

**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA  
MEETING AS A COMMITTEE OF THE WHOLE**

January 18, 2006

The Regents of the University of California met on the above date at the Price Center, San Diego campus.

Present: Regents Dynes, Gould, Hopkinson, Island, Juline, Kozberg, Lansing, Lee, Lozano, Parsky, Pattiz, Preuss, Rominger, Rosenthal, Ruiz, Sayles, Schilling, and Wachter

In attendance: Regents-designate Coombs, Ledesma, and Schreiner, Faculty Representatives Brunk and Oakley, Secretary Trivette, General Counsel Holst, Interim Treasurer Berggren, Acting Provost Hume, Senior Vice Presidents Darling and Mullinix, Vice Presidents Foley, Gomes, Gurtner, and Hershman, Chancellors Bishop, Carnesale, Córdoba, Denton, Fox, Tomlinson-Keasey, Vanderhoef, and Yang, Vice Chancellor Burnside representing Chancellor Birgeneau, and Recording Secretary Nietfeld

The meeting convened at 8:15 a.m. with Chairman Parsky presiding.

1. **PUBLIC COMMENT**

Chairman Parsky explained that the Board had been convened as a Committee of the Whole in order to permit members of the public an opportunity to address University-related matters. The following persons addressed the Board concerning the items noted.

***Item 503, Committee on Finance: Planning for Professional School Fee Increases, 2007-08 and 2008-09***

- A. Mr. Phil Reich, a medical student at the Irvine campus, encouraged the University to adopt a stable fee structure in order to reduce students' debt.
- B. Mr. Thomas Hwei, a law student at the Davis campus, was concerned about the fee increases for professional school students. He urged the Regents to take into account the importance of accessible public education, especially in the field of law.

***Item 3C, Special Committee on Compensation: Approval of Salary Structure and Overview of Job Slotting for All Designated Officer Positions and for Campus and Office of the President Positions with Current Salaries Above the Indexed Compensation Level***

- C. Ms. Amatullah Aloji-Sabrie, a member of the Coalition of University Employees (CUE), spoke in support of the State Senators who have called for an audit of UC's compensation programs. She believed that the Regents had shown a lack of sensitivity to the needs of students and staff.

- D. Ms. Mary Higgins, a UC employee, spoke against the proposed compensation plan as she viewed it as a delegation of the Regents' responsibilities to the public trust. She believed that if donations were solicited from the private sector to supplement the salaries of executives, it would result in undue influence on the institution.
- E. Ms. Melinda Gardana, a member of CUE at the Santa Barbara campus prior to her lay-off, explained that she had worked in various clerical positions at UCSB for 13 years. The Coalition of University Employees, which represents 15,000 clerical workers, has recently reached a tentative agreement with the University for a three-year contract. She asked that the administration make a commitment to raising clerical salaries to meet market wages.

***Item 5C, Special Committee on Compensation: Amendment of the University of California Retirement Plans to Facilitate the Transition of the Los Alamos National Laboratory to the Los Alamos National Security, LLC, and Amendment of the University of California Retirement Plan to Clarify the Fiduciary Oversight Structure***

- F. Mr. Manny Trujillo, President of the Union of Professional and Technical Employees at the Los Alamos National Laboratory, expressed concerns about the transition of the management contract. He reported the uncertainty on the part of employees at the laboratory with respect to the creation of a new retirement plan.

***Item FF, Board of Regents: Proposed Divestment of University Holdings in Companies with Business Operations in Sudan***

- G. Mr. Jason Miller, an M.D./Ph.D. student from the San Francisco campus and co-chair of the UC Sudan Divestment Task Force, and speaking also for Mr. Matthew Sablove and Ms. Karina Garcia, discussed the broad support that the movement to divest from Sudan had received. He explained that the intention of the task force would be to provide the Regents with an overview of the genocide in the Darfur region of Sudan and the specifics of how divestment can be consistent with UC's financial and legal responsibilities. Since early 2003, Sudan's military, along with government-sponsored Arab militias, have carried out the targeted killing of the non-Arab population of Darfur. The U.S. Congress, the State Department, and the executive branch have all declared that the ongoing massacre amounts to genocide and that the Sudanese government is directly responsible.
- H. Mr. Adam Sterling, a student at the Los Angeles campus and co-chair of the UC Sudan Divestment Task Force, and speaking also for Ms. Katie Tokushige and Ms. Tracy Shibata, reported the near-unanimous consent in the international community that the situation in Darfur had drastically deteriorated. The government is actively blocking humanitarian assistance to the 50 percent of Darfur's population now reliant on such aid, leaving nearly 3 million people in danger of starvation. A

Physicians for Human Rights report asserts that, by eliminating access to food, water, and medicine, the government of Sudan has created conditions calculated to destroy the non-Arab people of Darfur.

