

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

November 16, 2023

The Regents of the University of California met on the above date at the Luskin Conference Center, Los Angeles campus and by teleconference at 455 Golden Gate Avenue, San Francisco and Corral del Risco, 63727 Nayarit, Mexico.

Members present: Regents Batchlor, Cohen, Drake, Ellis, Hernandez, Leib, Makarechian, Pérez, Raznick, Reilly, Sures, and Tesfai

In attendance: Regents-designate Beharry, Pack, and Salazar, Faculty Representatives Cheung and Steintrager, Staff Advisors Emiru and Mackness, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Executive Vice President and Chief Operating Officer Nava, Interim Senior Vice President Reese, Vice Presidents Brown and Lloyd, Chancellors Block, Christ, Gillman, Khosla, Larive, May, Muñoz, and Wilcox, and Recording Secretary Li

The meeting convened at 8:40 a.m. with Chair Leib presiding.

1. PUBLIC COMMENT

Chair Leib 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. Sonya Brooks, UCLA graduate student, urged the Regents to invest in graduate student housing instead of in Blackstone.
- B. Derek DeMarco, UC Santa Cruz staff member and Council of UC Staff Assemblies (CUCSA) delegate, encouraged the Regents to consider a more meaningful salary increase for policy-covered staff beyond the recommended 4.2 percent. Mr. DeMarco shared that his salary, which was five percent below market rate, has not kept pace with the rising cost of living, and that his healthcare costs were increasing by 50 percent despite UC increasing its health insurance contribution.
- C. Mia Terry, UC Santa Cruz student and UC Student Association (UCSA) Disability Justice Officer, underscored the importance of proper funding, staffing, and programming at Campus Advocacy, Resources and Education (CARE) offices. She stated that, according to the U.S. Centers for Disease Control and Prevention, more than 83 percent of disabled women would experience sexual violence, but that no campus offered CARE programming related to disability. She urged the University to disaggregate funding in order to support CARE offices.
- D. Noor Nakhaei, UCLA student and President of the UCLA Graduate Student Association, thanked Regents Tesfai and Robinson for asking questions about data

during the presentation of item A3, *Multi-Year Compact Update: Graduate Enrollment*, which she regarded as not informative. Ms. Nakhaei recognized that enrolling more master's and professional degree students generated revenue but emphasized the need for Ph.D. students to work as teaching assistants. She asked that enrollment data be released as quickly as possible.

- E. Desiree Hennon, UC San Diego staff member and CUCSA delegate, shared the financial struggles of policy-covered staff following a zero percent salary increase in fiscal year 2020–21, and salary increases in FY 2021–22 and 2022–23 that were outpaced by inflation. In the same way that deferred maintenance costs exasperate budgetary planning, families have had to make difficult decisions. Voluntary turnover was at an all-time high across the higher education sector. CUCSA strongly urged UC to leave employee retirement contributions unchanged.
- F. Yesenia Jimenez, UCLA graduate student, voiced strong support for the full implementation of the proposed strategy of the Opportunity for All campaign and urged the University to open student employment to all students regardless of immigration status. She stated that UC had the legal authority and moral obligation to start hiring undocumented students. Ms. Jimenez shared that she recently lost her father, who had been deported from the U.S., to homicide in Tijuana, Mexico.
- G. Danielle Sobkin, UC Berkeley student, asked UC to stand against hatred toward Jewish people. She shared that Jewish students were in a state of perpetual fear, which was affecting their ability to learn. Ms. Sobkin asked that UC enforce policies meant to safeguard students and to implement long-term change, adding that Jewish students should not have to choose between safety and their identity, second-guess their actions, or censor their beliefs out of fear.
- H. David Ramirez, UCLA student and UC Student Association (UCSA) Government Relations Committee Chair, expressed horror that the University invested in the research, development, and manufacture of weapons through investment in National Laboratories and Blackrock. Mr. Ramirez shared that UCSA passed a resolution denouncing UC's involvement in and mismanagement of the Manhattan Project and a resolution demanding that UC divest from Starbucks due to its labor practices.
- I. Victoria Tran, UCLA graduate student and member of United Auto Workers (UAW) 2865, called on UC to divest from war, weapons manufacturing, and genocide; to cut ties with Israel; and to invest in students and workers by paying wage increases to academic workers, reversing departmental changes that adversely affect graduate and undergraduate education, and implementing the proposed strategy of the Opportunity for All campaign. She stated that UC has not alleviated housing costs for workers and students and was complicit in the destruction of communities and violence against people of color in the U.S. and abroad.

- J. Nathan McCall, UCSC staff member and CUCSA delegate, called for salary increases for policy-covered staff. Mr. McCall shared that his salary was ten percent below market rate and that his healthcare costs were increasing by 59 percent. Despite UC increasing salaries and health insurance contributions, staff's buying power has diminished, which affected retention.
- K. Lucine Torosian, UCLA staff member and CUCSA delegate, called attention to the financial struggles, long work commutes, and increased health insurance premiums of policy-covered staff. She stated that higher employee contributions would constitute a pay cut unless they are offset by sufficient salary increases, and that compensation was the significant factor driving voluntary separation from institutions of higher education. CUCSA urged the Regents to approve a seven percent increase for all policy-covered staff.
- L. Ashley Marcial Rosario, UCLA student, shared that she was barred from participating in work-study due to her undocumented status. In her view, UCLA's promotion of inclusivity and equality for all students should be reflected in its employment opportunities as well. She believed that she should be treated like any other student and should be able to work on campus without obstacles.
- M. Heidi Martinez, UCLA staff member and CUCSA delegate, stated that policy-covered staff were struggling to cover their expenses given inflation and the high cost of living. Staff faced difficult healthcare decisions as insurance premiums increase, and they could not support activities on campus due to the cost of parking and gasoline. CUCSA believed that the recommended 4.2 percent salary increase was not enough and supported a seven percent increase for all policy-covered staff in good standing.
- N. Gabriel Edwards, UCLA academic researcher and member of UAW 5810, expressed concern about next year's health insurance premium increases, adding that UC has chosen to pass them to its workers. UAW joined other UC unions in demanding union participation in healthcare negotiations and that UC scale back employee contributions to premiums. He stated that the University's negotiation with its own healthcare system represented a potential conflict of interest.
- O. Hannah Schlacter, UCB graduate student, expressed concern about the way UC campuses were responding to the assault, harassment, and intimidation of Jewish students, adding that there was evidence that the UC system was holding Jewish students to a double standard. Ms. Schlacter shared that a Jewish student was targeted and hit with a water bottle at a rally praising Hamas at UC Berkeley, but the campus has not called this a hate crime. She raised the question of how the campus would respond if something similar had happened to a Black student.
- P. Arlene Banaga, UCB staff member and former CUCSA delegate, encouraged the Regents to consider a more meaningful salary increase for policy-covered staff beyond the recommended 4.2 percent. She shared that her salary was seven percent

below market rate, and that some staff were facing a triple-digit percentage increase in their healthcare costs, but salary has not kept pace with the increased cost of living.

