

# UNIVERSITY OF CALIFORNIA

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SAN DIEGO • SAN FRANCISCO • SANTA BARBARA • SANTA CRUZ



## VIDEOCONFERENCE OF THE ASSEMBLY OF THE ACADEMIC SENATE

Friday, June 21, 2024

3:00 pm - 6:00 pm

To participate in the videoconference, you may join the video and internet audio at  
<https://UCOP.zoom.us/j/6568908103?pwd=a1U1RWVTVp1emc0akg1V3V6N0tKdz09>

Or by phone: 1 669 900 6833 Meeting ID: 656 890 8103

<b>I.</b>	<b>ROLL CALL OF MEMBERS</b>	<b>2</b>
<b>II.</b>	<b>MINUTES [ACTION]</b>	
	Approval of the Draft Minutes of the Meeting of April 18, 2024	<b>3-8</b>
	Appendix A: Assembly Attendance, April 18, 2024	<b>9</b>
<b>III.</b>	<b>ANNOUNCEMENTS BY THE CHAIR</b>	
	▪ James Steintrager	
	1. Apportionment of Representatives to the 2024-25 Assembly	<b>10</b>
<b>IV.</b>	<b>REPORTS OF STANDING COMMITTEES [ACTION]</b>	
	<b>A. Academic Council</b>	
	1. Ratification of the appointment of the 2024-2027 Senate Secretary/ Parliamentarian	<b>10</b>
	2. Nomination and election of the 2024-25 University Committee on Committees (UCOC) Vice Chair	<b>10</b>
	3. Updates to Senate Bylaw 55	<b>11-12</b>
	4. Revisions to Regents Policy 4400 – University of California Diversity Statement	<b>13-14</b>
	<b>B. University Committee on Educational Policy</b>	
	1. Revisions to Senate Regulations 900 and 902	<b>15-19</b>
<b>V.</b>	<b>ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS (4:00 pm)</b>	
	▪ Michael V. Drake, President	
<b>VI.</b>	<b>UNIVERSITY AND FACULTY WELFARE REPORT [NONE]</b>	
<b>VII.</b>	<b>SPECIAL ORDERS [NONE]</b>	
	<b>A. Consent Calendar</b>	
<b>VIII.</b>	<b>REPORTS ON SPECIAL COMMITTEES [NONE]</b>	
<b>IX.</b>	<b>PETITIONS OF STUDENTS [NONE]</b>	
<b>X.</b>	<b>UNFINISHED BUSINESS [NONE]</b>	
<b>XI.</b>	<b>NEW BUSINESS</b>	

## I. Roll Call

### 2023-24 Assembly Roll Call – June 21, 2024

#### **President of the University:**

Michael Drake

Zeev Kain

Bert Winther-Tamaki

#### **Academic Council Members:**

James Steintrager, Chair

Steven Cheung, Vice Chair

Amani Nuru-Jeter, Vice Chair, UCB (alt for  
Max Aufhammer, Chair

Ahmet Palazoglu, Chair, UCD

Arvind Rajaraman, Chair, UCI

Andrea Kasko, Chair, UCLA

Matthew Hibbing, Chair, UCM

Sang-Hee Lee, Chair, UCR

John Hildebrand, Chair, UCSD

Steven Hetts, Chair, UCSF

Rita Raley, Vice Chair, UCSB (alt for  
Susannah Scott, Chair)

