



Assembly of the Academic Senate
Notice of Meeting
Thursday, October 9, 2025
2:00 pm – 4:30 pm

AGENDA

[Assembly members](#) have been pre-registered for the meeting and sent unique Zoom join links.
Other UC Academic Senate members who wish to participate in the videoconference must register at:
https://UCOP.zoom.us/meeting/register/wX8qWHVMRuuN_X4rgzYeEw

Item	Enclosures
I. Roll Call of Members (2:00 - 2:10 pm)	Page 3
II. Minutes [ACTION] <ol style="list-style-type: none">1. Approval of the Draft Minutes of the Meeting of June 12, 20252. Appendix A: Assembly Attendance, June 12, 20253. Appendix B: 2024-25 Faculty Welfare Report to the Assembly	Pages 4-9 Page 10 Page 11-18
III. Announcements by the Chair (2:10 - 2:45 pm) <ul style="list-style-type: none">▪ Ahmet Palazoglu	
IV. Reports of Standing Committees (2:45 - 3:00 pm) A. Academic Council [ACTION] <ul style="list-style-type: none">▪ Ahmet Palazoglu, Chair1. Proposed revisions to Senate Regulation 750	Page 19
V. Announcements by Senior University Managers (3:00 - 4:00 pm) <ul style="list-style-type: none">▪ James B. Milliken, President▪ Katherine S. Newman, Provost and Executive Vice President, Academic Affairs▪ Nathan Brostrom, Executive Vice President and Chief Financial Officer, UC Finance	
VI. Special Orders A. Consent Calendar [NONE] B. Annual Reports [2024-25] Academic Council Academic Computing and Communications (UCACC) Academic Council Special Committee on Laboratory Issues (ACSCOLI) Academic Freedom (UCAF) Academic Personnel (UCAP) Affirmative Action, Diversity, and Equity (UCAADE) Board of Admissions and Relations with Schools (BOARS) Coordinating Committee on Graduate Affairs (CCGA) Committees (UCOC) Educational Policy (UCEP)	Pages 21-88

Faculty Welfare (UCFW)
International Education (UCIE)
Library and Scholarly Communication (UCOLASC)
Planning and Budget (UCPB)
Preparatory Education (UCOPE)
Privilege and Tenure (UCPT)
Research Policy (UCORP)
Rules and Jurisdiction (UCRJ)

- VII. University and Faculty Welfare Report [NONE]
 - VIII. Reports on Special Committees [NONE]
 - IX. Petitions of Students [NONE]
 - X Unfinished Business [NONE]
 - XI. New Business
-

I. Roll Call

2026-26 Assembly Roll Call – Meeting of October 9, 2025

President of the University:

James B. Milliken

Academic Council Members:

Ahmet Palazoglu, Chair
Susannah Scott, Vice Chair
Mark Stacey, Chair, UCB
Katheryn Russ, Chair, UCD
Jane Stoeve, Chair, UCI
Megan McEvoy, Chair, UCLA
Kevin Mitchell, Chair, UCM
Kenneth Barrish, Chair, UCR
Rebecca Jo Plant, Chair, UCSD
Errol Lobo, Chair, UCSF
Rita Raley, Chair, UCSB
Matthew McCarthy, Chair, UCSC
David Volz, Chair, BOARS
Partho Ghosh, Chair, CCGA
Kristen Holmquist, Chair, UCAADE
Nael Abu-Ghazaleh, Chair, UCAP
Catherine Sugar, Chair, UCEP
Karen Bales, Chair, UCFW
James Weatherall, UCORP Chair
Alyssa Brewer, Vice Chair, UCPB (alt for
Robert Brosnan, Chair)

Berkeley (5)

Doris Bachtrog
Chris Hoofnagle
Hannah Ginsborg
Tyrone Hayes
Daniel Sargent

Davis (6)

Linda Bisson
Rachael Goodhue
Niels Gronbech-Jensen
Kristin Lagattuta
Walter Leal
Sanjai Parikh

Irvine (4)

Yousef Al-Bulushi
German Andres Enciso
Oliver Eng
Veronica Vieira

Los Angeles (7)

Christopher Colwell
Ronald D. Hays
Jody Kreiman
Reynaldo Macias
Moritz Meyer-ter-Vehn
Anna Barbara Moscicki
Robert Zeithammer

Merced (1)

Sidra Goldman-Mellor (alt for Shilpa Khatri)

Riverside (2)

Marcus Kaul
Manuela Martins-Green

San Diego (5)

Marianna Alperin
Christina Gremel
Randy Hampton
Britta Larsen
Julia Ortony

San Francisco (5)

Ana Delgado
Jennifer James
Leigh Kimberg
Kewchang Lee
Margaret Wallhagen

Santa Barbara (3)

Eileen Boris
Christopher Kruegel
Lisa Parks

Santa Cruz (2)

Melissa Caldwell
Roger Schoenman

Secretary/Parliamentarian

Katherine Yang (UCSF)



ASSEMBLY OF THE ACADEMIC SENATE

June 12, 2025

Minutes of Meeting

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, June 12, 2025. Academic Senate Chair Steven W. Cheung presided and called the meeting to order at 2:00 pm. Senate Executive Director Monica Lin called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of April 23, 2025.

III. APPROVAL OF THE AGENDA

Chair Cheung acknowledged Professor Walter Leal for deferring a continuing business item to allow time for discussion of a resolution on the use of Trellix and similar monitoring software. Professor Leal moved to change the agenda to discuss the Trellix resolution earlier, citing urgency of the topic. He emphasized that this change would not interfere with the scheduled remarks by the president and senior leadership.

Parliamentarian Yang clarified that such a change requires a two-thirds majority vote. Professor Leal reiterated the time-sensitive nature of the resolution. Chair Cheung noted that moving the resolution earlier would deprive the Assembly from hearing administrative perspectives on the issue, although he acknowledged that their presence was not required.

ACTION: The vote to modify the agenda was 20 members in favor and 15 against. There were 9 abstentions. The motion failed to meet the required threshold, and the original agenda remained in place.

IV. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **Steven W. Cheung, Chair**
- **Ahmet Palazoglu, Vice Chair**

Assembly Apportionment of 2025-26 Assembly: The apportionment of Assembly representatives for the 2025-26 academic year was enclosed in the agenda. Campus representation did not change compared to 2024-25.

Senior Leadership Appointments: On May 2, 2025, the Regents appointed James B. Milliken as the 22nd UC president. He currently serves as chancellor of the University of Texas system and has previously led the City University of New York and the University of Nebraska. He will begin work on August 1. Jack Hu will begin as UC Riverside chancellor on July 15, and Monica Varsanyi will start as vice provost for faculty affairs and academic programs on June 16.

Budget: The governor’s May budget revision proposal included a smaller than expected 3% cut to UC and the restoration of \$125 million from a prior reduction, resulting in a nearly flat UC budget for fiscal year 2025-26. The Regents approved a pause on a scheduled 0.5% employer contribution increase to the UC Retirement Plan (UCRP) and the suspension of an \$800 million transfer to UCRP from STIP, freeing up liquidity for the campuses.

Proposed Climate Change Committee: The Academic Council has approved circulating for systemwide Senate review a proposal from the San Diego and San Francisco divisions for a new systemwide Senate committee on climate change and sustainability.

Common Academic Calendar: Senate [feedback](#) on the [draft report](#) of the Academic Planning Council’s Systemwide Academic Calendar Workgroup reflected overwhelming opposition to the University pursuing a systemwide academic calendar change due to the high financial and workload costs of a transition and a strong desire to maintain current calendar systems. The Senate’s comments will be shared with the workgroup, whose final report will be submitted in July 2025.

Faculty Discipline: In May 2025, the Regents discussed the report and recommendations of the Joint Senate-Administration Workgroup on Faculty Discipline. The report proposes: 1) calibration guidelines for disciplinary actions involving expressive activities that align timelines with those for sexual violence/sexual harassment and abusive conduct policies; 2) a systemwide Privilege and Tenure network to assist local divisions that cannot assemble a hearing panel within the required 14-day period; 3) filing of disciplinary charges with a range of potential sanctions by chancellors; 4) enhanced case-tracking and reporting; and 5) required annual reports from chancellors. A 90-day systemwide Senate review of the report and proposed changes to the APM will begin in the fall.

UCAD: The Academic Council’s UC Adaptation to Disruptions (UCAD) Task Force has been meeting weekly since mid-April to discuss a range of emerging threats and issues. UCAD plans to present an interim report to the Academic Council in July 2025.

V. SPECIAL ORDERS

A. Consent Calendar

- 1. UCLA Variances to Senate Regulation 780**
- 2. UCR Variance to Senate Regulation 780**

The consent calendar included two approved variances to Senate Regulation 780, one from UCLA and one from UCR. The UCLA variance updates grievance procedures and bylaws; the UCR variance codifies existing grading practices to align with Senate bylaws.

ACTION: The Assembly approved the consent calendar.

VI. REPORTS OF STANDING COMMITTEES

A. Academic Council [ACTION]

- **Steven W. Cheung, Chair**

- 1. Nomination and Election of the 2025-26 University Committee on Committees (UCOC) Vice Chair**

ACTION: The Assembly elected Professor Anne McKnight (UCR) 2025-26 UCOC Vice Chair by unanimous consent.

VII. UNIVERSITY AND FACULTY WELFARE REPORT

- **Juan Pablo Pardo-Guerra, University Committee on Faculty Welfare (UCFW) Chair**

The report was delivered electronically following the meeting. See Appendix B.

VIII. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS

- **Michael V. Drake, President**
- **Katherine Newman, Provost and Executive Vice President, Academic Affairs**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

Federal Challenges: President Drake reflected on his final meeting with the Assembly, noting the immense challenges the University has faced during his tenure and emphasizing the current federal challenges. He lamented the current political climate and expressed concern about the chilling effect law enforcement presence has had on campus events and student participation. He encouraged faculty to continue offering flexibility and support for students affected by visa revocations and safety concerns. He highlighted that 157 of 159 UC students whose visas were recently revoked had them reinstated, and credited faculty and legal teams for their support. Despite ongoing legal and political challenges, he affirmed UC's commitment to truth, academic freedom, and its core mission.

Leadership Transitions: President Drake praised incoming UC President J.B. Milliken and UCR Chancellor-designate Jack Hu, noting their strong backgrounds in public higher education. He also praised outgoing UCR Chancellor Wilcox for his leadership, including campus achievements like American Association of Universities (AAU) membership and medical school expansion.

Budget Issues: President Drake outlined progress from a proposed 8% cut to a now-likely flat budget, thanks to support from the governor and Legislature. He stressed that UC's continued excellence in education, research, and healthcare justifies this investment.

Chief Financial Officer (CFO) Brostrom confirmed that the current legislative budget proposal would retain a 3% cut (\$130 million) proposed in the governor's May revision and restore \$125 million from a prior deferral, leaving UC with a flat budget for 2025-26. The 3% cut would be restored in July 2026. UC's 2025-26 Compact budget increase of \$240 million would also be deferred, with a partial payment of \$96 million in 2026-27 and the remaining \$144 million in 2028-29. He added that UC's tuition stability plan (cohort tuition model) has provided substantial benefits, including \$500 million in added campus funding and lower student self-help costs. The CFO plans to propose a renewal to the plan with adjustments that better account for inflation.

He concluded by expressing cautious optimism about the budget outlook, reaffirming UC's commitment to affordability, research excellence, and long-term financial sustainability.

Research Funding: Provost Newman described efforts to develop a California-based research funding model that blends public investment, philanthropy, and private sector support to help offset declining federal research funding. She acknowledged the work of the Senate's UC Adaptation to Disruptions Task Force (UCAD) and suggested forming a broader policy group, including both faculty and administrators to address federal policy changes and potential funding retrenchments.

Global Language Network Pilot: Provost Newman reported that she is collaborating with humanities deans on a systemwide Global Language Network pilot program, which would expand access to less commonly taught languages by offering them online across UC campuses. She stressed the need for Senate input on credit recognition and general education alignment, and emphasized that the program must be built around strong quality metrics for online instruction.

Degree Plus Pilot: She also described a new “Degree Plus” program being piloted at UCSB and UCSD. This initiative allows undergraduates to earn UC Extension certificates focused on labor market needs alongside their degrees, often paired with paid internships. The goal is to improve career readiness without significantly extending time to degree.

Academic Freedom Congress: Provost Newman praised the recent Systemwide Congress on Academic Freedom, co-sponsored by the Senate, for its high-quality presentations and relevance during this challenging time.

Discussion highlights:

- President Drake responded to concerns from Assembly members about the federal government's proposed 15% cap on indirect cost recovery rates (i.e., Facilities and Administrative, or F&A costs). He expressed optimism that a more reasonable outcome would emerge from ongoing bipartisan negotiations and emphasized that Congress recognizes the essential costs associated with research.
- CFO Brostrom described two potential models under consideration for indirect cost recovery: one that applies a simplified flat rate and another based on the Gates Foundation's structure, which would shift more costs into direct grant funding. He stressed the importance of monitoring Medicare and MediCal policy changes, as UC medical centers receive \$10 billion annually through these programs.
- In response to questions about deferred cuts and the spreading of future increases over multiple years, President Drake acknowledged the concerns but reiterated his belief that the governor and Legislature view UC as a strong partner and remain committed to supporting it, even amid budget constraints.
- In response to faculty questions, Provost Newman acknowledged that philanthropic and state-led models may face overhead constraints, but emphasized UC's determination to support faculty through innovation and strategic partnerships.

IX. RESOLUTION ON USE OF TRELLIX AND SIMILAR MONITORING SOFTWARE

Chair Cheung introduced a resolution calling for the immediate suspension of Trellix and similar endpoint detection and response (EDR) software on faculty and researcher computer systems. The resolution cites concerns about academic freedom, faculty privacy, and the absence of meaningful faculty consultation in the decision to deploy the software. It asks that any future deployment of monitoring software follow a transparent and inclusive evaluation process involving faculty. Chair Cheung reminded Assembly members that the topic was previously discussed at a special Assembly meeting in February 2025 and acknowledged ongoing concerns expressed by the Academic Council and the systemwide Senate Committee on Academic Computing and Communications (UCACC).

Professor Kevork Abazajian, the resolution's lead proposer, argued that Trellix EDR software grants itself unrestricted, root-level access to faculty devices, enabling the monitoring, extraction, alteration, or deletion of files without faculty consent or notification. He warned that such access constitutes an unprecedented intrusion into faculty autonomy, threatening privacy, academic freedom, and the intellectual security essential to UC's teaching and research missions. He noted that UCI, UCSB, and UCD had already adopted resolutions calling for a halt to Trellix, and that UC Berkeley's Academic Senate had also expressed concerns.

He further argued that Trellix's participation in the federal Joint Cyber Defense Collaborative raises the risk of warrantless surveillance and government overreach. He emphasized that less invasive

alternatives exist, such as remote browser isolation technologies, and could protect UC systems without compromising privacy. He concluded by urging Assembly members to vote in favor of the resolution as a reaffirmation of UC's commitment to academic freedom and data security.

UC Vice President for Information Technology Van Williams explained that the decision to deploy Trellix followed a significant increase in cyberattacks targeting UC since 2015, resulting in the loss of personal data, protected health information, and unrecoverable faculty research. He emphasized that EDR software is now a requirement for cyber insurance coverage and is expected by credit agencies. He noted that UCOP has worked with the Senate over the years on cybersecurity strategy and that faculty input has already influenced the development of updated accountability mechanisms. He understood that President Drake is aware of faculty concerns and campus resolutions, but the president believes the use of Trellix is necessary to protect the institution.

Discussion highlights:

- A member asked why the University could not use alternative software that provides similar protections without infringing on privacy. Vice President Williams responded that Trellix was selected through a vetting process and is currently used across the UC system, but that a working group with faculty representatives is already evaluating next-generation alternatives.
- A member asked the resolution's authors what the practical consequences of suspending Trellix would be and whether there was a consensus on an alternative. Professor Abazajian responded that faculty had long operated securely without Trellix and that a brief transition period would not significantly increase risk. He emphasized that the resolution was a call for a better, less intrusive solution rather than an abandonment of cybersecurity tools.
- A Senate member argued against the resolution, stating that UCOP had taken steps to respect academic freedom and privacy through formal policies such as the [Electronic Information Security Policy](#) (IS-3). He suggested that local campus leadership, rather than UCOP, have primary responsibility for the breakdown in faculty consultation and communication.
- Another Senate member criticized the lack of a formal analysis weighing cybersecurity benefits against privacy risks. A cybersecurity expert and former UCACC chair argued for continued use of Trellix with stronger safeguards. He recommended technical controls to limit surveillance, audit logs of administrative actions, faculty access to those logs, and public transparency reports.
- Several faculty members criticized UCOP for poor communication and a top-down approach. One warned of the risks of relying on a private vendor like Trellix that may be compelled to cooperate with federal agencies in ways that threaten academic freedom.
- A member raised concerns about the impact of the mandate on faculty who use personal computers for work, noting that UC faculty are not issued institutional laptops and may be forced to bear personal costs to comply.
- Others expressed support for faculty oversight and accountability but opposed the call to suspend Trellix immediately. A member asked why an opt-out mechanism could not be provided; Vice President Williams responded that allowing individual opt-outs would expose the broader system to risk, as compromised machines could endanger shared networks.
- Finally, UCACC Chair Jenson Wong stated that the committee did not take a formal position on the resolution but understands the need for improved communication and partnership between the Senate and administration on cybersecurity matters.

ACTION: The resolution passed with 27 votes in favor, 6 opposed, and 14 abstentions, amounting to 82% approval among 33 voting members.

- X. REPORTS ON SPECIAL COMMITTEES [NONE]**
- XI. PETITIONS OF STUDENTS [NONE]**
- XII. NEW BUSINESS [NONE]**

The meeting adjourned at 5:00 pm

Minutes Prepared by: Michael LaBriola, Assistant Director, Academic Senate

Attest: Steven W. Cheung, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of June 12, 2025
Appendix B – UC Faculty Welfare 2024–25 Report

**Appendix A – 2024-2025 Assembly Attendance Record
Meeting of June 12, 2025**

President of the University:

Michael Drake

Academic Council Members:

Steven W. Cheung, Chair
Ahmet Palazoglu, Vice Chair
Amani Nuru-Jeter, Chair, UCB
Dan Potter, UCD Vice Chair (alt for Katheryn Russ, Chair)
Valerie Jenness, Chair, UCI
Megan McEvoy, UCLA Vice Chair (alt for Kathleen Bawn, Chair)
Kevin Mitchell, Chair, UCM
Kenneth Barrish, Chair, UCR
Olivia Graeve, Chair, UCSD
Errol Lobo, UCSF Vice Chair (alt for Steven Hetts, Chair)
Rita Raley, Chair, UCSB
Matthew McCarthy, Chair, UCSC
Deborah Swenson, Chair, BOARS
James Bisley, Chair, CCGA
Katherine Meltzoff, Chair, UCAADE
Nael Abu-Ghazaleh, Chair, UCAP
Catherine Sugar, UCEP Vice Chair (alt for Rachael Goodhue, Chair)
Juan Pablo Pardo-Guerra, Chair, UCFW (absent)
(James Weatherall, UCORP vice chair (Susanne Nicholas Chair)
Tim Groeling, Chair, UCPB

Berkeley (5)

Mark Goble
Tyrone Hayes
Jonah Levy
Mark Stacey (alt for Daniel Sargent)
Dean Toste

Davis (6)

Niels Gronbech-Jensen
Kristin Lagattuta
Walter Leal
Abigail Thompson (absent)
Rena Zieve
Karen Zito (absent)

Irvine (4)

Noah Askin
German Andres Enciso
Oliver Eng
Douglas (Bert) Winther-Tamaki

Los Angeles (7)

Christopher Colwell (absent)
Mekonnen Gebremichael (absent)
Ronald D. Hays
Vivek Shetty (alt for Jody Kreiman)
Reynaldo Macias
Moritz Meyer-ter-Vehn
Robert Zeithammer

Merced (1)

Shilpa Khatri

Riverside (2)

Jennifer Hughes
Manuela Martins-Green

San Diego (5)

Marianna Alperin
Kimberly Cooper
Gabriela Caballero Hernandez
Julia Ortony
Deborah Stein

San Francisco (5)

Ifeyinwa Asiodu
Robin Corelli
David Hwang
Kewchang Lee
Soo-Jeong Lee

Santa Barbara (3)

Eileen Boris (absent)
Sabine Fruhstuck (absent)
Charles Jones (absent)

Santa Cruz (2)

Melissa Caldwell
Rita Mehta

Secretary/Parliamentarian

Katherine Yang (UCSF)

UC Faculty Welfare 2024-25

Report to the Assembly



Jill Hollenbach
TFIR Chair, UCSF



Juan Pablo Pardo-Guerra
UC San Diego
Chair



Karen Bales
UC Davis
Vice Chair



Vickie Mays
HCTF Chair, UCLA



Nancy Wallace
UC Berkeley



J Keith Gillless
UC Berkeley (alt)



Janet Foley
UC Davis



Lisa Naugle
UC Irvine



Ben Lourie
UC Irvine (alt)



Justin Caram
UCLA



Jayson Beaster-Jones
UC Merced



Salman Asif
UC Riverside



Amy Adler
UC San Diego



John Saucedo
UCSF

Laurie Freeman
UC Santa Barbara



Yat Li
UC Santa Cruz



Ken Feer,
Senate Analyst

The year 2024-25 was marked by numerous challenges to the welfare of faculty at the University of California. In addition to the growing cost pressures on the medical plans offered by the University, we have confronted an unprecedented series of disruptions to our teaching, research, and academic freedom. This has taken place in the context of a particularly demanding year during which the University initiated a comprehensive review of benefits and compensation through both the Benefits Study (Benefits) and the Total Remuneration Study (Total Rem). Below, I briefly describe how UC Faculty Welfare engaged with these various challenges.

1. Medical plans

One of the most prominent issues faced by faculty and other employees of the university over the last years is the rapid increase in health insurance premiums across all plans offered by the university. Consistent increases in the 8-12% range generated justified concern about the state of one of our most important benefits. This was made evident by the active participation of faculty in a recent special Assembly of the Senate.

