

MINUTES

Regular Meeting of the Santa Cruz Division
 Friday, November 15, 2019 at 2:30 p.m.
 College 9/10 Multipurpose Room

Meeting

A regular meeting of the Santa Cruz Division of the Academic Senate was held Friday, November 15th, at the College 9/10 Multipurpose Room. Chair Kimberly Lau called the meeting to order at 2:30pm, with Professor Don Potts present as Parliamentarian.

1. Approval of Draft Minutes

There were no prior meeting minutes.

2. Announcements**a. Chair Kimberly Lau**

Chair Lau began with an acknowledgment, noting that the land on which we gather is the traditional and unceded territory of the Uypi Tribe of the Awaswas Nation, represented by the Amah Mutsun Tribal Band whose ancestors were taken during Spanish colonization. She then congratulated UCSC for election to the Association of American Universities (AAU), a great honor and a testament to our strength as a major research university. Applause followed. She noted the several critical searches now underway, including for the Campus Provost and Executive Vice Chancellor, Vice Chancellor for University Relations, Dean of Humanities, and she encouraged participation. Finally, Chair Lau welcomed Chancellor Larive to her first meeting of the Academic Senate at UCSC.

b. Chancellor Cynthia Larive

Chancellor Larive first affirmed her view that shared governance is vital to UCSC's success, and provided update and perspective on number of issues. *Canary Mission*; Larive acknowledged receipt of the Senate resolution from last spring on Canary Mission, and indicated she shares concerns about the website's mission to intimidate scholars. The Academic Council resolution related to Canary Mission is now being reviewed by President Napolitano. *UC Regent Meeting Update*; Chancellor Larive anticipates the budget will go forward by deadline and will include a request for funds in lieu of a tuition increase. *Search A New UC President* is now underway, feedback on the search process will be gathered via the search webpage. *The Long Range Development Plan* will soon be finalized and maps for a future Environmental Impact Report are being generated. The plan includes significant housing increases and imagines housing 100% of new student enrollment. More feedback can be given at upcoming workshops. More information can also be found at [2040 Long Range Development Plan](#). The Chancellor commend Senate Chair Lau and VC BAS Latham on the progress thus far. She reiterated that LRDP posits one hypothesis for future growth, but it is not a growth target. The plan will help the campus mitigate growth related issues, assuming a student body of 28,000 students by 2040. *Student Housing West* is currently stalled by two lawsuits, however the campus remains committed to more housing. Housing West is meant for current students and also includes a much needed Childcare Center. *The Kresge Renewal Project* is also underway, and is meant to honor and preserve the original college. The renovation would accommodate 200 new beds and more classroom space. Site prep has begun, with phase one scheduled for 2021 and phase two scheduled for 2023. The renovation will update buildings to seismic standards and address access and mobility concerns. *Employee Housing*; The employee housing demand survey will go out soon, and considers what features a new development at Ranch View Terrace 2 might look like. Demand analysis is targeted for January. The Chancellor mentioned several noteworthy accomplishments for the campus, that student success remains an important campus focus, and also noted the recent Newsweek ranking faculty research, grants, honors, etc. *UCSC's Admission to the AAU* affirms the high quality of instruction and research at UCSC, provides a national platform for UCSC to impact education and research nationally, and will benefit the campus in multiple ways. One example is our participation in a STEM education initiative which Susan Strome, Distinguished

Professor of Molecular, Cell, and Developmental Biology will be the liaison for. The Chancellor acknowledged Chancellors Blumenthal and Greenwood on this achievement.