Patricia Gallagher, Chair, UCSC

Barbara Knowlton, Chair, BOARS

Dean Tantillo, Chair, CCGA

Jennifer Burney, Chair, UCAADE

Stefano Profumo, Chair, UCAP

Melanie Cocco, Chair, UCEP

John Heraty, Chair, UCFW

Cynthia Schumann, Chair, UCORP

Donald Senear, Chair, UCPB

#### **Los Angeles (7)**

Mekonnen Gebremichael

Tim Groeling

Ronald D. Hays

Jody Kreiman

Reynaldo Macias

Moritz Meyer-ter-Vehn

Robert Zeithammer

#### **Merced (1)**

Shilpa Khatri

#### **Riverside (2)**

Y. Peter Chung

Jennifer Hughes

#### **San Diego (5)**

Niloofar Afari

Kimberly Cooper

Randy Hampton

Gabriella Caballero Hernandez

Deborah Stein

#### **San Francisco (5)**

Ifeyinwa Asiodu

Robin Corelli

David Hwang

Kewchang Lee

Soo-Jeong Lee

#### **Berkeley (5)**

Mark Goble

Tyrone Hayes

Lisa Wymore

Jelani Nelson

Dean Toste

#### **Davis (6)**

Joseph Chen

Walter Leal

Abigail Thompson

Richard Tucker

Rena Zieve

Karen Zito

#### **Santa Barbara (3)**

Charles Akemann

Joao Hespanha

Elinor Mason

#### **Santa Cruz (2)**

Matthew McCarthy

Rita Mehta

#### **Irvine (4)**

Noah Askin

John Crawford

#### **Secretary/Parliamentarian**

Andrew Dickson

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

April 18, 2024

MINUTES OF MEETING

**I. ROLL CALL OF MEMBERS**

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, April 18, 2024. Academic Senate Chair James Steintrager presided and called the meeting to order at 3:00 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 February 22, 2024.**

**III. ANNOUNCEMENTS BY SENATE LEADERSHIP**

- **James Steintrager, Chair**
- **Steven Cheung, Vice Chair**

Faculty Engagement Survey: The systemwide Senate will conduct a survey aimed at gathering feedback from faculty regarding their job activities, job satisfaction, views on campus climate, and experiences in the evolving academic labor landscape. Chair Steintrager encouraged Assembly members to participate in the survey and to ask their colleagues to do the same.

Regents Policy on Discretionary Statements: At their March 2024 meeting, the Regents postponed a decision on a proposed Policy on Public and Discretionary Statements by Academic Units (formerly known as the Policy on Use of University Administrative Websites) to their upcoming May 2024 meeting. The Senate's [comments](#) opposing the draft policy appear to have influenced the Regents. An updated version of the policy, integrating aspects of the Senate's 2022 [recommendations](#) for departmental political statements, is currently undergoing systemwide Senate review in preparation for discussion at the April 24 Academic Council meeting.

Presidential Task Force: Vice Chair Cheung is co-chairing a joint task force on Instructional Modalities and UC Quality Undergraduate Degree Programs. The task force has appointed subgroup chairs and co-chairs to address various elements of its charge. Task force members hold diverse perspectives, but share the view that any fully online undergraduate degree program should be equivalent to its in-person counterpart, including expectations for college readiness among applicants.

Budget: The University is awaiting the governor's May budget revision. Despite its expected deferral of a 5% UC budget increase to 2025-26, senior administrators have reaffirmed their commitment to meeting the 2024-25 goals of the compact. Funding for these goals as well as the 2024-25 salary plan is being pursued through alternative avenues, such as borrowing from the Short-Term Investment Pool (STIP) and leveraging UC's strong investment performance.

#### **IV. REPORTS OF STANDING COMMITTEES**

##### **A. Academic Council**

###### **▪ James Steintrager**

###### **1. Proposed Revision to Senate Bylaw 55**

At the February 2024 meeting, the Assembly deferred action on proposed revisions to Senate Bylaw 55 to allow members more time for review and discussion. The revisions aim to uniformly extend voting rights to faculty in the Teaching Professor/Lecturer with Security of Employment (LSOE) series across the UC system. Currently, LSOEs may vote only on matters concerning colleagues within their own series, unless approved by a two-thirds vote within a department. The revisions, proposed by the University Committee on Academic Personnel (UCAP), were endorsed by the Academic Council in December 2023, following a systemwide review. After the February meeting, the Senate office provided Assembly members with data on the number of LSOE faculty on each campus.

