

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

May 17, 2023

The Regents of the University of California met on the above date at the UCLA Luskin Conference Center, Los Angeles campus and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Anguiano, Batchlor, Blas Pedral, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Matosantos, Park, Pérez, Pouchot, Reilly, Robinson, Sherman, and Timmons

In attendance: Regents-designate Raznick and Tesfai, Faculty Representatives Cochran and Steintrager, Staff Advisors Lakireddy and Mackness, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Chief Compliance and Audit Officer Bustamante, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President Byington, Executive Vice President and Chief Operating Officer Nava, Vice Presidents Brown, Humiston, Leasure, and Lloyd, Chancellors Block, Christ, Gillman, Hawgood, Khosla, Larive, May, Muñoz, Wilcox, and Yang, 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. Eric Zhu, UC Berkeley student and Opportunity for All campaign coordinator, spoke in support of the campaign. He stated that undocumented students were underserved and lacked representation within the UC administration. Many struggled with transportation, housing, and legal issues. He urged the Regents to adopt the strategy of the Opportunity for All campaign.
- B. Astghik Hairapetian, law fellow at the UCLA Center for Immigration Law and Policy, provided reasons for direct implementation of the strategy of the Opportunity for All campaign. She stated that undocumented students should be the ones to decide whether to seek employment and that employed undocumented students would be protected by the same privacy laws that apply to California DREAM Act funding and driver's licenses. Ms. Hairapetian and her colleagues offered to discuss these and other legal questions with the Regents.
- C. Emma Cristofani, UC Santa Barbara staff member, called attention to a staff vacancy emergency at UCSB. She stated that the campus lost two staff members

for every vacancy filled, and that UCSB was offering candidates salaries that did not allow them to afford rent.

- D. Daniela Ramos Rodriguez, UC Irvine undocumented student, spoke in support of the Opportunity for All campaign. She shared that her family could not financially support her, and that the strategy of the campaign would enable her to achieve financial stability and meet her basic needs. In her view, the consequences of being unable to work were more significant than the potential risks associated with the implementation of Opportunity for All.
- E. Melody Torres, UC Santa Barbara student and Racial Justice Now! campaign coordinator, asked the Regents to adopt the strategy of the Opportunity for All campaign. She stated that undocumented students were deprived of opportunities to engage in research and meet their basic needs. She added that the University must provide equal access to opportunities regardless of immigration status.
- F. Anthea Kraut, Chair of the UC Riverside Department of Dance, called attention to severe understaffing at UCR. Vacancies, turnovers, and the clustering of units were compromising the Department's ability to produce performances, and the loss of institutional knowledge had a profoundly negative effect on students, faculty, and other staff. Ms. Kraut asked the University to support policy changes that would incentivize staff to remain in their units.
- G. Joseph Mauro, UCLA student, expressed opposition to the Inclusive Access textbook program. He stated that, after a similar program was implemented at the University of Florida system, nearly one-quarter of students dropped their classes due to increased textbook costs. He asked the University to reconsider increasing fees and compelling students to purchase online versions of textbooks without input from students and their families.
- H. Monica Martinez shared a statement on behalf of Nora Alvarez, UCLA Health staff member and member of American Federation of State, County and Municipal Employees (AFSCME) 3299. Ms. Alvarez expressed frustration that she had less than \$1,500 per month after paying her mortgage while UC executives received pay increases and other additional benefits. She demanded that UC raise the minimum wage to \$25 per hour for all workers and provide affordable housing for students and employees.
- I. Jeffrey Muñoz, UCLA undocumented student, called for the implementation of the strategy of the Opportunity for All campaign. He stated that the financial instability of undocumented students outweighed the risk of employing them. Mr. Muñoz asked the Regents to heed the hundreds of undocumented students from across the UC system who were rallying for this cause.
- J. Jose Lopez, representative of Alliance of Californians for Community Empowerment (ACCE), asked UC to divest from Blackstone, which he stated was

notorious for raising rent, neglecting repairs, and abusing tenants. He added that Blackstone purchased 66 apartment complexes in San Diego County in 2021, after which the average rent rose 40 percent in most of these properties.