c. Interim Campus Provost & Executive Vice Chancellor Lori Kletzer

iCPEVC Kletzer first noted it is wonderful to be in front of the Senate, and affirmed her view that shared governance is part of the reason we are a great university. The CPEVC considers noted that she considers herself the Chief Academic Officer, and welcomed 24 new faculty members to UCSC this quarter. *New Campus-Wide Grants*; The iCPEVC highlighted two new campus wide grants. The first is titled Improving Application Diversity and the Impacts of Contributions to Diversity, funded by UCOP at \$497,000 over two years as a pilot program on faculty diversity in recruitment. Among other changes, the first round screening for new faculty will now reflect the Contributions to Diversity Statement, similar to processes already in place at other UC campuses. The second grant is Rebuilding the Academy with Marginalized Faculty: the role of transformative models for campus leadership. Acknowledgment for this grant was made to Rebecca Covarrubias, Associate Professor in Psychology for leading the project, Jody Greene Associate Vice Provost, Enrico Ramirez-Ruiz, Professor of Astronomy and Astrophysics. *Power Outages*; The iCPEVC addressed instruction disruption related to recent power outages, and encouraged creative solutions such as online or recorded lecture options to minimize lost instruction time. Also being considered is a slightly earlier fall start date. *Student Homelessness Resolution*; Regarding the Houselessness Resolution passed in May, the iCPEVC state that student houselessness is a deeply disturbing but not intractable challenge. The resolution called for the UCSC Administration to implement a Safe Parking Program- to address students sleeping in vehicles overnight. For context, UCSC currently offers emergency temporary housing through CHES which provides rooms in a local hotel or 12 beds in family student housing. The iCPEVC stressed that these options are available at no cost, and to date all students who have requested this housing have received it, along with case management through slug support. Through 2018-2019 year these options provided a hotel room for 5 days or a bed in family student housing for 14 days. This will now be extended to 30 days, and slug support will continue to work to find a permanent option. However, the campus will not be pursuing the overnight parking in cars option. There is no program like this currently run by any university. Non-profits do run these programs in the city of Santa Cruz. This administration has considered how to respond to the resolution, but there are substantial concerns about overnight parking safety and security. One basic consideration is that UCSC will not provide substandard or unsafe housing. A parking lot would not have to have adequate lighting, restrooms, etc. and would not comply with both ADA and SEQUA. In addition to the expanded CHES initiative, longer term housing options such as the Kresge Renewal and Student Housing West are being pursued as fast as possible to help address the current housing shortage. *Graduate Student Grade Strike*; The iCPEVC noted that all financial resources (such as TAs, GSAs, and GSIs) are currently being explored to meet the needs of Graduate Students currently on strike. Also under consideration is to offer all doctoral students 5 year funding guarantees. The iCPEVC wants to find solutions to attract and retain the highest quality graduate students.

Question period:

Professor Kevin Karplus, Biomolecular Engineering, questioned what is being done to update campus infrastructure which is woefully underfunded. iCPEVC Kletzer clarified she wants to address the external power issues, but acknowledged internal infrastructure deficiencies as well. The administration is considering a west side power source and microgrids to redress the lack of power reliability on campus. Chancellor Larive noted another sub station would likely be included in the Student Housing West Plan.

Professor Emerita, Loisa Nygaard, Literature, suggested that a possible reading period at the end of each quarter could be helpful to address the need for flexibility in the instruction calendar, in light of power outages and other loss of instructional time. iCPEVC Lori Kletzer agreed flexibility is needed, possibly even considering going to the semester system. The Chancellor Larive agreed schedule flexibility needs to be considered. Chair Lau advised that any future consideration of a semester would be brought to the Senate before any actions would be taken.

A graduate student spoke to the struggles of undocumented students and the underfunding of graduate students generally. She said that undocumented students feel they have been treated disrespectfully and minorities are not able to fully participate in the development of knowledge. Chancellor Larive thanked her for her comments and

stated that the campus can do better. She affirmed that undocumented students will need very significant campus support going forward. The Chancellor attempted to engage in further dialogue, but the student left the meeting during the response, which was then truncated.

Professor Laurie Palmer, Art Dept., questioned to what degree on-campus housing reflects market housing rates, and asked if on-campus rates can be adjusted lower. The Chancellor and iCPEVC responded that they are committed to increase the volume of on-campus housing and that costs are below market rates, however they did not have exact comparison figures on-campus housing is subsidized and below market rate, and the Senate regularly consults on the Employee Housing Program.

Chair Lau thanked the Chancellor and Campus Provost and Executive Vice Chancellor.

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

Special Orders: Annual Reports

CONSENT CALENDAR:

- a. Committee on Academic Freedom (AS/SCP/1943)
- b. Committee on Admissions and Financial Aid (AS/SCP/1944)
- c. Committee on Career Advising (AS/SCP/1945)
- d. Committee on Courses of Instruction (AS/SCP/1946)
- e. Committee on Educational Policy (AS/SCP/1947)
- f. Committee on Emeriti Relations (AS/SCP/1948)
- g. Committee on Faculty Welfare (AS/SCP/1949)
- h. Committee on Information Technology (AS/SCP/1950)
- i. Committee on International Education (AS/SCP/1951)
- j. Committee on Library and Scholarly Communication (AS/SCP/1952)
- k. Committee on Planning and Budget (AS/SCP/1953)
- l. Committee on Privilege and Tenure (AS/SCP/1954)
- m. Committee on Research (AS/SCP/1955)
- n. Committee on Rules, Jurisdiction and Elections (AS/SCP/1956)
- o. Committee on Teaching (AS/SCP/1957)
- p. Graduate Council (AS/SCP/1958)

The reports were approved by acclamation.