UCFW is both a representative and an expert body. While the main committee includes delegates from all the divisions, its two ad hoc sub-committees—the Health Care Task Force (HCTF)¹ and the Task Force on Investments and Retirement (TFIR)²—include faculty experts that have both a strong grasp of key technical issues (rate setting processes for medical plans, for example) and a detailed understanding of the operations of the University of California. In matters of benefits, the Academic Senate engages with the administration through both its representative and expert functions. This has certainly been the case regarding discussions of our medical benefits.

Specifically, for the past year and building on the work initiated by past Chair John Hearty in 2023-24, HCTF is working with Human Resources to establish better channels of communication and participation with faculty to reduce the uncertainty around the state of our plans and increase our voice and input in their design and yearly recalibration. The Senate has traditionally contributed much to the design of

¹ Chaired by Vickie Mays (UCLA). <https://senate.universityofcalifornia.edu/committees/hctf/index.html>

² Chaired by Jill Hollenbach (UCSF). <https://senate.universityofcalifornia.edu/committees/tfir/index.html>

our medical benefits—pay bands, for example, were a Senate initiative—and this continues today. HCTF is actively involved in conversations about redesigning our health benefits to make them both less volatile across years and more sustainable. Most recently, this has been accomplished through HCTF’s participation in the assessment of our medical plans that is part of the annual premiums-setting process.

While there has been a productive conversation between the Academic Senate through UCFW and its sub-committees and the administration, solving some of the problems of our medical benefits is a complex, multi-year process with real limits to what is possible. The escalating cost of health care is a widespread problem affecting similar organizations in our state and country. The increases that we have seen to our premiums are not outliers, for example, and compare to those seen in the plans offered by other large public employers (particularly CalPERS). Addressing the challenge of escalating costs will require various, complex steps and decisions. Our most effective means for protecting faculty interests is to continue working with Human Resources through our expert and deliberative functions to achieve a medical benefits portfolio that is both financially sustainable and responsive to faculty needs.

2. Dental insurance

A perennial issue under discussion at UC Faculty Welfare is the declining quality of our dental benefits. Following the pandemic, the main benefit offered by the University through Delta Dental has become less reliable and useful—given its lower reimbursement rates, practices in some high-cost markets have dropped Delta Dental, leading to a benefit that is of little use to some employees.

Following conversations with Human Resources, UCOP initiated the process of contracting a new dental benefits provider. UC Faculty Welfare and its HCTF are involved in the process to contribute both expertise and user perspectives.

3. Retirement contributions

Along with medical, retirement benefits are central to our welfare. Through its Task Force on Investment and Retirement, TFIR, UC Faculty Welfare communicates with

the offices of Chief Financial Officer Nathan Brostrom and Chief Investment Officer Jagdeep Singh Bachher to assess the health of University of California Retirement Plan (UCRP) and other institutional investments—including the different investment pools of the University of California.

In the space of retirement, TFIR worked on two notable fronts. The first concerns changing the default retirement choice for new employees from Pension to Savings. Currently, new employees of the University are defaulted into the 2016 Pension plan, having the ability to switch to a defined contribution savings plan on their fifth year with the university, when they can also become vested into the defined benefits UCRP.

Quantitative work by members of TFIR shows that this approach does not reflect the interests of most employees, a considerable number of which often work at the university for less than 5 years. For these employees, being defaulted into Pension choice means that, without making an active choice during onboarding and upon leaving the university, they lose their employer contributions to retirement (these remain with UCRP upon separation prior to vesting). Changing the default to Savings (a 401k-style account) would prevent this issue without affecting employee interests or the overall health of the pension fund.

For the past years, UCFW and TFIR have worked with UCOP to effectuate this change, but it remains pending. We are looking forward to continuing to work with the administration to implement this welfare-enhancing measure.

The second front where TFIR placed efforts involved rethinking the university's pension contribution strategies for this year in the context of the financial challenges our campuses face because of the new national higher education funding landscape. Given the overall health of UCRP, TFIR advocated a one-year pause to the increase in the employer's contribution to retirement (scheduled for 0.5%) as well as a pause in the loans from the university's Short Term Investment Pool (STIP) to UCRP—part of a multi-year strategy that seeks to reduce the fund's liabilities. TFIR also advocated increasing the expected rate of return of UCRP to reflect long term historical returns. These three proposals can contribute much needed liquidity to the system at a time when divisions are facing considerable financial constraints. A UCFW/TFIR request to the Office of the President on these issues was endorsed by Academic Council and conveyed to the administration.

4. Mortgage Origination Program

The Mortgage Origination Program (MOP) is, without a doubt, one of our institution's most critical instruments for recruiting and retaining internationally leading faculty. Specifically, it provides a mechanism for faculty to access a cost-effective mortgage that is often the only viable means for purchasing a house in California's high-priced real estate market.

The rapid surge in housing costs since the pandemic, and the recent rise in interest rates, increased demand for MOP loans tremendously. During some times, MOP's interest rate was slightly less than half that of the average commercially available mortgage, making it a uniquely attractive program. This clearly accelerated uptake: the last two years have seen volumes of loans that eclipse those of years past. With such demand, MOP funds were quickly depleted.

Throughout the first half of 2024-25, TFIR and UCFW advocated greater funding levels for MOP as well as a potential program redesign. While the second issue is still pending, the office of CFO Brostrom identified \$100M that could serve as bridge funding for the MOP program for the remainder of the year. UCFW is looking forward to continuing to work with CFO Brostrom and UCOP in redesigning MOP to meet the needs of faculty.

5. Benefits Survey

During 2024-25, UC undertook an ambitious review of the UC experience in the form of four employee-focused studies—the Staff Engagement Survey, Staff Exit Survey, Benefits Survey, and Total Remuneration Study.

In particular, the Benefits Study seeks to collect and assess employee feedback about existing benefits offered by the University of California. Given that benefits redesign directly affects faculty, UCFW has vocally advocated participating in the process.

As a result of UCFW and Senate advocacy over the 2023-25 period, three faculty members were invited to work with the selected vendor (Deloitte) that implemented the Benefits Survey in designing the instrument. Two former Senate chairs, Susan Cochran and Shane White, along with HCTF member Nadereh Pourat, contributed to the design of the survey throughout the first half of the 2024-25 academic year.

Given the importance of this exercise, UCFW advocates and expects continued involvement in the analysis of the results.

6. Total Remuneration Study

As in 2014 and 2009, UCOP is conducting an extensive review of employee remuneration at the university with the objective of assessing our competitiveness with respect to the 8 institutions³ historically used as our benchmark for comparisons. This Total Remuneration study seeks to capture both cash compensation (salaries) and the value attributed to our active and retiree benefits.

Unlike previous years, the 2025 Total Remuneration Study faces a new series of difficulties. Data about our comparators is now less available—disaggregated data from other institutions is no longer accessible due to legal restrictions on data sharing. Added to this is the greater complexity of our benefits: the addition of a 2016 UCRP tier and a Second Choice option increased the complexity of calculations of the value of benefits for UC employees. A push to refocus the analysis on comparisons with a larger set of institutions (the AAU universities excluding Canadian institutions) further complicated the design and viability of the study.

In safeguarding the integrity of the Total Remuneration Study, UCFW advocated strong faculty participation in the design of the methods that will be used to estimate employee remuneration. Every estimation of the ‘actual’ value of employee remuneration is invariably the result of a model (e.g. in assigning a cost to the pension benefit at a certain age and service credit). Some models are better and more useful than others. UCFW maintains the position that whatever models and estimates inform the analysis of total remuneration should both reflect the particularities of our institution and its employees and the approaches of previous studies. Guaranteeing comparability with the 2014 and 2009 studies, for example, requires preserving a focus on our comp 8. Similarly, estimating the value of benefits requires nuance understanding of their use by faculty and staff.

³ Harvard University, MIT, Stanford University, Yale University, SUNY Buffalo, University of Illinois Urbana, University of Michigan Ann Arbor, University of Virginia.

In the interest of making the Total Remuneration study an acceptable analysis of UC employees, UCFW nominated four faculty experts to serve on the Total Remuneration Advisory Committee (TRAC): Jim Chalfant, Dan Hare, Mark Peterson, and Ben Handel. This group includes experts that participated in previous iterations of the Total Remuneration study as well as new participants. It also captures the range of expertise on retirement and health care from TFIR and HCTF respectively.

As the work of the TRAC continues, UCFW is constantly evaluating developments, including divergences in modelling approaches between faculty and the consultants employed to implement the study. Our objective is to find common ground that will incorporate the expert views of our faculty in a study that accurately captures employee remuneration in relation to that of our comparator institutions and, in the process, the overall competitiveness of our salaries and benefits. This study will continue well into the 2025-26 academic year.

7. Senate Service Recognition

The word ‘expert’ is used frequently in this document for one key reason: in addition to being a mechanism for institutional governance, the Academic Senate reflects the breadth and depth of faculty experience and expertise. Through their participation in Senate committees and ad hoc task forces—both divisional and systemwide—faculty provide unremunerated advisory work ranging from legal and policy analyses to the design of complex surveys and valuation models. For some committees and some taskforces, faculty invest considerable amounts of time.

As a body populated by volunteers, the Academic Senate thrives when incentives for participation are strong and clear. For many, participating of the Academic Senate either as representatives at the Assembly or members of committees and task forces is a vocational calling—part of the expected work that we owe our institution. And yet, as many colleagues have remarked informally, this work is largely invisible and, to a degree, unrecognized.

Throughout this academic year, UCFW discussed this issue as one of faculty welfare: unrecognized or undervalued work is detrimental to our experience as faculty; senate service is one such example. In addressing this issue, UCFW created a simple toolkit that seeks to signal the importance of the contributions of faculty to our Senate and university. Specifically, the toolkit consists of a certificate that can be provided to faculty at the completion of their yearly service that contains

language about the time commitment that such service involved. In addition to this, a two-page document offers specific suggestions on how Senate service can be highlighted in personal statements and department letters that feed into the merit and promotion process. An admittedly small step, this toolkit—which will be shared over the summer in anticipation of the 2025-26 academic year—seeks to remedy some of the invisibility of the work and expert contributions that are essential to our institution.

The above is far from an exhaustive list of that topics discussed by UCFW throughout the year. To these, we may add substantive discussions around

- the continuing effects of the still relatively new graduate student contract,
- ongoing reviews of the performance of the Retirement Administration Service Center,
- the implementation of new legislative mandates around the disclosure of substantiated findings of misconduct during hiring,
- the implementation of new legislative requirements for letters of recommendation,
- new onerous requirements for faculty recalled shortly after retiring,
- the effects of budget cuts on faculty morale, workloads, and working conditions,
- the implementation of Trelix and systemwide policies on cybersecurity,
- rising hate speech against faculty in student evaluations,
- problems related to affordable childcare and housing access.

Faculty welfare touches upon all aspects of our work, from benefits and workloads to our experiences in research, teaching, and service. As our university is forced into a new, challenging, and uncertain landscape for higher education, the work of this committee will become ever more critical. Sustaining the goodwill and contributions of faculty to the Senate, both in the divisional and systemwide faculty welfare committees as well as through their participation in specialist task forces that offer constructive criticisms and solutions to the administration, will be essential for preserving faculty voice and protecting its interests at a critical juncture of our university's history. If the experience of 2024-25 can be used as a benchmark, however, I am confident this committee will continue to serve the Senate and its faculty through its continued dedication, proactive interest, and breadth of expertise.

Juan Pablo Pardo-Guerra
Chair, UC Faculty Welfare

III. ANNOUNCEMENTS BY THE CHAIR

- Ahmet Palazoglu

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

- Ahmet Palazoglu, Chair

1. Proposed revisions to Senate Regulation 750 [Action]

Background and Justification: At its September 2025 meeting, the Academic Council approved a proposed revision to [Senate Regulation 750](#) adding “Math Fellow” (formerly “Visiting Assistant Professor in Mathematics”) as an instructional title authorized to teach both lower- and upper-division courses. This change is a conforming update required to implement the UC–UAW bargaining agreement and to respond to a recent California Public Employment Relations Board (PERB) ruling, both of which reclassify these positions under the “Math Fellow” title as a narrowly defined instructional role. The revision also brings Senate regulations into alignment with Academic Personnel Manual (APM) - 230, which recently eliminated references to the “Visiting Assistant Professor in Mathematics” title and replaced it with “Math Fellow.” The University Committee on Rules and Jurisdiction has reviewed and endorsed the revision as consistent with the Code of the Senate.

ACTION REQUESTED: The Assembly is asked to approve the proposed revision to Senate Regulation 750.

Chapter 3. Persons in Charge of Courses

750.

- Only regularly appointed officers of instruction holding appropriate instructional titles may have substantial responsibility for the content and conduct of courses which are approved by the Academic Senate.
 - Professors, professors in residence, professors of clinical ____ (e.g., medicine) and adjunct professors of any rank, instructors, instructors in residence and adjunct instructors, and lecturers may give courses of any grade. Persons holding other instructional titles may teach lower division courses only, unless individually authorized to teach courses of higher grade by the appropriate Committee on Courses or Graduate Council. If a course is given in sections by several instructors, each instructor shall hold the required instructional title. (EC 15 Apr 74)
 - Persons holding the title of Math Fellow (formerly known as Visiting Assistant Professor) are authorized to give courses of any grade.**
 - Announcements of special study courses in which individual students work under the direction of various members of a department may state that presentation is by the staff, but a member of the department shall be designated as the instructor in charge.
 - Only persons approved by the appropriate administrative officer, with the concurrence of the committee on courses concerned, may assist in instruction in courses authorized by the Academic Senate.
 - No student may serve as a reader or assistant in a course in which the student is enrolled. (Am 16 Mar 70; Am 15 Jun 77)
-

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS (3:00 - 4:00 pm)

- James B. Milliken, President

- Katherine S. Newman, Provost and Executive Vice President, Academic Affairs
- Nathan Brostrom, Executive Vice President and Chief Financial Officer, UC Finance

VI. SPECIAL ORDERS

- A. Consent Calendar [None]
- B. Annual Reports [2024-25]

VII. UNIVERSITY AND FACULTY WELFARE REPORT [None]

VIII. REPORTS ON SPECIAL COMMITTEES [None]

IX. PETITIONS OF STUDENTS [None]

X. UNFINISHED BUSINESS [None]

XI. NEW BUSINESS



ACADEMIC COUNCIL ANNUAL REPORT 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The [Academic Council](#) is the executive committee of the Assembly of the Academic Senate. It acts on behalf of the Assembly on non-legislative matters, advises the president, and has the responsibility through its committee structure to investigate and report to the Assembly on matters of University-wide concern. Council held 11 regular meetings and two special meetings in the 2024-25 academic year, including four at UC Office of the President, to consider multiple initiatives, proposals, and reports. Council's final recommendations and reports are available on the [Academic Senate website](#). Key issues addressed this year are summarized below.

PROTECTING UC'S MISSION IN THE FACE OF DISRUPTIONS

A major focus of the Council in 2024–25 was responding to escalating threats to the University's ability to carry out its public mission in an increasingly disruptive political environment. Council regularly engaged with senior UC leaders on the impacts of federal actions, including canceled grants; politicized oversight of academic departments; curbs on diversity, equity, and inclusion (DEI) programs; and restrictions on international scholars. Council members conveyed widespread faculty concerns about visa cancellations, disruptions to federally funded research, cuts to indirect cost recovery, and threats to academic freedom and institutional autonomy. They stressed the need for stronger faculty advocacy to counteract these pressures and emphasized the importance of preserving the University's independence and academic quality, supporting affected faculty, and maintaining the University's commitment to vulnerable UC community members. Council took several actions to ensure that faculty voices and input guided the University's response:

UCAD: Recognizing the need for a Senate-led response to these disruptive conditions, Council in April 2025 charged a Task Force on UC Adaptation to Disruptions ([UCAD](#)) with developing strategies to help UC sustain its mission across four areas: 1) restructuring academic programs, 2) resizing programs and the workforce, 3) recalibrating growth objectives, and 4) realigning funding sources with mission activities. UCAD met weekly and throughout the summer, drawing on the expertise of Council members and engaging with systemwide administrative partners. Its July 2025 interim report focused primarily on the first two focus areas and offered the following preliminary recommendations:

- Coordinated support for faculty whose research has been disrupted.
- Guidance for departments and Committees on Academic Personnel (CAPs) on evaluating faculty affected by disruptions.
- Flexible approaches to reconfiguring and resizing academic programs.
- Strategies to maintain instructional continuity through increased flexibility in course offerings and modalities.

The interim report is intended as a framework for further discussion with key leaders and constituent groups. In the coming months, UCAD will turn to the remaining areas—recalibrating growth objectives and realigning funding sources—and issue additional recommendations.

Academic Council Statement: The Defense of the University: Council approved a [statement](#) reaffirming the University’s public mission and the essential role of academic freedom, institutional autonomy, and shared governance. It urged UC leaders to take bold and coordinated action to protect the academic core of the institution.

Statement on the Politicization of Research: Council endorsed a [statement](#) developed by the University Committee on Academic Freedom ([UCAF](#)) addressing the growing trend of politicized interference in faculty research agendas and calling on UC leadership to proactively defend the scholarly autonomy of UC faculty.

Academic Support for Students: Following recommendations from the University Committee on Educational Policy ([UCEP](#)) and the Coordinating Committee on Graduate Affairs ([CCGA](#)), Council issued [guidance](#) on supporting students in good standing who are unable to complete their UC degree on a UC campus.

Support for Vulnerable Students: In January 2025, the Office of Graduate, Undergraduate and Equity Affairs (GUEA) briefed Council on efforts to support undocumented students and those from mixed-status families. The discussion focused on legal protections, available resources, faculty responsibilities, and potential risks for students navigating these challenges.

International Students: In June 2025, GUEA discussed immigration challenges facing international students and UC’s legal support efforts for affected students, faculty, and staff. Chair Cheung consulted UCOP on several [legal and export control questions](#) from UCLA about remote instruction accommodations for international students unable to obtain visas.

BUDGET ISSUES

Monthly Budget Briefings: Senior UCOP administrators provided monthly updates on the development of the 2025-26 state budget and UC budget plan; budget negotiations; advocacy efforts; federal fiscal development; finance and investment strategies; housing planning; and other issues. A subset of Council members participated in additional monthly briefings led by Provost Newman.

MOP: Council and the Office of the CFO discussed efforts to shore up the finances of the Mortgage Origination Program (MOP) amid a sharp increase in demand driven by rising commercial rates that has strained campus allocations.

UC Central Bank: Council and the Office of the CFO discussed the Central Bank financing model, which provides campuses with fixed-rate internal loans to fund capital projects, buffering them from market volatility and centralizing interest rate risk management at UCOP.

Budget Advocacy: Council expressed appreciation for state support but emphasized the need for sustained investment in campus infrastructure and deferred maintenance. Rising labor costs, inflation, and housing challenges remain key concerns.

Academic Senate Office Budgets: Council endorsed a [statement](#) from the Senate executive directors on re-investing in shared governance and accompanying principles for resource allocations in support of campus and systemwide Senate operations.

FACULTY WELFARE ISSUES

Health and Welfare Benefits: In June 2025, the Council received a presentation from Senate Representative Richard Kronick on projected 2026 health plan premium increases and potential UC strategies to manage rising costs. Council [endorsed](#) a letter from the University Committee on Faculty Welfare ([UCFW](#)) and its Health Care Task Force ([HCTF](#)) regarding potential health plan premium changes for 2026, highlighting concerns about affordability, equity, and the long-term viability of plans like UC Care. Discussions with UC Human Resources followed in July, and focused on efforts to balance affordability and competitiveness across pay bands, concerns about UC Care’s risk from adverse selection, and plans to align benefits with a comprehensive total remuneration study.

Recommended Changes to UCRP Funding: The Council [endorsed](#) several recommendations regarding UC Retirement Plan (UCRP) funding put forward by the UCFW and its Task Force on Investment and Retirement ([TFIR](#)) to help UC mitigate the impacts of a potential federal funding loss while maintaining long-term pension sustainability.

2024 UC Faculty and Instructor Experience Survey: Council reviewed and endorsed a [report](#) on the 2024 UC Faculty and Instructor Experience Survey that was developed by 2022-23 Senate Chair Susan Cochran to track faculty experiences and post-pandemic recovery.

RASC: Retirement Administration Service Center (RASC) leaders updated the Council on service improvements, including reduced wait times, better counseling options, and a modernized portal, and addressed faculty concerns about counseling consistency and coordination with campus offices.

Total Remuneration Study: Council discussed the upcoming Total Remuneration Study, being conducted by Deloitte in partnership with UC Systemwide Human Resources and four faculty advisors from UCFW. The study will update UC’s understanding of total compensation, which was last assessed in 2014.

Cybersecurity: Council discussed the implementation of new systemwide cybersecurity tools, particularly endpoint detection and response (EDR) tools such as Trellix, and faculty concerns about academic freedom, data privacy, and the transparency of administrative decision-making. While Council did not issue a formal statement, faculty concerns were prominently expressed in the Assembly, which adopted a [resolution](#) calling for the immediate suspension of Trellix. Council emphasized the need for any future cybersecurity measures to include early engagement with the Senate and clear communication about data access and privacy protections, and annual IT reports on types of action taken by cybersecurity teams to address threats.

ACADEMIC PERSONNEL ISSUES

Meetings with Academic Personnel Leaders: At each meeting, the Deputy Provost for Systemwide Academic Personnel and Interim Vice Provost for Faculty Affairs & Academic Programs joined Council to discuss issues including graduate student unionization, legislation affecting academic personnel, labor relations, and other issues. One key presentation touched on the evolving landscape of academic personnel and labor relations, including the growing union representation among academic appointees and the implications for faculty who supervise represented student employees.

Faculty Discipline: At the request of the Regents, a joint Senate-administration workgroup, co-chaired by Chair Cheung, examined ways to address concerns about consistency, transparency, and timeliness of faculty disciplinary processes across campuses. The group’s recommendations

will take effect as interim policy at the start of the fall 2025 term for campuses, with a full Senate review scheduled for fall 2025. Council members expressed support for efficient disciplinary processes but also emphasized the need to preserve faculty self-governance and due process rights.

APM Reviews: Council participated in several systemwide reviews of proposed revisions to the Academic Personnel Manual (APM):

- [APM - 675](#): Clarifies that faculty on the Veterinary Medicine Salary Scale may not participate in the Health Sciences Compensation Plan.
- [APM - 036](#): Aligns with state law prohibiting UC from issuing “official” letters of recommendation for job applicants unless the UC author of the letter verifies the applicant has no prior sexual harassment allegations.
- [APM - 500](#): Brings policy into compliance with state law requiring the disclosure and consideration of any substantiated findings of misconduct, including sexual harassment, during the academic hiring process.
- [APM - 360](#): Clarifies the role of the Librarian job title series.
- [APM - 230](#): Removes the carve-out for the Visiting Assistant Professor (VAP) program in Mathematics and limits VAP appointments to individuals on leave from an academic or research position at another organization.