- I. Ms. Tara Ramanathan, a student at the San Diego campus and a member of the task force, and speaking also for Ms. Allison Robbins and Ms. Kristen Thompson, observed that efforts aimed at stopping the genocide in Darfur have been ineffective. While the African Union peacekeepers have been able to protect some of Darfur's citizens, the U.S. Congress has voted to reduce the union's budget by \$50 million. The Darfur Peace and Accountability Act has passed the Senate but has not been acted on by the House. Ms. Ramanathan noted that the Sudanese government has historically been responsive to economic pressure. Multilateral sanctions at the United Nations have been blocked in the Security Council by China and Russia.
- J. Ms. Jeannie Biniek, a student at the Los Angeles campus and a member of the task force, and speaking also for Ms. Jessie Godfrey and Mr. Matthew Busic, commented on the Sudanese government's reliance on foreign investments for government revenue and military funding, which makes Khartoum vulnerable to economic pressure. When the United States placed sanctions on Sudan in 1993, the government changed its behavior. A divestment campaign begun in the late 1990s eventually led to the withdrawal of Talisman Oil from the country. Within six months, two other oil companies had also left Sudan. These withdrawals prompted the government to enter into peace negotiations that ended the country's civil war.
- K. Ms. Allie Robbins, a medical student at the San Francisco campus and a member of the task force, and speaking also for Ms. Anya Sorin and Mr. Robert Jagiello, noted that a growing number of foreign-policy experts have concluded that targeted divestment from Sudan is an important tool for stopping the genocide in Darfur. Mr. Princeton Leiman, director of African policy studies at the Council on Foreign Relations, has stated that "the government of Sudan has not been faced with serious international sanctions because of protection provided to it in the UN Security Council by China and Russia." Divestment targeted at Chinese companies doing business in Sudan would add to China's recognition that its position in Sudan is costing American public opinion. India is also a significant investor in Sudan's oil industry and, as a democracy, should be sensitive to the human-rights implications of its role there.

#### *University-Related Matters*

- L. Mr. Chris Sweeten, the ASUC president at the San Diego campus, commented on the lack of diversity among students at UCSD and spoke to the importance of student-initiated outreach programs, which give students in the local community an opportunity to become involved with the campus.

- M. Ms. Maren Poitras, a student at the Santa Barbara campus, presented postcards signed by members of the California Student Sustainability Coalition and stated the coalition's support of the creation and implementation of sustainable food guidelines throughout the UC system.
- N. A student at the San Diego campus outlined the objectives of the coalition's food systems campaign, which seeks a commitment to local, organic, and socially responsible food purchasing, as well as waste reduction and green dining facility standards. She asked The Regents to undertake a feasibility study to develop a sustainable food system policy.
- O. Ms. Shannon Moon, a student at the San Diego campus, reported that campuses have taken the initiative toward creating a sustainable UC food system. There have been numerous outreach activities at UCSD, including an organic dinner and tours of local organic farms. Students at the Davis campus have developed compost programs, and UCLA is undertaking a sustainable garden program on campus.
- P. Mr. Tim Galorneau, a student at the Santa Cruz campus, described some of the sustainable food initiatives he has been involved with on campus, regionally, and statewide. He supported the recommendation for a feasibility study that would lead to a policy on sustainable food systems.

## 2. **REMARKS OF THE PRESIDENT**

President Dynes reported that the University had reached contract agreements with four unions and that, as a result, all represented employees would receive pay raises. He continued that on December 21, the Department of Energy had awarded the contract to manage the Los Alamos National Laboratory to the University of California – Bechtel team. The University's view was that science and technology must lead the laboratories in the interest of national security. The success of UC's proposal was sealed by the strong support of Chairman Parsky, the Regents, and elected officials.

President Dynes noted that the Governor's budget for 2006-07 upholds the compact with the University and buys out student fee increases. It invests in the Math and Science Initiative and in UC health care to underserved areas in the state. The Governor's budget does not provide funding for K-12 academic preparation programs, which are an integral part of UC's public-service commitment. The University administration will seek restoration of that funding in the upcoming budget cycle.

As part of the compact with the Governor, the University agreed to deliver annual reports to the State on the University's performance in a range of accountability measures. The first report quantified many indicators of substantial returns on California's investment in the University, which include the following:

- Expanded enrollments;
- Enhancements in transfers from community colleges;
- Continued improvement in graduation rates and time to degree;
- Increases in degrees awarded at all levels;
- Increases in faculty honors; and
- Expanded technology transfer.

President Dynes recalled that when he was appointed by The Regents in 2003, he had articulated his vision for the University, noting that sustaining the quality of the UC system would be a priority. The University has offered competitive compensation packages to recruit and retain the best people to help ensure that the University remains an international center of excellence and a generator of benefits for California. Because the University must be held in trust for the citizens of California, it must do a better job at earning their confidence through openness and accountability. The administration, along with the Regents, are looking back at how compensation packages have been carried out and looking forward at how they can be improved. Efforts that are under way include an independent audit, a task force to make policy recommendations, and the establishment of a Regents' Committee on Compensation.

In early February, the State Senate will hold hearings on UC compensation packages. President Dynes stated that he looked forward to participating in public forums for exploring the issue comprehensively. He stressed that the University must continue to meet its responsibility to hire the best people, including the next chancellor for UCLA.

President Dynes concluded his remarks by noting the departure of Senior Vice President Mullinix for the National University of Singapore. In addition, he congratulated former Chancellor Berdahl for his appointment as the President of the Association of American Universities.

The meeting adjourned at 8:50 a.m.

Attest:

Secretary