

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

July 20, 2021

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 Butler, Cohen, Drake, Estolano, Leib, Lott, Reilly, Sherman, and Sures

In attendance: Regents-designate Pouchot and Timmons, Faculty Representatives Gauvain and Horwitz, 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, Chancellors Gillman, Hawgood, Khosla, Larive, Munoz, Wilcox, and Yang, Recording Secretary Clark

The meeting convened at 2:10 p.m. with Chair Estolano presiding.

1. PUBLIC COMMENT

Chair Estolano 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. David Yamada, UCLA registered nurse and member of the California Nurses Association (CNA), spoke in support of a petition signed by nearly 7,000 UC nurses and frontline workers, who demanded that UC management provide nurses with safe staffing, personal protective equipment, and work place safety standards. Nurses have continued to face attacks on their professional practice, working conditions, and contract standards while the University publicly recognized them as heroes. Mr. Yamada asked that UC provide safe staffing at all UC locations and that UC prioritize nurse and patient safety in adherence with State and federal laws, and that UC stop union-busting attacks on contracts.
- B. Holly Craig-Wehrle, UCLA alumna and representative of UC-American Federation of Teachers (AFT), stated that the University would not agree to performance evaluations and fair reappointment practices for lecturers in negotiations with the union. She shared that she lost contact with some of her best instructors at UCLA since they were not rehired without any explanation. These instructors' UC email accounts were cancelled, making it difficult for her to obtain letters of recommendation, which was especially challenging as an undergraduate student. Ms. Craig-Wehrle expressed astonishment that the University did not regularly evaluate its growing number of contingent faculty. UC-AFT lecturers voted by 96 percent to authorize a strike if necessary and encouraged the University to support the union's goals.

- C. Bill Mead, UC Davis lecturer, spoke in support of lecturers and called for an evaluation and rehiring process, enforceable workload standards, and fair compensation. Mr. Mead observed a lack of interest from UC to address this request, and stall tactics in this process led him to get involved. Although he did not want to strike and enjoyed his profession at UC Davis, Mr. Mead was one of the 96 percent of union members who voted to authorize a strike. He expressed hope for a resolution.
- D. Laura Wilson, UC Santa Cruz staff member, asked that the Office of the President submit a fair wage proposal for Administrative Officer 2 (AO2) staff. She stated that 80 percent of AO2 staff were under the median salary range and that her salary was worth 20 percent less in Santa Cruz compared to other locations. Ms. Wilson called for support for the local workers who support faculty and students.
- E. Adam Chazin-Gray, Research Associate at Lawrence Berkeley National Laboratory and member of the University Professional and Technical Employees, urged UC to fund research regarding campus electrification in order to eliminate methane-emitting fossil fuel power plants, which would help stop climate change and ensure a more sustainable future for UC students.
- F. James Riddell, UC San Diego undergraduate student, spoke in support of the \$300 million investment for the expansion and upgrade of energy efficiency projects across UC, which had a valuable opportunity to be a climate change leader. Mr. Riddell urged the University to dedicate investment funds towards a shovel-ready electrification plan, which would enable UC to retire fossil fuel infrastructure by the end of this decade and expand renewable energy generation from carbon neutral to fossil fuel free.
- G. Vanessa Zephirin, UCSF nurse and CNA member, spoke in opposition to the unsafe staffing and budget cuts that affect patient care at UC hospitals. She and her colleagues, having provided the highest level of patient care and doing more with fewer resources, and have signed a petition demanding that UC leadership publicly prove that it valued patients and frontline staff.
- H. Barnaby Beech, resident of Hawaii, spoke in support of the Thirty Meter Telescope (TMT) project because it would usher in a new era for industry and the economy on the island of Hawaii.
- I. Eileen Boris, UC Santa Barbara professor and member of the Academic Senate, spoke in support of rehiring practices based on evaluation of performance, enforceable workload standards, and fair compensation for lecturers. Ms. Boris stated that the current process undermined UC equity goals by disadvantaging women faculty, who were disproportionately lecturers. She supported the potential lecturers' strike.
- J. Jessica Garcia-Salas, UCLA Health staff member, expressed concern about returning to work at UCLA call center locations in light of COVID-19 variants and

rising cases. She stated that many of her colleagues had chronic health conditions as well as children who were not eligible for the vaccine. She asked that UCLA continue to allow call center staff to work from home as UC has allowed other clerical workers to do.

- K. Charlotte Smith, UC Berkeley lecturer, spoke in support of job security and fair wages for University lecturers.
- L. Jhonni Carr, UC Berkeley lecturer, asked that lecturers be given the opportunity to be reviewed and rehired on the basis of their performance. The current system undermined UC equity goals by disadvantaging unmarried faculty as well as faculty of color. She had been teaching at UC for ten years, written hundreds of letters of recommendation for students, and mentored over 20 undergraduate students. The University needed an evaluation and rehiring process, enforceable workload standards, and fair compensation. Ms. Carr and other lecturers planned to strike unless UC provides a resolution to this issue.
- M. Zachary Griggy, UC Irvine student, spoke in opposition to the proposed cohort-based tuition model. He stated that this increase would hurt future generations and would make UC unaffordable for thousands of students.
- N. Elise Bell, UCLA lecturer, spoke in support of a strike by UC lecturers. Ms. Bell recently signed a contract for her second year at UCLA but was close to leaving academia because of the uncertainty of the process. Students would benefit from an experienced instructor but UC does not have a consistent evaluation and rehiring process as well as fair compensation. Ms. Bell indicated that lecturers would strike unless every lecturer has the opportunity to be reviewed and rehired on the basis of their performance.
- O. Kathleen Anderson, California resident and grandmother, spoke in opposition to UCSF fetal tissue research. Ms. Anderson shared detailed procedure methods related to medical research that harmed fetuses and asked the Regents to cease all fetal research.
- P. Monica Nelson, UC San Diego graduate student, encouraged UC to use increased funding that had been allocated to UC in the State budget to upgrade and expand the renewable energy infrastructure, reduce carbon emissions, and retire the fossil fuel infrastructure. The University had an opportunity to become a leader in the climate justice space by using funds for electrification.
- Q. Cecilia Berber, UCLA Health staff member, spoke in support of working from home indefinitely. She stated that her managers were requiring her and 400 other employees to return to onsite work in August 2021 despite the impact of COVID-19 and health concerns. Ms. Berber added that staff have been successful at performing their duties at home.

- R. Adria, UC San Diego student and member of the Worker Student Solidarity Coalition, spoke in support of pay increases for campus workers and expressed opposition to tuition increases. The University argued that it needed funding from tuition increases because its revenues had not kept pace with undergraduate enrollment growth. She stated that UC assets had grown during the pandemic and that these funds were not being adequately allocated to support students and workers.
- S. Mia McIver, UCLA lecturer and President of UC-AFT, spoke in support of the vote by 96 percent of lecturers in the union to authorize a strike. Ms. McIver contrasted the termination of lecturer contracts with the proposal to increase tuition. She stated that the current system was discriminatory and affected the success of students, and she urged the Regents to add performance-based evaluation to the contract with UC-AFT.
- T. Kristin Turner, Executive Director with Pro-Life San Francisco, spoke in opposition of fetal tissue research at UCSF. She claimed that the Regents supported the unethical harvesting of organs for research projects. Ms. Turner stated that her organization had been coming to speak to the Regents for two years, and she called on the Regents to investigate UCSF's research practices.

The meeting adjourned at 2:35 p.m.

Attest:

Secretary and Chief of Staff