Chair Steintrager noted that proponents of the revisions argue that LSOE faculty fulfill the same teaching, research, and service missions as ladder rank faculty, and that the revisions acknowledge LSOEs' expertise, enhance departmental governance equity, and boost morale. Opponents argue that LSOE and ladder rank faculty fulfill those three missions in significantly different ways, particularly in terms of research expectations, making uniform voting rights inappropriate. Opponents also argue for maintaining departmental autonomy in deciding voting rights.

UCAP Chair Profumo and Vice Chair Malloy emphasized that UCAP views the proposal as an equity and inclusion issue, and prioritize equity concerns over the opponents' concerns. They also asserted that LSOEs are capable of evaluating their ladder-rank colleagues' research.

##### ***During the discussion:***

- Several Assembly members argued against a change to systemwide policy, citing campus variations in LSOE roles and the importance of allowing departments the autonomy to extend voting rights if it makes sense for them, and existing individual department voting structures that support equity. They also expressed concerns that granting LSOE faculty these rights could create imbalance in the research ecosystem and invite a greater volume of academic files that may redefine tenure or the professoriate. Moreover, if departments hired LSOEs based on a specific understanding of voting rights, it could complicate departmental dynamics once the nature of those rights are significantly changed.
- Other members, including one within the LSOE ranks, noted that LSOEs often feel marginalized. They stressed concerns about equity and emphasized that the policy change would provide equal opportunities for teaching professors, who are more likely to be women and ethnic minorities, and enhance department morale. They noted that LSOEs are evaluated on systemwide criteria and voting rights should also be systemwide. In addition, teaching faculty are deeply invested in research based on principles of education, and ladder-rank faculty may share a similar lack of knowledge about their colleagues' research. Equal voting rights will help UC recruit the best teaching professors.

- Chair Steintrager clarified that there is no difference in academic freedom for the two series, and that the proposed revision would not change department rules concerning voting by rank.

**MOTION: A motion to table the proposal indefinitely was deemed by the parliamentarian as procedurally incorrect as the Assembly’s February motion to table cannot be renewed.**

**MOTION: A motion to approve the proposed revision was made and seconded. A member requested a roll call vote. The Assembly voted to approve the request.**

**ACTION: The Assembly voted 31 in favor and 17 against the motion; the affirmative vote (64.58)% did not meet the two-thirds threshold required for a change to a Senate bylaw per [Senate Bylaw 116.E](#).**

## **V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS**

- **Michael V. Drake, President**
- **Katherine S. Newman, Provost and Executive Vice President**

Systemwide Congresses: The upcoming systemwide Academic Congress on the Evolution and Possibilities of Online Education, scheduled for May 1 at UCLA, will feature research focused on learning theory, persistence, and motivation, and include sessions on e-learning theory, academic integrity, instructional design for student success, the potential of online modalities to close gaps, and a first report from the Presidential Task Force on Instructional Modalities. Three congresses are planned for 2024-25, on research, academic freedom, and Hispanic-Serving Institutions.

UCCS: The University is ramping up public engagement activity in Sacramento. President Drake has been a strong supporter of increasing the visibility of faculty research and engagement in public policy through the UC Center in Sacramento (UCCS). The UCCS enhances UC’s presence in the Capitol, serves as a hub to exhibit faculty research and communicate policy ideas, and provides opportunities for student internships and the integration of college majors across policy and other disciplinary areas.

Regents Meeting: The Regents will hold their May meeting at UC Merced. The agenda will include a discussion of how the University and its students have been impacted by technical problems associated with the new Free Application for Federal Student Aid (FAFSA). Other topics will include peer mentoring, an overview of the astronomy discipline, and an overview of UC Press.

Campus Climate: The Middle East conflict continues to strain campus climate. President Drake emphasized that the University condemns all forms of bigotry and is committed to safeguarding all students from threats and discrimination. In addition to funding at least 50 campus initiatives focusing on dialogue, mental health, and conflict de-escalation, UCOP will fund a systemwide campus climate initiative from Hillel International aimed at addressing antisemitism. The University is also working with the authors of several bills proposed in the California legislature aimed at combatting antisemitism.

Budget: The University is awaiting the release of the governor's May budget revision and will continue to advocate for the deferral of compact funding and to address the University's needs in the best possible fashion.

