

## THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

November 18, 2020

The Regents of the University of California met on the above date by teleconference meeting conducted in accordance with Paragraph 3 of Governor Newsom's Executive Order N-29-20.

Members present: Regents Anguiano, Blum, Butler, Cohen, Drake, Elliott, Estolano, Guber, Kieffer, Kounalakis, Lansing, Leib, Makarechian, Mart, Muwwakkil, Ortiz Oakley, Park, Pérez, Reilly, Sherman, Stegura, Sures, and Zettel

In attendance: Regents-designate Lott, Torres, and Zaragoza, Faculty Representative Horwitz, Secretary and Chief of Staff Shaw, General Counsel Robinson, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President Byington, Executive Vice President and Chief Operating Officer Nava, Chancellors Block, Christ, Gillman, Hawgood, Khosla, Larive, May, Muñoz, Wilcox, and Yang, and Recording Secretary Li

The meeting convened at 8:35 a.m. with Chair Pérez presiding.

### 1. PUBLIC COMMENT

Chair Pérez 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. Liz Perlman, Executive Director of American Federation of State, County and Municipal Employees (AFSCME) 3299, expressed concern about the University's proposed curtailment plan. The damage to staff morale would not be worth the tens of millions in savings, and there were single parents who had exhausted their sick leave and vacation. The Aggie Square project violated Article 5 of the union's labor contract. Half of the service worker jobs would be contracted out and would not have wage parity. The union asked that UC table this labor decision.
- B. Jacquelyn Holmes, UCSD staff member and Chair of the Council of UC Staff Assemblies (CUCSA), expressed CUCSA's opposition to policy-covered staff solely bearing the burden of the proposed curtailment plan. This year, represented staff received negotiated increases, but policy-covered staff did not receive merit increases. Policy-covered staff were most vulnerable when budgets were reduced. CUCSA asked President Drake and the Regents to use savings from the curtailment plan to avoid layoffs and furloughs, and to apply the program equitably.
- C. Barry Broome, President and Chief Executive Officer of the Greater Sacramento Economic Council, urged support for the Aggie Square project. The infrastructure plan had the Sacramento City Council's unanimous support, and the project had support from labor groups and the neighborhood. The project would bring positivity

throughout the region during a time of employment challenges. The Greater Sacramento Economic Council was grateful for Chancellor May's leadership.

- D. Wendy Macedo stated that nurses were calling on UCLA to strengthen its testing and contact tracing for healthcare workers. UCLA had implemented aggressive testing programs for athletes, students, and faculty, so it should understand the risks healthcare workers faced. These essential workers deserved to be treated with same respect as UCLA athletes.
- E. Tamie Dramer, representative of Organize Sacramento, which was a member of Sacramento Investment Without Displacement, shared concerns about the Aggie Square project. Aggie Square was being developed in a historically excluded neighborhood. Comments on the Environmental Impact Report (EIR) that Organize Sacramento had submitted regarding traffic and air quality were dismissed. Rent was rising at historical levels. Organize Sacramento called for the impact on traffic conditions, air quality, and housing to be addressed in mitigation.
- F. Alonda Avalon, UCLA student and member of the Undocumented Student Coalition, spoke about the self-help contribution in the Education Financing Model (EFM), which did not take into account the undocumented students without work authorizations. Ms. Avalon questioned how undocumented students, who had limited financial resources, were to meet the same expectations as students who could work and had access to multiple loans. She urged the University to reevaluate the self-help contribution for undocumented students.
- G. Woodrow Brown, a non-speaking person with autism, addressed the Board with his mother's assistance. Although people with his type of autism had typically been left out of the world of education, Mr. Brown earned a 4.0 grade point average at Pasadena City College. He was admitted to UCLA, but the UCLA Center for Accessible Education (CAE) did not have experience with someone like Mr. Brown and mischaracterized his disability, which was stressful for him. He asked that the CAE be more attentive to disabled students' needs and more aware of the stress they face.
- H. Laura Szabo-Kubitz, representative of the Institute for College Access and Success, commended the Regents for exploring disproportionate debt burdens and for pursuing changes to the EFM. The Institute for College Access and Success and the UC Student Association (UCSA) encouraged the adoption of a hybrid approach of self-help with family resources and a debt-free college pathway. As a first step, UC should lower the self-help for students if there was no family contribution expected, as well as insulate Pell-eligible students from tuition increases. A joint letter outlining a longer-term approach was submitted to the Regents.
- I. Jessica Bushman, UCLA student, commented on the detrimental effects of COVID-19 on students. The pandemic exacerbated inequity. One study by the California Student Aid Commission and UC Davis found that over 70 percent of students lost