- Q. Catherine Cobb, President of Teamsters Local 2010, expressed concern that UC healthcare plan premiums were increasing up to 193 percent without consultation or input. She stated that the union was presented with these changes a few days before enrollment. Ms. Cobb emphasized that it was unacceptable that union members were denied a say while forced to bear massive premium hikes. She stated that the Regents must review this situation and demand accountability and transparency. She implored President Drake to consider the welfare of members.
- R. Emily Salameh appealed to the Regents to imagine how they would feel if their families and neighbors experienced what Palestinians were experiencing in Gaza and the West Bank. She stated that the UC tuition dollars were funding and enabling genocide and that the Regents were culpable. She stated that UC's refusal to divest from Blackrock has resulted in the destruction of neighborhoods in Gaza.
- S. Nan Zhong, parent of a high school student, called for more transparency in college admissions. He shared that his son applied to five UC campuses but was rejected by all of them despite various achievements, including being hired by Google at 18 years of age. His son's experience was reported by television stations and presented in a U.S. congressional hearing. Mr. Zhong stated that the State Auditor found deficiencies in the UC admissions process in its 2020 audit. In his view, there should be checks and balances in admissions, and holistic review should not be "black box" review.
- T. Shelly Gough, UCB staff member and Chair of the Berkeley Staff Assembly (BSA), shared that BSA's survey about health plan premium increases received over 800 responses. She asked the Regents to reconsider the cost of health plan premiums for all employees and to direct the University to contribute a greater amount through salary increases or cost of living adjustments. Ms. Gough added that UC salary bands were too large and inequitable.
- U. Karma Rappleye, representative of the UC Divest coalition, stated that, despite claims that it had no money to raise the minimum wage, provide resources to students, or protect workers, UC had billions of dollars in a fund managed by Blackrock that was invested in war. She stated that, in response to students voicing their concerns about Palestine amidst rising hate crimes on campus, UC responded with empty words and continued to fund weapons manufacturing through Blackrock. She added that students were complicit in wars that they denounced and called on the Regents to divest from Blackrock and to invest in students.
- V. Kaitlyn LeGros, UC Santa Barbara staff member and CUCSA delegate, stated that the last two salary increases for policy-covered staff did not match the rate of inflation, and that staff buying power has diminished. She shared that her salary

was 15 percent below market rate, and she has struggled to make ends meet. She wished to start a family but was worried that she would be forced to abandon her UC career in order to afford raising children. In light of heightened retention issues, CUCSA believed that the recommended 4.2 percent increase was insufficient and supported a seven percent increase for all policy-covered staff in good standing.

- W. Christina Morcus, UCLA student, stated that, nearly 60 years ago, Martin Luther King, Jr. spoke at UCLA about excessive militarism diverting resources from social welfare initiatives and perpetuating inequality. She stated that students were accruing debt while their tuition dollars funded the Israeli army, which contributed to the genocide of Palestinians, instead of community resources. She urged UC to divest from Blackrock and called for greater transparency regarding how tuition revenue was spent.
- X. Asil Yassine, UCLA graduate student and representative of the UC Divest coalition, called on the University to divest from Blackrock. As a woman of Lebanese and Palestinian background, she expressed disgust at UC's involvement in the genocide of Palestinians. She stated that 4,000 babies have died in the conflict between Hamas and Israel, and that Israel killed members of her family in Lebanon.
- Y. Ahilan Arulanantham, Professor at UCLA School of Law and Co-Director at the Center for Immigration Law and Policy, underscored the urgency of the Opportunity for All campaign. He stated that the Center has provided an implementation plan to the Office of the General Counsel, and that issues could be resolved before the next quarter begins in January. Mr. Arulanantham expressed concern that delaying the implementation of equitable student employment opportunities would signal reluctance. He wished to work with UC to ensure that the hiring begins next year.
- Z. Baraa Abu Ghalyoun, UCLA student and representative of the UC Divest coalition, recalled passing through military checkpoints and soldiers pointing guns at his family as he was entering Palestine. He stated that his tuition was being used to maintain an apartheid occupation and genocide in Palestine. He demanded that UC divest from Blackrock and invest in students.
- AA. Eva Jussim, UCLA student and member of the UCLA Undergraduate Students Association Council, addressed the allocation of funding to CARE and other student services. She stated that five-year goals from the University's 2015 needs assessment have not been implemented. She called on UC to reevaluate this plan, listen to students, and divest from Blackrock.
- BB. Arissa Young, UCLA medical fellow and representative of the Committee of Interns and Residents, sought support for lactation accommodations at UCLA. She stated that lactation rooms were difficult to locate and access, were few in number, and lacked sinks and refrigerators. Dr. Young added that UCLA has refused to provide alternatives in the meantime.

- CC. Angelica Interiano, representative of Students for Justice in Palestine and the UC Divest coalition, stated that accusations of antisemitism made by Zionist students and faculty against pro-Palestine students, workers, and faculty were rooted in a decades-long strategy of misinformation by imperialists to uphold Zionism and to quell the power of the people. The UC Divest coalition condemned the weaponization and exploitation of historical Jewish trauma to justify the existence of Israel and the ethnic cleansing of Palestinians. She stated that Germany and the U.S., who were supporters of Israel, both had a role in intensifying the Holocaust.
- DD. Vanesa Cruz Granados, UC Irvine student, asked the University to implement the proposed strategy of the Opportunity for All campaign. She stated that undocumented students were tired of the politicization of their needs and humanity and that UC should prioritize its students. She added that the campaign has provided the legal theory that explained UC's authority to employ undocumented students, and that the University, the Regents, and President Drake must act as a moral compass. She expressed hope that UC would not tolerate hate and discrimination toward undocumented students.
- EE. Peter Racioppo, UCLA student, stated that President Drake and the chancellors falsely accused a student protest at UCLA of using hateful and antisemitic language. He stated that this claim should have been investigated before it was disseminated and that UC chose to smear student protestors instead of criticizing Charlie Kirk, a white nationalist and antisemite who came to UCLA for a speaking event. He stated that the words chosen to refer to student protestors were meant to poison public opinion and justify repressive measures. There were thousands of students and workers who were determined to oppose war and genocide.
- FF. Madelyn Kelly, UCLA student, addressed inaccessibility and ableism at UCLA. She shared that students and staff questioned the legitimacy of her disability, and a tenured professor undermined the accommodation that was provided to her. She stated that professors have forced her to justify her needs to avoid academic repercussions. In her view, the variation of disabilities should not make anyone more or less worthy of reasonable accommodations. Ms. Kelly demanded that the Regents mandate comprehensive disability awareness training for all students and faculty, including tenured faculty.

