

**TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA:**

**ACTION ITEM**

*For Meeting of May 18, 2023*

**ADOPTION OF REGENTS POLICY ON EQUITABLE STUDENT EMPLOYMENT OPPORTUNITIES**

**EXECUTIVE SUMMARY**

The University is committed to providing equitable access to high-quality higher education for all of its students regardless of immigration status. University employment is an important component of student life and well-being for many students, offering opportunities for academic growth, and preparing them to flourish in their chosen careers.

The University has assessed whether it would be appropriate to adopt a policy that would authorize the employment of student employees regardless of immigration status. This assessment has included a review of legal theories that might be asserted in support of a new equitable access to employment policy. The Board of Regents is considering a range of alternative plans for possibly implementing such a policy.

The University proposes to move forward with steps toward exploring a policy to authorize the hiring of University students without regard to immigration status, by approving the Regents policy attached as Attachment 1.

**RECOMMENDATION**

The President of the University recommends to the Board of Regents that the Regents adopt a new Regents Policy on Equitable Student Employment Opportunities, as shown in Attachment 1.

**Attachment 1**

**Regents Policy on Equitable Student Employment Opportunities**

The University is committed to providing equitable access to quality higher education for all of its students regardless of immigration status. University employment is an important component of student life and wellbeing for many students, offering opportunities for academic growth, and preparing them to flourish in their chosen careers. Students benefit enormously from professional training and mentoring by members of the faculty working at the top of their fields. Many UC students depend on University employment to support themselves and their family members during their course of study. Student employees in turn offer valuable service to the University.

In light of these advantages, the University believes that all University students, regardless of immigration status, should have the same opportunity to realize the benefits of University student employment.

In order to pursue the goal that all persons who are enrolled as University of California students should have equal access to University employment opportunities, the Chair of the Board of Regents will convene a Regents working group to work with the President of the University to determine next steps. The President and Working Group will complete their work by November 30 of this year, and the Working Group is authorized to direct the President to proceed with any next steps so determined.

**NO RIGHT OF ACTION**

This policy is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the University of California or its Board of Regents, individual Regents, officers, employees, or agents.