some or all of their income due to COVID-19, which was contributing to a rise in homelessness. Students were struggling to stay engaged with remote learning and lacked access to technological resources. According to the Centers for Disease Control and Prevention, about 25 percent of 18- to 24-year-olds had suicidal thoughts in the last 30 days. UC must improve its COVID-19 response and resources for students.

- J. Jessica Voce, UCSD transfer student, shared the needs of community college transfer students. There was a 1.5 point graduation rate gap for transfer and underrepresented students at UCSD. Given the rising number of transfer students at UC, more outreach, programs, and support were needed, and the University should expand outreach to the California Community Colleges in order to prevent barriers to accessing higher education. Transfer students were a diverse group with different timelines and goals. The Triton Transfer Hub at UCSD was long overdue, but further expansion of services was needed.
- K. Kevin Ferreira, Executive Director of Sacramento-Sierra's Building and Construction Trades Council, which represented union construction workers, expressed the organization's support for the Aggie Square project. The Council looked forward to working with Wexford Science and Technology and UC Davis, and it asked for the Regents' support.
- L. Todd Schiavo, representative of United Association (UA) Local 447 – Plumbers and Pipefitters, expressed strong support for the Aggie Square project. UA Local 447 has brought career opportunities that help disadvantaged community members raise their families. The union, comprised of a culturally diverse group of skilled craftspeople, looked forward to working with UC Davis, Wexford Science and Technology, and Cushman and Wakefield. UA Local 447 was proud to be a part of this project, which would benefit the community for years to come.
- M. Kokonow Kinney, UCLA student and Co-Chair of the American Indian Student Association, expressed disappointment in the lack of representation for Native Americans, who comprised 0.5 percent of UC students. Indigenous knowledge was sacred and should be central to the education system. After state-sanctioned genocide not long ago, Native Americans now had to spend tens of thousands of dollars to study on land that was taken from them. Mr. Kinney called for fee waivers for undergraduate, graduate, and professional California Native American students. Recruitment, retention, research opportunities, and projects serving tribal communities should be of paramount importance.
- N. Cathy Creswell, representative of the Sacramento Housing Alliance, called on the Regents to delay adoption of the Aggie Square project EIR until analyses and mitigation are completed, without which the project could harm historically disadvantaged communities. The EIR did not show adequate analysis of the project's impact on housing demand, conditions, and displacement, and it failed to show how the project would advance fair housing.

- O. Karl Pineo, President of Sacramento-Sierra's Building and Construction Trades Council and Business Manager of Ironworkers Local 118, spoke in support of the Aggie Square project. The project would be beneficial the region and employ many Sacramentans in the future.
- P. Crystal Petrini, UC Riverside staff member, spoke about conditions for staff. UCR received thousands of dollars less per student than other UC campuses while supporting the largest number of underrepresented minority undergraduate students. Prior to the COVID-19 pandemic, UCR was understaffed by about 800 people, and continued cuts would hurt staff's ability to fulfill UC's mission. Ms. Petrini urged President Drake and the Regents to make smaller budget cuts for UC Riverside and asked the Regents to revise the formula for allocating State funds.
- Q. Chris Nielsen, member of the UCSD Chancellor's Community Advisory Board, spoke in support of the Theatre District Living and Learning Neighborhood project. The project's addition of 2,000 beds would make a measurable difference in a community where housing was scarce. He urged the Regents to support the project.
- R. Ralph Propper, President of the Environmental Council of Sacramento, shared his concerns about the Aggie Square project. The project lacked a community benefits agreement and sufficient concern about affordable housing in a rapidly gentrifying region. UC Davis stated that this was the City of Sacramento's responsibility, but Sacramento did not have funding due to the COVID-19 pandemic. Revenue generated from rentals in Aggie Square must be set aside for affordable housing and public transit, which would address the increased traffic and air pollution.
- S. Arlene Banaga, UCB staff member, relayed CUCSA's opposition to policy-covered staff solely bearing the burden of the proposed curtailment plan. This year, represented staff received negotiated increases, but policy-covered staff did not receive merit increases. Policy-covered staff were most vulnerable when budgets were reduced. CUCSA asked President Drake and the Regents to use savings from the curtailment plan to avoid layoffs and furloughs, and to apply it equitably.
- T. Alison Black, UCSD lecturer, spoke about lecturer turnover. The University lost thousands of qualified, effective lecturers every year and had no system for evaluation or rehiring. Lecturers were majority women, while tenure-track faculty were overwhelmingly male. This system harmed gender equality efforts. Ms. Black asked that the Office of the President (UCOP) present a proposal that included rehiring and invested in teaching faculty and UC's academic mission.
- U. Sara Mooney, Regional Affairs Director at the Campaign for College Opportunity, shared observations about admissions changes across UC campuses. There were major departments across all campuses that still recommended SAT subject tests. Scores from Advanced Placement (AP), International Baccalaureate (IB), and SAT subject tests were still part of some campuses' holistic review for admissions. While