Undocumented Students: Although the University determined that no viable legal pathway currently exists to employ undocumented students, it continues to explore alternative avenues of support, such as financial aid and fellowships with experiential learning opportunities.

Regents Website Policy: President Drake said he appreciated the Senate's comments on the proposed Regents Policy on Public and Discretionary Statements by Academic Units.

UC's Impact: President Drake commented on the important work underway on all UC campuses, recognizing in particular UC Riverside's admission to the Association of American Universities and UC Merced's continued growth and progress toward AAU membership. The president also highlighted the record number of applications UC received for fall 2024-25, the University's progress on diversity, decarbonization, debt free pathways, and other long-term measures of success.

***During the discussion:***

- A member from Davis invited President Drake to honor the one-year anniversary of the fatal stabbing of a UC Davis student on April 29. President Drake responded that the tragedy was felt by the entire UC community and that he looks forward to participating in the commemoration in some way.
- An Assembly member asked how UC would fund its growth without the compact funding. President Drake responded that UC will better understand what gaps may need to be closed after the release of the May budget revision. He said the University intends to maintain the planned 4.2% salary increase. He also pointed to the UC Center in Sacramento as a long-term investment in building support for the University.

## **VI. UNIVERSITY AND FACULTY WELFARE REPORT**

### **▪ John Heraty, UCFW Chair**

UCFW examines issues affecting the personal, professional, and economic welfare of UC faculty. It has two standing task forces: Health Care Task Force and the Task Force on Investment and Retirement.

COVID and Campus Climate: UCFW has formed a working group to address concerns and propose solutions associated with the post-pandemic return to work, including staffing challenges, increased remote work for staff and faculty, morale issues stemming from off-campus work environments, and heightened student demand for remote teaching access.

Administrative Challenges: UCFW is collaborating with UC Procurement to investigate problems with Oracle and other campus financial systems, and human resources systems that have delayed hiring and affected grant management.

Total Remuneration Study: UCFW has requested a new study of total remuneration for UC faculty and staff. The committee has asked that the methods and comparators used in the study be consistent with those used in the 2014 Total Remuneration Study to facilitate comparative analyses. UCFW has also requested surveys on comprehensive benefits preferences, employee engagement, and staff exit feedback.

Campus Issues: UCFW is actively addressing various campus concerns, including housing accessibility and affordability; extending Senate membership to Health Sciences Clinical series faculty; access to Mortgage Origination Program loans; increased teaching workloads; faculty retiree recall issues; morale; uncompensated time usage; the implications of graduate student unionization for faculty and campuses, and concerns related to accommodation requests.

Health Care Task Force (HCTF): The UCFW-HCTF reviews and evaluates UC health plans and accessibility. It recently negotiated an extension of open enrollment due to unexpected premium increases. Additionally, it is monitoring the University's negotiations with Anthem Blue Cross and UnitedHealth, examining the impact of the University's contracts with affiliated hospitals on trainees and UC staff, and addressing coverage problems for retirees in health plans and coverage loss by specific Delta Dental practitioners.

Task Force on Investment and Retirement (TFIR): TFIR is focused on ensuring the continued sustainability of the UC Retirement Plan by monitoring investments and advocating for no increases in employee contributions. Additionally, it is advocating UC to change the default retirement option from "Pension Choice" to "Savings Choice" for new UC employees in the 2016 UC Retirement Plan tier, collaborating with the HCTF to hold retiree health benefits at current cost levels, and evaluating the performance of the UC Retirement Administration Service Center (RASC).

Joint Committees: UCFW has representatives on several joint Senate-Administration committees, including the Academic Planning Council (APC) Workgroup on Faculty Work & Recovery Post-Pandemic, the APC Workgroup on the Future of Doctoral Programs at UC, and the Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs.