2. **APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meetings of September 21, 2023 were approved, Regents Batchlor, Cohen, Drake, Ellis, Hernandez, Leib, Makarechian, Pérez, Raznick, Reilly, Sures, and Tesfai voting "aye."¹

The Board recessed at 9:30 a.m.

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.

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The Board reconvened at 1:05 p.m. with Chair Leib presiding.

Members present: Regents Cohen, Drake, Elliott, Ellis, Hernandez, Kounalakis, Leib, Makarechian, Park, Pérez, Raznick, Reilly, Robinson, Sherman, and Tesfai

In attendance: Regent-designate Salazar, Faculty Representative Cheung, Staff Advisors Emiru and Mackness, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Chief Investment Officer Bachher, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Vice President Brown, Chancellors Christ, Larive, May, Muñoz, and Wilcox, and Recording Secretary Li

3. REMARKS FROM STUDENT ASSOCIATIONS

President Drake introduced UC Student Association (UCSA) President Celene Aridin.

Ms. Aridin began her remarks by emphasizing the importance of holistic resources and support to ensure undergraduate students' success and sense of belonging. One such resource, Campus Advocacy, Resources and Education (CARE) offices, urgently needed funding. In 2020, the University commissioned a needs assessment of CARE offices to establish baseline standards for operations and found that UC has not met recommended staffing levels to match the demand for services. This has led to staff burnout. Fifty percent of CARE office staff had a tenure of 2.5 years or less, and high staff turnover increased the likelihood that students experience disruptions in services, especially those participating in lengthy education or justice processes. She thanked Regent Raznick for meeting with UCSA regarding this issue and asked the Regents to take immediate action to ensure that CARE offices have one advocate for every 12,000 students, as recommended in the needs assessment, and that CARE offices are able to budget \$2.50 per student.

Following the passage of State Assembly Bill 1291, UCSA called for transfer student participation in the establishment of the Associate Degree for Transfer (ADT) pilot program at UCLA. Ms. Aridin noted that members of UCSA's Transfer Student Advisory Council would be a great asset to this process.

Ms. Aridin shared that students, faculty, and other members of the UC community awaited the plans and findings of the Regents Working Group on Equitable Student Employment Opportunities. She stated that undocumented students deserved the same treatment as other students, and that it was UC's responsibility to ensure that every avenue is explored.

In light of the passage of State Senate Bill 1232, which expanded the California Work Opportunity and Responsibility to Kids (CalWORKs) program and streamlined the application process, UCSA wished to see CalWORKs expanded at UC to support parenting students. Ms. Aridin suggested that UCSA could partner with UC to advocate for more federal Supplemental Nutrition Assistance Program (SNAP) coverage. She was told by one

parenting student that campus food pantries were exhausted because of the large undergraduate population. Ms. Aridin expressed concern about the potential food insecurity of the children of parenting students.

Ms. Aridin underscored that student leaders of all backgrounds should have the opportunity to meet with campus leadership, gain access to and representation in work groups, and express their needs in a safe environment. She urged chancellors and their staff to meet regularly with student leaders, including student presidents, external affairs vice presidents, and others. She concluded by thanking President Drake for meeting consistently with student leaders and for allocating \$3 million to the campuses for mental health resources.

President Drake introduced UC Graduate and Professional Council (UCGPC) President Ryan Manriquez.

Mr. Manriquez shared that graduate and professional students were mourning the devastating destruction and loss of life in Israel and Gaza, but those calling for a ceasefire have faced “doxing,” or the publication of their private or identifying information. He stated that the graduate and professional student community must condemn acts of violence, harassment, intimidation, antisemitism, and Islamophobia towards students, and he hoped to work with UC leaders to ensure that all voices are protected within the system.

In the year since academic workers went on strike, United Auto Workers (UAW) has helped academic workers obtain hundreds of thousands of dollars in back pay, thousands of dollars in campus fee remissions, and thousands of fair appointments across UC campuses, laboratories, and health centers. However, three academic workers were also arrested at UC San Diego for allegedly writing protest slogans in chalk last summer. After months of advocacy from UAW, student activists, and the public, UCSD announced earlier this month that it would drop student misconduct charges and would not pursue further legal action.

Mr. Manriquez explained how a policy that gives undocumented students the right to work at UC would affect graduate students. At the first UC Student Leadership Summit hosted by the Office of the President (UCOP) earlier this year, he learned that undocumented students without Deferred Action for Childhood Arrivals (DACA) status could not become graduate student instructors (GSI), researchers (GSR), or readers. Becoming a GSI or GSR was a core element of the graduate student experience, and Mr. Manriquez believed it was wrong to deny this due to immigration status. While waiting for the Regents to make their decision regarding equitable student employment, students have been marching and engaging in advocacy. Mr. Manriquez declared that it was time for the University to uphold its promise of becoming a great equalizer in higher education for undocumented students.

At the 2023 Graduate Summit hosted by UCGPC earlier this month, UC graduate and professional students heard a keynote address from California Secretary of State Shirley Weber, and UCGPC voted on its annual campaign goals: mentorship standards, graduate student housing, and graduate student mental health. Mentorship standards could give graduate and professional students the same lifelong mentorship experiences that are

common among UC and State leaders, and such standards could also benefit faculty. UCGPC would work with the Faculty Representative Steintrager and Provost Newman to this end. UCGPC aimed for campuses to be able to house 50 percent of graduate and professional students, which was similar to the goal for undergraduate students. Significant progress was being made on many campuses, where there were one to three new housing projects per campus. Mr. Manriquez stressed the importance of accessible, affordable, and available housing, particularly for student families. This year, UCGPC was partnering with the UC Berkeley Neurodiversity Initiative to better serve students with disabilities at future disability cultural centers on UC campuses. Mr. Manriquez shared that about 25 to 33 percent of students with non-visible disabilities choose to disclose them and seek accommodations. UCGPC hoped to discuss this new initiative with UC leaders.