no longer part of the initial application process, these tests provided an advantage to privileged students who could access them and maintained an opportunity gap.

- V. Abbey Reuter, UCSD student, spoke in support of the Theatre District Living and Learning Neighborhood project. Stable housing contributed to student success and well-being, and on-campus housing would allow more students to be part of the campus community and experience the excitement of the college experience. She urged the Regents to support the project.
- W. Kendra Lewis, Executive Director of the Sacramento Housing Alliance, shared her concerns about the Aggie Square project EIR. Without sufficient housing mitigation, the project would likely be devastating to low-income people and people of color in these formerly redlined neighborhoods. UC had an obligation to do no harm to vulnerable communities. The EIR inadequately identified the impact on housing and appropriate mitigation for the surrounding area. It dismissed the obligation to analyze potential discriminatory impacts and effects on traffic.
- X. Moises Santos Flores, UCSB staff member, called on the Regents to stop restrictions. Mr. Santos Flores was a single father who had worked at UC Santa Barbara for 16 years and needed the hours to take care of his family, particularly his daughter who had asthma.
- Y. Charles Doran, UCLA staff member and member of the UC Administrative Professionals Network, shared concerns about the proposed curtailment plan, which would force staff to use accrued leave for all or part of the curtailment days. Many staff members were already taking time to care for sick relatives or help their children with schooling. Many would not have the option of using accrued leave. Given that UC had \$10 billion in liquidity and UCOP estimated that the proposed curtailment plan would save \$132 million, he expressed his hope that the Regents could find an alternative to this plan.
- Z. Steve Hill, staff member of Service Employees International Union (SEIU) Local 1000, which was a member of Sacramento Investment Without Displacement, addressed the housing impact of the Aggie Square project. UC Davis had an obligation to ensure that this development does not displace current residents, many of whom were people of color and renters. He asked the Regents to direct UC Davis to work with Sacramento Investment Without Displacement and sign a community benefits agreement that would mitigate any negative impact and ensure that the community would benefit from this project.
- AA. Gabby Trejo, Executive Director of Sacramento ACT, which was a member of Sacramento Investment Without Displacement, addressed the Aggie Square project. In order for the project to be successful for both UC Davis and current residents, UCD needed to commit to a community benefits agreement that includes the community as a signatory. The Regents had a legal and moral duty to do no harm to the vulnerable surrounding communities. She urged the Regents to direct

UC Davis to work with the community and Sacramento Investment Without Displacement on a community benefits agreement.

## 2. **REMARKS OF THE CHAIR OF THE BOARD**

Chair Pérez began his remarks by commending the University's efforts in addressing the COVID-19 pandemic. He acknowledged the results of the 2020 U.S. presidential election and expressed his hope that Congress would pass a federal stimulus package that would provide relief to the State and UC. It was announced that UC alumna Julie Chavez Rodriguez would be the next White House Director of Intergovernmental Affairs. Chair Pérez congratulated Regent Stegura for her election to the Rolling Hills Estates City Council. California voters rejected Proposition 16, which meant that some structural barriers to educational access would remain in place. UC would continue seek innovative ways to improve diversity through outreach to underserved groups, schools, and communities, college preparation support, and efforts to close equity gaps among UC students. Three UCSF physicians—David Kessler, Eric Goosby, and Robert Rodriguez—were chosen to serve on President-elect Biden's 13-member COVID-19 Advisory Board.