UNDERGRADUATE EDUCATION

Principles for Awarding Degrees Posthumously: Council endorsed and issued [Systemwide Academic Senate Principles for Awarding Degrees Posthumously](#), developed by UCEP and CCGA.

UCCS Credit and Visibility: Council [endorsed](#) a UCEP letter encouraging academic departments to adopt more flexible and transparent articulation policies for UC Center Sacramento (UCCS) courses to support student participation in the UCCS Program and ensure the coursework counts toward graduation requirements. The UCCS Academic Program Modeling Workgroup co-chairs also discussed the workgroup’s recommendations to improve UCCS’s financial stability, expand enrollment, and increase campus participation while addressing barriers such as course crediting, housing concerns, and limited visibility of the program.

UNDERGRADUATE ADMISSIONS AND STUDENT PREPARATION

A-G Ethnic Studies: UC High School Articulation updated Council on UC’s response to California’s new ethnic studies graduation requirement for all public high school students, to support the Senate’s consideration of a proposed revision to Senate Regulation 424.A.3 introducing a one-semester ethnic studies requirement to the A–G course pattern. The Assembly [declined](#) to approve the revision.

Cal-GETC: Following a systemwide Senate review, Council approved a proposal from the Academic Council Special Committee on Transfer Issues ([ACSCOTI](#)) to modify Cal-GETC Subject Area 5 to allow students to fulfill the science requirement with two courses from different science disciplines, rather than one course each in physical sciences and biological sciences.

ACSCOTI: Council approved a proposal to sunset ACSCOTI, with future transfer-related work handled by a subcommittee of the Board of Admissions and Relations with Schools ([BOARS](#)). It also [approved](#) ACSCOTI’s proposed consolidation of four existing Transfer Pathways into a single Biological Sciences Transfer Pathway to streamline guidance for prospective students.

Revisions to Senate Bylaw 145: Council endorsed revisions to the bylaw for BOARS intended to strengthen and clarify BOARS' responsibilities in its engagement with California K-12 education partners. The Assembly [approved](#) the revisions in April 2025.

Proposed Sunset of UCOPE: Following a systemwide Senate review, Council declined to endorse a [proposal](#) to eliminate the University Committee on Preparatory Education (UCOPE) and reassign relevant elements of its charge to UCEP. UCOPE is drafting an updated committee charge to focus on near- and medium-term priorities.

GRADUATE EDUCATION

Degree and School Approvals: Following recommendations from CCGA, UCEP, and the University Committee on Planning and Budget ([UCPB](#)), Council approved the following degree programs, schools, and program name changes.

- [Master of Applied Artificial Intelligence for Science at UCI](#) (7/25)
- [Simple Name Change for the UCSD Graduate School of Marine Sciences](#) (6/25)
- [Master of Public Administration at UCI](#) (7/25)
- [Master of Global Public Affairs with PDST at UCLA](#) (6/25)
- [Name Change for the UCSB College of Engineering](#) (5/25)
- [Master of Urban Studies and Regional Planning at UCSD](#) (2/25)
- [Master in Education Sciences at UCI](#) (12/24)

Doctoral Education: Council discussed the [final report](#) of the Academic Planning Council (APC) Workgroup on the Future of Doctoral Programs with workgroup Co-Chairs Susannah Scott (UCSB) and Gillian Hayes (UCI). The report includes six actionable recommendations and several bold ideas and highlights innovative models to strengthen doctoral programs.

RESEARCH

Office of Research and Innovation: The Office of Research and Innovation (R&I) joined Council to discuss R&I initiatives, efforts to examine UC policies on restricted research, the impact of the new federal administration on research, and faculty concerns about research administration support on campuses.

MRU Reviews: Council approved the University Committee on Research Policy's ([UCORP](#)) Five-Year Multi-Campus Research Unit (MRU) review of the [UC Observatories](#) (UCO) and the [Bioengineering Institute of California](#) (BIC), as specified by the Compendium, with participation by members of UCPB and CCGA.

Federal Policy Research: UC's Federal Governmental Relations team briefed the Council about efforts to engage Congress and federal agencies to protect research funding and promote UC's contributions to innovation, public health, and the economy amid shifting federal priorities.

Presidential Policies: Council participated in the systemwide Senate review of three UC presidential policies related to research:

- [High-Containment Research](#): Strengthens biosafety and regulatory compliance across UC's High-Containment Laboratories.
- [Use of Animals in Research, Teaching, and Testing](#): Enhances animal welfare protections, clarifies responsibilities in animal use, and ensures compliance with regulatory standards.

- **[Dual Use Research of Concern and Pathogens with Enhanced Pandemic Potential](#)**: Revises UC policy to incorporate updated federal provisions regarding the oversight of research involving biological agents and toxins.

CAMPUS CLIMATE AND SAFETY

Campus Climate Initiative: GUEA briefed Council on the Campus Climate Initiative (CCI), developed to promote consistent, content-neutral enforcement of policies on protests and campus safety. Council discussed concerns about racial profiling, ID policies, and militarized policing, and called for Senate involvement in emergency planning. Division chairs described local actions to increase faculty engagement, coordinate messaging, and support campus healing.

Campus Safety: Council and the Office of Systemwide Community Safety discussed UC police acquisition of military-grade equipment and reporting compliance with State Assembly Bill 481. Council learned that much of the equipment classified as “military grade” in the legislation has been used by UC campuses for decades and is not exclusively for military use.

DIVERSITY AND EQUITY

Diversity Statements: Council discussed the Regents’ decision to eliminate standalone diversity statements in faculty recruitment, while maintaining recognition of faculty contributions to diversity, equity, and inclusion (DEI) in advancement and promotion.

ARO Implementation: Council endorsed a letter from the University Committee on Affirmative Action, Diversity, and Equity ([UCAADE](#)) supporting a multi-committee effort to survey campuses on their implementation of Achievement Relative to Opportunities (ARO) principles in merit and promotion processes.

UCAADE Bylaw and Charge: Council approved a fall 2025 systemwide review of UCAADE’s proposed updates to the committee’s name and charge to better reflect its current focus and responsibilities.

HEALTH SCIENCES

Senate Membership Memorial: In December 2024, the systemwide Senate office received certified votes from the San Francisco Division on two memorials petitioning for extension of Senate membership to faculty with >50% effort in the Health Sciences Clinical and Adjunct Professor series. Divisional voting was opened for 90 calendar days and concluded in March 2025. The Senate office released a summary of the [certified results](#) of the vote, indicating that both memorials failed in all nine divisions.

ACSCOCA Proposal: In April 2025, Council discussed a proposal for an Academic Council Special Committee on Clinical Affairs (ACSCOCA) intended to strengthen shared governance for UC’s clinical faculty. However, the proposal did not gain support from UC Health or the medical school deans and is no longer under active consideration.

CLIMATE AND SUSTAINABILITY

Living Laboratory: Professor Roger Bales (UCM) and Chief Sustainability Officer Matt St. Clair presented recommendations from the Fossil-Free UC Task Force encouraging the “Living Laboratory” model to engage the UC community in scalable, campus-based decarbonization efforts that integrate education, research, and operations to help achieve UC’s climate goals.

Proposed Senate Committee: Council approved the circulation in spring 2026 of a proposal to establish a systemwide Senate Committee on Climate Change and Sustainability.

OTHER WORKGROUPS

APC Systemwide Calendar Workgroup: Vice Chair Palazoglu co-chaired an Academic Planning Council (APC) workgroup that assessed the impact of transitioning all UC campuses with undergraduate programs to a common academic calendar. This work received a great deal of attention from Council members and other faculty concerned about disruptions to research, faculty effort required to redesign courses, and reduced flexibility in classroom space scheduling. Following a systemwide Senate review of the workgroup draft report, Council issued a [letter](#) reflecting strong systemwide opposition to any calendar change.

AI Workgroup: Immediate past Senate Chair James Steintrager led a Senate [Workgroup on Artificial Intelligence](#). In July 2025, he presented a draft report examining AI's transformative impact on teaching, research, and service. The report highlighted rising faculty workload, key policy gaps, and the need for proactive Senate engagement guided by principles of agency, adaptability, and trustworthiness.

LEADERSHIP SEARCHES

Presidential Search: Chair Cheung led the 13-member Academic Advisory Committee for the UC Presidential Search. Council updated the 2019 presidential search criteria and sent the document to Regent Chu, chair of the Special Regents Committee to Consider the Selection of the President. Council requested stronger collaboration between the Senate's Academic Advisory Committee and the Regents' Special Committee in the search.

Other Searches: Vice Chair Palazoglu served on the UCSB chancellor search advisory committee and the search committee for the vice provost for Faculty Affairs and Academic Programs. Chair Cheung served on the search committee for the UCR chancellor.

SPECIAL ASSEMBLY MEETINGS

Council members participated in two special Assembly meetings: one in February 2025 to discuss faculty concerns about the president's information security plan, the timing of faculty salary adjustments, and rising healthcare premiums; and a second in March 2025 to discuss faculty concerns about the consultation process for any proposed common academic calendar for the UC system, and a motion to recommend that all UC administrators at the dean level and above receive salary range adjustments at the same time as the regular faculty.

OTHER BRIEFINGS AND ISSUES

Senior Managers: President Drake, Provost Newman, and Chief Financial Officer Brostrom joined Council each month, as their schedules permitted, to exchange views with the faculty on issues concerning campus climate, federal disruptions, legal matters, online education, the UC budget, Regents' agenda items and presentations, and other initiatives and topics.

Meeting with Chair of the Regents: Board of Regents Chair Reilly met with Council in October 2024 to discuss her priorities and engage with the faculty on common goals for access, affordability, and continued excellence; improved state funding and state relations; support for the UC research and

graduate education mission; and opportunities to leverage UC research power to solve environmental and social problems.

SGR: The Office of State Governmental Relations (SGR) briefed Council on the state legislative and budget process, the status of several proposed bills with impacts on undergraduate admissions, UC operations, and UC-sponsored legislation.

ANR: Council met with Division of Agriculture and Natural Resources (ANR) to discuss their statewide work translating UC research into practical solutions for California communities and its Vision 2040 priorities, including climate resilience, equity, innovation, and rebuilding the cooperative extension system.

ECAS: Council met with the Office of Ethics, Compliance and Audit Services (ECAS) to discuss systemwide compliance priorities, including training requirements and risk areas such as cybersecurity, research security, and clinical operations. Council members emphasized faculty workload concerns and the need for more collaborative compliance strategies.

ACSCOLI: Academic Council Special Committee on Laboratory Issues ([ACSCOLI](#)) Chair Valdevit briefed the Council about the work of ACSCOLI and the UC-managed National Laboratories.

Mid-Career Leadership Award: UC San Francisco Professor Steven Hetts and UC Los Angeles Professor Andrea Kasko were the selected recipients of the 2025 [Academic Council Chairs Award for Mid-Career Leadership in the Academic Senate](#).

Reports from Division Chairs: Council set aside time at each meeting for reports from Senate division chairs. These touched on a wide range of topics, including the engagement of faculty in campus budget discussions; campus adaptation to disruptions; strategies to amplify faculty voices in decision-making during times of political and budgetary uncertainty; and concerns surrounding the implementation of new systemwide cybersecurity tools. Chairs also raised issues related to shared governance and administrative transparency, faculty workload concerns, struggles with access to affordable housing, staffing vacancies, and the impact of deferred maintenance. Other recurring themes included the increase in impacted majors, campus climate and free speech, graduate student support and mentoring, faculty recruitment and retention in high-cost areas, the implications of academic labor union negotiations, campus planning in the context of enrollment growth and limited space, and concerns about a potential move to a systemwide academic calendar.

ADDITIONAL SYSTEMWIDE REVIEWS

In addition to those previously mentioned, Council sent comments on the following presidential policy revisions circulated for systemwide Senate review:

- [Presidential Policy BFB-BUS-63: Risk Transfer and Insurance Requirements](#)
- [Program Attachments #3–7 to the Policy on Vaccination Programs](#)
- [Presidential Policy on Externally Supplied Medications in Outpatient and Clinic Settings](#)

RELATIONS WITH OTHER GOVERNING BODIES

Board of Regents: Chair Cheung and Vice Chair Palazoglu executed their roles as faculty representatives to the Regents throughout the year, acting in that capacity on Regents' standing committees and the full board. Chair Cheung delivered remarks to the Regents at each meeting; these can be found on the [Academic Senate website](#).

ICAS: It was UC's turn in 2024-25 to lead the Intersegmental Committee of the Academic Senates (ICAS) which represents the faculty Senates of the three segments of California public higher education (University of California, the California State University, and the California Community Colleges). Representing UC at ICAS meetings were Chair Cheung as ICAS chair, Vice Chair Palazoglu, and the chairs of BOARS, ACSCOTI, and UCEP.

ACKNOWLEDGEMENTS

We express our gratitude to UC Office of the President colleagues for their hard work and productive collaboration with the Senate over the past year. In particular, we thank the senior UC managers and staff who as consultants to the Academic Council were vital to our meetings: President Drake; Executive Vice President and Provost Newman; Executive Vice President and Chief Financial Officer Brostrom; Executive Vice President and Chief Operating Officer Nava; Vice President and Chief of Staff Kao; Interim Vice Provost Haynes; Vice President and Vice Provost Gullatt; Deputy Provost Lee; Associate Vice Provost Yoon-Wu; Vice President Lloyd; Vice President Maldonado; Deputy General Counsel Woodall; Associate Director Virtanen; Legislative Director Duong; Legislative Director Guerrero; Associate Vice President Matella; Associate Vice President Dávalos; Associate Vice President Gutekunst; Director Mays; Senior Vice President Bustamante; Director Hunt; Chief of Staff Levintov; Executive Director Green; Associate Vice President Díaz; Director Harman; Director Fischerhall; Vice President Humiston; Chief Sustainability Officer St. Clair; Chief Information Officer Williams; and Executive Director Jenkins.

Respectfully submitted:

Steven W. Cheung, Chair
Ahmet Palazoglu, Vice Chair

Divisional Chairs:

Amani Nuru-Jeter, UCB
Katheryn Russ, UCD
Valerie Jenness, UCI
Kathleen Bawn, UCLA
Kevin Mitchell, UCM
Kenneth Barish, UCR
Olivia Graeve, UCSD
Steven Hetts, UCSF
Rita Raley, UCSB
Matthew McCarthy, UCSC

Senate Committee Chairs:

Deborah Swenson, BOARS
James Bisley, CCGA
Katherine Meltzoff, UCAADE
Nael Abu-Ghazaleh, UCAP
Rachael Goodhue, UCEP
Juan Pablo Pardo-Guerra, UCFW
Susanne Nicholas, UCORP
Tim Groeling, UCPB

Council Staff:

Monica Lin, Executive Director
Michael LaBriola, Assistant Director



UNIVERSITY COMMITTEE ON ACADEMIC COMPUTING AND COMMUNICATIONS ANNUAL REPORT 2024-2025

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Computing and Communications (UCACC) is charged in Senate Bylaw 155 to represent the Senate in all matters involving the uses and impact of computing and communications technology and advise the President concerning the acquisition, usage and support of computing and communications technology and related policy issues. UCACC held three meetings via videoconference and one in-person meeting at UCOP in Oakland. In 2024-25, UCACC's primary topics of discussion included campus cybersecurity planning efforts, artificial intelligence, research security, and data storage. Members shared information from their campuses and engaged with administrators at UCOP. This report highlights the committee's discussions and activities during the year.

Cybersecurity

Security Incidents - In December, after a request from UCACC ITS staff presented data about the causes of major cybersecurity incidents at UC. The top 78 incidents from 2024 were categorized by type (e.g., ransomware, human error, phishing, stolen or lost information, etc.). The committee learned that there are millions of attack attempts each year, with even more alerts that are just "noise." The incidents that rise to the "significant" level include breaches involving sensitive data, requiring additional coverage, impact more than 10 individuals, invoke litigation or investigation, involve known criminal activity or a nation-state, or require ransom payment. Later in the year, ITS provided more information about incidents that *were* avoided or *would have been* avoided due to endpoint detection and response (EDR).

President Drake's Cybersecurity Letter and EDR Rollout - Although President Drake's cybersecurity letter was issued in February, as of December 2024, most faculty had not heard of their campus cybersecurity plans or about the mandate from UCOP. Last year, UCACC noted the lack of faculty consultation and foresaw the problems that faculty would have with the EDR requirement for personally owned devices. UCACC encouraged UCOP administrators to communicate broadly regarding the mandate over the course of the year. Local computing committees consulted with CISOs and CIOs, but information was not disseminated thoroughly or consistently within or across the campuses. A "Special" Assembly meeting on February 13th brought attention to the need for better communication at the campus level about cybersecurity efforts. In late spring, pressed to engage further with faculty after resolutions to halt the EDR rollout were circulated on the campuses, the administration hosted a "systemwide informational session on Endpoint Detection and Response (EDR)." UCACC sent CIO Van Williams suggestions for the session, the systemwide FAQ, and moving forward with EDR deployment in consultation with faculty. Nevertheless, many faculty did not feel that their concerns were heard, and a systemwide resolution on the use of Trellox and similar monitoring software was circulated and approved by the Assembly of the Academic Senate on June 12th.

Throughout the year, UCACC pressed for a systemwide user-level FAQ about EDR, with clear information describing what data is collected, who can view it, and how long it is retained. UCACC suggested that examples or use cases would help clarify for faculty how EDR software would be used.

UCACC reviewed a working draft standards document for MFA and EDR implementation. These are not published documents but are used by IT units on the campuses as guidance.

Training - UCACC was informed that UC plans to replace its current cybersecurity training in the next year or two and anticipates moving away from compliance-based videos to just-in-time or error-based user-targeted efforts. To counter resistance, UCACC suggested that better communication would be helpful for faculty to clearly understand that training and security requirements protect them and their work. There continues to be interest in metrics about the efficacy of EDR, training videos, and other mandated controls.

Artificial Intelligence

AI Council – UCACC continued to learn about the UC Council on Artificial Intelligence (AI), a systemwide group appointed by the president and co-chaired by UCSF Professor Alex Bui and UCOP Chief Compliance Officer Alex Bustamante. UCACC member Duygu Tosun-Turgut (UCSF) served as the Academic Senate’s representative to the Council and provided regular updates. In October, UCACC was joined by Systemwide Deputy Audit Officer Matt Hicks for an update on the work of the Risk Management Subcommittee of the UC AI Council, including a new risk assessment guide written for administrators to help evaluate the risks associated with use of AI in administrative settings.

Publisher Agreements – In February, Associate Vice Provost and California Digital Library (CDL) Executive Director Günter Waibel joined UCACC’s meeting to introduce an issue concerning publisher license agreements that restrict the ability of researchers to perform AI text and data mining. A major publisher has started to require permission for any text and data mining, which UC considers fair use. CDL, which maintains all digital publishing licenses for the UC system, is concerned about the chilling effect caused by barriers to open research. UCACC members were asked to report back if this was impacting colleagues.

Academic Uses of AI – UCACC members Lisa Yeo (UCM) and Igor Mezic (UCSB) participated in the systemwide Senate’s Faculty AI Workgroup and provided updates on that group’s discussions. Committee members want to ensure that faculty have a voice in decisions about the acquisition and use of AI tools. Ensuring consideration of high standards of scholarship in the face of increasing AI adoption is an ongoing discussion.

Additional Business

Campus IT Governance Structure – UCACC discussed local IT governance and updated the Campus IT Governance Structures chart (shared via Google docs) that tracks faculty involvement in campus IT governance at each campus.

Research Data Backup System – The Research Data Backup System (RDBS) Steering Committee that was active last year has paused its work after evaluating the results of an RFP for a common UC data backup solution. Campuses can now use a vetted solution for their storage backup needs, although there is no systemwide funding.

Data Storage Concerns – UCACC talked about data storage constraints and shared practices and proposals for equitably offering more to those faculty who need it.

UC's IT Accessibility Policy – In October, UCACC heard about proposed revisions to UC's IT Accessibility Policy that are required by new digital access regulations enacted under the ADA. Conforming with new regulations will be expensive and challenging. ITS has requested funding for an additional accessibility FTE for each location and UC is forming a Center of Excellence to provide systemwide support.

Systemwide IT Procurement – Senior Manager for IT Strategic Sourcing Roshni Pratap joined UCACC's October meeting to talk about UC's license agreements with OpenAI and Adobe.

Central Cyber Risk Unit – UCACC learned more about the new central cyber risk unit formed within ITS at UCOP that will try to streamline risk assessment activities, including vendor risk assessments (VRA). The plan is to have a central repository and systemwide methodology. Many will be pleased to hear that VRA exemptions will be considered for low-risk suppliers.

UCPath Security Controls Upgrade – UCOP Chief Information Security Officer April Sather informed UCACC about increased security requirements for UCPath that are needed due to increasingly prevalent instances of direct deposit fraud.

Systemwide and Campus Updates: UCACC devoted part of each regular meeting to discussing systemwide issues as reported by Academic Senate leadership and reports from campus representatives on individual campus activities and concerns.

REPRESENTATION

UCACC Chair Jenson Wong served as a faculty representative to the CIO Council and as an *ex officio* member of the University Committee on Library and Scholarly Communications (UCOLASC). Chair Wong also served as Senate representative to the Cyber-Risk Governance Committee (CRGC). Duygu Tosun-Turgot (UCSF) served as the Academic Senate liaison to the UC Artificial Intelligence (AI) Council. Lisa Yeo (UCM) and Igor Mezić (UCSB) served on the Faculty AI Workgroup.

