

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

September 26, 2018

The Regents of the University of California met on the above date at the Luskin Conference Center, Los Angeles campus.

Members present: Regents Anderson, Anguiano, Butler, Cohen, Elliott, Estolano, Graves, Guber, Kieffer, Lansing, Leib, Makarechian, Morimoto, Napolitano, Newsom, Ortiz Oakley, Park, Pérez, Sherman, Tauscher, Torlakson, and Zettel

In attendance: Regents-designate Simmons, Um, and Weddle, Faculty Representatives Bhavnani and May, Secretary and Chief of Staff Shaw, General Counsel Robinson, Provost Brown, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Executive Vice President Stobo, Senior Vice President Gulbranson, Interim Senior Vice President Holmes, Vice Presidents Brown, Duckett, Holmes-Sullivan, and Humiston, Chancellors Block, Blumenthal, Christ, Gillman, Hawgood, Khosla, Leland, May, Wilcox, and Yang, and Recording Secretary McCarthy

The meeting convened at 9:20 a.m. with Chair Kieffer presiding.

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of July 18, 2018 were approved.

2. PUBLIC COMMENT

Chair Kieffer explained that the public comment period permitted members of the public an opportunity to address University-related matters. The following persons addressed the Board concerning the items noted.

- A. Mr. Mark Macarro, Tribal Chairman of the Pechanga Band of Luiseño Indians, whose reservation is in Temecula, California, asked for the Regents' help in returning the remains of the tribe's ancestors and their associated funerary items so they can be reinterred with proper respect and dignity. Mr. Macarro stated that California has more than 110 federally recognized tribes, but the goals of the Native American Graves Protection and Repatriation Act had been blocked or stalled by most UC campuses. He asserted that Native American remains were seen as specimens by many UC researchers, rather than as human remains with a right to a final, undisturbed place of rest. The University had the moral and legal duty to work with Indian tribes to return these remains and associated funerary items. Mr. Macarro expressed hope that a new course could be initiated following his

meeting with President Napolitano, Chancellor Christ, and Regent Pérez the previous day.

- B. Ms. Carley Towne, member of Code Pink, urged the University to divest holdings from companies that derive profits from U.S. military intervention, global arms trade, and the militarization of American streets.
- C. Ms. Mia McIver, UCLA lecturer and president of the University Council: American Federation of Teachers, said she had been a UCLA faculty member for eight years, but was still employed on a temporary and contingent basis. She asked the Regents to postpone voting on the amendment of Standing Order 105.1: Organization of the Academic Senate, which she said would exclude one-third of UC faculty from the Academic Senate. She said the proposed amendment would admit only a handful of part-time faculty to the Senate, while thousands of full-time faculty remain without Senate representation. Since contingent faculty were more likely than tenured faculty to be women and faculty of color, excluding them from the Senate contributes to sexism and racism at UC.
- D. Ms. Johana Guerra Martinez, UCLA third-year student, cited a campaign sponsored by the UC Undocumented Student Coalition to support undocumented students by increasing staff support on each campus, including fully funded legal services, mental health services, and a program coordinator.
- E. Ms. Lindsey Huizar, external vice president of Associated Students of UC Merced and University affairs chair of the UC Student Association (UCSA), noted the need to consider UC Merced in systemwide discussions. She urged the Regents to visit UC Merced and posited the need for a Regent from the Central Valley.
- F. Ms. LeighAnna Hidalgo, UCLA Ph.D. student and organizer for Mothers of Color in Academia, asked for sufficient child care spaces, compliant lactation spaces, sufficient compensation as teaching assistants and student workers, a systemwide assessment of UC student-worker educational needs, and creation of a task force and action plan to address the underserved parenting community.
- G. Mr. Kyle Alves, second-year UCLA student and member of California Student Public Interest Research Group, Inc. (CALPIRG), thanked the Regents for committing the UC system to 100 percent clean, renewable electricity by 2025.
- H. Mr. Nico Gist, UCLA student and member of CALPIRG, said that organization was working to have UC students register to vote and to vote, and to have the University institutionalize student voter registration on campus.
- I. Ms. Catherine Cobb, president of Teamsters Local 2010, called on UC to live up to its commitments to its workers on issues of campus safety, stating that Teamsters work too long for too little pay.