## **VII. REPORTS OF STANDING COMMITTEES (CONTINUED)**

### **2. Nomination and Election of the Vice Chair of the 2024-2025 Assembly**

Chair Steintrager introduced Ahmet Palazoglu, UC Davis Distinguished Professor of Chemical Engineering, and the Academic Council's nominee for 2024-25 Assembly vice chair and 2025-26 chair of the Academic Council. At Chair Steintrager's invitation, Professor Palazoglu made a statement regarding his background, qualifications, and priorities, and then briefly left the meeting. Chair Steintrager asked for any additional nominations from the floor, and hearing none, asked for any objections to Professor Palazoglu's nomination. Hearing none, he asked for a motion to approve his election.

**ACTION: The Assembly voted to elect Professor Palazoglu as 2024-2025 Assembly vice chair and vice chair of the Academic Council.**

### **3. Ratification of 2024 Oliver Johnson awardees**

Chair Steintrager stated that the Oliver Johnson Award for Distinguished Senate Service is presented every other year to a Senate member or members in recognition of lifetime service to the Academic Senate, outstanding and creative contributions to faculty governance, and exceptional abilities in working with different University constituents. The award is governed by procedures adopted by the Academic Council, in which each Senate division is asked to nominate a candidate and the University Committee on Committees selects two names to forward to Council. Council then selects an awardee or awardees from the two nominations it receives, and asks the Assembly to ratify the choice. This year, Council voted to honor UC Irvine Professor Mary Gilly and UC Santa Barbara Professor Kum-Kum Bhavnani.

**ACTION: The Assembly ratified the selection of Professors Gilly and Bhavnani as the 2024 recipients of the Oliver Johnson Award.**

### **4. Variance to Senate Regulation 740 Requested by the San Francisco Division**

The San Francisco Division requested a variance to Senate Regulation 740 and proposed revisions to San Francisco Regulation (SFR) 745. The variance gives each UCSF school and its Graduate Council the ability to write regulations for course numbering. UCSF's proposal noted that the distinctions in SR 740 between lower division undergraduate, upper division undergraduate, and graduate courses do not apply to UCSF where all students are graduate level and courses are divided and numbered in different ways. The University Committee on Educational Policy approved the request; however, the University Committee on Rules and Jurisdiction (UCRJ) expressed support for consistent UC course numbering and did not find a compelling case for codifying non-standard numbering at UCSF. UCRJ proposed a five-year variance period to allow time for the San Francisco division to make progress on the renumbering.

**ACTION: A motion was made and seconded to approve a time-bound variance of five years. The motion passed.**

**VIII. SPECIAL ORDERS [None]**

**IX. REPORTS ON SPECIAL COMMITTEES [None]**

**X. PETITIONS OF STUDENTS [None]**

**XI. UNFINISHED BUSINESS [None]**

**XII. NEW BUSINESS**

The meeting adjourned at 6:00 pm

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

Attest: James Steintrager, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of April 24, 2024



**Appendix A – 2023-2024 Assembly Attendance Record  
Meeting of April 18, 2024**

**President of the University:**

Michael Drake

Zeev Kain (absent)

Bert Winther-Tamaki

**Academic Council Members:**

James Steintrager, Chair  
Steven Cheung, Vice Chair  
Maximilliam Aufhammer, Chair, UCB  
Ahmet Palazoglu, Chair, UCD  
Arvind Rajaraman, Chair, UCI  
Andrea Kasko, Chair, UCLA  
Matthew Hibbing, Chair, UCM  
Sang-Hee Lee, Chair, UCR  
John Hildebrand, Chair, UCSD  
Steven Hetts, Chair, UCSF  
Rita Raley, Vice Chair, UCSB (alt for  
Susannah Scott, Chair)  
Patricia Gallagher, Chair, UCSC  
Barbara Knowlton, Chair, BOARS  
Dean Tantillo, Chair, CCGA (absent)  
Jennifer Burney, Chair, UCAADE (absent)  
Stefano Profumo, Chair, UCAP  
Melanie Cocco, Chair, UCEP  
John Heraty, Chair, UCFW  
James Weatherall, UCORP (alt for Cynthia  
Schumann, Chair, UCORP)  
Donald Senear, Chair, UCPB (absent)