Mr. Manriquez concluded by expressing gratitude to the Board, the chancellors, and President Drake for the progress that has been made in improving emergency preparedness for those with disabilities. There have been sweeping changes to policy and student housing since his remarks during the September meeting. Mr. Manriquez also thanked UC Berkeley leaders for their attentiveness to this issue.

Chair Leib invited President Drake to provide an update on the Board's discussion of equitable student employment opportunities.

President Drake stated that today the Board discussed in closed session the legal issues related to equitable student employment opportunities. The Regents Working Group on Equitable Student Employment Opportunities has met nine times, the University's legal representatives have had more than half a dozen conversations with advocates from the Opportunity for All campaign and Regents, and leadership from the Office of the President have met twice with students on this topic. The University has been working to understand the challenges involved and to identify a path toward supporting UC undocumented students, and it would continue to do so. Today's conversation demonstrated the complex and delicate nature of this issue, and how critical it is for the University to get this right. The legal considerations were numerous. After several discussions with stakeholders, the University concluded that it was in everyone's best interests to study the matter further. UC wished to make sure that it is considering all possible alternatives and ramifications, and that undocumented students are protected in any scenario that UC decides to pursue.

4. **COMMITTEE REPORTS INCLUDING APPROVAL OF RECOMMENDATIONS FROM COMMITTEES**

Chair Leib stated that Chairs of Committees and Special Committees that met at this meeting and off-cycle would deliver reports on recommended actions and items discussed, providing an opportunity for Regents who did not attend a particular meeting to ask questions.

Report of the Academic and Student Affairs Committee

The Committee presented the following from its meeting of November 15, 2023:

A. ***Streamlining and Simplifying Pre-Transfer Coursework for University of California Admission: Implementation of CCC-UC Transfer Task Force Recommendations Three and Four***

Regent Park reported that the Committee heard updates on the implementation of State Assembly Bill (AB) 111 and AB 928, which sought to streamline and improve the transfer process. Regents would be considering recommendations set by the Associate Degree for Transfer Intersegmental Implementation Committee (AB 928 Committee), including one related to the State's goal of 70 percent postsecondary credential attainment.

B. ***Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES)***

Regent Park reported that the Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES), which the Regents voted to form several months ago, was awarded \$1.2 billion by the U.S. Department of Energy. ARCHES was a novel partnership among government, labor, community groups, and business, and would oversee the research on and lifecycle of hydrogen production.

C. ***Multi-Year Compact Update: Graduate Enrollment***

Regent Park reported that the Committee heard an update on progress toward the goal of increasing graduate enrollment by 2,500 students in the next four years, per the funding Compact with Governor Newsom's administration. In addition to this goal, the University was considering its 2030 and 2050 plans, research and workforce needs, and the impact of graduate enrollment on undergraduate education. Committee members wished to see more detailed data based on discipline and type of degree.

D. ***Math Preparation and Undergraduate Admissions***

Regent Park reported that the Academic Senate's Board of Admissions and Relations with Schools convened a work group to better understand whether data science courses met advanced mathematics criteria and could sufficiently prepare students for admission to the University. She noted the statewide and nationwide attention to this topic and its implications of mathematics equity.

Report of the Compliance and Audit Committee

The Committee presented the following from its meeting of November 15, 2023:

A. ***Ethics, Compliance and Audit Services Annual Report 2022–23***

Regent Elliott reported that Chief Compliance and Audit Officer Bustamante presented the report to the Committee and highlighted cybersecurity and research security as high-priority risk areas.

B. *Annual Report of External Auditors for the Year Ended June 30, 2023*

Regent Elliott reported that the Committee asked questions about information collection efforts and learned that PricewaterhouseCoopers received full cooperation from management, complete transparency, and access.

Report of the Finance and Capital Strategies Committee

The Committee presented the following from its meeting of November 15, 2023:

A. *Consent Agenda:*

(1) *Preliminary Plans Funding, Seismic Improvements of Acute Care Hospital and Associated Structures, San Diego Campus*

The Committee recommended that the 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

San Diego: Seismic Improvements of Acute Care Hospital and Associated Structures, San Diego Campus – preliminary plans – \$12.7 million to be funded from hospital reserves.

(2) *Amendment of Budget, Mount Zion Main Hospital Buildings A and B Seventh Floor Renovations for Inpatient Psychiatric Services, San Francisco Campus*

The Committee recommended that the 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

From: San Francisco: Mount Zion Main Hospital Buildings A and B Seventh Floor Renovations for Inpatient Psychiatric Services – preliminary plans, working drawings, construction, and equipment – \$65.8 million funded from hospital reserves.

To: San Francisco: Mount Zion Main Hospital Buildings A and B Seventh Floor Renovations for Inpatient Psychiatric Services – preliminary plans, working drawings, construction, and equipment – \$72.55 million funded from hospital reserves.

(3) *Continuation of the Student Seismic Fee, Los Angeles Campus*

The Committee recommended that, starting in summer 2025, the UCLA Student Seismic Fee be continued through summer 2055, as follows:

- a. All students enrolled at the UCLA campus during the regular academic year be assessed the Student Seismic Fee of \$113 per student per year (\$38 in the fall quarter, \$38 in the winter quarter, \$37 in the spring quarter, or \$56.50 per semester).
 - b. Students enrolled in summer sessions be assessed the Student Seismic Fee of \$37.67 per student.
- B. ***Amendment of Budget, Scope and Design Following an Exemption Determination Pursuant to the California Environmental Quality Act, Hunters Point Research Support Facility Upgrades, San Francisco Campus***

The Committee recommended that:

- (1) The 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

From: San Francisco: Hunters Point Research Support Facility Upgrades – preliminary plans, working drawings, construction, and equipment – \$19,253,000 funded from federal grant funds (\$12,545,000), campus funds (\$5 million), and external financing supported by State General Fund appropriations under the provisions of Section 92493 et seq. of the California Education Code (\$1,708,000).