4. Reports of Special Committees (none)

- a. Special Committee on Development and Fundraising
- i. Annual Report, 2018-19 (AS/SCP/1959)

5. Reports of Standing Committees

- a. Committee on Educational Policy
 - i. Report on Four year Graduation, Resources for Undergraduate Education, and the Long Range Development Plan (AS/SCP/1960)

Chair Lau invited CEP Chair Narayan to the podium. Chair Narayan stated that departments with low four year graduation rates will be internally evaluating removing unnecessary requirements and other options to improve graduation rates. CEP will not dilute the academic integrity of the programs. He noted that UCSC's adder rank faculty to student ratio is low relative to other UC's; therefore fundamentally more faculty are needed, as are classroom seats, with a shortfall particularly with small classrooms. A UCOP systemwide analysis indicates that half UC students do not graduate in four years, though most do graduate in five years. Chair Narayan also noted programs at other UC's that have been successful in increasing graduation rates. UC Riverside has stronger Honors programs, which helps with student retention. This program includes

learning communities composed of 25 students in the same major who take classes as a group, and also receive supplemental tutoring as needed. He noted other factors in graduation rates generally are the relative number of students who are undeclared and large class sizes. Job uncertainty may also cause students to delay graduation. CEP's perspective has been that undergraduate education is under-resourced and the situation has gotten worse in the past 14 years. Data from IRAPS AT UCSC, Office of the Registrar and IRAPS at the Office of the President.

Chair Lau opened the floor to questions.

Question period:

Professor Tracy Larrabee, BSOE, appreciates that departments are making decisions regarding graduation requirements. She noted that pathways between the career center and departments have also opened jobs to more students, and that class size is important for introductory classes particularly. Chair Narayan agreed, stating that all programs are different, and so can only be compared against the same departments at other campuses.

Professor Kevin Karplus, Biomolecular Engineering, noted that former UCSC student salaries in engineering fields are higher in part due to the design of the program, which focuses on current and future engineering trends.

Professor Karplus also indicated his interest in the campus exploring the use of 4 unit courses, as opposed to the current 5 unit courses. Chair Narayan hypothesized there may be more downsides than benefits to reducing the number of units per class, and so such a change would require careful consideration.

Jaye Padgett, Vice Provost for Student Success thanked Chair Narayan and CEP for the research. He noted that a framework for student success is being drafted and they will work to address the many reasons students take more than four years to graduate, including mental health, affordability, academics, and others.

Professor Bruce Schumm, Physics, observed that hiring new faculty must be done with intention regarding an overall program, and while enrollments are important they are not the only factor.

- b. Committee on Faculty Welfare
 - i. Resolution on the Commitment to Ensure Salary Equity and Competitiveness within the UC System (AS/SCP/1961)

Chair Grant McGuire reported that since 2008 attempts to align faculty salaries with other universities in the UC system have been successful, and that UCSC faculty salaries are now significantly more competitive than they were in 2008. However, he noted that concerns and comparisons regarding salary competitiveness must reflect all 9 campuses. Salaries should account for the cost of living in the City of Santa Cruz. It would be helpful to know if salary rates and cost of living are equally challenging for other UCs.

Chair Lau opened the floor to questions.

Question period:

Herbie Lee, Vice Provost Academic Affairs confirmed that the 2008 salary study was focused on off scale salaries. Above scale salaries were not included. Seven and nine campus comparisons were made available starting around that time. Chair McGuire stated that the seven campus comparison is not sufficient, as it skews comparisons. Elizabeth Abrams, Provost, Merrill College, Writing Program underscored the cost of living is highly variable, and having direct cost of living comparisons could help faculty to better understand if compensation is fair. Chair Lau noted that recent commitment from President Napolitano to increase the UC-wide salary scale across the board will also impact salary competitiveness in the future, as campuses

with greater resources will apply increases across full salaries (including offscale), whereas UCSC increases are not planned to include offscale, but will be applied only to base salary scales. This may increase lag for UCSC re-reaching parity with other campuses. Chair Lau noted that George Blumenthal mentioned this issue at May 17, 2019 Senate Meeting.