**Los Angeles (7)**

Mekonnen Gebremichael  
Tim Groeling  
Ronald D. Hays (absent)  
Jody Kreiman (absent)  
Reynaldo Macias (absent)  
Moritz Meyer-ter-Vehn  
Robert Zeithammer

**Merced (1)**

Shilpa Khatri

**Riverside (2)**

Y. Peter Chung  
Jennifer Hughes

**San Diego (5)**

Julie Bykowski (alt for Niloofar Afari)  
Kimberly Cooper  
Randy Hampton (absent)  
Gabriella Caballero Hernandez  
Deborah Stein

**San Francisco (5)**

Ifeyinwa Asiodu  
Robin Corelli  
Margaret Wallhagen (alt for David Hwang)  
Kewchang Lee (absent)  
Soo-Jeong Lee

**Berkeley (5)**

Mark Goble  
Tyrone Hayes  
Mina Aganagic (alt for Lisa Wymore)  
Jelani Nelson  
Dean Toste

**Santa Barbara (3)**

Charles Akemann (absent)  
Joao Hespanha  
Elinor Mason (absent)

**Davis (6)**

Joseph Chen  
Walter Leal  
Abigail Thompson  
Richard Tucker  
Rena Zieve  
Karen Zito

**Santa Cruz (2)**

Matthew McCarthy  
Rita Mehta

**Irvine (4)**

Noah Askin  
Nathan Kaplan (alt for John Crawford)

**Secretary/Parliamentarian**

Andrew Dickson

### III. ANNOUNCEMENTS BY THE CHAIR

#### ▪ James Steintrager

#### 1. Apportionment of Representatives to the 2024-25 Assembly [INFORMATION]

In accordance with [Senate Bylaw 105.A.4](#), the Academic Council approved at its May 22, 2024 meeting the apportionment of the 40 divisional representatives for 2024-25. On the basis of divisional Academic Senate membership as of April 2024, the Webster Method of Calculation was used to determine the number of divisional representatives as follows:

DIVISION	NUMBER OF REPRESENTATIVES
Berkeley	5
Davis	6
Irvine	4
Los Angeles	7
Merced	1
Riverside	2
San Diego	5
San Francisco	5
Santa Barbara	3
Santa Cruz	2

### IV. REPORTS OF STANDING COMMITTEES

#### A. Academic Council

#### ▪ James Steintrager

#### 1. Ratification of the appointment of the 2024-2027 Senate Secretary/Parliamentarian [ACTION]

In accordance with [Senate Bylaw 15](#), at its meeting on May 22, 2024, the Academic Council approved the appointment of UC San Francisco Professor Katherine Yang, PharmD, MPH to be Secretary/Parliamentarian of the Assembly for a three-year term commencing September 1, 2024, subject to ratification by the Assembly.

**ACTION REQUESTED: Ratify Assembly secretary/parliamentarian.**

#### 2. Nomination and election of the 2024-25 University Committee on Committees (UCOC) Vice Chair [ACTION]

In accordance with Senate Bylaw 150.A.1 (Committees): “the members-at-large are to be named by the Assembly for two-year staggered terms. Each at-large member will serve as Vice Chair in the first year and shall normally succeed as Chair in the second year.” UCOC puts forward the candidacy of Oliver Arnold, a Professor of English at UC Berkeley. Professor Arnold’s research and teaching focuses on early modern drama, political history, and contemporary political philosophy. His publications include articles on Shakespeare, theories of comedy, historicism, and republicanism.

**ACTION REQUESTED: Elect the 2024-2025 UCOC vice chair.**

### 3. Proposed Revision to Senate Bylaw 55

**Background and Justification:** At its March 27, 2024 meeting, the Academic Council endorsed the [proposed renaming](#) of the “Lecturer with Security of Employment” (LSOE) title series in Academic Personnel Manual (APM) 285 to “Professor of Teaching.” The University has implemented this title change in the APM effective May 1, 2024. It requires corresponding conforming changes to Senate Bylaw 55 to ensure the titles match. Also note that at campus discretion, and in accordance with APM - 285-8-f, campuses may use an alternate working title (e.g., Teaching Professor, or Professor of Teaching \_\_\_\_, using applicable ranks).