To: San Francisco: Hunters Point Research Support Facility Upgrades – preliminary plans, working drawings, construction, and equipment – \$37.4 million funded from gift funds (\$15,364,000), federal grant funds (\$14,652,000), campus funds (\$5,636,000), external financing supported by State General Fund appropriations under the provisions of Section 92493 et seq. of the California Education Code (\$1,708,000), and University Funds (\$40,000).
 - (2) The Regents approve the amended scope to increase the mechanical equipment; replace research support equipment; provide additional improvements to mechanical, electrical, and plumbing systems to support additional equipment; and implement accessibility and security improvements.
 - (3) The Regents determine that the Hunters Point Research Support Facility Upgrades project, as amended, is exempt pursuant to the California Environmental Quality Act.
 - (4) The Regents approve the amended design of the Hunters Point Research Support Facility Upgrades project, San Francisco campus.
- C. ***Budget; Scope Amendment; External, Standby, and Interim Financing; and Design Amendment Following Consideration of an Addendum to the UC Merced***

Medical Education Building Environmental Impact Report Pursuant to the California Environmental Quality Act, UC Merced Medical Education Building, Merced Campus

The Committee recommended that:

- (1) The 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Merced: UC Merced Medical Education Building – preliminary plans and working drawings for the entire project and construction for Site and Make Ready – \$49.3 million to be funded from external financing supported by State General Fund appropriations (\$45.1 million) and campus funds (\$4.2 million).

To: Merced: UC Merced Medical Education Building – preliminary plans, working drawings, design, construction, and equipment – \$300 million to be funded from external financing supported by State General Fund appropriations (\$243 million), gift funds (\$44.8 million) and campus funds (\$12.2 million).

- (2) The amended scope of the UC Merced Medical Education Building project be approved. The project shall provide approximately 203,500 gross square feet (gsf) (101,500 total assignable square feet (asf)) comprised of instructional space (18,900 asf), medical education space (25,900 asf), research space (22,800 asf), community engaged research space (10,300 asf), academic and staff support office spaces (11,200 asf), other support and shared spaces to support occupants (7,400 asf), graduate student space (2,100 asf), and building support space (2,900 asf). The project includes approximately 159,100 gsf of finished space, 44,500 gsf of shell space, and 3,300 gsf of useable roof space. The project includes an approximately 60-stall surface parking lot necessary for the community guests involved in medical education, research, and the allied department participants.
- (3) The President of the University shall be authorized to obtain additional external financing in an amount not to exceed \$193.7 million for a total amount not to exceed \$243 million plus related interest expense and additional related financing costs to finance the UC Merced Medical Education Building. The President shall require that:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. The primary source of repayment shall be from State General Fund appropriations, pursuant to the Education Code Section 92493 et

seq. Should State General Fund appropriation funds not be available, the President shall have the authority to use any legally available funds to make debt service payments.

- c. The general credit of the Regents shall not be pledged.
- (4) Standby financing in an amount not to exceed \$5 million plus related interest expense and additional related financing costs be approved to finance the UC Merced Medical Education Building. The Merced campus shall satisfy the following requirements:
- a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. Repayment of any debt shall be from gift funds. As gifts are received, the campus will reimburse the standby financing in a timely fashion. If gift funds are insufficient and some or all of the debt remains outstanding, then campus funds shall be used to pay the debt service and to meet the related requirements of the authorized financing.
 - c. As long as the debt is outstanding, the general revenues of the Merced campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - d. The general credit of the Regents shall not be pledged.
- (5) Interim financing in an amount not to exceed \$39.8 million plus related interest expense and additional related financing costs be approved to finance the UC Merced Medical Education Building. The Merced campus shall satisfy the following requirements:
- a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. To the extent additional gifts and other funds are received as cash, the amount of interim financing will be reduced. To the extent additional gifts are received as documented pledges, the interim financing will be converted to standby financing.
 - c. If gifts or pledges are not received within seven years from the initial draw, the interim financing will be converted to long-term external financing, or the Merced campus will pay down the interim financing.

- d. As long as the debt is outstanding, the general revenues of the Merced campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - e. The general credit of the Regents shall not be pledged.
- (6) Following review and consideration of the environmental consequences of the UC Merced Medical Education Building project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:
- a. Adopt the CEQA Findings for the UC Merced Medical Education Building project, having considered the UC Merced 2009 Long Range Development Plan Environmental Impact Report (LRDP EIR), 2020 LRDP EIR, the UC Merced Medical Education Building EIR, and Addendum No. 2 to the UC Merced Medical Education Building EIR.
 - b. Make a condition of approval the implementation of applicable Mitigation Measures and Continuing Best Practices as identified in the Mitigation Monitoring and Reporting Program adopted in connection with the UC Merced Medical Education Building Project EIR.
 - c. Approve the amended design of the UC Merced Medical Education Building project, Merced campus.
- D. ***Budget, Scope, External Financing, and Design Following Adoption of a Mitigated Negative Declaration Pursuant to the California Environmental Quality Act, Gayley Towers Redevelopment, Los Angeles Campus***

The Committee recommended that:

- (1) The 2022–23 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:
- From: Los Angeles: Gayley Towers Redevelopment – preliminary plans and working drawings – \$6.2 million funded from housing reserves.
- To: Los Angeles: Gayley Towers Redevelopment – preliminary plans, working drawings, construction, and equipment – \$108 million to be funded

with external financing supported by housing revenues (\$43 million), external financing supported by State General Funds for the Higher Education Student Housing Grant Program (\$35 million), and housing reserves (\$30 million).

- (2) The scope of the Gayley Towers Redevelopment project be approved. The project shall provide approximately 109,850 gross square feet (gsf), including up to 545 new beds (approximately 79,900 gsf of housing) in a mid-rise (eight-story) building. The scope includes the demolition of an existing building (100 beds).
- (3) The President of the University be authorized to obtain external financing in an amount not to exceed \$43 million, plus additional related financing costs to finance the Gayley Towers Redevelopment. The President shall require that:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. As long as the debt is outstanding, the general revenues from the Los Angeles campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - c. The general credit of the Regents shall not be pledged.
- (4) The President be authorized to obtain additional external financing in an amount not to exceed \$35 million, plus additional related interest expense and additional financing costs to finance the Gayley Towers Redevelopment. The President shall require that:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. The primary source of repayment shall be from State General Fund appropriations. Should State General Fund appropriation funds not be available, the President shall have the authority to use any legally available funds to make debt service payments.
 - c. The general credit of the Regents shall not be pledged.
- (5) Following review and consideration of the environmental consequences of the Gayley Towers Redevelopment project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of

this Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents shall:

- a. Adopt the Mitigated Negative Declaration for the Gayley Towers Redevelopment project.
- b. Adopt the Mitigation Monitoring and Reporting Program prepared for the Gayley Towers Redevelopment project and make a condition of approval the implementation of all applicable programs, practices, and procedures as well as mitigation measures identified therein that are within the responsibility and jurisdiction of UCLA.
- c. Adopt the CEQA Findings for the Gayley Towers Redevelopment project.
- d. Approve the design of the Gayley Towers Redevelopment project, Los Angeles campus.

