commutes, and disability-related accessibility issues as crises adding to the concern of maintaining standards of health and safety on campus. Students have expressed that there is an urgent and unfulfilled need in Winter Quarter for more online options to make progress towards their degree. The issue of possibly being unable to continue at UCSC is deeply felt and impacts the entire community. She mentioned that one of the SUA officers has still not secured housing in Santa Cruz for the upcoming Winter Quarter despite their best efforts and may not be able to continue with schooling at UCSC this academic year due to those circumstances. The dilemma of choosing between being able to finish their degree and being housed and having access to basic needs is one that many other students are also grappling with. Interim VPAA Chen stated that students are working longer hours to pay for expensive tuition and living expenses and the more frequent and long commutes to UCSC threaten their ability to be retained here. Public transport is

increasingly unreliable and lengthy due to understaffing and underfunding. She also expressed concern over the Omicron variant and emphasized the need for flexibility and the need to consider more remote options if another surge occurs.

SUA is currently surveying students to assess the impact of the flexibility of course offerings next quarter on their graduation year and major, and to learn which courses, necessary for graduation, would benefit them by being remote. Though students appreciate and value the benefits of in-person learning, SUA is concerned to see responses from students who are unhoused, stressed with work and financial woes, and are immune-compromised and in need of more remote course offerings in the Winter and Spring of 2022 to make progress towards their degrees. Interim VP Chen stated that these factors are applying incredible stress to students' academic potential, and failing to recognize these current needs of our most vulnerable and struggling students will constitute major steps backward in the retention and success of our students.

Given these pressing issues, SUA urged the administration and the Academic Senate, particularly the Committees on Educational Policy (CEP) and Courses of Instruction (CCI), to work together to institute sufficient remote course offerings for undergraduates in need to complete graduation remotely through Winter and Spring 2022. SUA also urged the Committee on Educational Policy (CEP) to consider continuing to suspend the 25% credit limit to the use of Pass/No Pass grading options. This second recommendation stemmed from analysis from VPDUE Hughey, indicating that during this policy change, there were far less withdrawals, resulting in greatly improved student retention.

Interim PV Chen acknowledged appreciation to UCSC faculty for providing high-quality remote learning through these past several months, and expressed hope that the campus can continue to benefit from the amazing strides in remote education made at UCSC, potentially expanding accessibility and equity through the proficient use of online tools and modes of instruction. The SUA thanked the administration, faculty and the Academic Senate for working tirelessly to hear student voices, implementing solutions to meet the needs of our community, and creating the best academic policy and outcomes for the UCSC community.

8. **Report of the Graduate Student Association President (none)**
9. **Petitions of the Students (none)**
10. **Unfinished Business (none)**
11. **University and Faculty Welfare (none)**
12. **New Business**

Chair Brundage then opened the floor to items of new business.

History Undergraduate Program Director, Elaine Sullivan spoke to the issue of creating a series of online or remote undergraduate degree programs, noting that though her own research and teaching focuses heavily on digital technologies, digital literacy and learning, she is deeply wary of this drive to develop full time online remote learning in undergraduate degree programs. She supported the reservations raised by the committees reviewing the Online Programs Initiative, who pointed out the huge amount of coordination across units outside of those sponsoring departments or programs that would need to be done to make this work. Other concerns mentioned were the lack of discussion of equality across expectations between in person versus online degrees; the lack of student support services; and the need for undergraduate students to build community, participate in extracurricular activities, and make social connections. In the absence of these during the COVID shutdown, students faced new levels of depression and a sense of isolation. Professor Sullivan also stated that the purpose of online degree programs should not be used to fix campus

problems related to classroom space and impacted majors, and should only be done for reasons directly related to the program itself. Students need the opportunity to be part of a diverse community, opportunities to work directly with faculty mentors on research, and the cultivation of a sense of belonging.

Professor and Director Sullivan then described the significant complications in trying to build parallel degree online programs in the humanities. In addition to ensuring there are adequate courses so that majors can fulfill the requirements and graduate in four years, creating a parallel online track would necessitate an overhaul of curriculum and the creation of multiple new online courses. She mentioned the amount of additional administration that a fully online parallel track would necessitate. The task force mentioned the large upfront costs involved in producing new online only courses. Thus far, professors have been asked to run these courses, the small number of which has caused disruptions to curriculum and the necessity for hiring lecturers to teach courses traditionally taught by faculty. Concern was also expressed from many in her department that many of the least prepared and least supported students were the ones who dropped out and disappeared from engaging in online courses during the fully remote sessions. Housing, safe spaces for studying, positive peer relationships and access to computer labs are benefits provided by being on campus and provide an equalizing factor for these students. Reservations were again expressed at how campus will make online education happen in a way that would ensure student success and learning comparable to the same level that students on campus learning in person achieve.

Professor of Computer Science and Engineering and Committee on Educational Policy (CEP) Chair, Tracy Larrabee stated that CEP has been discussing each of these points at length and hold many of the same concerns. No one is advocating haphazard production of online degree programs. CEP is discussing appropriateness of online programs for various disciplines in various situations including where students can participate in research and where the program promotes a sense of belonging. A long list of curricular and co-curricular issues is being looked at, and departments would not be forced to come up with an online degree program. Online education should be not used to avoid dealing with the crucial space issues on our campus and the plenary committee on undergraduate education is not ignoring any of these concerns.

Chair Brundage reminded the Senate that these comments had been in response to the general Online Programs Initiative and that any proposals for new undergraduate remote online degree programs would be reviewed very carefully by the Senate, which has plenary authority over new programs.

CEP Chair Larrabee stated that if UCSC pursues any online degrees, it would only be because a group of faculty had pedagogical reasons for it, and not for any other rationale. There are areas of learning that can be pursued with UC quality through an online degree. Crucial issues looked at in the examination of any new undergraduate degree program would include: diversity, equity, and inclusion; disciplinary arguments; and faculty enthusiasm and approach.

Special Advisor on Educational Equity and Academic Success, Jody Greene expressed appreciation for these concerns and that the Curriculum Subcommittee had discussed all of these issues at length. They stated that learning itself is something that needs to be discussed and that we cannot compare conditions during the pandemic with what a student who elected to take an online course or program would be engaging with. Part of the reason for this current conversation involves a program in development that's been brought forward by colleagues in the Arts division. This is a two-year program for undergraduates, not a four-year degree. Though campus has been open to the Masters programs, no faculty members have brought a Master's program forward. Special Advisor Greene assured the Senate that equity and student success are extremely crucial and constant concerns to the administration. These values are brought to the development of all academic programs and administration is balancing crucial areas of equity and accessibility, learning, and student success.

Chair Brundage asked if there was any other new business from the floor; there was none. Senate Chair Brundage thanked everyone for their presence and participation in these various issues and for their dedication.

The Meeting was adjourned at 4:20pm.

ATTEST:

Grant McGuire, Jan 14, 2022