

February 10, 2023

Gene Block
Chancellor, UCLA

Darnell Hunt
Executive Vice Chancellor/Provost, UCLA

Re: Post-Strike Concerns

Dear Chancellor Block and Executive Vice Chancellor & Provost Hunt,

At the January 30, 2023, meeting of the Council of Faculty Chairs, which is comprised of the chairs of the Faculty Executive Committees (FECs) of each school and division, members discussed concerns about the post-strike impacts on the academic mission of the university.

Members emphasized the following position:

- The **financial responsibility** for reinvesting in graduate education and postdoctoral training in the wake of the related contract settlements **must not be borne disproportionately by academic units and faculty PIs**. It is illogical and wrong-headed to expect that a reinvestment in long-underfunded graduate education and research, which are at the core of our academic mission, would slash academic budgets.
- **Every budget must be on the table, including administrative budgets**, as our campus and UC system address cost increases.
- The **faculty must be involved**, both at the level of the FECs and through the Council on Planning and Budget and other Senate bodies, in making these hard and likely painful budgeting decisions.

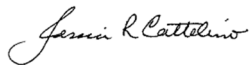
Moreover, members expressed **concern that labor and graduate education are changing at a moment when UCLA has committed to graduate student and faculty diversity and becoming a Hispanic Serving Institution (HSI)**. Faculty worry that budgetary decisions that slash graduate student education and training may undermine our shared diversity, equity, and inclusion (DEI) values. There are at least three interrelated issues: 1) that dramatically shrinking PhD training at precisely the moment in history when the university has made some strides in diversifying UC graduate students would contract rather than expand access in ways that work against DEI values; 2) that at a time when the UC is promoting the idea of “Growing Our Own” as a way to diversify our faculty, we undermine those efforts to diversify the faculty by choking the PhD pipelines; and 3) while UCLA has expanded its commitment to hiring faculty of color, the university is at risk of further increasing faculty workloads (e.g., undergraduate courses

without adequate Teaching Assistants) and leaving faculty PIs burdened (e.g., by pushing the costs of the new contract onto their grants).

Lastly, members observed that **there are immediate, short-term needs for guidance and resources as departments, schools/divisions, and faculty make post-strike decisions about resources, graduate students, and research and teaching.** They urge Administration to make needed guidance and resources quickly and transparently available. The FEC chairs are prepared to engage about ideas for meeting these needs.

Members added that the **faculty stand ready to join in efforts to secure more public funding for graduate education from the State of California and federal research funding agencies.**

Sincerely,



Jessica Cattelino
Chair
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate
Yolanda Gorman, Senior Advisor and Chief of Staff to the Chancellor
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate
Emily Rose, Assistant Provost and Chief of Staff to the EVCP
Shane White, Immediate Past Chair, UCLA Academic Senate
Members, Council of Faculty Chairs