E. ***University of California 2023–29 Capital Financial Plan***

The Committee recommended that the University of California 2023–29 Capital Financial Plan be approved.

F. ***University of California Financial Reports, 2023***

The Committee recommended that the Regents adopt the 2022–23 Annual Financial Reports for the University of California, the University of California Retirement System, and the five University of California Medical Centers.

G. ***Annual Actuarial Valuation of the University of California Retiree Health Benefit Program***

This item was not summarized.

H. ***Annual Actuarial Valuations for the University of California Retirement Plan and Its Segments and for the 1991 University of California – Public Employees’ Retirement System Voluntary Early Retirement Incentive Program***

This item was not summarized.

I. ***University of California Retirement Plan – Proposal to Authorize Changes to University Contribution Rates and Make Additional Contributions through Transfers from the Short Term Investment Pool***

The Committee recommended that:

- (1) The University contribution rate on behalf of active members in the Campus and Medical Centers and Lawrence Berkeley National Laboratory segments of the University of California Retirement Plan (UCRP) and on behalf of active participants in “Savings Choice” be increased based on the following schedule:

Effective Date	University Contribution Rate to UCRP	
	UCRP Active Members	Savings Choice “UAAL Surcharge” ²
July 1, 2023	14.0%	6.0%
July 1, 2024	14.5%	6.5%
July 1, 2025	15.0%	7.0%
July 1, 2026	15.5%	7.5%
July 1, 2027	16.0%	8.0%
July 1, 2028	16.5%	8.5%
July 1, 2029	17.0%	9.0%
July 1, 2030	17.5%	9.5%
July 1, 2031 and later	18.0%	10.0%

- (2) The Regents’ July 2017 action, *Authorization to Increase the University Employer Contribution Rate and Make Additional Contributions to the University of California Retirement Plan*, be amended by adding Sections P, Q, R, and S as follows:

Additions shown by underscoring

- P. Transfer funds from the Short Term Investment Pool (STIP) to UCRP in FY 2024–25 through FY 2028–29 in amounts shown in the table below each year.

<u>Fiscal Year</u>	<u>Transfer Amount</u>
<u>2024-25</u>	<u>\$800,000,000</u>
<u>2025-26</u>	<u>\$700,000,000</u>
<u>2026-27</u>	<u>\$550,000,000</u>
<u>2027-28</u>	<u>\$550,000,000</u>
<u>2028-29</u>	<u>\$400,000,000</u>

Should STIP have insufficient funds, funds will be transferred from the Total Return Investment Portfolio (TRIP) to STIP. These transfers shall satisfy the requirements below:

² The “UAAL Surcharge” is the employer contribution to UCRP on behalf of active employees who elected “Savings Choice” as their primary retirement benefit and are current participants in the Defined Contribution Plan. The UAAL Surcharge pays down UCRP’s unfunded actuarial accrued liability (UAAL).

- a. Maintenance of rating agency STIP and TRIP liquidity requirements at all times.
 - b. The creation of an internal note receivable (“STIP Note”) for the amounts above, owned by STIP participants.
 - c. The ability to set the repayment terms on the STIP Note, which will have a final maturity no later than FY 2041–42.
 - d. Assessment of all University fund sources making UCRP payments to include an additional amount for principal and interest payments on the STIP Note, divided proportionally based on covered compensation.
 - e. For funding sources, such as federal contracts and grants, where interest payments for the STIP Note are not billable as direct program costs, the campuses will be required to pay these charges using non-federal sources.
- Q. Obtain external financing not to exceed \$3 billion, plus additional related financing costs in lieu of or in addition to the STIP transfers, for the purpose described above in Section P if it is expected that this option could be accomplished at a lower cost or is more practical for the University. The repayment of external financing is anticipated to be from the same University fund sources that would be responsible for making payments on the STIP Note as outlined above.
- R. For Sections P and Q above, the total amount of the STIP transfers and external financing shall not exceed \$3 billion plus additional related financing costs.
- S. Take all actions and execute all documents necessary or appropriate in connection with Sections P through R above.

Regent Cohen reported that there was much discussion and dissent related to this item, but the proposal would bring fiscal balance to the UC Retirement Plan more quickly than what was originally proposed.

J. ***University of California 2024–25 Budget for Current Operations and State Request for Capital Projects***

The Committee recommended that the Regents approve the following items:

- (1) The proposed budget plan shown in Attachment 1, *University of California 2024–25 Budget Plan for Current Operations*.

- (2) A request for one-time State funding of \$1.2 billion in 2024–25 for capital projects to support facilities renewal, enrollment growth, and clean energy.

K. *Report of Budget to Actual Expenditures for Fiscal Year 2022–23 for the Office of the President and First Quarter Fiscal Year 2023–24 Results*

This item was not summarized.

Upon motion of Regent Cohen, duly seconded, the recommendations of the Finance and Capital Strategies Committee were approved, Regents Cohen, Drake, Elliott, Ellis, Hernandez, Leib, Makarechian, Park, Pérez, Raznick, Reilly, Robinson, Sherman, and Tesfai voting “aye.”

Report of the Health Services Committee

The Committee presented the following from its meeting of October 11, 2023:

A. *Approval of Appointment of and Compensation for Madelyn “Maddy” Pearson as Chief Nursing Executive, UCSF Health, San Francisco Campus as Discussed in Closed Session*

This item was not summarized.

B. *Approval of Incentive Compensation Using Health System Operating Revenues for Fiscal Year 2022–23 for Carrie Byington, M.D. as Executive Vice President – UC Health, Office of the President as Discussed in Closed Session*

Regent Pérez explained that this item was deferred for action at this meeting.

C. *Medical Options at the University of California for Victims of Sexual Assault*

This item was not summarized.

D. *Affiliations with Organizations with Policy-based Restrictions on Care*

This item was not summarized.

E. *Update on Medical Licenses for Residents and Fellows*

This item was not summarized.