With the addition of three Nobel Prize winners, UC now had 67 Nobel laureates. Chair Pérez congratulated UC Berkeley Professor Jennifer Doudna, who received the Nobel Prize in Chemistry, and UC Berkeley Professor Emeritus Reinhard Genzel and UCLA Professor Andrea Ghez, who received the Nobel Prize in Physics. Chair Pérez also recognized the four UC Alumni and one faculty member who received MacArthur Fellowships this year.

Chair Pérez highlighted several agenda items of the meeting, such as the transfer student experience, increasing community college transfers, and ongoing efforts to support Native American students and students with disabilities. He thanked members of the Special Committee on Basic Needs and UC staff for their work on the final report, especially Systemwide Basic Needs Committee Co-Chairs Ruben Canedo and Tim Galarneau. He thanked Regents Muwwakkil and former Regents Hayley Weddle and Devon Graves, who had all chaired the Special Committee over the past two years. In May 2019, in response to a request from former Regent Weddle, the Academic and Student Affairs Committee heard a presentation on the transgender and nonbinary student experience. On November 6, 2020, a new UC presidential policy on gender recognition and lived names was issued. The policy would require a process for UC students, faculty, staff, alumni, and affiliates to retroactively amend gender identities and names on UC-issued documents. Chair Pérez thanked Vice President Gullatt and the Academic Senate for addressing these issues. With regard to the proposed 2020–21 UC budget, he was pleased that UC sought to minimize the impact on the most vulnerable members of the campus community. He stressed that losing employee protections would cause long-term problems. He thanked President Drake and the Office of the President staff for their thoughtfulness.

## 3. **REMARKS OF THE PRESIDENT OF THE UNIVERSITY**

President Drake began his remarks with a COVID-19 update. The progress made by University researchers and medical communities in developing therapeutics was

encouraging. Two vaccines with promising results were on their way to deployment. Every UC location has maintained operations and services to the greatest degree possible while keeping infection rates relatively low through planning, implementation, and the cooperation of students, faculty, and staff. UC increased COVID-19 testing, created spaces for quarantine, adapted teaching and learning, and encouraged the UC community to get the influenza vaccine. Thus far, about 34,000 students and 50,000 employees had been vaccinated for influenza. Eric Goosby, one of the UCSF physicians chosen for President-elect Biden's COVID-19 Advisory Board, was one of President Drake's former students. In partnership with the State, many UC locations were testing a smartphone-based exposure notification system. President Drake thanked healthcare and other frontline workers, who needed support while viable vaccines were many months away from widespread use, and he underscored the importance of masks, physical distancing, washing hands, staying home when ill, and avoiding large, in-person gatherings.

This summer saw a renewed focus on police practices and systemic racism in the U.S., and all UC campuses were actively addressing campus safety and policing practices. The Office of the President (UCOP) received updates on these efforts from each of the chancellors and would provide the Regents with an update in January, as well as hold a symposium of diverse voices on the topic. UC was firmly committed to tangible, specific, and lasting improvements. This was not a reaction to recent events, but a fundamental reform of UC's approach to campus safety and the relationship between community members and police. Achieving safe, welcoming, and equitable spaces was UC's guiding principle.

President Drake noted that Charles Rice, who received the Nobel Prize in Physiology or Medicine, was an alumnus of UC Davis. California's forebears had the foresight to invest in the University's people, laboratories, and infrastructure. What happened at UC changed the world. The MacArthur Fellowships awarded this year to four UC alumni and one faculty member showed the University's excellence and the breadth of its academic disciplines. President Drake, noting that this was the final full Regents meeting of the year, recognized and thanked students, faculty, and staff for their continued perseverance. He asked that everyone follow State and federal health guidelines and encourage family and friends to do the same. He thanked and expressed his pride in the UCOP staff.

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

Faculty Representative Gauvain was not available to address the Board.

The meeting adjourned at 9:35 a.m.

Attest:

The Secretary and Chief of Staff