Professor Abel Rodriguez, Statistics observed that by utilizing the Special Salary Practice the campus achieved its goal of faculty salary parity with other campuses and therefore should be measured by nine campus comparisons, not seven. Chair McGuire concurred.

The resolution passed by show of hands.

6. Report of the Student Union Assembly Chair

Chair Lau advised that SUA Assembly chair Davon Thomas ceded time to SUA Vice President of Academic Affairs Sierra Berg, to report on the results of the class survey. This survey asks students about their experiences with enrollment, wait listing, and class quality. The survey also asks about out of tuition costs (for example textbooks). Food and housing issues were added to the survey last year. SUA VPAA Berg advised 972 under graduates responded to the survey. The majority of these students' majors are in PBSci, Engineering and Social Sciences, with a lesser number of Humanities major, and some double majors. Of the students surveyed 56% had declared a major, 23% had not and 12% had declared more than one major. Regarding general education classes, the majority reported they were able to enroll in their preferred classes. Regarding upper division classes (major classes) 48% of students surveyed could enroll in first choice classes. However, a significant portion (41%) of students reported not being able to enroll in their first choice major class. More than half the students surveyed successfully enrolled in a course they "crashed," indicating that many students resort to crashing to gain enrollment in preferred classes. Many students observed either significant or some overcrowding in their classes. Students also felt section groups were too large. The survey noted that housing and food scarcity were a concern for some students. Many noting that food pantries were helpful, but were often depleted too quickly and there are not enough current locations may on the west side of campus.

Question period.

No Questions were asked regarding this report.

7. Report of the Graduate Student Association President

Chair Lau informed Senate that Co-GSA presidents were not in attendance. Speaking on their behalf, Graduate Student James Sirigotis, PHD Program Sociology, opened his remarks by sharing that he lives in an apartment that costs \$1,500 for a room per month (this equates to 71% of his monthly salary as a TA). He then read remarks prepared by the co-presidents of the GSA. His remarks stated that this year grad students were organizing to obtain a cost of living adjustment in their pay. They seek to be out of rent burden and be brought to parity with UC Riverside graduate student wages, reflecting the cost of living in Santa Cruz. Nominally the grad students are paid the same as UC Riverside, however the purchasing power is greatly less. The graduate students are requesting an additional \$1,400 per month. It is a common practice to adjust for cost of living. On November 7th, almost 200 grad students delivered their demand to the Chancellor. They also gathered on November 12th at the base of campus. A speak out was planned for December 5th and was open to faculty. Graduate students are in an economically precarious situation and they need your support. Chair Lau opened up questions and Professor Bruce Schumm, Physics Department asked how the \$1,400 was calculated? James Sirigotis was not certain.

8. Petitions of Students (none)

9. Unfinished Business (none)

10. University and Faculty Welfare (none)

11. New Business

- a. ACE Internationalization Lab Oral Report

Jeremy Hourigan, Ace Internationalization Lab Committee co-Chair provided an update on the progress of the program. UCSC enlisted in The American Council on Education Internationalization lab in August 2018. The focus of this committee is to increase global engagement. The ACE International Lab is a professional association of university chancellors and presidents. UCSC is part of the 16th cohort, with 10 other campuses. UCSC Internationalization committee is being mentored by Gill Latts, Senior Internationalization Officer at Ohio University. The UCSC Ace Lab is nearing the conclusion of this process. During the fall quarter the committee created a campus charge and established committee membership. Winter quarter was spent doing data collection. Spring quarter they established sub-committees focused on student mobility and -curriculum as it relates to internationalization. Over summer they drafted goals and an action plan. Co-chair Hourigan noted Senate review is ongoing and will be refined throughout the year. Documents can be viewed online at global.ucsc.edu, following the links to ACE - you can fill out form to note individual priorities. Chair Lau opened the floor to questions, there were none.

b. Resolution in Support of Lecturers (AS/SCP/1962)

Ronnie D Lipschutz, professor of Politics, representing the faculty, stated that lecturers are valuable and serve about 30% of undergraduate credit hours. The UCSC Academic Senate supports the lecturers call for increased wages, compensation for service and stability of employment as they enter into a new contract with the university. The UCSC Academic Senate urges the university AFT to reward and respect the vital contribution of lecturers. Floor was opened, but there were no questions.

The resolution passed by a show of hands.

Chair Lau reminded all assembled of the reception following celebrating our newly conferred AAU status. Chair Lau entertained a motion to adjourn. The motion passed.

The Meeting was adjourned at 5:04pm.

ATTEST:

Matthew McCarthy, Secretary, 1/27/2020