- K. Julia Bohan, UCLA student and representative of Ignite at UCLA, called for access to rape test kits on UC campuses. She stated that student health and safety should be within UC's interest, that the Regents were neglecting this issue, and that survivor safety, justice, and comfort should be indisputable priorities.
- L. Vincent Rasso, representative of the Campaign for College Opportunity, called on UC to adopt the Associate Degree for Transfer (ADT) as this would simplify the transfer process for thousands of students. Mr. Rasso stated that nearly half a million ADTs had been awarded since the inception of the program, and that ADT recipients made up almost 70 percent of UC transfer students. He noted that Assemblymember Kevin McCarty endorsed the adoption of the ADT at UC.
- M. Johanna Mejia, UC Irvine undocumented student, spoke in support of the Opportunity for All campaign. She stated that thousands of undocumented students were advocating for equal employment opportunities. She called for the full implementation of the proposal of the campaign.
- N. Emily Chinn, UCLA student and representative of Ignite at UCLA, expressed disappointment at the lack of significant reaction from the Regents about the concerns raised by the group. She questioned whether survivor justice and student safety were top UC priorities. Ms. Chinn contrasted the Regents' response with the *Los Angeles Times*' recent front-page story on rape test kit access.
- O. Roan Thibault, UC Davis student and representative of Students Demand Action, called for UC investment policy to include divestment from the gun industry. He stated that gun violence was a leading cause of death of college-age Americans and that the gun industry has continued to innovate deadlier weapons, such as the assault rifle used in the 2014 UC Santa Barbara mass shooting.
- P. Stephanie Lain, UC Santa Cruz lecturer, spoke in opposition to recent Unit 18 layoffs and reduction of work hours occurring across the system, which could reduce the number of courses offered, increase class sizes, and increase time to degree. Unit 18 instructors taught all introductory language courses at UCSC, and, since March, five of her colleagues have been laid off and work hours were reduced for three other colleagues.
- Q. Ashley Hernandez, UCLA Health staff member and member of Teamsters Local 2010, asked the University to investigate the working conditions of over 500 staff members at the UCLA Health Call Center. She stated that staff were subject to unreasonable work expectations and were disciplined and given poor evaluations for deviating slightly from the call center script.

- R. Davina Woods, UCLA staff member and member of AFSCME 3299, demanded that UC pay all workers a minimum of \$25 per hour. Her pay did not cover her monthly expenses; she lived over 60 miles away from work due to the high cost of living and spent over \$100 per week on gasoline.
- S. Carolyn Leavitt, UC Berkeley student, called attention to the lack of training and accountability with regard to disability accommodations on campus. She struggled to receive recognition and accommodations for her disability. Ms. Leavitt called for mandated anti-ableism training for staff and more funding for disabled student programs.
- T. Christina Arguello, UC Berkeley student, expressed concern about the lack of sexual violence and harassment prevention resources for the disability community at UC, adding that those with disabilities were more vulnerable to sexual violence. Ms. Arguello also raised concerns about understaffing of disabled student programs. She called for additional funding to hire more staff, mandated disability training for staff, and holistically addressing other issues affecting the disability community.
- U. Thin Rati Oo, UC Berkeley student, addressed Assembly Bill (AB) 1160 and institutional debt. A financial hold was preventing her from registering for classes and accessing essential campus services. This affected her ability to graduate in a timely manner and find employment to repay her debt, perpetuating a cycle of financial hardship. She implored the University to adopt a more compassionate, student-centered approach to debt collection.
- V. Summer Spink, UC Santa Barbara student and member of the Mauna Kea Protectors at UCSB, implored the Regents to divest from the Thirty Meter Telescope (TMT) project on Mauna Kea. She stated that Native Hawaiians, UC students, staff, and faculty, scientists, and others objected to the project. In her view, the project presented environmental, religious, cultural, and political issues.
- W. Shruti Adusumilli, UC Davis student and member of the UC Student Association (UCSA), called attention to concerns raised at this meeting by Student Advocates to the Regents (STARs), including funding for disability services, implementing the strategy of the Opportunity for All campaign, institutional debt and supporting AB 1160. Ms. Adusumilli questioned whether the five percent base budget increase in the University's Compact with the Governor would help cover all essential student services and how UC would make up for any funding gaps. She urged the Regents to listen to students and work with them to solve problems.
- X. Chase Hobbs-Morgan, UC Santa Barbara lecturer, asked the Regents to stop the layoffs of lecturers at multiple campuses. He stated that these lecturers were being let go after one year of a two-year contract, and that layoffs impeded students' ability to enroll in classes, graduate in a timely manner, and avoid debt. Layoffs also pushed lecturers out of their profession and suggested that they were not