- J. Ms. Lori Hancock, UCLA Police Department dispatcher, said the dispatcher's office was understaffed. She cited safety issues resulting from understaffing and the important safety work done by the dispatchers. Dispatchers sometimes work 18 days in a row.
- K. Mr. Stephen McBride, UCLA Police Department dispatcher since 2008 and member of Teamsters Local 2010, said he had experienced a lack of pay raises, while being the sole support of his five children. He noted the critical nature of dispatchers' work and urged UC to bargain in good faith.
- L. Ms. Tracy Griffin, UCSF police dispatcher for two years, said she had experienced frequent staffing shortages and had worked alone for a 12-hour shift. Such shortages affect workers' physical and mental health, making it difficult to retain workers.
- M. Mr. Jason Rabinowitz, secretary-treasurer of Teamsters Local 2010, urged the Regents to solve the problems cited by Teamster employees, such as understaffing, lack of regular pay increases, and fair compensation. He said UC had delayed negotiations and urged the University to bargain in good faith. He accused UC of hiring expensive outside counsel to defend its actions to undermine unions. He expressed support for the American Federation of State, County and Municipal Employees (AFSCME).
- N. Ms. Michelle Viorato, UCLA graduate professional student and member of the UC Graduate and Professional Council, spoke of graduate students' basic needs, particularly the needs of parenting students and affordable housing. She expressed support for UCLA's housing master plan, although it has not yet met the need.
- O. Ms. Lucia Brandt, UCLA registered nurse and member of the California Nurses Association, expressed support for AFSCME and University Professional and Technical Employees (UPTE).
- P. Ms. Jamie McDole, president of UPTE, said that union had been in negotiations with UC since May 2017. She accused UC of arriving at negotiations unprepared and proposing only contract takeaways. She said UC was set on mandating a 401(k) retirement plan for new employees that would shift the burden of retirement onto employees. UC shortchanges its workers, while giving high salaries to executives.
- Q. Mr. Davon Thomas, third-year UC Santa Cruz student and board chair of the UCSA, expressed disappointment about a letter sent to UC Santa Cruz faculty, inquiring if they could rent rooms to UC Santa Cruz students because of the shortage of local housing. Students are competing with faculty and staff for housing in Santa Cruz, which was named the fourth most expensive housing market in the world. On-campus housing has been made more dense, including turning student lounges into quadruple rooms. Students are homeless or living far away from campus. The University was failing its students.

- R. Ms. Rosalin Williams, employee at Ronald Reagan UCLA Medical Center, said UC was outsourcing what used to be middle-class jobs to contract companies who pay their workers less. She said the number of African American employees directly employed by UCLA was decreasing. Also, African American women start at lower salaries than white men performing similar jobs. UCLA workers want to build a career at the University.
- S. Ms. Kathryn Lybarger, president of AFSCME Local 3299, said UC's outsourcing of jobs increases racial pay inequities, while executives receive high pay. She announced that UC Service and Patient Care Technical Units would vote on October 9 and 10 whether to strike for the second time in the current year.
- T. Ms. Jamie Kennerk, UCLA student, external vice president of the UCLA Undergraduate Students Association, and campaign chair for UCSA's UCweVote campaign, thanked the UC Office of the President for their support. She was working to have pre-populated voter registration available on all UC campus student websites. She expressed support for repatriation of Native American remains, for undocumented students, and fair contracts for UC workers.
- U. Ms. Emma Barudi, second-year student and internal chief of staff of the UCLA Undergraduate Students Association external vice president's office, expressed support for embracing diversity. She urged UC to become more aware of the presence of Arab American students in California.

3. **REMARKS OF THE CHAIR OF THE BOARD**

Chair Kieffer welcomed the four new Regents Butler, Cohen, Estolano, and Leib. He also welcomed Faculty Representative May as Chair of the Academic Senate, Vice Chair Bhavnani, and Staff Advisor Klimow.

Chair Kieffer highlighted that, as part of the UC Office of the President's restructuring effort, the Board would hear an important presentation about the draft report of the UC Health Advisory Committee recommending structural, funding, and governance options for UC Health. Also, the Governance and Compensation Committee would begin a discussion to evaluate the July 2016 changes to Board operations and committee structure. All Regents are welcome to attend.