ACKNOWLEDGEMENTS

UCACC is grateful for the contributions made by the consultants and guests who attended meetings in 2024-25, including:

- Matthew Hicks, Systemwide Deputy Audit Officer, UC Office of Ethics, Compliance and Audit Services
- Roshni Pratap, Senior Manager for IT Strategic Sourcing, UC Procurement Services
- Monte Ratzlaff, UC Cyber-Risk Program Director and Interim UC Chief Information Security Officer
- April Sather, UCOP Chief Information Security Officer
- Günter Waibel, Associate Vice Provost & Executive Director, California Digital Library
- Van Williams, Chief Information Officer and Vice President for Information Technology Services

RESPECTFULLY SUBMITTED,

Jenson Wong, Chair (UC San Francisco)
 George Porter, Vice Chair (UC San Diego)
 John Kubiawicz (UC Berkeley)
 Jeremy Mason (UC Davis)

Paul Gershon (UC Irvine)
Irene Chen (UCLA)
Lisa Yeo (UC Merced)
Ilya Brookwell (UC Riverside)
Barry Grant (UC San Diego)
Duygu Tosun-Turgut (UC San Francisco)
Igor Mezić (UC Santa Barbara)
Jerome Fiechter (UC Santa Cruz)
Steven Cheung, Academic Council Chair (*Ex Officio*)
Ahmet Palazoglu, Academic Council Vice Chair (*Ex Officio*)
Partho Ghosh, CCGA Vice Chair (*Ex Officio*)
Kathrin Plath, UCOLASC Vice Chair (*Ex Officio*)
Joanne Miller, Committee Analyst



ACADEMIC COUNCIL SPECIAL COMMITTEE ON LAB ISSUES ANNUAL REPORT 2024-25

The Academic Council Special Committee on Lab Issues (ACSCOLI) was established by the Academic Council to provide broad-based Senate oversight of UC's relationship with the National Laboratories – Los Alamos National Laboratory (LANL), Lawrence Livermore National Laboratory (LLNL), and Lawrence Berkeley National Laboratory (LBNL, also called the Berkeley Lab). ACSCOLI advises the President and Regents on general policies relating to the National Laboratories, which includes the dispersal of UC's share of net fee monies, policies that affect the lab science management, and the quality of science being performed at the labs. ACSCOLI is also concerned with evaluating the benefits of UC's continued participation in the management of the labs and has been charged by the Academic Council with stimulating closer connections between the lab staff, faculty, and students.

ACSCOLI met three times during 2024-2025 academic year. Two meetings were held via videoconference, and one was held at UCOP in Oakland. A summary of the committee's discussions is below.

OFFICE OF THE UC NATIONAL LABORATORIES

UC is the prime contractor for the management and operation of Lawrence Berkeley National Laboratory (LBNL). The University is a partner in the Lawrence Livermore National Security (LLNS), LLC, that manages Lawrence Livermore National Laboratory (LLNL) and in Triad National Security, LLC, the partnership that manages Los Alamos National Laboratory (LANL). LLNS and Triad are overseen by the National Nuclear Security Administration (NNSA), an agency within the U.S. Department of Energy. The office of the UC National Laboratories (UCNL) coordinates this work for the University.

At each ACSCOLI meeting, Vice President for UC National Laboratories June Yu provided updates on lab activities and the status of management, operations, safety and security, scientific strength, UC/lab collaborative programs, and the operating contract. In the spring, ACSCOLI learned about new federal budget priorities that emphasize high-performance computing, artificial intelligence, and nuclear modernization over renewable energy and energy efficiency programs. The labs are using this period to look for areas for increased efficiency and effectiveness. Some personnel actions were required for research security compliance.

Executive Director for National Laboratory Programs Alan Wan joined each meeting to update the committee on research opportunities, including the UC/LLNL Early Career Faculty award and a new Michael R. Anastasio LANL/UC Early Career Faculty Program named in honor of the former lab director. In addition to sponsoring meaningful research, the early career initiatives are designed to promote connections between UC and lab researchers and technical staff, enable the hiring of UC postdocs and students, and provide lab researchers with opportunities to collaborate and connect with the UC community. Executive Director Wan also provided updates on the Artificial Intelligence (AI) Science at Scale initiative that, in partnership with the labs, awarded \$18 million to three multicampus projects.¹

¹ <https://www.universityofcalifornia.edu/news/uc-awards-18-million-scale-ambition-and-impact-ai-science>

MEETING WITH CHAIR OF THE REGENTS' NATIONAL LABS COMMITTEE

In November, ACSCOLI was joined in Oakland by Regent Jose Hernandez, Chair of the Board of Regents' National Labs Committee. Regent Hernandez expressed his interest in strengthening the relationship between the labs and UC via summer and cooperative programs for both undergraduate and graduate students. He has encouraged UC Merced administrators to take advantage of the proximity of Lawrence Livermore National Laboratory for more involvement. Regarding UC's bid to manage the Frederick National Laboratory for Cancer Research, Regent Hernandez noted the opportunities for collaborations with UC's medical schools and said that UC is proceeding with the understanding that strategic investments will yield results.

EXPANSION OF UC'S LAB MANAGEMENT PORTFOLIO

Results of UC's bid to take over the management of the Frederick National Laboratory for Cancer Research were delayed until spring (from December). Although the UC-led partnership was initially awarded the contract, the current operator has protested the decision.

MASTER AGREEMENTS FOR JOINT APPOINTMENTS

ACSCOLI members agreed that a department or school level adaptable agreement was needed to facilitate joint appointments at the local level. Joint appointment agreements are needed to cover issues such as liability and intellectual property. One sticking point is position title; "adjunct professor" is the most flexible, but the title has limitations. Generally, adjuncts cannot serve as full advisors of graduate students or be principal investigators and are required to teach one course each year. Of course, there are workarounds and exceptions. Agreements become more complicated when money is involved. There are also questions about competing for grants, how positions are handled by UCPath, and issues of equity if lab scientists are getting positions rather than local faculty members.

UC LAB FEES RESEARCH PROGRAM

ACSCOLI was briefed by the VP for Research & Innovation and UC Research Initiatives staff on the status of the UC Lab Fees Research Program (LFRP) and other UC/lab opportunities. LFRP held workshops that focused on the themes of "Community-Engaged Research for Clean Energy Solutions" and Fusion Energy (specifically, addressing research questions and engineering and design challenges necessary for fusion energy to transition from the laboratory to a commercially viable power plant). In addition to engaging participants in the topics, the workshops serve to facilitate partnerships between UC faculty, research scientists, postdoctoral scholars, and graduate students and UC-affiliated national lab researchers.

For the LFRP Collaborative Research and Training award, two proposals in the targeted area of microelectronics were selected to receive a total of almost \$8 million over three years. In-Residence Graduate Fellowships were awarded to seven graduate students from four campuses.

To increase the focus and nimbleness of the Lab Fees program, at least some of the research funds will be administered by UCNL moving forward. These will be initiatives that are closer in format to the recent AI Science at Scale pilot. ACSCOLI will continue to be involved and provide input.

SoCAL HUB

UCI Vice Chancellor for Research Pramod Khargonekar joined ACSCOLI's November meeting to talk about the UC Southern California Hub. The Hub was envisioned as bringing together the southern UC campuses and UC-managed national laboratories for collaborative research in the national interest, education of the next generation scientists and engineers, and societal benefits. It supports workshops that are conducted on campuses and virtually and provides funding for

jointly authored publications and for visits and exchanges between uc campuses and labs. A Leadership Council is composed of LLNL and LANL leaders and vice chancellors of research from UCI, UCLA, UCR, and UCSD.

SENATE LEADERSHIP UPDATES

ACSCOLI members do not report back to a corresponding campus committee, but the committee was regularly joined by the Academic Senate chair and/or vice chair who provided updates about the work of the Senate. These regular updates to standing and special committees help all faculty members have a broader view of the university.

REPRESENTATION AND REPORTING

- ACSCOLI Chair Lorenzo Valdevit participated in meetings of national laboratory boards and committees throughout the year:
 - LLNS Board of Governors S&T Committee Meeting – LLNL (Observer) – Sep 2024
 - LBNL Advisory Board Meeting (ex officio Board member) – Sep 2024
 - Triad STE Committee Meeting – LANL (Observer) – Nov 2024 (virtual)
 - Triad STE Committee Meeting – LANL (Observer) – Mar 2025
 - LBNL Advisory Board Meeting (ex officio Board member) – Apr 2025
 - LANL Materials Capability Review – Jun 2025
- On June 25, ACSCOLI Chair Lorenzo Valdevit joined the Academic Council meeting to give a presentation of ACSCOLI’s discussions over the past year to Council members.

ACKNOWLEDGEMENTS

ACSCOLI wishes to acknowledge the contributions of its consultants and guests:

- Kathleen Erwin, Executive Director, Research Grants Program Office
- Jose Hernandez, Chair of the Board of Regents’ National Labs Committee
- Theresa Maldonado, Vice President for Research & Innovation
- Alan Wan, Executive Director for Laboratory Programs
- Anna Ward, Director, UC Research Initiatives
- June Yu, Vice President for the National Laboratories

Respectfully submitted,

Lorenzo Valdevit, UCI, **Chair**

Barry Barish, UCR

Q. Jason Cheng, UCR

Timothy Fisher, UCLA

Darrell Long, UCSC

Youngho Seo, UCSF

Stephen Wilson, UCSB

Robert Powell, UCD, Chair of the Triad LLC Science, Technology, and Engineering Committee

Stephanie Malia Hom, UCORP Representative, Ex-Officio

Rafael Kudela, UCPB Representative, Ex-Officio

Steven Cheung, Academic Council Chair, Ex-Officio

Ahmet Palazoglu, Academic Council Vice Chair, Ex-Officio

Joanne Miller, Academic Senate Committee Analyst



UNIVERSITY OF CALIFORNIA Academic Senate

University Committee on Academic Freedom 2024-25 Annual Report

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under Senate Bylaw 130 and consistent with [Bylaw 40](#), the University Committee on Academic Freedom shall (Am 28 May 2003)

Study and report to the Assembly upon any condition within or outside the University that, in the committee's judgment, may affect the academic freedom of the University and its academic community. (Am 15 Jun 71; Am 23 May 1996; Am 28 May 2003)

Executive Summary

The University Committee on Academic Freedom (UCAF) had a particularly active year in 2024–2025, addressing wide-ranging issues affecting faculty rights, academic integrity, and shared governance. Key areas of focus included the impact of federal and state legislative actions on academic freedom, the role of DEI statements in hiring and evaluation, and the University's response to politically charged campus climates. The committee also engaged in ongoing collaboration with UC leadership and external bodies to promote and protect academic freedom across the UC system.

Major Topics and Actions

1. Academic Freedom Guidance and Education

UCAF discussed the creation of a systemwide guide or primer on academic freedom to educate faculty about their rights and responsibilities. Chair Gailmard committed to drafting a foundational outline, and the committee worked throughout the year to define its scope and dissemination strategy.

2. Federal and State Political Developments

UCAF monitored the evolving political landscape and its impact on academic freedom:

- SB 108: A California law restricting UC's management of expressive activities on campuses; UCAF reviewed its implications and urged careful implementation.
- Federal Executive Orders and DOE Task Forces: UCAF examined recent federal actions, including the Department of Education's investigations into antisemitism and the chilling effect on campus discourse.
- The committee expressed interest in publishing statements defending faculty autonomy and academic expression, encouraging UCOP to respond firmly to external political pressures.

3. DEI Statements in Hiring and Reviews

DEI statements remained a prominent topic. UCAF examined:

- Campus practices regarding DEI statement requirements in hiring and merit reviews.

- Concerns that mandatory statements may infringe on academic freedom if enforced without faculty oversight.
- Plans to draft a statement on best practices and consult UCAADE on joint guidance.

4. Political Statements by Academic Units

Building on its 2022 guidance, UCAF revisited the roles of academic units making political statements. The Committee supported the compromise expressed in the Regents' decision of July 2024, that such statements are permissible given they follow rules governing their adoption, included disclaimers, and do not appear on the landing page of the unit's website.

5. UC Congress on Academic Freedom

UCAF co-hosted a systemwide congress on academic freedom, collaborating with the Provost's Office to shape the agenda and recommend speakers. The congress was well-attended and was a success.

6. President's Postdoctoral Fellowship Program (PPFP)

The committee examined the use of PPFP in faculty hiring. Concerns were raised that reliance on PPFP hiring might bypass shared governance or distort departmental priorities. UCAF invited PPFP Director Mark Lawson for dialogue, gaining clarity on selection processes.

7. Legal Representation and Shared Governance

Deputy General Counsel Allison Woodall briefed the committee on UC Legal's role, emphasizing the Senate's right to seek legal advice when interests diverge from UC administration.

8. Mutual Aid and Defense of Autonomy

The committee explored forming or supporting inter-university mutual aid pacts (e.g., similar to Big Ten initiatives) to defend academic institutions from political interference. UCAF agreed to draft a letter recommending formal Senate involvement in any future strategic legal responses.

Conclusion and Future Directions

UCAF made substantial contributions to the protection and understanding of academic freedom during a turbulent year for higher education. Looking ahead, the committee aims to:

- Finalize and distribute the academic freedom guidance document.
- Continue evaluating the intersection of DEI practices and academic freedom.
- Monitor political developments and advocate for faculty protections.
- Collaborate with other Senate bodies and UC leadership to strengthen shared governance.

Acknowledgements

The committee gives thanks to Academic Senate Chair Steven Cheung, Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin.

Respectfully submitted,

Sean Gailmard, Chair (UCB)
Barry O'Neill, Vice Chair (UCLA)
R. Jay Wallace (UCB)
Greta Hsu (UCD)
Lisa Naugle (UCI)
Michael Meranze (UCLA)

Jennifer Lu (UCM)
Quinn McFrederick (UCR)
Molly Roberts (UCSD)
Vikram Rao (UCSF)
Laurie Freeman (UCSB)
Roger Schoenman (UCSC)



**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2024-2025**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2024-2025 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

RESPONSES TO EXTERNAL CIRCUMSTANCES

UCAP spent considerable time consulting with the Office of the President regarding practices and policies that were required to change in order to remain in compliance with new state and federal laws and expectations. New state laws involved sick leave accrual and reporting – something which was new to the faculty ranks, and more comprehensive background checks for all levels of employee hiring. Another significant topic was how UC can best adapt to the changing labor landscape in California. Labor issues continue to impact research and teaching outcomes, as well as job classifications and expectations. Academic Personnel considerations for faculty in Veterinary Medicine (APM 675) and for Librarians (APM 360) were also weighed.

The use of diversity statements in hiring and promotion, the former which was discontinued by order of the Provost and latter of which continues according to previously approved past practices, was a frequent discussion point.

UCAP has partnered with the University Committee on Faculty Welfare (UCFW) and the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) to learn more about campus practices for evaluating faculty performance through the lens of Achievement Relative to Opportunity (ARO) principles which calibrate performance delivery with performance opportunity, such as the of loss of grant funding or other circumstances.

UCAP leadership represented the group on the Senate's ad hoc University Committee on Adaptations to Disruptions (UCAD). This group is considering UCAP-related topics such as research focus and productivity vis-a-vis new federal funding options and ARO usage in advancement.

OTHER ISSUES AND ADDITIONAL BUSINESS

In response to requests for formal comments from the Academic Council, UCAP submitted views on the following:

- Proposed revisions to APM 230 (Visiting Appointments)
- Proposed revisions to APM 500 (Recruitment – General)

UCAP fulfilled its role in the University Professor appointment process as outlined in APM 260.

CAMPUS REPORTS

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including workload and backlog.

The divisional CAP analysts completed the triennial CAP Practices Survey which enables local committees to better derive best practices from the other campuses.

UCAP REPRESENTATION

UCAP Chairs Malloy and Abu-Ghazaleh also represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate and served on the Provost's Academic Planning Council (APC). The APC investigation into a single systemwide academic calendar was frequently discussed.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

UCAP benefited from regular consultation and reports from Douglas Haynes, Interim Vice Provost, Faculty Affairs and Academic Planning (FAAP); Amy K. Lee, Deputy Provost, Systemwide Academic Personnel (SWAP); and Kelly Anders, Executive Director, SWAP.

UCAP occasionally consulted the Academic Senate Chair Steven Cheung and Vice Chair Ahmet Palazoglu about issues facing the Senate and UC, such as the on-going evaluation of the University's faculty discipline procedures.

Respectfully submitted,
Sean Malloy, Chair – Fall/Winter (M)
Naul Abu-Ghazaleh, Chair – Spring/Summer (R)
Samuel Otter (B)
Angela Gelli (D)
Virginia Jackson (I)
Reza Ahmadi (LA)
Miriam Barlow (M)
Nael Abu-Ghazaleh (R)
Veronica Shubayev (SD)
Cathy Lomen-Hoerth (SF)
Mark Meadow (SB)
Susan Gillman (SC)
Greg Gilbert (SC)

Kenneth Feer, Principal Policy Analyst



University Committee on Affirmative Action, Diversity, and Equity (UCAADE)

Annual Report 2024-25

To the Assembly of the Academic Senate:

The University Committee on Affirmative Action, Diversity, and Equity met four times during the 2024-25 academic year. In accordance with its duties as outlined in Senate Bylaw 140, UCAADE consulted on general policies bearing on affirmative action, diversity, and equity for academic personnel, students, and academic programs. Highlights of the committee's discussions and actions are described below.

Consultation with the Office of Academic Personnel and Programs (APP)

Throughout the year, Interim Vice Provost Douglas Haynes and Director of Academic Programs Patricia Osorio-O'Dea met with the committee to update them on various issues:

Advancing Faculty Diversity Initiative (AFD)

UCAADE received regular updates on the AFD program, which funded five new awards this year, including a strand for recruitment and retention and an endowed chair focusing on faculty excellence.

SEA Change

Five UC campuses are involved in the STEMM Equity Achievement Change program (SEACHange). The program helps transform the professoriate through self-assessment leading to action plans.

Use of Statements on Contributions to Diversity

In March, the Regents notified the President to inform campuses that stand-alone statements on contributions to diversity will no longer be used in faculty searches at the UC. Contributions to diversity can be noted by candidates as part of their work in the teaching, research, and service missions of the university.

Effects of Federal Actions

Interim Vice Provost Haynes noted that faculty are most responsible for the activities supporting diversity, as they are voluntary. Federal funding cuts for DEI-related research makes efforts to advance diversity more challenging.

Consultation with Graduate, Undergraduate, and Equity Affairs

In January, Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity, and Inclusion Yvette Gullatt, Associate Vice President, Graduate, Undergraduate, and Equity Affairs, Cynthia Dávalos, Director, Student Mental Health and Well Being Genie Kim, and Principal Counsel, Disability and Educational Affairs Trevor Finneman met with UCAADE to discuss systemwide disability services and the impact of federal actions on the UC system. In April, Vice President Gullatt again met with the committee to discuss pressures on diversity efforts systemwide.

Systemwide issues and Campus Reports

UCAADE received updates each meeting from members about concerns and activities on their home campuses. Senate Chair Cheung and Vice Chair Palazoglu updated UCAADE on issues of concern to the systemwide Senate, including the Regents' concerns over the faculty discipline process, proposed synchronization of the Academic Calendar across UC campuses, Mortgage Origination Program (MOP) funding issues, senior leadership position searches, UC Health, impacts of changes in federal funding for grants, ideologically-based cuts to funding, revocation of international student visas, and faculty's response to the Trellix security software implementation.

Achievement Relative to Opportunity (ARO) Survey Efforts

In January, committee members began discussing how the current assault on grant funding echoed and differed from the Covid-19 disruptions to UC research. They decided to request Council support for a survey of ARO implementation efforts across all campuses, in concert with committees on Academic Personnel (UCAP), Faculty Welfare (UCFW), and Privilege and Tenure (UCPT). With Council's approval, a letter requesting information from campuses will be distributed in the fall, and in 2025-26, UCAADE will analyze the responses to create a dataset to inform best practices for faculty review during periods of disruption.

Name and Charter Revision

UCAADE members discussed changing the committee's name and bringing the charter into greater alignment with the committee's current priorities and responsibilities. The committee consulted with the Office of Faculty Affairs and Programs and Graduate, Undergraduate, & Equity Affairs, and requested feedback from UC Legal. The proposal will go out in the fall for systemwide review.

Service

Vice Chair Holmquist served on the Faculty Diversity Advisory Group and was a member of the University Committee on Adaptation to Disruptions (UCAD).

Reports and Recommendations

In response to requests for formal comment from the Academic Council, UCAADE opined on the following systemwide review items:

- Proposed Revisions to APM 360 (Appointment and Promotion, Librarian Series)
- Proposed Revisions to Academic Personnel Manual (APM) 230 PDF, Visiting Appointments - Proposed Revisions to Senate Regulation 479 (CalGETC)
- Proposed Senate Regulation 627 (Posthumous Awarding of Degrees)
- Revisions to Presidential Policy on Externally Supplied Medications in UC Outpatient and Clinic Settings
- Proposed Program Attachments #3–7 to the Policy on Vaccination Programs

Alexis Garcia provided valuable insight from the student perspective.

UCAADE is grateful to have had valuable input from and exchange with the following UCOP and campus consultants and guests over the past year: Vice Provost Douglas Haynes; Director of Academic Program Coordination Patricia Osorio-O’Dea; Deputy Provost, Academic Personnel and Programs, Amy K. Lee; Vice President for Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion, Yvette Gullatt; Associate Vice President, Graduate, Undergraduate, and Equity Affairs, Cynthia Dávalos; Director, Student Mental Health and Well Being, Genie Kim; Principal Counsel, Disability and Education Affairs, Trevor Finneman; Director, Systemwide Community Safety Academic Council Chair Steven Cheung; Academic Council Vice Chair Ahmet Palazoglu; and Academic Senate Executive Director Monica Lin. The committee also thanks the faculty members who served as alternates during the year.

Respectfully submitted,

Katherine Meltzoff (Chair, Riverside)
Kristen Holmquist (Vice Chair, Berkeley)
Thomas Philip (Berkeley)
Michele Ko (Davis)
Rebecca Helfer (Irvine)
Margot Quinlan (Los Angeles)
Clarissa Nobile (Merced)
Gareth Funning (Riverside)
Julian McAuley (San Diego)
Elizabeth Dzeng (San Francisco)
Teresa Robertson Ishii (Santa Barbara)
Gabriela Arredondo (Santa Cruz)
Stefani Leto (Analyst)

BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS) ANNUAL REPORT 2024-2025

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The Board of Admissions and Relations with Schools (BOARS) met ten times in Academic Year 2024-2025 (including two in-person meetings) to conduct business with respect to its duties as outlined in [Senate Bylaw 145](#): to advise the President and Senate agencies on the admission of undergraduate students and the criteria for undergraduate status. The major activities of BOARS and the issues it addressed this year are outlined briefly, as follows:

Annual Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review

BOARS' annual *Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review* discusses freshman and transfer application, admission, and enrollee outcomes under comprehensive review for the years 2015–2024; first-year UC performance outcomes for students who entered UC in fall 2023; efforts by BOARS to enhance transfer admission pathways and to ensure that admitted nonresidents compare favorably to California residents; a summary of each UC campus's comprehensive review process; and challenges associated with the future of the referral guarantee. The report notes BOARS' concern that annually increasing enrollment expectations from the state, absent funding for additional academic facilities, could have deleterious educational outcomes in the long run.