**ACTION REQUESTED: Approve the conforming amendments to Senate Bylaw 55.**

**Proposed Language:**

#### 55. Departmental Voting Rights

##### A. General Provisions

1. According to the Standing Orders of the Regents, ". . . the several departments of the University, with the approval of the President, shall determine their own form of administrative organization . . ." No department shall be organized in a way that would deny to any of its non-emeritae/i faculty who are voting members of the Academic Senate, as specified in Standing Order 105.l(a), the right to vote on substantial departmental questions, excepting only certain personnel actions as detailed in Article B of this Bylaw. [See [Legislative Ruling 5.67](#) ] (Am 4 May 95)
2. In all matters other than those specified in paragraphs 1 to 5 of Article B of this Bylaw, the right to vote may be delegated to duly elected committees.

##### B. Designation of Voting Rights

1. All tenured faculty in a department have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Prior to such a vote, all the non-emeritae/i departmental members of the Academic Senate must be afforded an opportunity to make their opinions known to the voters. (Am 4 May 95)
2. Professors have the right to vote on all cases of promotion to the ranks of Professor, Professor-in-Residence, and Professor of Clinical (e.g. Medicine). Professors and ~~Senior Lecturers with Security of Employment (SOE)~~ [Professors of Teaching](#) have the right to vote on all cases of appointment or promotion to the rank of ~~Senior Professor of Teaching Lecturer (SOE)~~. (Am 5 May 88)
3. Professors and Associate Professors have the right to vote on all cases of promotion to the ranks of Associate Professor, Associate Professor-in-Residence, and Associate Professor of Clinical (e.g. Medicine). Professors, Associate Professors, [Professors of Teaching and Associate Professors of Teaching](#) ~~Senior Lecturers (SOE) and Lecturers (SOE)~~ have the right to vote on all cases of appointment to the rank of ~~Associate Professor of Teaching Lecturer (SOE)~~. (Am 5 May 88)
4. For voting purposes, all cases that involve the removal of the Acting modifier from the title of a member of the Academic Senate shall be treated as promotions to the rank in question.
5. All cases of non-reappointments or terminations of Assistant Professors, Assistant Professors-in-Residence, and Assistant Professors of Clinical (e.g. Medicine), or Lecturers and Senior Lecturers, shall be voted upon by those faculty eligible to vote on promotions to the ranks of Associate Professor, Associate Professor-in-Residence, Associate Professor of Clinical (e.g. Medicine), or appointments to the titles [Associate Professor of Teaching](#) ~~Lecturer (SOE)~~ and ~~Senior Professor of Teaching Lecturer (SOE)~~, respectively. (Am 5 May 88)

6. All cases of advancement within any rank that confers membership in the Academic Senate shall be voted upon by those persons entitled to vote on promotion or non-reappointment to the rank in question under the provisions of Paragraphs 2 to 5 of this Article B. (En 4 May 1995)
7. In none of the instances specified in Paragraphs 1 to 5 of this Article B may the right to vote be delegated to a committee. The actual method of voting shall be determined by the eligible voters; subject, however, to the provision that no voter may be denied the option to require a secret ballot. In cases of advancement within rank, the eligible voters for each rank in question shall either follow the same procedures used for promotions and non-reappointment or may, by two thirds majority vote and subject to the approval of the divisional Committee on Academic Personnel or its equivalent, delegate the authority for such actions to a duly elected committee or other agency, or adopt some other method acceptable to the divisional Committee on Academic Personnel or its equivalent. Any such method or delegation of authority shall remain in effect for at least one calendar year (twelve months). Thereafter, upon the request of any faculty member entitled to a vote on the cases in question under the provisions of Paragraph 6 of this Article B, the eligible voters shall reconsider the question of how such cases shall be handled. (Am 4 May 1995)
8. The tenured faculty members of a department shall establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of this Article B are determined. The method adopted must have the approval of the divisional Committee on Academic Personnel or its equivalent.

