

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

November 20, 2014

The Regents of the University of California met on the above date at UCSF–Mission Bay Conference Center, San Francisco.

Members present: Regents Atkins, Blum, Brown, De La Peña, Engelhorn, Gould, Island, Kieffer, Leong Clancy, Makarechian, Napolitano, Newsom, Ortiz Oakley, Pattiz, Pérez, Reiss, Ruiz, Saifuddin, Sherman, Torlakson, and Varner

In attendance: Regents-designate Davis, Gorman, and Oved, Faculty Representatives Gilly and Hare, Secretary and Chief of Staff Shaw, General Counsel Robinson, Chief Compliance and Audit Officer Vacca, Provost Dorr, Executive Vice President and Chief Financial Officer Brostrom, Senior Vice Presidents Dooley and Stobo, Vice Presidents Budil, Duckett, Lenz, and Sakaki, Chancellors Block, Blumenthal, Gillman, Hawgood, Katehi, Wilcox, and Yang, and Recording Secretary McCarthy

The meeting convened at 10:00 a.m. with Chairman Varner presiding.

PUBLIC COMMENT

Chairman Varner 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.

1. Ms. Susan Willats, UC Santa Cruz employee, said she was attending the meeting with two UCSC colleagues, high-level administrators with a combined 67 years of service among the three. She expressed their deep concern about the state of nonrepresented staff both at UC Santa Cruz and throughout the UC system in relation to three issues: workload, pay, and retention. During the last six years staff have tried to maintain operations and respond to increasing service expectations with 20 percent fewer staff. At the same time, both the student population and the number of facilities have grown, resulting in a crushing workload. In addition to their own jobs, many staff are tasked with doing the work of two or three other positions. Staff put in long hours and routinely work on weekends. This situation is not sustainable and many staff are buckling under the strain. While represented staff have negotiated pay increases and faculty have received adjustments outside their standard merit cycle, nonrepresented staff salaries have remained essentially flat. This has resulted in a comprehensive problem, where many supervisors earn barely more than the people they are supervising. Staff turnover has increased, with the need to train new employees adding to staff stress. Nonrepresented staff need the Regents' advocacy to improve what has become a crisis situation.
2. Mr. Jason Rabinowitz, secretary-treasurer and principal officer of Teamsters Local 2010, stated that a great university should be a source of fair jobs, but over the past few decades

UC has been on the wrong track. Tuition has increased, while workers have seen their standard of living slashed by 20 percent. He urged no increases in tuition, no cuts to workers' wages and benefits, and cooperative advocacy to the Governor and State Legislature for adequate UC funding. UC is the third largest employer in California with almost 200,000 employees. Represented employees have been excluded from eligibility for incentive awards, even though their union contract allows incentive awards.

3. Ms. Catherine Cobb, president of Teamsters Local 2010, stated that union members are discriminated against for Staff Appreciation and Recognition (STAR) Awards. She said she had been awarded a STAR Award, but the Award was rescinded because she belongs to a union.
4. Ms. Stephanie Sullivan, UC Santa Cruz employee, said that incentive awards are not given to union members even though their contract does not prohibit such awards. She stated that managers tell union members that the UC Office of the President has dictated that union members are not eligible for STAR Awards.
5. Mr. Michael Pisano, UC Santa Cruz employee, thanked Chancellor Blumenthal for encouraging him to speak at this meeting. Mr. Pisano stated that he loves his job, and that he has excellent supervisors and managers. He and his wife were fortunate to be able to rent on-campus housing for three years through an affordable housing program that helped new hires find a place to live. However, after three years many employees have to leave the area because the program expires and the surrounding community is not affordable. He asked the Regents for assistance in maintaining an appropriate work-life balance and thanked them for their service to UC.
6. Mr. Robby Boparai, UC San Diego undergraduate student, president of the UCSD Associated Students, and co-chair of the UC Council of Presidents, acknowledged the difficult position the Regents face as a result of State disinvestment in UC. However, by raising tuition, the Regents would place students in a very difficult position. UC campuses have high percentages of students who receive Pell Grants and many students struggle with food insecurity. Diversity would also suffer if tuition were increased.
7. A man who identified himself as a white middle-class male stated that students are struggling.
8. Ms. Allyson Osorio, UC San Diego student, acknowledged disagreement over proposed tuition increases. She urged cooperation in seeking solutions.
9. Ms. Alice Guillory, employee in the controller's office at UCSF, stated that it was unfair and divisive that she was denied a STAR Award, especially since she has served the University for 17 years.
10. Mr. Sebastian Cano stated that the Regents and the Governor have failed to provide an affordable education to UC students who are trying to better themselves. Students are planning to organize boycotts of Regents' private businesses, organize a recall election

against the Governor, and use student governments to remove UC administrators who have no experience in education.

11. Ms. Yvette Felarca, UC Berkeley alumna and national organizer in the Coalition to Defend Affirmative Action, Integration, and Immigrant Human Rights and Fight for Equality by Any Means Necessary (BAMN), said she was proud to be at the meeting with students who were among the hundreds who occupied UC Berkeley's Wheeler Hall the prior night. She said BAMN demands that there be no tuition increases and that Governor Brown and the Legislature increase UC funding. She said BAMN has gathered more than 4,000 signatures on a petition demanding the removal of President Napolitano. BAMN also demands an end to privatization of UC and a doubling of admission of underrepresented minority students.
12. Ms. Lauren Buisson, vice president of Teamsters Local 2010, spoke against tuition increases, which she said would price out the state's future leaders. Parents who pay their children's tuition are also being deprived of a livable wage through salary limits, threatening the state's future economy.
13. Mr. Ali Tweini, trustee with Teamsters Local 2010, asked Governor Brown and the other Regents to care about UC.
14. Ms. Scarlett Tovar said she was tired of hearing politicians say that education is the key to social mobility, while refusing to stand with students. She urged support for the University.
15. Ms. Mina Arasteh, UC Davis student, spoke against tuition increases. Students are already struggling financially. She stated that a tuition increase would not encourage the State to increase UC funding, but would have the opposite effect.
16. Mr. Jack Fukushima, first-year UC Berkeley student and member of the state board of the California Student Public Interest Research Group, Inc. (CALPIRG), said that CALPIRG is a statewide, student-directed and student-funded group that organizes to protect the environment, consumers, and democracy.
17. Ms. Amelia Itnyre said she was upset about proposed tuition increases.
18. A woman spoke against tuition increases that would promote inequality.
19. Mr. Benjamin Lynch, UC San Diego alumnus and UC Berkeley assistant research physicist, recalled immigrant rights marches in 2006 and expressed opposition to tuition increases. He advocated increased State funding of the University.

The meeting adjourned at 10:35 a.m.

Attest:

Secretary and Chief of Staff