- ***Policy on Augmented Review in Undergraduate Admissions***

[Regents Policy 2110](#) outlines guidelines and criteria for an additional review of select applicants who fall in the margins for admission, but whose initial application yields an incomplete picture of their qualifications or presents extraordinary circumstances that invite further comment. It outlines three types of supplemental information a campus may request from up to 15% of applicants in a given admissions review cycle: 1) a questionnaire inviting the candidate to elaborate on special talents, accomplishments, extraordinary circumstances, and their school/home environment; 2) 7th semester grades; and 3) up to two letters of recommendation. The policy states that campuses may solicit letters only from applicants selected for augmented review, applicants considered for admission by exception, or applicants given a special review in other specific situations.

Nonresident Admission

- ***Annual Systemwide Compare Favorably Report***

BOARS issued its annual "Compare Favorably" report on 2024 nonresident admissions. The annual report summarizes systemwide and campus outcomes for the policy, focusing on comparisons of high school grade point average (GPA), first-year UC GPA and persistence for residents, domestic nonresidents, and international nonresidents for each campus. The report notes that based on those limited measures, the University is largely meeting the standard on a systemwide basis, although outcomes vary on specific campuses. The report emphasizes that GPA is a narrow, imperfect measure for the assessment, given campuses' use of 13 comprehensive review factors in admission.

Consultation with California K-12 and Revisions to Senate Regulation 145

Given the importance of the state's K-12 system and its delivery of the academic foundation for all California students, including those who ultimately enroll at UC, BOARS has held a longstanding practice of engaging with the California K-12 system on a range of admissions and academic

preparation policy matters. This year, BOARS took several steps to ensure regular and formal meetings with key K–12 constituents. [Senate Bylaw 145](#) was revised to codify ongoing consultations with State Board of Education (SBE) representatives and California K–12 subject matter specialists on proposed changes to course requirements for undergraduate admissions. The committee met with SBE President Linda Darling-Hammond in February 2025 and this consultation will occur annually each fall. BOARS developed a set of [Guidelines for California K-12 Consultation](#) that emphasize transparency and timely information-sharing and will foster continued collaboration with K–12.

UC Eligibility Areas

A central focus for BOARS throughout 2024–2025 was the UC Eligibility Areas, the basis for the [7-course pattern](#) which comprises the minimum general education admissions requirements expected of all transfer students preparing to attend the University. The consultants in Graduate, Undergraduate, and Equity Affairs (GUEA) briefed the committee on various issues related to the Eligibility Areas including that they have not been publicly available for use by California community colleges in preparing their courses for submission and review by UC and they are not aligned with the California General Education Transfer Curriculum (Cal-GETC) and other transfer requirements. BOARS members developed an understanding of the purpose of the Eligibility Areas, elicited feedback from their campus admissions committees, and debated various solutions and their implications. During the June meeting, the members of BOARS voted unanimously to approve updated language for the UC Eligibility Areas criteria. As a result of this vote, community college students, articulation officers, and counselors will have critical guidance regarding courses that will fulfill the criteria for UC’s 7-course pattern and there will be increased alignment between UC’s 7-course pattern approvals and Cal-GETC approvals as appropriate. BOARS will review the approved UC Eligibility Area criteria and their alignment with Cal-GETC every five-to-seven-years.

Credit by Examination

Last year, a BOARS subcommittee began working on a systemwide policy for using credit by examination to fulfill A–G requirements, including in cases where a student may not have taken an associated course. The subcommittee reviewed information about how external exams have been assessed by BOARS in the past, identified implementation issues and considerations, and delineated a set of initial recommendations on how policies and procedures could be formalized. After learning that the College Board changed its scoring verification process for Advanced Placement (AP) courses, representatives from the testing company joined the committee in November to provide details about the changes. BOARS members were not reassured by the information they received and questioned the reliability of AP scores, which made the effort to devise a policy more challenging. The awarding of credit for external courses and exams taken before matriculation was discussed at length in April and June, and the members determined that there are various questions and concerns that fall well beyond the scope of the draft policy. In June, the members decided that a subcommittee should be created next year to study this complex matter and in July the committee provided input on the charge and membership.

Consultation with the California State University Admissions Advisory Council

In February, BOARS met with members of the California State University (CSU) Admissions Advisory Council, a group of CSU faculty and administrators that advises the CSU chancellor about admission to the CSU by reviewing systemwide admission policies and practices to ensure compliance with Board of Trustees policy and recommendations changes that would allow the CSU to better meet its goals and mission. The discussion touched on UC’s A–G framework; CSU’s interaction with California K–12; the need for more high school math and science teachers;

standardized testing; transfer issues; enrollment challenges; online courses and undergraduate degree programs; and an ethnic studies requirement that had been proposed for UC admission but was rejected by the Academic Assembly.

Transfer Admissions

Throughout the year, BOARS received regular updates on the work of the Academic Council Special Committee on Transfer Issues (ACSCOTI). BOARS considered a proposal from ACSCOTI to permit students to take either two biological science or two physical science courses to satisfy the Cal-GETC Subject Area 5 requirement (Physical and Biological Sciences) and a proposal to consolidate UC's biochemistry, biology, cell biology, and molecular biology transfer pathways into a single biological sciences pathway which were both approved by Academic Council. Since ACSCOTI has fulfilled its responsibilities, the committee will sunset and its coordination and oversight duties will be assumed by BOARS. Chair Swenson and Vice Chair Volz ensured that BOARS was apprised of the Intersegmental Committee of the Academic Senate's (ICAS) deliberations about updating the Cal-GETC Standards. Members had concerns about the Academic Senate of the CSU not allowing the provision that would enable California Community College (CCC) students to be granted partial certification of Cal-GETC. In addition, the committee was kept abreast of the CCC-led common course numbering project which was legislated by Assembly Bill 1111 (Berman).

Joint Meetings with the UC Admissions Directors and Enrollment Management Leads

The campus admissions directors and associate vice chancellors for admissions and enrollment management joined BOARS in November and June to discuss alternate majors; streamlining transfer; high school grade inflation and compression of grades; credit by exam; personal insight questions; and the institutions students are attending instead of UC. In November, the committee was joined by an Associate Vice Chancellor for Enrollment Management who provided an in-depth presentation on holistic review at one UC campus.

Other Business and Briefings

Campus Reports: BOARS set aside a portion of each meeting for updates from faculty representatives about issues being discussed on their admissions committees and campuses. These briefings touched on a wide range of topics including direct admission into majors; local holistic review processes; artificial intelligence; standardized testing; concerns about preparation for Science, Technology, Engineering, and Mathematics; the restoration of standardized testing for admissions; and setting enrollment targets.

Senate Leadership Briefings: The Academic Senate chair and vice chair attended a portion of each BOARS meeting to report on Academic Council and Regents meetings, and other systemwide issues of particular interest to the committee or of general interest to faculty. These briefings included updates on the state budget and maintaining the compact with the governor; the searches for the next UC president as well as for new chancellors for UCR and UCSB; faculty disciplinary policies and procedures; and the impact of the federal government's executive orders and withdrawal of federal grant funding.

Graduate, Undergraduate, and Equity Affairs and Institutional Research and Academic Planning: GUEA provided regular briefings throughout the admissions cycle on applications, admissions, and statement of intent to register outcomes. The GUEA consultants also provided valuable information about transfer policies, initiatives, and legislation; admissions messaging; feedback from counselor conferences; and the common course numbering project. Institutional Research and Academic Planning presented an analysis on the relationship between academic

preparation in selected A-G subject areas (history/social science, English, math, and science) and performance at UC.

BOARS Representation

BOARS Chair Swenson represented the committee at meetings of the Academic Council, the Assembly of the Academic Senate, and ICAS.

Acknowledgements

BOARS collaborated closely with UCOP and benefited from regular consultations with Han Mi Yoon-Wu, Associate Vice Provost and Executive Director, Undergraduate Admissions, Graduate, Undergraduate and Equity Affairs (GUEA); Chase Fischerhall, Director, A-G & Transfer Articulation, GUEA; Angelica Moore, Director, Undergraduate Admissions, Policy and Communications, GUEA; and Liz Terry, Manager of Admissions Analytics, Undergraduate Admissions, GUEA. BOARS also received valuable support and advice from Institutional Research and Academic Planning (IRAP) Director Tongshan Chang and Senior Institutional Research and Planning Analyst Matt Reed, who provided the committee with critical analyses and data related to the *Report to the Regents on Undergraduate Admissions Requirements and Comprehensive Review* as well as the *Compare Favorably* analyses.

Respectfully submitted,

Deborah Swenson, Chair (D)	Michael Stryker (SF)
David Volz, Vice Chair (R)	Vanessa Woods (SB)
Anant Sahai (B)	George Bulman (SC)
Anthony Albano (D)	Bethany Padron (Graduate Student Representative)
Yuri Shirman (I)	Jeremy Vargas (Undergraduate Student Representative)
Lynn Vavreck (LA)	Steven W. Cheung, Chair, Academic Senate
Michael Cleary (M)	Ahmet Palazoglu, Vice Chair, Academic Senate
Sundararajan Venkatadriagaram (R)	Brenda Abrams, Principal Policy Analyst
Daniel Sievenpiper (SD)	



**Coordinating Committee on Graduate Affairs (CCGA)
Annual Report 2024-25**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Per Senate Bylaw 180, the Coordinating Committee on Graduate Affairs (CCGA) advises the University President and all agencies of the Senate on matters regarding research and learning related to graduate education. One of CCGA's chief responsibilities, as delegated by the Regents, is the authority to review and evaluate campus proposals for new graduate programs and schools that require approval of the President. In addition, CCGA establishes basic policies and procedures for coordinating the work of the various graduate councils and divisions, recommends to the Assembly minimum standards of admission for graduate students, reviews policies applied by graduate councils, reviews policies concerning relations with educational and research agencies, and approves UC graduate courses as system-wide courses to be listed in divisional catalogs.

Review of Proposed Graduate Degree Programs

During the 2024-25 academic year, CCGA approved 13 program proposals and declined one. Five of the approved proposals were Self-Supporting Graduate Professional Degree Programs (SSGPDPs), and two proposals had PDST (Professional Degree Supplemental Tuition). Six additional proposals will carry over to the 2025-26 year, due to being received late in the academic year. Those will be assigned in the fall.

Programs Decided Upon During the 2024-25 Year

Campus	Program	Date Received	Date Approved	SSGPDP
UCB	Addition of an MA in Logic and the Methodology of Science (resubmission)	9/24/24	11/6/24	No
UCD	Online Masters in Preventative Veterinary Medicine and One Health	2/14/25	5/7/25 (Rejected – Returned to Campus)	Yes
UCD	MA in the Study of Religion	5/15/25	7/2/25	No
UCI	Master of Education Sciences with a Concentration on Learning Analytics	4/3/24	12/4/24	Yes
UCI	Master of Public Administration	12/11/24	7/2/25	Yes
UCI	PhD in Health, Society, and Behavior	4/7/25	6/4/25	No
UCI	Master of Applied AI for Science	4/7/25	7/2/25	Yes

UCLA	Master of Global Public Affairs	2/28/25	6/4/25	No
UCSB	Addition of an en route MS to the PhD in Environmental Science and Management (resubmission)	4/18/25	6/4/25	No
UCSD	MAS in Precision Medicine Therapeutics in Oncology	7/10/24	12/4/24	Yes
UCSD	Master of Urban Studies and Regional Planning	7/10/24	12/13/24	No
UCSD	PhD in Urban Studies and Planning	7/10/24	12/4/24	No
UCSD	En Route MS to the PhD in Astronomy	17/31/24	12/4/24	No
UCSF	Part-Time MS in Global Health Sciences	5/31/24	1/8/25	No

The committee worked diligently with campuses and faculty throughout the year to help them craft and improve proposals that would meet the University's expectations of excellence.

Proposals to be Carried Over to 2025-26

Campus	Program	Date Received	Status	SSGPDP
UCD	En Route MA to the PhD in Education	6/23/25	On Hold Until October	No
UCD	Master's of Engineering in Water Resources Engineering	8/13/25	On Hold Until October	Yes
UCD	Master's of Engineering in Sustainable Transportation	8/13/25	On Hold Until October	Yes
UCI	En Route MA – Criminology, Law and Society	7/17/25	On Hold Until October	No
UCM and UCSF	BS/MD	5/20/25	On Hold Until October	No
UCR	Online Master of Business Administration	6/24/25	On Hold Until October	Yes

Topics of Interest in 2024-25

Graduate Student Employment and Contracts

A UC–union agreement was reached in fall 2024, extending the contract for GSRs and TAs until 2026. That notwithstanding, concerns regarding the blurred line between academic work and employment continued, especially in laboratory environments. Faculty were encouraged to understand Weingarten rights and the implications for meetings involving graduate student employees. The committee affirmed a brief statement asserting that students are students first, and employees second.

CoGD and Graduate Education Advocacy

CoGD worked with External Relations to raise awareness about the importance of graduate education among Regents and legislators. Emphasis was placed on increasing visibility and support for graduate education, especially regarding state and federal funding. The Council of Graduate Deans is working on a paper documenting the value of graduate studies and is exploring ways to increase master's degrees and improve time-to-degree.

The Future of Graduate Education Report

The committee discussed how this report is being implemented on the campuses, with some concern about how it may be adapted to the activities originating in Washington, DC. Ongoing Executive Orders pose risks to the University and the research enterprise; consultation continues between Academic Affairs, UC Legal, and campus research offices. VP for Research and Innovation Theresa Maldonado requested CCGA support in crafting Regents' talking points on research impacts.

Academic Calendar Conversion

Three members of CCGA were on the [name of common calendar workgroup], so discussions around a systemwide calendar alignment continued throughout the year. The common calendar workgroup estimated the total cost of transitioning from the quarter to the semester system at \$100 million–\$370 million. Individual campuses would incur \$35 million–\$80 million each. The calendar workgroup completed mock semester calendars and transition plans and developed a mechanism for faculty and divisional feedback.

Financial Overview

A \$272 million reduction to the core UC budget was confirmed for 2025–2026, driven by lower state tax receipts and redirected funds for Palisades fire relief. Graduate deans reported 1,400 existing funding commitments under five-year contracts, necessitating contingency language in future offer letters to address budget uncertainties.

Workgroup Activities

Three small subgroups worked on updating the Handbook and Compendium language for clarity in three areas this year:

[En Route Master's Degrees](#)

[Double-Counting of Units](#)

[Substantive Change](#)

International Graduate Students

Student visa cancellations and reinstatements were discussed and advice sent forward to the Senate leadership regarding students finishing their work remotely. UC experienced an 11 percent drop in undergraduate and graduate international student enrollment in April, though 157 out of 159 cancellations were restored by May. A fund was established to secure a top immigration law firm for unresolved cases.

Consultation and Engagement

2024-25 was a dynamic period for the CCGA, marked by significant discussions on budget challenges, policy revisions, and the ongoing impact of national and systemwide changes on graduate education. The committee actively engaged with Academic Senate leadership, the Provost, the Vice President for Research and Innovation, and others to navigate complex issues, including budget cuts, international student visa concerns, and the future of graduate programs. Through its partnership with IRAP, CCGA was informed about the assessment of Online Program Management (OPM) practices, which went to APC in the spring.

UC Online Executive Director Rolin Moe and former CCGA Chair Erith Jaffe-Berg advocated for extending online language courses to graduate students. Members generally supported this as a means of increasing access and inclusivity despite concerns about the quality of online language learning.

As a result of state legislation allowing CSU to offer some doctoral programs, that university system will be submitting up to 10 doctoral program proposals to UC for review in August. Criteria and a process for submitting proposals were developed during the year with the help of IRAP.

The Instructional Modalities Task Force has delivered its report; a successor task force will launch in spring or fall.

Members advocated for systemwide guidelines on AI use and plagiarism definitions.

The Provost visited CCGA in April and shared her strategies for supporting graduate education and her vision moving forward in the current political climate.

CCGA had two members participate in the MRU reviews for UCORP for the UC Observatories and the Bioengineering Institute of California.

The Regents requested a review of systemwide P&T processes, with a focus on expedited investigation phases, and a case monitoring system for faculty discipline. A special taskforce submitted recommendations which will go out for systemwide review in the fall.

Several special Assembly meetings addressed information security, salary adjustment timing, and health premium spikes.

Announcements made for new UC President (JB Milliken), a new UCR Chancellor, and a new UCSB Chancellor.

A breach of confidentiality led to curtailed communication between senior leadership and the Senate.

Following up on last year, CCGA partnered with UCEP to create proposed language related to awarding degrees posthumously. This language was approved by both committees and sent forward to Council, which endorsed it.

The UCAD (University Adaptation to Disruptions) Task Force was formed to assess serious threats and develop response options across academic programs, workforce resizing, growth objectives, and funding realignment.

The University announced the elimination of stand-alone diversity statements in hiring, with ongoing efforts to clarify how DEI efforts will be recognized in promotions and merit advancements.

The annual Grad Slam competition was held on April 29 in Sacramento, with a UCSF student winning and a Merced student receiving the People's Choice Award.

The committee held some preliminary discussion on the importance of WSCUC accreditation and potential shifts in accreditation decision-making power to states.

Acknowledgements

CCGA is grateful to have had valuable input from - and exchange with - these UCOP and campus consultants and guests over the past year: Katherine S. Newman, Provost; Theresa Maldonado, Vice President of Research and Innovation; Pamela Jennings, Associate Vice Provost for Graduate Studies; Todd Greenspan, Executive Advisor, Academic Planning and Policy; Carmen Corona, Director of Academic Planning and Policy; Chris Procello, Academic Planning and Research Analyst; and Council of Graduate Deans representative Peter Biehl (UCSC). Thanks, too, to Academic Council Chair Steven Cheung and Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin. Tremendous thanks to our analyst, Fredye Harms, without whom the committee would not function, and to our student representatives - Ryan Manriquez and Rebecca Ruiz – who participated actively, offering campus-level perspectives on graduate education challenges and concerns.

Respectfully submitted,

James Bisley, Chair (UCLA)
Partho Ghosh, Vice Chair (UCSD)
Ilan Adler (UCB)
Ele Grandi (UCD)
Tonya Williams Bradford (UCI)
April Thames (UCLA)

John Abatzoglou (UCM)
Sarita See (UCR)
Sutanu Sarkar (UCSD)
Wayne Steward (UCSF)
Alex Simms (UCSB)
Chad Saltikov (UCSC)



UNIVERSITY COMMITTEE ON COMMITTEES
ANNUAL REPORT 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Responsibilities and Duties

Pursuant to Senate Bylaw 150, the University Committee on Committees (UCOC) oversees the appointment of chairs and vice chairs for each of the standing committees of the Assembly; oversees the nomination of Senate members to serve on ad hoc or ongoing joint Senate-Administration committees and task forces; and sends letters of appointment to all appointees specifying term of the appointment and committee charge. In 2024-25, UCOC met three times via Zoom and once in person (with an option to join remotely). Major issues and actions taken are reported below.

Appointment of Chairs and Vice Chairs of the Senate's Standing Committees

While being mindful of balance and representation among campuses, UCOC reviewed and approved chairs and vice chairs for standing committees for 2025-26. All chair and vice chair positions for systemwide committees were filled as of June 16th.

Appointment of members of Standing Committees

The ten divisions nominated representatives to standing committees and to the Assembly of the Academic Senate. UCOC subsequently issued appointment letters to each division specifying the term of appointment and information regarding service on systemwide committees.

Appointment of members of Senate committees, subcommittees, or task forces within the systemwide Academic Senate

- Editorial Committee (five appointments)
- Faculty AI Workgroup
- University Committee on Rules & Jurisdiction (UCRJ)

Selection of Senate Representatives to Other Committees

UCOC is responsible for selecting Senate representatives to various groups that are proposed by the President, Provost, or other senior administrators. UCOC nominated or reviewed nominations of representatives to serve on joint administration-Senate task forces, external councils, and other groups in 2024-25. These included:

- UC Presidential Search Academic Advisory Committee
- UC Riverside Chancellor Search Advisory Committee
- UC Santa Barbara Chancellor Search Advisory Committee
- Academic Planning Council Workgroup on a Systemwide Academic Calendar
- Systemwide Library and Scholarly Information Advisory Committee
- President's Advisory Committee for Research in the Humanities (PACRH)
- President's Task Force on UC Black Thriving
- Systemwide Sustainability Steering Committee

Academic Council Chairs Award for Mid-Career Leadership

UCOC reviewed nominations from the divisions for the 2025 Academic Council Chairs Award for Mid-Career Leadership and forwarded two names to the Academic Council, per the award's guidelines. The Academic Council selected UCLA Professor Andrea Kasko and UC San Francisco Professor Steven Hetts.

Senate Service Engagement

- UCOC maintains a shared spreadsheet to compile campus “best practices” employed by the Senate divisions for engaging and rewarding faculty for Senate service.
- UCOC members gave feedback on a draft systemwide Senate service experience survey prepared by the systemwide Senate Office.
- Members noted that a compilation of compensation practices at the divisions would be useful for Senate offices (not for distribution).

Systemwide Senate Leadership Updates

UCOC received regular updates from the Academic Senate chair and vice chair about important issues facing the faculty and the university.

Respectfully submitted:

Robin Nabi, UCOC Chair (UCSB)
Oliver Arnold, UCOC Vice Chair (UCB)
Susanna Elm (UCB)
Joel Hass (UCD)
June Wu (UCI)
Abby Kavner (UCLA)
Lisa Yeo (UCM)
Francesca Hopkins (UCR)
Padmini Rangamani (UCSD)
Andreea Seritan (UCSF)
Amber Vanderwarker (UCSB)
Dean Mathiowetz (UCSC)
Steven Cheung (Academic Council Chair, ex-officio)
Ahmet Palazoglu (Academic Council Vice Chair, ex-officio)
Joanne Miller (Committee Analyst)

**UNIVERSITY COMMITTEE
ON
EDUCATIONAL POLICY
2024-2025 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Educational Policy (UCEP) met at UCOP once and nine times by videoconference in Academic Year 2024-2025 to conduct business with respect to its duties as outlined in [Senate Bylaw 170](#) and in the Universitywide Review Processes for Academic Programs, Academic Units, and Research Units (the “[Compendium](#)”). The major activities of the committee and the issues it addressed this year are outlined briefly, as follows.