He commented on some initiatives for the coming academic year. In connection with the current year's budget, led by the President of the University and UC Office of the President (UCOP) staff, a model scenario was being developed that would limit the number of out-of-state students at UC to ten percent of undergraduates by the year 2029. Importantly, the related budget language would provide that such a plan would be put into place only if the State agrees to fully fund the University for the revenue that would be lost. While the University should have a certain number of nonresident students, the University has a deep

obligation to continue addressing the education needs of California within the context of the Master Plan.

Chair Kieffer expressed UC's commitment to an even deeper relationship with the Board of Trustees of California State University (CSU) and the Board of Governors of the California Community Colleges (CCC). Some informal meetings with some members would be held.

Discussions among chancellors and Regents at the April retreat led to plans based on visions for budgets and enrollment over the upcoming four years to help guide UC, the Legislature, and the Governor. President Napolitano had asked the chancellors to submit ideas of how to best use UC's current resources, including three-year degrees, year-round programs, coordination with CSU and CCC, and other efforts.

Chair Kieffer affirmed the Regents' and President Napolitano's sensitivity to the mounting needs for affordable student housing, classroom space, and food security. These would be priorities for the year, along with maintaining access and quality. The Regents in partnership with the Legislature must balance the demands for enrollment with increasing student, faculty, and staff demands to serve those already enrolled.

Chair Kieffer said President Napolitano had continued to review UCOP operations with a group of chancellors to avoid duplication, and possible delegation or enhancement of services provided by UCOP. Chair Kieffer also emphasized UC's commitment to transparency.

Chair Kieffer recognized California State Assemblymember José Medina, Chair of the Assembly Education Committee, and thanked him for his support of the University. Assemblymember Medina affirmed UC's importance, which he said was intertwined with the future of California. He said the Assembly Education Committee would hold a hearing at UC Davis on October 23 on diversity of faculty and administration, a topic important to the Legislature. He looked forward to a good year of working with UC and the Legislature for the betterment of the students and citizens of California. Regent Pérez commented that Assemblymember Medina has been instrumental in securing funding for the UC Riverside School of Medicine. Regent Lansing agreed. Regent Torlakson added that Assemblymember Medina had also championed ethnic studies.

4. **REMARKS OF THE PRESIDENT OF THE UNIVERSITY**

President Napolitano wished UC students, faculty, and staff well as they began the academic year. She welcomed new Regents Butler, Cohen, Estolano, and Leib, Academic Senate Vice Chair Bhavnani, and Staff Advisor Klimow.

President Napolitano reported that the prior week, UC reached a tentative agreement with the California Nurses Association (CNA), which represents 15,000 nurses who work across UC's five medical centers and its student health centers. The contract would include annual wage increases, and quality health and retirement benefits. She recognized CNA for their

professionalism throughout the negotiations and thanked UC's nurses for their hard work and dedication in delivering excellent patient care.

A few weeks ago UC also reached an agreement with the United Auto Workers, who represent UC's academic student employees. That contract also includes annual wage increases and a childcare subsidy, among other provisions. Academic student employees make significant contributions to UC's teaching mission and the President thanked them for working with UC to reach this agreement.

In August, the State Legislature completed its 2018-19 session. President Napolitano thanked all the members for their work and collaboration with UC on bills that affect the University. Many bills of importance to UC remained on the Governor's desk awaiting his action. She would keep the Board apprised of the outcomes.

Earlier in the month, many members of the UC community took part in the Global Climate Action Summit in San Francisco, co-chaired by Governor Brown, bringing people together from around the world to discuss solutions and form partnerships to address climate change. Shortly before the summit, UC announced a bold expansion of its systemwide sustainability goals as part of the UC Carbon Neutrality Initiative. UC would now aim for 100 percent reliance on clean electricity across its campuses and medical centers by 2025. This new goal complements UC's goal of being operationally carbon neutral by that time. UC announced at the summit that five additional institutions, Boston University, the University of Connecticut, the University of South Florida, Washington University in St. Louis, and the University of Arizona, have joined the University Climate Change Coalition led by UC, bringing the number of participating institutions to 18. UC campuses hosted a dozen affiliate events at the summit and UC's California Subject Matter Project partnered with several organizations to convene a day-long event focused on the fundamental role of education in climate change solutions. President Napolitano thanked Governor Brown for his leadership on this pressing issue. UC looked forward to supporting the state in its fight against climate change.