The Committee presented the following from its meeting of November 16, 2023:

F. *Approval of Incentive Compensation Using Health System Operating Revenues for Fiscal Year 2022–23 for Carrie Byington, M.D. as Executive Vice President – UC Health, Office of the President as Discussed in Closed Session*

The Committee recommended approval of the Clinical Enterprise Management Recognition Plan (CEMRP) incentive award for Carrie Byington, M.D. as Executive Vice President – UC Health, Office of the President, in the amount of \$328,611, which is comprised of both a Short Term Incentive award of \$188,179 for the 2022–23 Plan Year and a Long Term Incentive award of \$140,432 for the performance period of July 1, 2020 through June 30, 2023. Dr. Byington was an active full-time employee of the University through June 30, 2023 in a CEMRP-eligible position.

The incentive compensation described above shall constitute the University’s total commitment regarding incentive compensation until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Upon motion of Regent Reilly, duly seconded, the recommendation of the Health Services Committee was approved, Regents Cohen, Drake, Elliott, Ellis, Hernandez, Kounalakis, Leib, Park, Pérez, Raznick, Reilly, Robinson, Sherman, and Tesfai voting “aye” and Regent Makarechian abstaining.

Report of the National Laboratories Committee

The Committee presented the following from its meeting of November 15, 2023:

State of Los Alamos National Laboratory

Regent Hernandez reported that the Committee heard an update on the state of Los Alamos National Laboratory (LANL), which marked its 80th anniversary this year. LANL addressed some of the world’s most complex challenges, including clean energy, climate change, and emerging biological threats. The University was the Laboratory’s top source of postdoctoral researchers for the past 20 years, and LANL collaborated with UC on a number of programs. Committee members asked questions about the scope of the Southern California Hub and were told that all campuses were invited and encouraged to participate in the program.

Report of the Public Engagement and Development Committee

The Committee presented the following from its meeting of November 15, 2023:

A. *Update from the Interim Senior Vice President of External Relations and Communications*

This item was not summarized.

B. *Conversation with Assemblymember Phil Ting*

Regent Reilly reported that State Assemblymember Phil Ting and the Committee discussed issues affecting the University and the rest of the state, as well as ways UC could partner with legislators.

C. ***The Triumphs (and Challenges) of Being a Public-Facing Climate “Scientist-Communicator” in the UC System***

This item was not summarized.

D. ***UC Agriculture and Natural Resources News and Information Outreach in Spanish: Extending the Reach of UC Research and Impact***

Regent Reilly reported that the Committee heard a presentation about the impact of UC Agriculture and Natural Resources News and Information Outreach in Spanish (NOS), which served as a model for the rest of the University.

E. ***Annual Report on University Private Support***

Regent Reilly reported that UC has raised more than \$3 billion in philanthropic support for the second consecutive year.

F. ***UCLA Affordability Initiative***

This item was not summarized.

Report of the Special Committee on Athletics

The Special Committee presented the following from its meeting of October 11, 2023:

A. ***Special Committee Charter, Advisory Membership, and Future Agenda Items***

Regent Hernandez reported that the Special Committee was inclined to invite representatives of UC athletics to present their experiences. Potential future agenda items included pending legislation, collective bargaining and unionization, UC Merced’s transition from National Association of Intercollegiate Athletics (NAIA) to National Collegiate Athletic Association (NCAA) membership, media rights, and basic needs for student-athletes.

B. ***Overview of University of California Athletics Delegations of Authority***

Regent Hernandez reported that Regents Bylaws 30 and 31 required the President and the chancellors to inform the Regents of significant developments affecting campuses or the University, including developments related to athletics. Bylaw 22.2 included a list of subjects for which the Regents have reserved authority for themselves, but there was no reservation specifically for athletics.

C. *Strategic Campus Athletics Overview: UC Davis and UC Irvine*

Regent Hernandez reported that athletic directors from UC Davis and UC Irvine provided the Special Committee with an overview of their athletic programs.

Report of the Special Committee on Nominations

The Special Committee presented the following from its meeting of November 15, 2023:

Resignations and Appointments of Regents to Standing Committees

The Special Committee recommended that:

- A. At the request of Regent-designate Salazar, he be removed from the Finance and Capital Strategies Committee and appointed to the Public Engagement and Development Committee, effective immediately through June 30, 2024.
- B. At the request of Regent Ellis, he be removed from the Academic and Student Affairs Committee and be appointed to the Finance and Capital Strategies Committee, effective immediately through June 30, 2024.

Upon motion of Regent Elliott, duly seconded, the recommendation of the Special Committee on Nominations was approved, Regents Cohen, Drake, Elliott, Ellis, Hernandez, Leib, Makarechian, Park, Pérez, Raznick, Reilly, Robinson, Sherman, and Tesfai voting “aye.”

5. **2023 UNIVERSITY OF CALIFORNIA ACCOUNTABILITY REPORT: HIGHLIGHTS AND UC 2030 UPDATES**

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Provost Newman introduced the item by sharing a photo Zabdi Velásquez, a UC Riverside transfer student who overcame multiple obstacles and graduated debt-free. He planned to pursue a Ph.D. at UCLA and aimed to become a professor. The UC Accountability Report was one way the University tracked students like Mr. Velásquez and UC’s progress toward its 2030 goals. UC hoped to create awareness of its operations, demonstrate its partnership with the State, and empower campus efforts through this report and through the UC Information Center.

Vice President Brown stated that this was the 16th year that the University has produced the Accountability Report, which included information about students, faculty, and staff and diversity of those populations, the UC mission, UC Health, institutional performance, and honors and rankings. Data from this report were available for download. The UC Information Center was utilized 20 to 25 times more than the Accountability Report. To address this, hyperlinks in the report now led directly to the UC Information Center, where

data could be filtered. Instead of the full report, only the executive summary was now printed. This year, the report included more information about progress toward achieving the UC 2030 goals. Ms. Brown presented a chart showing the progress UC has made in increasing degree attainment by 200,000, noting increased enrollment as part of the UC 2030 Capacity Plan. Improving timely graduation and closing equity gaps were both 2030 goals and part of the funding Compact with Governor Newsom. Ms. Brown presented charts indicating progress made in graduation rates for various student populations and noted the impact of the COVID-19 pandemic on this goal. The report also quantified what was needed to achieve these goals, and data could be disaggregated by campus. The Compact created an opportunity for the University to create a community of practice across its campuses. Ms. Brown presented a chart of faculty hires and separations, acknowledging that it would take UC longer to achieve the goal of adding 1,100 ladder-rank faculty in the next four years. Nearly all separations were faculty retirements, but the decline in hiring could be attributed to the pandemic. Much of the funding campuses received during that time was one-time funding, which stalled hiring. A growing percentage of faculty hires has come from underrepresented groups, which helped UC make progress in its goal of diversifying the professoriate.