UC Center Sacramento

A member of UCEP participated on a joint Senate-Administration workgroup convened by Provost Newman and UC Davis Provost Croughan to recommend ways to restructure the UC Center Sacramento (UCCS). Goals of the restructuring include expanding undergraduate student enrollment beyond UCD and attracting students with interests outside of public or government policy which would also require engaging faculty who have not been involved with UCCS in the past. The restructuring workgroup contemplated strategies to improve the financial sustainability of the Center. At the behest of Provost Newman, UCEP also considered how to help students from campuses other than UCD receive credit for UCCS courses toward their major. Since the committee cannot require that campuses award credit for UCCS courses, a [memo from UCEP](#) was transmitted to the divisions in February encouraging departments to be generous when deciding about granting credit in a major.

Substantive Compendium Revisions

[The Compendium: Universitywide Review Processes for Academic Programs, Units, and Research Units](#) was last revised in 2014 and does not reflect a number of significant changes in practice related to the establishment of academic units and programs. A small subcommittee of UCEP members identified potential updates and drafted revised language which includes additional information that should be provided in full proposals for new programs. The systemwide provost shall determine when the Academic Planning Council will establish a workgroup to incorporate revisions to the Compendium.

2025-2026 Performance of Undergraduate Degree Programs Task Force

This year, UCEP had a number of discussions about the Performance of Undergraduate Degree Programs Task Force (PUDP), the successor to the 2023-2024 Presidential Task Force on Instructional Modalities and UC Quality Education. The committee provided the Senate Chair and Vice Chair with suggestions for the PUDP charge which include conducting a market analysis that assesses student demand for online classes and programs; delineating the infrastructure needs for fully online programs; and determining how support and training will be provided for faculty interested in online pedagogy. In addition, several UCEP members prepared a series of principles for the common assessment of in-person and online courses which will be transmitted to the new task force by Senate leadership. Central to the principles are the identification of core metrics that will help differentiate quality across and within modalities and to prioritize collecting data related to learning outcomes.

Curricular Review of UC Washington Center

UCEP was asked by UC Washington Center's (UCDC) Executive Director Golash-Boza to review 25 new and revised courses. UCDC refined the descriptions of systemwide courses formerly approved by UCEP based on updated program learning outcomes (PLOs) and added new courses associated with the new PLOs. UCEP's lead reviewers found that the new and revised courses are aligned with UCDC's curriculum and that the curriculum reflects what is specific to and important about being in Washington, DC. The committee approved the 25 courses during its April and May meetings. Executive Director Golash-Boza and UCDC Director of Academic and Student Services Ellis joined UCEP in April to report on the status of the program including enrollment and student participation in internships.

Principles for Awarding Degrees Posthumously

The fall 2024 systemwide review of a proposed new Senate Regulation 627 to codify a policy for awarding degrees posthumously presented by the Coordinating Committee on Graduate Affairs (CCGA) and UCEP generated questions and concerns from the divisions which Academic Council asked the committees to address. Based on the divisions' feedback, CCGA and UCEP agreed that the best course of action would be to delineate a set of principles the campuses might follow to recognize the academic achievements of students who die while engaged in their studies and to extend sympathy and compassion towards their families. The [principles](#) were endorsed by Council on July 23rd and have been disseminated to the divisions.

Definition of a Systemwide Course

In 2023-2024, the committee agreed that [Senate Bylaw \(SB\) 170.B.3](#) should be revised to clarify that UCEP is responsible for approving and reviewing both systemwide courses and systemwide programs and that reviews will occur every seven years. When the committee began considering a proposed revision to the bylaw this winter, it was decided that "systemwide course" should be defined. Over the course of several months, the committee debated the criteria for the systemwide course designation and upheld that these courses are offered at sites that are not one of UC's ten regular campuses. The Natural Reserve System California Conservation and Ecology field course and many UCDC courses are current examples of systemwide courses. A UCEP member drafted a definition which will be the basis for an updated set of guidelines for approving and reviewing systemwide courses in the future. The guidelines will be updated likely beginning in Fall 2025.

Support for Students Unable to Complete Their Education at a UC Campus

At the beginning of April, the Academic Senate received an urgent request from Provost Newman to consider how the University can support students unable to complete their UC degree on their home campus due to disruptions in instructional continuity. UCEP held an emergency meeting to decide upon guidance for Senate divisions on how to support students' progress in completing UC coursework and other graduation requirements. The guidance noted that existing systemwide Senate regulations provide a significant degree of flexibility to support the completion of UC degree requirements in cases where remote instruction is the only practicable option. While some actions would require a variance or exception, many fall within the purview of divisions under Senate regulations and the memo does not provide a comprehensive list of all applicable policies. [The guidance from UCEP, along with recommendations from the Coordinating Committee on Graduate Affairs](#), was transmitted to Provost Newman on April 15th.

Other Issues and Additional Business

In response to requests for formal comment from the Academic Council, UCEP issued reviews of the following:

- Proposed revisions to Senate Regulation 479
- UCR's request for a variance to systemwide Senate Regulation 780
- Proposed revisions to Academic Personnel Manual policy 036
- Proposed revisions to Senate Bylaw 170 and Rescission of Senate Bylaw 192
- Academic Planning Council's Systemwide Academic Calendar Workgroup Draft Report
- UCSD's proposal to change the name of the Graduate School of Marine Sciences to the School of Marine, Earth, and Atmospheric Sciences
- UCSB's proposal to change the name of the College of Engineering to The Robert Mehrabian College of Engineering

UCEP touched on a variety of other issues related to the business of the Academic Council, Academic Assembly, the Intersegmental Committee of the Academic Senates (ICAS), and the work of campus Committees on Educational Policy/Undergraduate Councils.

UCEP Representation

UCEP Chair Goodhue represented the committee at meetings of the Academic Council and Academic Assembly. Chair Goodhue also participated on the Provost's monthly budget briefing calls; the Academic Planning Council (APC); the APC's Systemwide Academic Calendar Workgroup; and ICAS. UCEP was represented by Vice Chair Sugar (UCLA) on the ICAS California General Education Transfer Curriculum Standards Review Subcommittee; by Jay Sharping (UCM) on the UC Online Advisory Council; by Allison Perlman (UCI) on the UC Washington Center's Academic Advisory Council; by Gireeja Ranade (UCB) on the Academic Senate Artificial Intelligence Workgroup; and by David Kyle (UCD) on the UC Education Abroad Advisory Board.

Committee Consultations and Acknowledgements

UCEP benefited from consultation with and reports from: Todd Greenspan, Executive Advisor, Academic Planning and Policy Development, Institutional Research and Academic Planning (IRAP); Carmen Corona, Director, Academic Planning and Policy, IRAP; Ethan Savage, Academic Planning and Policy Analyst, IRAP; Chris Furguele, Director, IRAP; and Rolin Moe, Executive Director, UC Online, Graduate, Undergraduate and Equity Affairs. In addition, UCEP consulted with the Academic Senate chair and vice-chair, who updated the committee on issues facing the Senate.

Respectfully submitted,

Rachael Goodhue, Chair (D)

Gireeja Ranade (B)

Allison Perlman (I)

Jay Sharping (M)

Carrie Wastal (SD)

Jason Duque (SB)

Isabelle Escobar (Undergraduate Student)

Steven W. Cheung ((SF), Chair, Academic Senate, *Ex Officio*)

Ahmet Palazoglu ((D), Vice Chair, Academic Senate, *Ex Officio*)

Brenda Abrams, Principal Policy Analyst

Catherine Sugar, Vice Chair (LA)

David Kyle (D)

Jeffrey Maloy (LA)

Sara Lapan (R)

Angel Kuo (SF)

Tanner WouldGo (SC)



**UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
2024-25 ANNUAL REPORT**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under [Senate Bylaw 175](#), the University Committee on Faculty Welfare (UCFW) considers and reports on matters concerning the economic welfare of the faculty, including salaries, benefits, insurance, retirement, housing, and conditions of employment. UCFW met ten times during the 2024-25 academic year, and the major actions and discussions of ongoing issues are highlighted in this report.

UCFW has two semi-permanent task forces with separate memberships and with particular expertise in: (1) the University of California Retirement System (UCRS) including its policies and its investments (the Task Force on Investment and Retirement, TFIR); and (2) the University's health plans for employees and retirees (the Health Care Task Force, HCTF). These task forces monitor developments and carry out detailed analyses of questions and issues in their respective areas and report back to UCFW for further action. UCFW is indebted to the extraordinary commitment and skills of our task force leadership, Jill Hollenbach (TFIR) and Vickie Mays (HCTF). These two task forces spend a great deal of time in consultation with systemwide Human Resources (HR). The Faculty Affairs and Academic Programs (FAAP) and Systemwide Academic Personnel (SWAP) offices, and others from the Office of the President, also regularly attend UCFW meetings and lend their expertise to our discussions. We are indebted to these consultants, and they are individually acknowledged at the end of this Report.

FACULTY WELFARE

Total Remuneration:

Senate representatives to a Total Remuneration Advisory Committee pressed repeatedly for a methodology that was parallel to previous total remuneration studies in order to allow for longitudinal analysis. Discussions that focus on how to present differing preferred methodologies continue. How to study members of the health sciences compensation plan remains under discussion and will hopefully be more carefully considered in the fall.

Benefits Survey:

A survey intended to measure employee satisfaction with the benefits offered by the University was issued in the spring. Results are still being assessed. During the development process of the survey, Senate representatives encouraged development of a panel study.

Responding to External Circumstances:

UCFW spent considerable time discussing the impacts of and response options to volatile and unique external circumstances, including new state laws and regulations, changes to federal funding sources, and the political climate of the day. Chair Pardo Guerra also participated in the Senate's ad hoc University Committee on Adaptations to Disruptions (UCAD), which was convened to advise both the faculty and the administration on how to proceed during these challenging

times. Issues considered include emergency research funding options, academic evaluation guidance, and changes to the academic structure of the University. All of these discussions will continue in the next academic year.

CASH COMPENSATION

The anticipated increase to the faculty salary scales was preserved despite lackluster state returns. The Academic Assembly heard a concern that faculty receive their increases only on October 1, and not July 1, as for administrators and other employees. Faculty still receive an annual increase, but the October strategy seems to be designed to show a fiscal-year savings for the university (i.e., only a ~3.2% increase for faculty over the fiscal period of July 1-June 30).

HEALTH AND WELFARE BENEFITS

UCFW and HCTF continued to monitor the operations of University offered health insurance plans. How the University sets the rates of subsidy by plan and by pay band is under review with the goals of smoothing costs to the University, preserving plan choice for employees, and preserving each plan's affordability for all who choose it.

RETIREMENT ISSUES

TFIR recommended that the default option in the 2016 UCRS tier be changed to Pension Choice, the defined contribution plan, as it best matches the behavior patterns of those who have defaulted in the past. The administration continues to evaluate the request.

UCFW also reviewed improved communications for employees recalled to active duty after retirement, with a focus on benefits coverage continuity and tax implications.

OTHER POLICY ISSUES AND SYSTEMWIDE REVIEWS:

Academic Personnel Manual Revisions: UCFW opined on the following:

- 360 (Librarians)
- 500 (Recruitment – General)

ACKNOWLEDGEMENTS:

UCFW is indebted to its consultants and guests, without whom the committee's work could not be done:

Academic Affairs: Provost Katherine Newman;

Faculty Affairs and Academic Programs: Interim Vice Provost Doug Haynes;

Systemwide Academic Personnel: Deputy Provost Amy Lee; Executive Director Kelly Anders

UC Health: Executive Vice President David Rubin;

Human Resources: COO Rachael Nava; Vice President Cheryl Lloyd; Associate Vice President for Total Rewards Jay Henderson; Senior Executive Director Benefits Programs and Strategy; Senior Director of Health and Welfare Benefits Susan Pon-Gee; Executive Director of UC Self-Funded Health Plans Laura Tauber; Retirement Program Services Executive Director Hyun Swanson;

Office of the Chief Financial Officer: CFO Nathan Brostrom;

Office of the Chief Investment Officer: CIO Jagdeep Bachher, Associate CIO Arthur Guimaraes, and Director of Defined Contributions Products Marco Merz.

We are particularly grateful for the involvement, support and guidance from the Senate leadership, Chair Steve Cheung and Vice Chair Ahmet Palazoglu, as well as the advice and

perspective provided by Senate Executive Director Monica Lin. Finally, the committee is very highly indebted to Kenneth Feer who has provided able staff support.

Respectfully yours, UCFW 2023-24

Juan Pablo Pardo Guerra, Chair

Karen Bales, Vice Chair

Nancy Wallace, UCB

J. Keith Gilles, UCB

Janet Foley, UCD

Ben Lourie, UCI

Jayson Beaster-Jones, UCM

Salmon Asif, UCR

Amy Adler, UCSD

John Saucedo, UCSF

Laurie Freeman, UCSB

Yat Li, UCSC

Jill Hollenbach, TFIR Chair

Vickie Mays, HCTF Chair

Joel Dimsdale, CUCEA Chair (ex officio)

David Klein and Zoran Nenadic, UCRS Advisory Board Faculty Representatives (ex officio)



UNIVERSITY OF CALIFORNIA Academic Senate

University Committee on International Education Annual Report 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Charge of the Committee

According to Academic Senate Bylaw 182, and consistent with [Bylaw 40](#), the University Committee on International Education (UCIE) should fulfil the following roles in systemwide governance:

1. Consider and report, in consultation with other Academic Senate committees, on matters of international education and engagement referred to the Committee by the President of the University, the Academic Council, the Assembly, a Divisional or any Senate Committee. (Am 28 May 2003)
 - a. Report to the Academic Council and other agencies of the Senate and confer with and advise the President and agencies of the University Administration on matters concerning international engagement.
 - b. Initiate policy recommendations regarding international engagement programs and the status and welfare of international students and scholars at UC.
 - c. Evaluate and advise on UC's international service learning or experiential learning programs, except programs whose authorization and supervision is performed independently by the campuses.
2. Provide Continuing review of the Education Abroad Program and its policies. (EC 28 May 2003 and 8 June 2023)
 - a. Consult with the UC Education Abroad Program (UCEAP) on future program development, including modification of the programs of existing Study Centers, establishment of new Study Centers, and disestablishment of UCEAP Programs. (Am 28 May 2003)
 - b. Represent the Senate in the selection of Study Center Directors. (Am 28 May 2003)
 - c. Maintain liaison with the Council of Campus Directors. (Am 28 May 2003)
 - d. Advise the UC Education Abroad Program Associate Vice Provost and Executive Director on all matters of international education. (Am 28 May 2003)
 - e. Have the responsibility for the final academic review of new programs after the first three years, and for regular reviews of all programs every ten years or as conditions may require. (En 4 May 89; Am 4 Jun 91; Am 28 May 2003)
 - f. Authorize and supervise all courses and curricula in the UC Education Abroad Program (Am 2 Dec 71; Am 4 May 89; Am 28 May 2003)

New UCEAP Programs Proposed in 2024-25

- University of Technology Sydney
- University of Westminster
- Summer Global Internship, Tokyo
- Summer at University of Sydney

Program Review Reports/Reviews

- One-Year Follow-Up Report for 2022/23 10-Year UK Review
- One-Year Follow-Up Report for 2022/23 10-Year Italy Review
- One-Year Follow-Up Report for 2022/23 10-Year Costa Rica Review
- 2023-24 10-Year Netherlands Review
- One Year Follow-Up Report for the 2023-24 10-Year Mexico Review

Program Changes

- Lyon and Bordeaux

Program Discontinuances/Closures

- Italian in Florence
- French in Paris

Overview

The University Committee on International Education (UCIE) met four times throughout the 2024–2025 academic year to fulfill its charge of overseeing international education programs, reviewing program proposals, engaging in shared governance matters, and consulting with the University of California Education Abroad Program (UCEAP).

Major Topics and Actions

UCEAP Enrollment and Strategic Planning

UCEAP announced that it expected to surpass the 6,000 student enrollment milestone, but final numbers were impacted by federal FAFSA issues and geopolitical uncertainties. The Global Start Program launched successfully in Sicily with additional campuses expressing interest. Executive Director Vivian-Lee Nyitray emphasized increasing participation and promoting academic integration (AI). The AI grant pool expanded from \$30K to \$50K. In addition, the Executive Director is retiring after this academic year after many years with UCEAP. A new Executive Director, Dan Waite, has been selected, and will start this summer.

Student Wellbeing and Access

During the course of the year, significant focus was placed on student mental health, visa complications, and the effects of international travel restrictions. Discussions emphasized the importance of legal and mental health support, especially for international students. UCEAP requested UCIE's guidance on how to assess whether a country is "too dangerous" for student placement.

Conclusion

UCIE's 2024–2025 cycle was marked by strategic development, concern for student welfare amidst global volatility, and key transitions in leadership. The committee ensured continued academic rigor and oversight for study abroad programming, contributed to shaping international policy discussions within the Senate, and laid a strong foundation for incoming leadership and future academic cycles.

Acknowledgements

Thanks to Academic Council Chair Steven Cheung, Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin. Thanks also to our UCEAP partners: Director of Academic Development Sarah Abraham, and Associate Deans Peter Graham and David Lopez-Carr. Finally, farewell and many thanks to Associate Vice Provost and Executive Director Vivian-Lee Nyitray for her years of dedicated service to UCEAP. UCIE sends her its best wishes for a well-earned retirement.

Respectfully submitted,

Michelle Leslie, Chair (UCM)
Jennifer Schultens, Vice Chair (UCD)
Baoxia Mi (UCB - fall)
Johan Walden (UCB - spring)
John Bolander (UCD)
Zuzana Bic (UCI)
Marco Giovannini (UCLA)

Greg Wright (UCM)
Michele Salzman (UCR)
Krislert Samphantharak (UCSD)
Alan Shindel (UCSF)
Christopher Kruegel (UCSB)
Camilo Gomez-Rivas (UCSC)



UNIVERSITY COMMITTEE ON LIBRARY AND SCHOLARLY COMMUNICATION

2024-25 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

According to Senate Bylaw 185, the University Committee on Library and Scholarly Communication (UCOLASC) shall:

1. Advise the President concerning the administration of the libraries of the University in accordance with the Standing Orders of The Regents and issues related to innovations in forms of scholarly communication.
2. Perform such other appropriate duties as may be committed to the Academic Senate by proper authority.

UCOLASC met three times in 2024-25 via videoconference.

Consultation with the California Digital Library (CDL)

UCOLASC met with representatives from the California Digital Library at each meeting. CDL Associate Vice Provost and Executive Director Günter Waibel provided regular updates on CDL budget issues as well as efforts to inform UC authors of evolving federal policy requirements. He noted the cooperative relationship between CDL and UCOLASC, and the effective support the committee has offered to CDL priorities. AVP Waibel and other UC representatives attended the Berlin Open Access Conference focused on publisher negotiations to advance open access (OA) publishing. UC's Office of Scholarly Communication (OSC) has created a Journal Open Access Look-up Tool (JOLT), a new visual tool on the OSC blog page for UC authors to navigate pathways to supported (full coverage or discounted) OA publication on their campuses. UCOLASC members were asked to brief local committees on this new tool.

State and federal budget challenges to University funding will impact the CDL's and campus libraries' budgets. UCOLASC plays an important role in elevating the importance of libraries and their wide scope of resources and services to contribute to the scholarly mission of the UC.

UCOLASC received updates from Office of Scholarly Communication (OSC) working groups:

Diamond OA

Diamond OA, a scholarly publishing model that charges no fees to readers or authors, has been a UC priority for 20 years. Currently, the UC has nearly 100 affiliated Diamond OA journals. Because of capacity issues, the rate of journal acquisition has slowed. Representatives from CDL and the UC attended the UNESCO Global Summit for Diamond Access held in Toluca, Mexico and worked with colleagues from the

North American Consortia to advance Diamond OA. The consortia recently released a statement of joint commitment to strengthen Diamond OA in the US.

The CDL has established a Pilot eScholarship Advisory Council to provide a governing structure and expert guidance for strategic decisions about deployment of scarce resources for eScholarship® publishing and repository, one of the leading Diamond OA publishers in the US.

Project Transform

Project Transform has worked to improve online information about OA publisher agreements for UC authors, via campus and UC systemwide websites as well as publisher's portals. They are charged by the Council of University Librarians (CoUL) with advancing UC's OA strategy, shifting UC investment from a subscription model to publishing OA. The team shared updates of completed and ongoing negotiations with publishers and provided deep dives into individual cases. Authors can use the tool to see their open access publishing eligibility; librarians can enter journal titles to find if they are covered by open access agreements.

The Project Transform team will be working to address the likely effects on the publishing ecosystem from federal funding agencies' changed priorities, funding models, and general instability. Historically, publishers have relied on past performance to negotiate future costs, and this model is unlikely to hold in the future.

UC Publishing Services Joint Initiative

UCPUBS is a joint effort between UC Press and CDL to establish a coordinated suite of publishing services leveraging the strengths of both organizations to serve the publishing needs of the UC community. eScholarship has served the UC for 20 years, and UC Press has focused on publishing works by faculty. UC Publishing Services is a joint venture to combine the OA journal publishing and book publishing expertise and create synergies between them.

UCPUBS will offer pre-press services as well as leveraging distribution and fulfillment infrastructure. The publishing side works with eScholarship's repository services. This is not a self-publishing service; institutional backing for projects is expected. UC Press and eScholarship can offer mutual referrals for authors publishing various kinds of materials.

Open Access and AI Licensing

The UC invests more than \$60M each year in licensing system-wide electronic content used by UC scholars, plus additional spending by campuses. UC researchers have been utilizing both non-generative AI and generative AI tools as part of computational research for years. Courts have found that undertaking these acts for computational research is considered fair use. Although computational research is fair use, the US allows contractual override of rights under copyright law. Publishers have tried to remove text and data mining and other fair use rights, including the right to use and train AI for computational research, through license agreements they ask libraries to sign.