valued. Mr. Hobbs-Morgan asked UC to lobby for State funding to prevent future layoffs.

- Y. Sagar Jethani stated that he and Roberto Reynoso were co-founders of SafeBears, a group calling on UC Berkeley and the Regents to protect students from violent crime. He suggested constructing security fences around dormitories because many were near large homeless encampments and intruders could easily gain entry. He reported that, in September, a man entered a women's shower stall in Unit One and another man committed sexual battery in Unit Two. In November, an unregistered sex offender was found living under a stairwell in Unit Three and was arrested.
- Z. Diana Hernandez, UCLA Health staff member and member of Teamsters Local 2010, called attention to the hostile work environment at the UCLA Health Call Center that has led many workers to take stress leave or quit. She stated that managers set unattainable goals and that workers had increased workloads and health issues due to toxic micromanagement. She added that workers were harassed for taking restroom breaks and were being disciplined and given poor evaluations for taking time to attend meetings or training events.
- AA. Charlie Walner, UCLA student, called for student representation in the Office of the President's textbook affordability task force. He stated that textbook prices have risen 700 percent in the last decade, and that the Inclusive Access textbook program used an opt-out model and bundled course materials with textbooks, which limited students' ability to purchase textbooks elsewhere.
- BB. Delia Falliers, UCLA student and representative of Ignite at UCLA, shared what she had learned during a recent meeting with Eli Pascal, Director of UC Irvine's Campus Assault Resources and Education office. UCI's new rape treatment center was fully equipped with forensic examinations and sexual assault nurse examiners and cost \$350,000 to renovate, furnish, and equip. Ms. Falliers asked the University to establish similar facilities at all UC campuses.
- CC. Ria Nambiar, UCLA student and representative of Ignite at UCLA, called for expanded access to rape test kits across all UC campuses. These test kits often contained the only piece of evidence in rape investigations. Ignite has been featured in the *Los Angeles Times* and would be featured in the *Washington Post*.
- DD. Katelyn Reed, UC Davis student, called for more funding so that campuses could hire enough disability support staff. She shared that she was part of the Redwood Supported Education to Elevate Diversity (SEED) Scholars Program for students with intellectual disabilities and that she worked at the campus veterinary clinic. Ms. Reed thanked Chancellor May for his leadership and support of the program.

2. REMARKS OF THE CHAIR OF THE BOARD

Chair Leib began his remarks by congratulating graduating UC students, including former Regent Jamal Muwwakkil and Regent Blas Pedral, and acknowledged the obstacles these students overcame during the COVID-19 pandemic. He congratulated Regents Batchlor, Chu, Matosantos, and Robinson for their unanimous confirmation by the State Senate. Chair Leib also announced that this was the last full Board meeting for Regents Blas Pedral, Pouchot, and Timmons, as well as Staff Advisor Lakireddy. He highlighted several items that would be discussed later in the meeting. These included Senate Bill 28, the Public Preschool, K–12, and College Health and Safety Bond Act of 2024, which would place a \$15.5 billion bond measure on the ballot, and the establishment of the Special Committee on Athletics. Chair Leib concluded his remarks by offering condolences for the recent stabbing attacks in Davis, which included the murder of a UC Davis student. The Regents' thoughts were with the campus and the Davis community. He recognized Chancellor May and his staff for their work to protect students, faculty, and staff.