Chair Leib asked about the original timeline of six years for achieving faculty goals. Ms. Brown replied that UC originally intended to add faculty within the first four years to help the University with its additional students and the “growing our own” initiative but decided to extend the timeline.

Staff Advisor Mackness stated that she was pleased to find that the report included a segment on staff. She asked if hiring data could be disaggregated by level within the organization. Ms. Mackness observed that, while certain groups are well represented in more senior levels, other groups were not. Ms. Brown stated that the report compared the diversity of various UC populations, including staff.

Ms. Brown asked Ms. Mackness if she wished to see data compared among various groups or career progression of individuals. Ms. Mackness responded that there was much greater ethnic diversity at lower levels than at higher levels in the organization. Ms. Brown stated that some of that information was available and could be extracted.

Regent Pérez praised the report for being more usable, transparent, and accessible so that UC could be held accountable to its public mission. Ms. Brown acknowledged the work of the staff at the Office of the President.

Regent Tesfai asked that the next report include more information about the University’s efforts to increase transfer from the 69 California Community Colleges that have historically sent a low number of transfer students to UC. Ms. Brown suggested that an update could be provided in one year’s time. Many of these outreach programs were newly expanded or new programs. She noted that one of the most profound sources of undergraduate student diversity was the transfer population.

6. REPORT OF INTERIM, CONCURRENCE, AND COMMITTEE ACTIONSApprovals by Interim Action

The Chair of the Board, the Chair of the Finance and Capital Strategies Committee, and the President of the University approved the following recommendation:

Working Drawings Funding, Gayley Towers Redevelopment, Los Angeles Campus

That the 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

From: Los Angeles: Gayley Towers Redevelopment – preliminary plans – \$3.1 million to be funded from housing reserves.

To: Los Angeles: Gayley Towers Redevelopment – preliminary plans and working drawings – \$6.2 million to be funded by housing reserves.

7. REPORT OF MATERIALS MAILED BETWEEN MEETINGS

Secretary and Chief of Staff Lyall reported that, on the dates indicated, the following were sent to the Regents or to Committees:

To the Regents of the University of California:

- A. From the Associate Vice President of Federal Government Relations, Federal Update, 2023, Issue 8. September 27, 2023.
- B. From the President of the University, Annual Report on Regents Policy 3501: Policy on Student-Athletes. October 10, 2023.
- C. From the President of the University, a letter announcing that ARCHES LLC, a public-private partnership, has been awarded up to \$1.2 billion from the Department of Energy to develop a California Hydrogen Hub. October 13, 2023.
- D. From the President of the University, 2023 Legislative Summary from UC State and Government Relations. October 23, 2023.
- E. From the Associate Vice President of Federal Governmental Relations, Federal Update, 2023, Issue 9. October 25, 2023.
- F. From the Secretary and Chief of Staff, a letter from Regent Sures to the UC Ethnic Studies Faculty Council. October 31, 2023.
- G. From the General Counsel, UC Legal Fiscal Year 2019–2022 Outside Counsel Spend Report. November 3, 2023.

The meeting adjourned at 2:00 p.m.

Attest:

Secretary and Chief of Staff

University of California
2024-25 Budget Plan for Current Operations

(dollars in millions)

Attachment 1

2023-24 CORE FUNDS FOR CURRENT OPERATIONS

Total Core Funds (State General Funds, Student Tuition and Fees, and UC General Funds) **\$ 10,410.7**

PROPOSED CHANGES IN EXPENDITURES

Sustaining Core Operations

Faculty compensation: policy-covered	\$	88.5
Faculty merit program	\$	38.7
Staff compensation: policy-covered	\$	74.5
Contractually committed compensation	\$	90.3
<i>Represented academic employees</i>	\$	76.0
<i>Represented staff employees</i>	\$	14.3
Retirement contributions	\$	104.6
Employee health benefits	\$	45.7
Retiree health benefits	\$	11.1
Non-salary price increases	\$	45.0
Subtotal	\$	498.3

Enrollment Growth

Compact: 2,000 CA undergrad, 625 grad*	\$	57.8
Subtotal	\$	57.8

Student Financial Aid

New enrollment (2,000 undergrad, 625 grad)	\$	13.3
Add'l 902 aid-eligible undergrads (NR swap)	\$	4.0
Tuition/Fee/NRST Adjustments	\$	75.0
Subtotal	\$	92.3

Additional High-Priority Investments

DDS-ASPIRE, PRIME-Rx, Vet SERVE	\$	4.3
Subtotal	\$	4.3

EXPENDITURES TOTAL **\$ 652.7**

PROPOSED CHANGES IN REVENUE / RESOURCES

Alternative Revenue Sources

Procurement savings	\$	11.2
Asset management	\$	90.0
Nonresident enrollment growth (200), net	\$	4.1
Subtotal	\$	105.3

State General Funds

5% Base Budget Adjustment	\$	235.2
Convert 902 nonresident to resident slots		
Offset lost nonresident tuition revenue	\$	29.1
Aid for add'l 902 eligible undergrads	\$	4.0
DDS-ASPIRE, PRIME-Rx, Vet SERVE	\$	4.3
Subtotal	\$	272.6

Tuition and Fees

<i>For campus operations</i>		
Enrollment growth (net of aid)	\$	29.8
Nonresident tuition reduction from swap	\$	(29.1)
Tuition/Fee Adjustment (net of aid)	\$	79.1
Nonresident tuition adjustment (net of aid)	\$	36.8
<i>For student financial aid</i>		
From enrollment growth	\$	13.3
From Tuition/Fee/NRST adjustments	\$	75.0
Subtotal	\$	204.9

REVENUE / RESOURCES TOTAL **\$ 582.8**

Add'l cost savings/revenues required **\$ 69.9**

ADDITIONAL REQUEST FOR ONE-TIME STATE FUNDS

Capital Support for Facilities Renewal, Enrollment Growth, and Clean Energy Projects **\$ 1,200.0**

Figures may not sum to totals due to rounding.

* Does not include additional CA undergraduate growth beyond the level in the Compact, which would be funded from the University's 2023-24 State appropriation together with students' tuition and fees