When negotiating to preserve AI usage and training rights, the UC addresses the full spectrum of AI research needs and tools. While legal, the sale of bodies of scholarly content, primarily monographs, to companies for AI training without author permission has been perceived as a violation of a perceived norm

between publishers and authors. The ability for publishers to strike those contracts is another undesirable by-product of the current scholarly communication system driven by subscriptions and the sale of content. The negotiating team also ensures that any creative commons license applied to articles are not overridden by more restrictive AI usage/training terms in the e-resource agreement.

It has been particularly effective to negotiate with publishers by demonstrating that agreements with European research institutions need to preserve AI usage and training rights for scientific research, pursuant to the EU's Copyright Digital Single Market Directive and AI Act. The UC is leading the nation in this kind of negotiations and the 2024 statement supporting AI use in research from UCOLASC, along with strong support from President Drake, further empower the negotiating team.

Machine-Actionable Data Management Plans (maDMPs)

The maDMP, a machine-readable narrative required by most grant applications, has been developed by the CDL. CDL has showcased the potential of the tool by having institutions test the technical features, providing iterative improvement opportunities. In the active pilot phase, the project piloted the integration of new machine-actionable plans, prototypes and workflows. The maDMP addressed two challenges partner institutions have identified: a lack of coordination across institutions for research tracking and difficulty complying with data security requirements.

Feedback from pilot participants indicated that DMPs can facilitate communication between libraries and other data related users on campus, that data security must be discussed early and often, especially considering changing requirements, and that communication among all stakeholders is critical.

Council of University Librarians (CoUL)

UCOLASC met jointly with the CoUL and received updates on a number of projects. The Regional Library Facilities (RLFs) are high density storage facilities with quick retrieval capacity. Funding has been secured for the RLFs through CoUL efforts, and the RLFs are transitioning to a single systemwide service center, the Systemwide Library Facilities (SLF).

A Project LEND webinar shared the results of a research study to investigate the potential for expanding legal use of digitized books held by academic and research libraries. Results from the focus groups and interviews across multiple campuses on how faculty, graduate students, undergraduates, and others would ideally like to use digital books to advance their research added to the webinar. Project LEND will coordinate with UC Online to expand access to needed resources. CoUL shared plans to comply with the accelerated timeline for compliance with Title II of the ADA, which prohibits discrimination based on disability by [state and local governments](#). Although many had predicted that Federal public access policies (resulting from the "Nelson Memo") would be rescinded, NIH's public access plan (requiring the deposit of articles based on federally funded research into agency designated repositories on the day of publication) has been given accelerated implementation, with a new effective date of July 1, 2025. In August 2022, the Office of Science and Technology Policy (OSTP) published new policy guidance, "Ensuring Free, Immediate, and Equitable Access to Federally Funded Research" as an update to the 2013 "Expanding Public Access to the Results of Federally Funded Research" memorandum. The new guidance eliminated the 12-month embargo period to accessing scholarly publication funded by the federal government. The 2022 OSTP memo also requires that such publications be deposited into agency-designated repositories. UCOLASC collaborated with Senate Leadership to communicate the accelerated deadline for depositing manuscripts. These policies are to

ensure that publications and underlying data funded by the federal government are freely and immediately available to the public.

Consultation with Senate Leadership

UCOLASC received updates by Senate leadership on matters of interest to the committee as well as the wider UC community. Topics covered included:

- Senior leadership changes, including a new President of the University, Chancellors at Santa Barbara and Riverside campuses, and a new Systemwide Vice Provost of Faculty Affairs and academic Programs.
- A report to the Regents by the working group on Faculty Discipline and the Regents proposed changes including addressing some disciplinary actions at the systemwide level: shortening the length of the investigative phase and creating a systemwide case monitoring system. The revisions will go out for systemwide review.
- The state and federal budgets and their impact on the UC.
- Federal granting agencies' changes in funding and likely impacts on UC research, graduate students, faculty advancement, and systemwide budget challenges.
- Cancellation and reinstatement of international student visas and likely impacts on the UC.
- Various Assembly meetings including special meetings, about the implementation of the Trellix IT security requirement, increase in healthcare premiums, and announcing Susannah Scott as the incoming Vice Chair of the Academic Council.
- The establishment of a new Systemwide committee on Adaptation to Disruptions.

Campus Reports

UCOLASC set aside a portion of each meeting for updates from members about issues under discussion on campuses and local library committees. These briefings included updates on budget challenges at libraries, space needs and repurposing library space for ancillary needs, concerns about grant cancellations, and efforts to spread information to local faculty about OA publishing.

Endorsements and Letters of Support

UCOLASC wrote a letter to the Project Transform Negotiating Team emphasizing their commitment to advancing the goals established in its 2018 "Declaration of Rights and Principles to Transform Scholarly Communication" and to uphold efforts of the Project Transform Negotiating Team (PTNT) and Project Transform Working Group (PTWG), and called for the UC to enter into OA agreements with publishers whereby OA publishing and Creative Commons Attribution licenses (CC BY) are the default for all UC authors.

Acknowledgements: UCOLASC expresses thanks to Academic Council Chair Steven Cheung, Academic Council Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin. Undergraduate student Tiffany Hines and graduate student Sandra Oseguera provided valuable insight. Thanks also to the

consultants who provided expertise and contributed much valuable time helping UCOLASC fulfill its mission:

Günter Waibel (Associate Vice Provost & Executive Director, California Digital Library), Maria Praetzellis (Associate Director, UC Curation Center), Katie Fortney (Copyright Policy & Education Officer, CDL), Jennifer Nelson (President, LAUC), Danielle Watters-Westbrook (Director, of Systemwide Library Planning, CDL), Catherine Mitchell (Director, Publishing, Archives and Digitization, CDL), Lorelei Tanji (CoUL Chair), Rice Majors (AUL, UC Davis), Erik Mitchell (UC San Diego), Miranda Bennet (Director of Shared Collections, CDL), Mat Willmott (Assistant Director for OA Agreements, Shared Collections), Sarah Houghton (Director, Discovery and Delivery Program, CDL), Agnes Balla (Director, Research Policy Analysis and Coordination), Rachael Samberg (Director, Scholarly Communication and Information Policy, UC Berkeley), Alan Grosenheider (UC Santa Barbara), Rich Schneider (UC San Francisco), Mark Haiman (Berkeley) Bill Garrity (CoUL, Davis), Athena Jackson (CoUL, UCLA), Steven Mandeville-Gamble (Riverside), Lydia Uziel (UC Santa Barbara) Elizabeth Cowell (COUL, Santa Cruz), Chris Schaffer (San Francisco)

Respectfully submitted:

Mark Hanna, Chair (UCSD)
Kathrin Plath, Vice Chair (UCLA)
Mark Haiman (UCB)
Naoki Saito (UCD)
Michael Fortun (UC Irvine)
Zili Liu (UCLA)
Jessica Blois (UCM)

R. Curt Burgess (UCR)
Thomas Liu (UCSD)
Michael Oldham (UCSF)
Thomas Weimbs (UCSB)
Jeffrey Erbig (UCSC)
Stefani Leto, Committee Analyst

UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)
ANNUAL REPORT 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Planning and Budget (UCPB) met ten times in Academic Year 2024-25 to conduct business pursuant to its duties to advise the President and other University agencies on policy regarding planning, budget, and resource allocation as outlined in [Senate Bylaw 190](#) and in the *University-wide Review Processes for Academic Programs, Academic Units, and Research Units* (the “[Compendium](#)”). The 2024–25 year was marked by unprecedented fiscal strain and uncertainty at both state and federal levels. UCPB served a vital role in tracking, analyzing, and advising on budget-related issues affecting the University of California system. Through collaborative leadership and active campus engagement, the committee advocated for policies that promote transparency, sustainability, and equity. The major activities of UCPB and the issues it addressed this year are outlined briefly, as follows:

BUDGET, ENROLLMENT, STATE RELATIONS, AND ADVOCACY

The University’s Chief Financial Officer, Associate Vice President for Budget Analysis and Planning, Associate Director of State Government Relations, and other senior administrators joined UCPB each month to discuss the development of the 2024-25 University budget plan, the State budget, and the progress of budget negotiations and advocacy in Sacramento. UCOP leaders also spent time to brief UCPB on the Mortgage Origination Program (MOP), graduate student funding models, and the “Central Bank,” or use of STIP and TRIP funds as loans to provide liquidity for campuses. UCPB Chair Groeling supplemented these updates with in- and between-meeting summaries of business from Academic Council and UC Regents meetings, and the monthly budget calls hosted by the UC Provost.

The Legislative Analyst Office (LAO) projected a significant revenue shortfall for the state for 2025-26, based on the devastating Los Angeles fires and subsequent delay of tax receipts. UCPB tracked and analyzed deepening fiscal pressures due to delayed state revenues, federal funding instability, and increased healthcare costs due to the expansion of Medi-Cal, and cuts to Medicaid reimbursement by the federal government. For the 2025 budget, the legislature initially proposed an eight percent cut to the UC base budget, but thanks to efforts of UC State Governmental Relations and others, the final agreement was technically a zero percent cut, although some aspects of the budget rely on credits deferred to subsequent years, while costs for the University have continued to increase. The Governor’s May revise reduced the proposed cut to three percent, which the legislature retained, with a promise that in July 2026 the cut would be returned as a back payment with the budget also increased. Compact provisions, including funding for the non-resident students replaced by California students, are also being deferred. The odds of a future governor adhering to the compact are unfortunately uncertain. The state credited campuses for excess nonresident replacement in prior years, saving the three affected campuses around \$10m and ensuring we continue to meet the compact goals. Several one-time funding requests were granted, including the dental PRIME program, and various programs that have individual sponsors in the legislature.

Cuts to Medicaid and Pell grants on the federal level may effectively cause up to a billion dollars of cuts to the UC budget, on top of the possible loss of potentially hundreds of millions of dollars in direct grant funding from the federal government. The federal budget poses severe budget risks for the University.

The Systemwide Budget Management Workgroup worked to share best practices including transparency and shared governance, including a wide range of stakeholders, emphasizing

sustainable budget practices and multi-year planning, and ensuring alignment with UC values and strategic goals. It worked to ensure accurate and consistent data collection and reporting that aligns with systemwide expectations to enable informed decision making, create a detailed matrix showing an inventory of current budget and financial management practices, identify existing strategies within the inventory that serve as best practices, identify challenges, and develop common communication points.

UCPB members stressed the need for strategic responses, including a reevaluation of academic and non-academic program sizes, staffing, and funding alignment. The committee supported efforts to shield critical operations (graduate student support, research, instructional quality) and contributed to discussions on alternative funding models.

In addition, UCPB members expressed concerns and discussed strategies to address diminished public support for higher education and current risks to the UC “brand name.” Members discussed how the benefits of UC research could better be communicated to the public, and specific policies or actions that might increase public trust and satisfaction with the University.

OTHER BRIEFINGS AND ISSUES

Senate Leadership Briefings

The Academic Council Chair and Vice Chair attended a portion of each UCPB meeting to brief the committee on business from Academic Council and Board of Regents meetings, and other systemwide issues of interest to UCPB or of general interest to faculty. The year’s topics included:

Academic Calendar Conversion: The proposal to align all campuses to a common calendar was debated at length. UCPB and faculty broadly expressed concern about costs, logistics, and timing. While the final report was seen as fair, implementation of a common calendar was widely considered inappropriate given the fiscal climate and internal resistance. As of UCPB’s last meeting in June 2025, the proposal is on hold.

Faculty Discipline Reform: In response to Regents’ concerns about delays and inconsistency in faculty discipline, a Joint Senate-Administration Workgroup report suggested developing a systemwide framework with standardized sanction guidelines. The final recommendations included a central Privilege & Tenure committee network for urgent or sensitive cases. Regents accepted the plan for interim implementation, followed by a 90-day review in the fall.

The University Committee on Adaptation to Disruptions (UCAD): This committee focused on permanent versus temporary financial changes imposed by the federal government, and structural reforms to UC academic and administrative programs. Key areas of focus included 1) restructuring academic programs, 2) resizing programs and the workforce, 3) recalibrating growth objectives, and 4) realigning funding sources with mission activities.

Endpoint Security (Trellix): Faculty expressed many concerns about the decision-making process of choosing and deciding to launch security software without sufficient faculty input, as well as capabilities for intrusive searches of employee data and communications. Chair Cheung conveyed faculty concerns to President Drake and requested more consultation both in the process of the actual Trellix implementation and before similar future actions.

Federal Governmental Relations

Federal Governmental Relations Director of Research Philip Harman and Associate Vice President, Federal Governmental Relations Chris Harrington met with UCPB in February and discussed their role in analyzing Executive Orders coming from the White House and UC responses to federal actions. They instituted daily email updates from the UC Federal Governmental Relations Office to the wider UC community.

UC Health

David Rubin, EVP, University of California Health, Zoanne Nelson, AVP of Finance and Administration, and Todd Hjorth, Director of Finance, UC Health, met with UCPB in May. UCPB voiced concerns over the sustainability of the current UC healthcare funding model and concerns about the system's vulnerability to proposed changes to federal funding. Dr. Rubin outlined the many negative impacts on UC Health and the state due to federal actions. One possible positive outcome is the opportunity to productively reset the relationship between UC Health and the state by aligning UC and state goals, extending clinical care to under-resourced areas, and developing work on the east side of California, although committee members also expressed concerns about strains to the system from costly acquisitions in such an uncertain financial setting.

UCPB worked jointly with the Healthcare Task Force (HCTF) and Senate to seek transparency in subsidies and explore options for sensible cross-subsidization and premium alignment. Leadership highlighted federal changes in Medicare and Medicaid reimbursements and proposed structural changes to UC Health delivery and plan offerings.

Graduate Student Funding and Other Issues

UCPB discussed funding issues for graduate students, both the growing labor costs based on represented graduate student employees and cuts to grants funding graduate students. Members noted that some campuses were responding to funding pressures by limiting new graduate student admissions, hiring fewer GSRs, and changing approaches to teaching large undergraduate courses. In June, Academic Labor and Employee Relations Director Nick Weston-Dawkes and Associate Vice Provost of Student Financial Support Shawn Brick joined UCPB to discuss efforts to estimate the true cost of graduate students, including the cost to the PI and University to employ a student, and students' own costs. Campuses account funds and costs so differently that comparisons are difficult. Federal pauses to visa appointments and suspension of student visas starting in May 2025 alarmed current students and faculty and may negatively impact future international student enrollment at the UC.

UC Investments

In December, Arthur Guimaraes, Chief Data and Operating Officer, UC Investments, provided an overview of assets managed by the Investments Office and consulted with UCPB regarding various future concerns, including the proper balance between fiduciary responsibilities and socially-conscious investing, as well as the role of private equity in UC Investments.

SELF-SUPPORTING GRADUATE PROFESSIONAL DEGREE PROGRAMS (SSGPDPs)

Review of Individual SSGPDPs: Per the Compendium, CCGA leads the main systemwide review of proposed SSGPDPs, while UCPB provides financial analysis to CCGA after assigning a lead reviewer to assess the business plan and market analysis. UCPB reviewed six SSGPDPs, this academic year.

- UC Davis Online Master's in Preventative Veterinary Medicine and One Health (eMPVN)
- UC Irvine Master of Educational Sciences

- UC Irvine Master of Public Administration
- UC Irvine Master of Applied Artificial Intelligence for Science
- UC San Diego Master of Advance Studies in Precision Medicine Therapeutics in Oncology
- UC San Francisco Master of Science – Global Health Sciences

UCPB members served as lead reviewers for the SSGPDPs. Reviews addressed the financial viability of the SSGPDP; the proposed indirect cost (IDC) rate and its determination; the planned use of net revenues; and the disposition and compensation of faculty serving the program. Reviewers also considered factors that could prevent the program from achieving UC quality; the extent to which SSGPDPs could divert resources – including space, services, and faculty effort – away from state-supported programs; their financial aid plan, and other factors that could affect accessibility to diverse and underserved student populations. Concerns were raised about the academic quality of some of the proposed degrees and the effect of proposed programs on those existing on campus. Reviewers noted positive elements in specific proposals such as strong academic and market justifications, or well-documented academic, business, and facilities usage plans.

To the Academic Council:

UCPB opined on proposed policy and program name changes and draft reports:

- Proposed Senate Regulation 627 (Posthumous Awarding of Degrees)
- Proposed Revisions to APM-675, Veterinary Medicine Salary Administration
- Salary Administration BFB-BUS-63 (Risk Transfer)
- Proposed revisions to Senate Bylaw 170 (University Committee on Educational Policy) and Rescission of Senate Bylaw 192 (University Committee on Preparatory Education)
- Management Consultation Review Pathways to a Fossil-Free UC Task Force Report
- UC Santa Barbara Proposal to Change the Name of the College of Engineering to the Robert Mehrabian College of Engineering
- Proposed Revisions to Academic Personnel Manual (APM) Section 500, Recruitment
- Community Input on Academic Planning Council's Systemwide Academic
- Calendar Workgroup Draft Report
- UC San Diego Proposal to Rename the Graduate School of Marine Sciences
- Proposed Revisions to APM 360 (Appointment and Promotion, Librarian Series)
- Proposed Revisions to Academic Personnel Manual (APM) 230 PDF, Visiting Appointments

Campus Reports: UCPB set aside a portion of each meeting for updates from members about issues under discussion on campuses and local budget and planning committees. All campuses reported impacts of federal funding delays and grant cancellations, with multiple institutions initiating budget reduction exercises and hiring freezes. Athletics funding emerged as a recurrent topic, particularly at Berkeley and Los Angeles, where committees recommended structural reforms and revenue accountability. Several campuses reported disconnects or breakdowns in administrative-Senate communication during budget crisis responses.

UCPB REPRESENTATION

Chair Tim Groeling represented UCPB at meetings of the Academic Council, the Assembly of the Academic Senate, the Senate / UCOP leadership monthly budget meeting, the Academic Planning Committee (APC), the APC Common Calendar Workgroup, and the University Committee on Adaptation to Disruptions. Vice Chair Robert Brosnan served as UCPB representative to the Health Care Task Force (HCTF), Rafael Kudela and Mark Stacey served as UCPB representatives to the Academic Council Special Committee on Lab Issues (ASCOLI), Francesco Bullo served as UCPB representative to the Education Abroad Program (UCEAP), and Mitchell Sutter served on the

committee reviewing MRUs.

ACKNOWLEDGEMENTS

UCPB benefited from regular consultations with CFO Nathan Brostrom, Associate Vice President for Budget Analysis and Planning Caín Diaz, and Associate Director of State Government Relations Seija Virtanen. UCPB is also grateful to the following consultants and guests for their contributions: Associate Vice President, Finance Management Megan Gutekunst, Director of Research, Federal Governmental Relations Philip Harman, Associate Vice President, Federal Governmental Relations Chris Harrington, Academic Labor and Employee Relations Director Nick Weston-Dawkes, Associate Vice Provost of Student Financial Support Shawn Brick, UC Health Executive Vice President David Rubin, AVP, UC Health Zoanne Nelson, Todd Hjorth, Director of Finance, UC Health, Arthur Guimaraes, Chief Data and Operating Officer, UC Investments. UCPB also appreciates Oliver Schmidt, who attended UCPB as alternate for a regular committee member.

Respectfully submitted:

Tim Groeling, Chair, UCLA
Robert Brosnan, Vice Chair, UC Davis
Mark Stacey, UC Berkeley (Sept-Nov)
Pheng Cheah, UC Berkeley (December-July)
Mitchell Sutter, UC Davis
Alyssa Brewer, UC Irvine
Monica L. Smith, UC Los Angeles
Kara McCloskey, UC Merced (Fall)

Michael Beman, UC Merced (Spring)
Juliann E. Allison, UC Riverside
Terry Gaasterland, UC San Diego
Torston Wittman, UC San Francisco
Francesco Bullo, UC Santa Barbara
Rafael Kudela, UC Santa Cruz
Stefani Leto, Analyst



UNIVERSITY COMMITTEE ON PREPARATORY EDUCATION ANNUAL REPORT 2024-2025

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

During the 2024-2025 Academic Year, the University Committee on Preparatory Education (UCOPE) held four videoconferences, and UCOPE's English for Multilingual Students Advisory Group (EMS AG) and the Entry Level Writing Requirement Coordinating Council (ECC) each met once in person. All groups considered matters in accordance with their duties as set forth in Senate Bylaw 192 (and relevant task force charges), which states that UCOPE shall advise the President on matters relating to preparatory and remedial education (including the language needs of students from diverse linguistic backgrounds); monitor and conduct periodic reviews and evaluations of preparatory and remedial education; supervise the University of California Entry Level Writing Requirement (ELWR); monitor the development and use of placement examinations in mathematics; and work with the Board of Admissions and Relations with Schools to communicate these standards to all high schools and colleges in California.

A summary of the committee's activities and accomplishments follows below:

SENATE BYLAW 192

Given the rescission of the Analytical Writing Placement Examination (AWPE), the UCOPE bylaw must be amended to conform. Some suggested that UCOPE be sunsetted and its oversight duties be assigned to other standing committees. The sunset proposal went through systemwide review but was ultimately rejected as the core duties regarding academic English preparation and mathematics preparation were deemed important enough to require expert faculty leadership. UCOPE will consider both conforming and other amendments to SBL 192 next year.

ENGLISH FOR MULTILINGUAL STUDENTS ADVISORY GROUP

The English for Multilingual Students Advisory Group (EMS AG) works to ensure that multilingual students follow appropriate course sequences in academic English to ensure their ultimate success at UC. In addition to the standard campus reports, EMS AG discussed issues related to budget, the ongoing impacts of the graduate student researchers'/instructors' change in employment status, and changes to its charge.

ENTRY LEVEL WRITING REQUIREMENT COORDINATING COUNCIL

The ELWR Coordinating Council (ECC) is a body of Writing Studies experts to provide expert oversight of and support to the state-mandated ELWR, ELWR-satisfying courses, and ELWR placement practices. The ECC oversees regular assessment of campus placement models and curricula and supports ELWR by advocating in favor of campuses receiving the resources that they need to ensure that ELWR placement mechanisms remain reliable and valid instruments of equity. In this first year of ECC operation, standardized summaries of each campus's practices were developed and best practices are being derived.

Next year, three campuses will submit in-depth reports, with three more campuses each of the next two years.

Upon the recommendation of ECC, UCOPE requested the administration to update its website indicating UC's current policy regarding ELWR fulfillment via SAT score submission.

