

December 12, 2022

Academic Senate Guidance on Grading and Other UAW Strike Related Matters

Dear colleagues,

As the UAW strike enters its fifth week, we recognize the challenges and frustration you are experiencing, especially because some issues have, thus far, eluded definitive resolution and guidance. To represent all Senate faculty, regardless of their views on the strike, we aim to remain neutral and provide up-to-date and accurate information that Senate faculty may use to make their own decisions. Given this context, we hope you will find this letter, as well as [previous guidance](#) from the Academic Senate, helpful as you navigate our current state.

1) Grade Submission

- As the campus Administration [announced on November 30](#), the late grade submission window has been extended to January 19 at 5 p.m.
- * Once any grades have been submitted for a course, the option to submit additional grades via [the late grade submission process](#) for that course is no longer available. Therefore, if you do not have all grades ready for a course by the standard grade submission deadline of December 16 at 5 p.m., you may want to delay submitting any grades for that course until you have as many grades as possible before the late submission window closes. This allows you to minimize the number of grades subject to a more laborious administrative review of official record changes.
- You do not need to submit No Report (NR) notations manually. The system will automatically issue an NR notation for students whose grades have not been submitted by 5 p.m. on December 16. Once NR notations have been posted for your students, you can follow [these instructions](#) to submit late grades.
- If grading is delayed, it is essential to preserve relevant course materials for later evaluation.
- If, as a result of the strike, you are struggling to complete your grading, please consult your department chair to see what support may be available to you for finishing the grading and entering grades.

2) Impacts of Missing Grades

- The Administration has been working to limit the negative potential impacts of missing grades on students, including those who are receiving financial aid, student athletes, student veterans, students on probation, and students who need to pass prerequisites or other courses to progress in their programs. To that end, the Administration may contact instructors to indicate which students are most at risk from missing grades.

- The Administration cannot guarantee that all students will be protected from the impact of missing grades. Even if short-term impacts are limited, the long-term effects may be quite damaging, because NR notations that are not replaced with grades by the end of the following quarter will automatically become non-passing grades (F, NP, or U).

3) Striking Graduate Students

- Graduate students have been advised by the Administration to continue attending their classes, and they should receive grades for those classes, even if they are on strike. A student's academic progress toward a degree is separate from their employment.
- Independent research and teaching apprentice courses (e.g., courses numbered 298, 299, 399) present bigger challenges in this regard. If academic expectations separate from employment have been clearly communicated (e.g., via a syllabus), grading should be guided by those expectations. In the absence of such communication, instructors may consider assigning final grades on the basis of student performance up to the time of the strike, keeping in mind that giving a failing grade could be considered retaliation. Please note that with the consent of the departments (or equivalents) involved, the work of graduate students in independent research and teaching apprentice courses may be evaluated by means of the grades S or U. Additional guidance can be found in the section on "Graduate Student Grading and Evaluation of Academic Progress" in the [Systemwide Senate leadership's letter of November 23](#).
- As the strike continues and frustrations grow, it is important to remember both our legal obligations and the fact that we are all part of one community that must, somehow, chart a common path forward. Graduate students, as well as other members of the UCI community, should be able to exercise their rights and responsibilities without fear of retaliation.

4) Grant Funding Concerns

- Both the Senate and the Administration have heard from numerous principal investigators (PIs) that they are unclear on how to deal with striking research personnel who are paid from research grants. At some point, PIs have to certify the amount of effort their personnel have contributed to the work funded by a grant. It would be unethical – and pose a risk to future federal funding – to misrepresent such efforts, but actions that negatively impact striking individuals might be considered retaliatory. We are all waiting for guidance on this issue from the UC Office of the President (UCOP).
- Similarly, many PIs are concerned about having promised positions to research personnel. If large and unexpected pay raises go into effect, the available grant funding may not be sufficient to cover those commitments. Given such a prospect, PIs may want to rescind some of their promises, but this could also be considered retaliatory. Again, we are waiting for guidance from UCOP on how to handle this complex issue.
- A somewhat simpler situation is presented by research personnel who are submitting timesheets while on strike. These employees should indicate that they are on leave without pay.

5) Winter 2023 Planning

- The Council on Educational Policy has approved the following emergency resolution that allows a temporary shift to remote or hybrid instruction for undergraduate courses at the discretion of the instructor. Please note that the temporary exemption is effective until the current strike ends or the winter quarter ends, whichever occurs first.

The current strike by Academic Student Employees (Teaching Assistants, Readers, and Tutors) may have adverse impacts on undergraduate student learning. Instructors may be exploring ways to manage a larger share of teaching and assessment, or to provide more access and a uniform experience to all students enrolled in their undergraduate courses. The Council on Educational Policy (CEP) authorizes a temporary shifting of undergraduate courses to remote or hybrid instruction at the discretion of the instructor until the current strike ends or the winter quarter ends, whichever occurs first. This limited, temporary exemption is only intended to provide instructors with additional options to minimize adverse impacts on undergraduate education. At the conclusion of the exemption period, the normal Senate process for approval of any online component of undergraduate courses will automatically resume.

- If the strike continues into Winter 2023, you may want to include in your syllabus some contingency plans that allow for changes in instructional modality, assessments, and grading.

While we hope that the strike will soon be resolved, we will continue to support our Senate faculty by providing critical and timely information and updates. In the meantime, we wish you a safe and peaceful end of the year.

Sincerely,



Georg Striedter, Chair
Academic Senate – Irvine Division



Arvind Rajaraman, Chair Elect
Academic Senate – Irvine Division

**This bullet point has been updated from the original letter.*