3. REMARKS OF THE PRESIDENT OF THE UNIVERSITY

President Drake echoed Chair Leib's remarks about the recent stabbing attacks in Davis and expressed his appreciation for the leadership of the campus and the community. He was heartened to see many representatives from the Davis community at UC Day in Sacramento, and he reported that student advocacy was well received by elected officials and their staff. President Drake noted that graduation season offered the University an opportunity to reflect on its mission and efforts. He expressed gratitude to Governor Newsom for maintaining funding to UC in his May Revision to the State Budget, which recognized UC's role in maintaining the state's economic competitiveness and solving California's most urgent issues. This funding would go toward enrollment growth, campus resource expansion, more student housing, and hiring more faculty and staff. President Drake expressed his gratitude to the Governor and legislators for maintaining the five percent increase per the funding Compact at a time of budgetary challenges.

President Drake noted that, if Senate Bill 28 and the resultant bond measure pass, \$2 billion in State general obligation bonds would be allocated to UC, the biggest capital investment in UC in nearly 20 years. This funding would enable UC to perform seismic upgrades and modernize UC space, thirty percent of which was over 50 years old.

President Drake announced that Executive Vice President Byington was stepping down at the end of June and commended her infectious disease expertise and thoughtful leadership during the COVID-19 pandemic. Pending approval by the Regents at this meeting, Michael Reese would return from retirement following a longtime career at UC to serve as Senior Vice President of External Relations and Communications on an interim basis following the departure of then Senior Vice President Colburn last month. Kathleen Fullerton had been chosen as the new Associate Vice President for State Government Relations, the first woman to serve in this position. President Drake acknowledged Staff Advisor Lakireddy and Regents Blas Pedral, Pouchot, and Timmons for their service.

4. REMARKS OF THE CHAIR OF THE ACADEMIC SENATE

Faculty Representative Cochran stated that, although the World Health Organization announced that COVID-19 no longer constituted a worldwide pandemic on May 5, it was still the fourth leading cause of death in the U.S. and the University has been left to grapple with several existential questions. A recent University of Southern California study found that the pandemic accelerated changes in personality traits, and younger adults were scoring lower in the areas of extroversion, openness, agreeableness, and conscientiousness than they did before the pandemic. However, the healing process has begun as students attend classes, join student clubs, and learn the importance of meeting deadlines. Across the country, social values and expectations, such as those related to reproductive rights, seemed in flux. Following years of isolation, staff and students were demanding flexibility, but individual choices had costs. Ms. Cochran underscored the extra labor involved in providing classroom flexibility—offering multiple modalities, loosening submission deadlines, and writing multiple versions of tests—and its deleterious impact on research. Staff shortages meant work was either not completed or shifted to other staff. Additional investment was needed to sustain this new model of individualized education, but faculty and staff recruitment fell far below UC targets. Beyond the classroom, faculty expand knowledge and scholarship, bring in external funding, provide patient care, mentor new scholars, and provide service to the community. Workloads have ballooned, but many faculty received smaller cost of living adjustments to their salaries than policy-covered staff or administrators. The pandemic’s full impact on UC was not yet known, but students have continued to take a combination of in-person and online courses. A recent study from the Federal Reserve, University of Iowa, and Harvard University found that physical proximity led to better work performance and less turnover, with younger, less experienced, and female workers benefitting the most. Despite one-time emergency funding from the Office of the President for increases in instructional and research costs, faculty were deeply worried about the future. Early career faculty did not have the reserves to grow out of this deficit. Provost Newman and the Academic Senate have partnered to create a systemwide work group for developing recommendations to modernize academic graduate training. Ms. Cochran anticipated that the recommendations would be presented to the Regents in the fall.

The meeting adjourned at 10:05 a.m.

Attest:

The Secretary and Chief of Staff