OTHER ISSUES AND ADDITIONAL BUSINESS

In response to requests for formal comment from the Academic Council, UCOPE issued views on the following:

- Proposed Senate Regulation 479 – the California General Education Transfer Curriculum

UCOPE REPRESENTATION

UCOPE Chair Chen represented the committee at meetings of the Intersegmental Committee of Academic Senates.

ACKNOWLEDGEMENTS

UCOPE gratefully acknowledges the contributions of these UCOP and campus consultants over the past year: EMS Advisory Group Chair Paul Beehler and all members of the EMS Advisory Group; ECC Chair Madeleine Sorapure and all members of the ECC; Laura Hardy, Associate Director, Undergraduate Admissions; Han Mi Yoon-Wu, Associate Vice President, Undergraduate Admissions; Matt Reed, Institutional Research Analyst, Institutional Research and Academic Planning (IRAP); and Tongshan Chang, Director, IRAP.

Respectfully submitted,

Po-Ning Chen, Chair (R)
Gustavo Manso (B)
Brad Queen (I)
Susan Varnot (M)
Pedro Cabrales Arevalo (SD)
Giuliana Perrone (SB)

Brad Queen, Vice Chair (I)
Susan Keen (D)
Kelly Kay (LA)
Jianzhong Wu (R)
Brian Dolan (SF)
John Tamkun (SC)

Kenneth Feer, Principal Policy Analyst



UNIVERSITY OF CALIFORNIA Academic Senate

University Committee on Privilege and Tenure 2024-25 Annual Report

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under Senate Bylaw 195 and consistent with [Bylaw 40](#), the University Committee on Privilege and Tenure shall: (Am 23 May 01; Am 28 May 2003)

1. Advise the President, the Academic Senate and its Divisions, and the Divisional Privilege and Tenure Committees on general policies involving academic privileges and tenure [see [Bylaw 334](#)]. (Am 25 May 76; EC 28 May 2003)
2. Constitute special Hearing Committees as provided for in Bylaw 336.A. (EC 28 May 2003)
3. Maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in [Bylaw 334.B](#). (EC 28 May 2003)

Overview

The University Committee on Privilege and Tenure (UCPT) met three times during the 2024–25 academic year to review and discuss systemwide matters relating to faculty rights and disciplinary processes. Discussions focused heavily on responses to Regental inquiries regarding the faculty disciplinary process, as well as ongoing work around systemwide consistency and efficiency in the handling of faculty misconduct and grievance cases.

Faculty Discipline, Expression, and Governance

A central focus throughout the year was the increasing attention from the Regents regarding faculty misconduct related to expression, particularly in politically sensitive contexts. The UCPT Chair sat on a joint Senate/administrative workgroup which was originally assigned to review APM 015 and APM 016. While the group did come to a conclusion regarding APM 015, work on the 016 portion was postponed due to a request from the Regents to address their concerns regarding the handling of campus P&T issues. The group worked diligently on this request and met very often during 2024-25, including meetings with campus P&T staff and experts. As a result of this work, the group created a proposal for the Regents which calls for the formation of a standing, systemwide network P&T committee. This committee would be comprised of members from campus P&T committees that would serve as a pool available to hear cases if an individual campus P&T hearing panel cannot be appointed within 14 days of the administration filing disciplinary charges. This proposal will undergo systemwide review in the fall of 2025; the Provost has issued interim guidance in the meantime.

UCPT collectively felt that a central criticism of existing P&T procedures raised by the Regents - that campus-level P&T committees moved so slowly in response to faculty

grievances and charges of misconduct that complainants were effectively discouraged from filing charges - was not supported by the facts on the ground. Unfortunately, neither individual campus P&T committees nor UCPT has a structured system to track P&T data. Given the absence of such a database, neither UCPT committee members nor representatives on the working group were able to offer record-based evidence in support of the committee's argument that campus P&T procedures are handled expeditiously and that the most common cause of delay does not lie with the Senate. When members suggested that a detailed archive of the length of time it takes to convene campus P&T hearing committees and conduct the hearings themselves be created, they were told that the costs of creating such an archive was prohibitively expensive, upwards of \$700,000. UCPT feels that a more concerted effort needs to be made to identify a clear, effective data-collection and monitoring process that is not as expensive as was estimated. Insofar as it offers transparency and accountability, the establishment of such an archive is in the best interest of faculty governance and discipline going forward.

One of the original charges of the workgroup, the examination of APM 016 in light of simultaneous merit and disciplinary actions for a faculty member, will be taken up in 2025-26.

Title IX and Civil Rights Oversight

UCPT held consultations with the Systemwide Title IX Office and the Office of Civil Rights. Title IX Director Nicoli Richardson and Executive Director Catherine Spear addressed shifting federal guidance, clinical-specific SVSH concerns, and pending updates to UC's SVSH framework. Title IX policy implementation was temporarily paused at eight UC campuses due to litigation enjoining enforcement of new federal regulations. Committee members expressed concern about the impact of federal executive actions on UC policies.

UCPT Business

UCPT received multiple updates from Academic Senate Chair Steven Cheung and Vice Chair Ahmet Palazoglu. The Senate Leadership discussed the onboarding of a new President (JB Milliken) and Vice Provost (Monica Varsanyi), with implications for shared governance and UCPT collaboration. The Leadership also informed the group about broader discussions on issues such as the UC budget and funding stability, the role of clinicians in shared governance, and the status of international students, immigration assistance, and remote learning options.

Several procedural concerns were raised and explored:

- Cross-campus grievance jurisdiction: Clarification is needed on whether UCPT or campus-level committees should handle cross-affiliation cases. This need may be addressed by the new systemwide committee envisioned by the Regents.
- University vs. private space: Questions arose about how to classify spaces (e.g., department-funded events held at private homes of faculty serving in administrative functions) regarding academic freedom protections.
- Serial grievants: Discussion included how campuses manage individuals who file repeated or vexatious grievances.

Each meeting included divisional reports, providing insights into local issues and practices across campuses.

The committee continued to support campus-level privilege and tenure committees and maintained attention on protecting due process, academic freedom, and faculty rights. During the course of the year, UCPT held in-depth discussions on many issues related to both campus and systemwide actions and policies. Due to the confidentiality of these discussions, they are not itemized or summarized in this Report.

Consultations with UC Legal and Academic Personnel

UC Legal transitioned its legal advisor to UCPT from Josh Meltzer to Carly Munson, ensuring continuity and legal support during this period of increased scrutiny.

Deputy Provost Amy K. Lee, Interim Provost Douglas Haynes, and Executive Director Kelly Anders from Academic Personnel briefed the committee on a variety of topics.

Acknowledgments

UCPT is grateful to have had valuable input from - and exchange with - these UCOP consultants and guests over the past year: Douglas Haynes, Interim Vice Provost; Amy K. Lee, Deputy Provost; Kelly Anders, Executive Director and Deputy; Joshua Meltzer, Managing Counsel; Carly Munson, Principal Counsel; Nicoli Richardson, Title IX Director, Isabel Dees, Title IX Deputy Director; and Catherine Spear, Executive Director, Civil Rights. Special thanks to Academic Senate Chair Steven Cheung, Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin. Thank you, too, to Fredye Harms for her support of the committee.

Respectfully submitted,

Irene Tucker, Chair (UCI)
Susan Amussen, Vice Chair (UCM)
Karen Nakamura (UCB)
Catherine VandeVoort (UCD)
Michael Robinson-Dorn (UCI)
Guillaume Chanfreau (UCLA)

Christopher Viney (UCM)
Louis Santiago (UCR)
William McEneaney (UCSD)
Jacqueline Leung (UCSF)
Phil Christopher (UCSB)
Roberto Manduchi (UCSC - fall)
Galina Hale (UCSC – winter/spring)



University Committee on Research Policy (UCORP) Annual Report 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Research Policy (UCORP), as specified in Senate Bylaw 200, is responsible for fostering research; formulating, coordinating, and revising general research policies and procedures; and advising the President on research. UCORP met once in person and seven times via videoconference during the 2024-25 academic year. This report summarizes the committee's activities over the course of the year.

MRU REVIEWS: UC OBSERVATORIES AND BIOENGINEERING INSTITUTE OF CALIFORNIA

In 2024-25, UCORP led two five-year MRU reviews on behalf of the Academic Senate. Per the 2014 Compendium's "Guidelines for Five-Year Reviews of Multicampus Research Units," representatives from CCGA and UCPB participated in the reviews. Both reviews were completed in May and presented by UCORP Chair Susanne Nicholas to members of the Academic Council at the May 28th Academic Council meeting. The Academic Council approved the reviews, which were then forwarded to the Vice President for Research and Innovation.

The UC Observatories (UCO) review found that it is a vital systemwide asset that makes major contributions to research, graduate training, and public service. It supports cutting-edge instrumentation, fosters innovation and international partnerships, and engages in public engagement and community outreach, helping to bridge science and society. The review committee praised the work of the UCO director and staff and emphasized the importance of continued UC financial support.

The Bioengineering Institute of California (BIC) review recognized the MRU's role in promoting cross-campus collaboration and visibility in bioengineering through programs such as its annual systemwide symposium. However, the review committee had serious concerns regarding BIC's governance, strategic planning, and preparedness to maintain its mission in the face of major challenges. The review committee recommended that BIC be renewed on a two-year probationary basis, with the expectation that during that time it will develop bylaws and clarify the roles and expectations of its steering committee and advisory board, secure replacement funding for expiring support from the California Institute for Regenerative Medicine (CIRM), and engage in strategic planning to review its mission and both short- and long-term goals.

APC WORKGROUP ON SYSTEMWIDE ACADEMIC CALENDAR

UCSC rep Nirvikar Singh represented UCORP on the APC Workgroup that was formed to examine the issue of a UC Systemwide Academic Calendar. The workgroup, co-chaired by Academic Council Vice Chair Ahmet Palazoglu and UC Irvine Professor Richard Arum, was tasked with assessing the feasibility of coordinating academic calendars across all campuses. UCORP's focus

was to ensure that research-related concerns would be incorporated into the workgroup's report. UCORP provided input for the APC Workgroup on Systemwide Academic Calendar's deliberations prior to the issuance of a draft report in February and sent comments about the workgroup's draft report during the Senate review period in May.

ACADEMIC CONGRESS ON RESEARCH

In the beginning of the year, UCORP discussed the planning for the UC Academic Congress on Research with Vice President Theresa Maldonado and former UCORP Chair Cynthia Schumann. With the inauguration of President Trump in January, preparation for the panels and topics took on new urgency. The Congress took place on March 11-12th at UCLA and was attended by Chair Nicholas and a few UCORP members. The Congress featured a keynote by Dr. Sudip Parikh, CEO of the American Association for the Advancement of Science (AAAS), and included panels on the future of research funding, the outlook from UC's Federal Government Relations, research opportunities within the State of California, and landmark research in the humanities.

OTHER TOPICS

Updates from the Office of Research & Innovation – As consultants to the committee, directors within the Office of Research & Innovation (R&I) joined UCORP each month to provide updates and solicit feedback. At the first meeting in October, Vice President for Research & Innovation Theresa Maldonado gave a short presentation on the purview and organization of R&I and described priorities such as securing funding for systemwide entities including the statewide Natural Reserves System and the UC Observatories and convening a “committee of inventors” to serve as an advisory group for UC's patent efforts.

The R&I staff provided regular updates to UCORP throughout the academic year on research-related topics at UC, including research security, “restricted research,” systemwide research initiatives, and new and updated policies. With the start of the new federal administration in January, the updates became primarily about cuts and potential cuts to federal funding.

Federal cuts to research funding – After January 2025, UCORP heard from the Research Policy administrators at each meeting about suspensions and stop work orders from federal agencies. While the situation constantly shifted, UCORP members were asked to help spread the word that faculty who receive a notification from a federal agency, or who need assistance with current or upcoming grants, should reach out to their vice chancellor of research or local contracts and grants office (or equivalent). In the spring, UCORP representatives discussed campus efforts to provide bridge funding for faculty whose grants were adversely impacted.

Financial accounting system issues – The Oracle financial system changeover continued to be a topic of discussion for those campuses making the transition. UC Davis experienced disruptions to research administration upon transitioning to the Oracle system earlier in the year. UC Merced and UC San Diego are still dealing with problems more than two years after their rollouts. There have been small improvements made to the system at UCM. UCSD faculty are advocating for compensation for faculty adversely affected. Because this is not a systemwide issue, it has been challenging to address as a system.

NSF Research Security Training Opportunity – In December, UCORP learned from Chief Compliance and Audit Officer Alexander Bustamante about an opportunity to collaborate with the

National Science Foundation (NSF) on a Faculty Research Security Training Initiative to develop in-person training modules. This effort was subsequently put on hold after cuts by the administration.

Consultation with Provost Newman – Systemwide Provost and Executive Vice President Katherine Newman joined UCORP’s March meeting to discuss academic affairs and research-related topics. She addressed the pressures on UC coming from the federal government and informed UCORP that UC’s legal team was at work on all aspects of the issues involved. She emphasized that UC was building coalitions with other states and associations to develop responses to the challenges.

Academic Senate Task Force on UC Adaptation to Disruptions (UCAD)

In April, the Academic Council formed a systemwide Academic Senate Task Force on UC Adaptation to Disruptions (UCAD) to consider strategies for the university to pursue to uphold its teaching, research, and public service missions in the face of potentially severe and unpredictable external disruptions from the current federal administration. UCAD membership includes the chairs of systemwide committees, including UCORP, and chairs of Senate Divisions. UCAD produced an interim report in June and will continue its work into the fall and potentially beyond, as needed.

SYSTEMWIDE SENATE ISSUES, CAMPUS REPORTS, LIAISON REPORTS

UCORP devoted part of each regular meeting to updates from Academic Senate leadership and reports from members on campus COR issues, including faculty grant programs. Liaisons to various other workgroups and committees provided regular updates as well.

SYSTEMWIDE REVIEW PARTICIPATION AND CORRESPONDENCE

- Comments on Proposed Presidential Policy on the Use of Animals in Research, Teaching, and Testing (2/14/2025)
- Input for the APC Workgroup on Systemwide Academic Calendar’s deliberations (2/18/2025)
- Comments on Proposed Presidential Policy on the Dual Use Research of Concern and Pathogens with Enhanced Pandemic Potential (3/24/2025)
- Comments on the APC Workgroup on Systemwide Academic Calendar draft report (5/21/2025)
- Comments on Proposed New Presidential Policy on High-Containment Research (5/21/2025)
- Five-Year Reviews of two multicampus research units: UC Observatories and Bioengineering Institute of California (completed 5/21/2025, presented at Academic Council 5/28/2025).

UCORP REPRESENTATION

- As Chair of UCORP, Susanne Nicholas served on the Assembly of the Academic Senate, Academic Council, Academic Planning Council, Systemwide Academic Senate Task Force on UC Adaptation to Disruptions (UCAD), and as a guest at meetings of the Council of Vice Chancellors of Research (COVCR).
- Vice Chair James Weatherall served on the Faculty Advisory Committee on Graduate Education and Employment, Faculty AI Workgroup, and joined meetings of the Academic Council, UCAD, and COVCR as the chair’s alternate.

- Nirvikar Singh (UC Santa Cruz) served on the APC Workgroup on Systemwide Academic Calendar.
- Stephanie Malia Hom (UC Santa Barbara) served on Academic Council Special Committee on Laboratory Issues (ACSCOLI).
- Elina Zuniga (UC San Diego) served on the Faculty Advisory Committee on Graduate Education and Employment.

ACKNOWLEDGEMENTS

UCORP is grateful to its regular consultants who have provided invaluable information and perspective to the committee:

- Ellen Auriti, Senior Principal Counsel, UC Legal
- Agnes Balla, Director, Research Policy Analysis and Coordination
- Lourdes DeMattos, Director, Research Policy Analysis and Coordination
- Kathleen Erwin, Executive Director, Research Grants Program Office
- Coreen Harada, Executive Director for Research & Innovation and Special Assistant to the Vice President for Research & Innovation
- Theresa Maldonado, Vice President for Research & Innovation
- Deborah Motton, Executive Director, Research Policy Analysis and Coordination
- Anna Ward, Program Officer, Research Grants Program Office

UCORP also wishes to thank its invited guests for their participation and support throughout the year, as well as colleagues across the system who brought to the attention of the committee research-related issues of concern.

Respectfully submitted, UCORP 2024-25:

Susanne B. Nicholas, Chair (UCLA)
 James Weatherall, Vice Chair (UC Irvine)
 Abby Dernburg (UC Berkeley)
 David Rocke (UC Davis)
 Nicolás Ulibarri (UC Irvine)
 Dennis Lettenmaier, (UCLA)
 Tao Ye (UC Merced)
 Rachel Wu (UC Riverside)
 Elina Zuniga (UC San Diego)
 Bin Liu (UC San Francisco)
 Stephanie Malia Hom (UC Santa Barbara)
 Nirvikar Singh (UC Santa Cruz)
 Steven Cheung, Academic Council Chair, *Ex Officio*
 Ahmet Palazoglu, Academic Council Vice Chair, *Ex Officio*
 Joanne Miller, Committee Analyst



UNIVERSITY COMMITTEE ON RULES AND JURISDICTION (UCRJ)
ANNUAL REPORT 2024-25

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Pursuant to [Senate Bylaw 205](#), and [Senate Bylaw 206](#), the University Committee on Rules and Jurisdiction (UCRJ) is charged with:

- Examining and supervising all changes and additions to Senate bylaws and regulations, both substantive and editorial;
- Examining divisional legislation that may affect systemwide bylaws and regulations;
- Preparing and reporting to the Assembly or divisions such changes and additions to the bylaws and regulations as may seem to it advisable;
- Making non-substantive editorial and conforming revisions in the bylaws and regulations, including adjustments to numbering, headings, cross-references, organizational titles, stylistic elements, and similar items;
- Issuing Legislative Rulings interpreting the Code of the Senate upon request from Senate leaders, following consultation with the Academic Council;
- Deciding challenges to actions of University committees alleged to conflict with Senate rules, and hearing appeals from divisional rulings on such matters;
- Responding to informal requests from Senate members for interpretations or guidance regarding the Code, with all such correspondence filed with the Secretary/Parliamentarian and summarized in this annual report.
- Supervising inclusion of Assembly-approved variances to Senate Regulations and ensuring divisional manuals conform with Senate Bylaws.

During the 2024-25 academic year, UCRJ met three times by videoconference and conducted other business via email. Major actions are summarized below.

LEGISLATIVE RULINGS

None.

ADVICE TO SENATE CHAIR

- **Variance Requirement for Academic Notice Terminology:** UCRJ considered whether a division requires a variance to Senate Regulations [900](#) and [902](#) to use a term other than “academic notice” for graduate students who fail to meet minimum academic progress standards. The Committee encouraged the Assembly to review and revise SR 902 and/or SR 904 to clarify whether “academic notice” applies to both undergraduate and graduate students.
- **Assembly Resolution Language:** UCRJ reviewed a procedural question about the use of the word “demand” in a petitioned Assembly resolution and concluded that while strong, it does not exceed the Senate’s authority under [Regents Bylaw 40.1](#) or render the resolution out of order.
- **Divisional Voting Rights:** UCRJ affirmed that divisions may vote on any matter of divisional interest. While opinions are conveyed through Assembly representatives, the systemwide

Senate cannot compel divisions to hold votes except through the Memorial process outlined in [Senate Bylaw 90](#).

- **Inclusion of the President on Divisional Listservs:** UCRJ advised that all divisions should include the President of the University, an ex officio member, on all divisional Senate listservs and ensure the President receives notifications about all divisional ballots and relevant Senate activities.
- **Interpretation of Bylaw 90 (Memorials):** UCRJ clarified how a division may “decline to act” on an approved Memorial submitted by another division.

ADVICE TO DIVISIONS AND COMMITTEES

- **UCSD R&J (Definition of Residence for Graduate Degrees):** In response to a query from UCSD’s Divisional Committee on Rules and Jurisdiction, UCRJ advised the Assembly to revise [Senate Regulation 610](#) to state explicitly that graduate student residency does not require physical presence and may be fulfilled through online enrollment. UCRJ recommended developing systemwide standards to guide the interpretation of graduate residency requirements.
- **UCD CERJ (No-Confidence Ballot):** UCRJ advised the Davis Committee on Elections, Rules and Jurisdiction that the President, as an ex officio member of all divisions, retains voting rights in divisional ballots and elections. All members, including the President, must have the opportunity to participate in discussions and voting.
- **UCLA R&J (Faculty Search Process and EDI Office Oversight):** UCRJ advised UCLA’s Committee on Rules and Jurisdiction on questions about the role of the Senate and the Office of Equity, Diversity, and Inclusion in faculty searches. UCRJ affirmed that faculty must play a central role in evaluating and selecting new faculty, including having full access to applicant files and authority in forming shortlists and search committees. Administrative offices may ensure compliance but should not restrict faculty access to applicant files or control search processes, as this undermines the faculty expert role in shared governance.
- **UCM (Committee Chairs and Bylaw 35.C.2):** UCRJ advised that only Senate members may chair Senate committees. While non-Senate faculty may be permitted to serve on committees, they cannot serve as chairs.
- **UCR (Memorial Ballot Procedures):** UCRJ advised that no additional arguments should be circulated in an ad hoc way after voting on a Senate memorial has begun, to ensure fairness. Communications from faculty associations are separate from official Senate messaging, and Senate officers must maintain neutrality and formal tone in official communications.

EVALUATION OF PROPOSED CHANGES TO SENATE BYLAWS AND REGULATIONS

UCRJ evaluated the following proposed bylaw and regulation changes for consistency with the Code of the Academic Senate:

- Revisions to Senate Bylaw 145 (BOARS)
- Rescission of Senate Bylaw 192 (UCOPE) and Revisions to Senate Bylaw 170 (UCEP)
- Amendment to Senate Regulation 750 (“Math Fellow”)
- Revision to Bylaw 170.B.3 (UCEP’s jurisdiction beyond systemwide academic courses)

VARIANCES

UCRJ evaluated and endorsed the following variances to Senate regulations:

- UCR Variance to Senate Regulation 780
- UCLA Variances to Senate Regulation 780

Respectfully submitted,

Jason Nielsen (UCSC), Chair
Kathleen Montgomery (UCR), Divisional committee chair
Hans-Georg Muller (UCD), Divisional committee chair
Liz Glynn (UCI), Member-At-Large
Karen Messer (UCSD), Member-At-Large

UCRJ Staff: Michael LaBriola, Assistant Director