UC continued to shine in national rankings. Earlier in the month, *U.S. News and World Report* ranked five UC campuses among the top ten public universities in the nation for undergraduate education, with UCLA at number one. All nine UC undergraduate campuses ranked among the top 75 public universities, showing that excellence runs throughout the UC system. UC Riverside made the largest gains of any university in the nation, jumping 39 positions, and UC Merced climbed 29 places. *U.S. News and World Report* added a social mobility category to its rankings. In August *U.S. News and World Report* placed UCSF and UCLA Medical Center in sixth and seventh place respectively in its national ranking of thousands of hospitals. Within California UCSF and UCLA hospitals were ranked first and second, and UC Davis, UC San Diego, UC Irvine's medical centers were not far behind. The prior month, *Money Magazine* released its list of the 50 best colleges in the U.S.; UC campuses took five of the top 11 spots, with UC San Diego ranked second in the nation. In late August, *Washington Monthly* recognized UC campuses for their leadership in social mobility, research, and public service. All nine UC undergraduate campuses place in the top 100 nationally, with six in the top 30. A recent study by the

Beacon Economics Consultancy found that UCLA serves as an economic powerhouse for the city of Los Angeles, the Southern California region, and the state. The study found that in the 2016-17 fiscal year UCLA generated more than \$11 billion in economic activity and supported more than 72,000 full-time jobs throughout the state. UC continues to serve as a robust economic engine for the state.

President Napolitano reported bittersweet news that UC Santa Cruz Chancellor Blumenthal would retire at the end of the academic year. His career at UC has spanned more than 46 years. During his 12-year tenure as chancellor, UC Santa Cruz steadily increased the number of California students it served, including underrepresented and low-income students. Under his leadership, the campus expanded both its academic offerings and its research enterprise. Chancellor Blumenthal also worked hard to nurture strong relationships with the Santa Cruz community. After he steps down, Chancellor Blumenthal would continue to spend time on the Santa Cruz campus, teaching, writing, and volunteering in support of UC. President Napolitano would convene a committee to conduct a national search for his successor. She thanked Chancellor Blumenthal for everything he had done for the University and the Santa Cruz campus.

5. **REMARKS OF THE CHAIR OF THE ACADEMIC SENATE**

Faculty Representative May introduced the new Vice Chair of the Academic Senate Kum-Kum Bhavnani, Distinguished Professor of Sociology at UC Santa Barbara.

Faculty Representative May discussed the importance of UC's shared governance. The Senate's obligation to set conditions for admission to UC is one of its most critical responsibilities. The prior spring, President Napolitano challenged the Academic Senate to develop a systemwide transfer guarantee for students from California Community Colleges (CCC) who satisfy requirements set by UC, which include designated grade point averages and completion of transfer pathways in their major fields. The Academic Senate's Board of Admissions and Relations with Schools in concert with the University Committee on Educational Policy would develop a systemwide transfer guarantee. Faculty Representative May reported that the Academic Senate is on schedule to meet the President's request that the transfer guarantee be in effect for students entering a CCC in September 2019. The Academic Senate looked forward to collaborating with colleagues from the CCC Academic Senate and administration, especially in the key areas of advising and outreach. The Academic Senate would also take up, on President Napolitano's request, a thorough review of the value of standardized testing as a predictor of academic success.

At its recent retreat, the Academic Senate highlighted areas of importance, including the continued enhancement of faculty diversity and equity; faculty welfare such as competitive compensation, housing, pension management, and the well-being of active and retiree health programs; and student access to mental and behavioral health services. The Senate is particularly concerned about access to quality health care at the Merced campus.

The Senate appreciates President Napolitano's support for shared governance in the UC Office of the President's restructuring effort. The Academic Senate is keenly following

development of UC's multi-year budgeting plan. Faculty Representative May emphasized the importance of shared governance to the success of the University.

The meeting adjourned at 10:50 a.m.

Attest:

Secretary and Chief of Staff