#### 4. Revisions to Regents Policy 4400 – University of California Diversity Statement

[Regents Policy 4400](#) originated with [the Academic Senate in 2006](#) as a statement proposed by the University Committee on Affirmative Action and Diversity (UCAAD) and [approved by the Assembly in May 2006](#). The Statement was [expanded to include gender identity](#) in 2009, an addition that was also approved by the Assembly that same year. Following a report to the Regents from the Systemwide Advisory Workgroup on Students with Disabilities, the UC Graduate and Professional Council president proposed amendments to Regents Policy 4400 – the University of California Diversity Statement – to incorporate language about disability. Additions to the statement are indicated in blue.

**ACTION REQUESTED: Approve the proposed revisions.**

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#### **Regents Policy 4400: Policy on University of California Diversity Statement**

Adopted September 20, 2007  
Amended September 16, 2010

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF  
THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006 Endorsed by the President of  
the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009  
Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, [disability](#), sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, [inclusion, and accessibility](#) among its student bodies and its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication [that is attentive to the historical underrepresentation of marginalized communities in decision-making processes](#). Educational excellence that truly incorporates [the diverse needs and perspectives of people with different lived experiences](#) thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity, [accessibility](#), and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented. [In addition, the University acknowledges the concurrent need to pursue investments that support the success, safety, well-being, and growth of currently underrepresented populations.](#)

#### IV. REPORTS OF STANDING COMMITTEES (continued)

##### B. University Committee on Educational Policy

##### 1. Revisions to Senate Regulations 900 and 902

- Melanie Cocco, UCEP Chair

**Background and Justification:** The University Committee on Educational Policy (UCEP) recommends the following revisions to Senate Regulations 900 and 902 to replace the term “Probation” with “Academic Notice,” as the designation given to undergraduates who fail to meet minimum standards for academic progress as defined in the regulations. The request originated with the UC Undergraduate Academic Advising Council, whose letter is appended. The change will help support students experiencing academic difficulty by removing the stigma and association with criminality attached to the word “probation.” The revisions were approved by the Academic Council at its May 22, 2024 meeting and reviewed by the University Committee on Rules and Jurisdiction (UCR&J) for consonance with the Code of the Senate.

**ACTION REQUESTED: Approve the proposed revisions.**

#### Part IV. Scholarship Regulations

##### Title I. Undergraduate Regulations

- 900.

- A. The following minimum provisions or their equivalents, as ratified by the Assembly, govern the scholastic status of undergraduate students as indicated in strictly internal University records [see Regulations [782](#) and [902](#)]: (Am 24 May 00)
  1. Academic ~~Notice Probation~~. An undergraduate student is normally subject to academic ~~notice probation~~ (a) if at the end of any term the student's grade-point average for that term, or the student's cumulative grade-point average, is less than 2.0 (C average) computed on the total of all courses undertaken in the University (however, see paragraph (E) below); or (b) by other provisions approved by the Assembly.
  2. Academic Disqualification. An undergraduate student is subject to disqualification for further registration in the University (a) if at the end of any term the student's grade-point average for that term is less than 1.5 (however, see paragraph (E) below), or (b) if the student has completed two consecutive terms on academic ~~notice probation~~ without achieving a cumulative grade-point average of 2.0 as provided above.
- B. Each Division of the Academic Senate, or each School or College within a Division, may establish minimum standards of progress towards completion of the baccalaureate degree, but only on the basis of academic regulations adopted by the Division.
  1. Such regulations may not require a student to complete more than an average of 15 units of academic credit for each quarter or semester of enrollment.
  2. The scholastic status, with respect to ~~academic notice probation~~ or disqualification, of a student who has failed to meet such minimum standards of progress shall be as stipulated in the academic regulations of the Division.
- C.
  1. An undergraduate student on academic ~~notice probation~~ or subject thereto is under such supervision as the Faculty of that student's college or school may determine. Continued registration of an undergraduate student subject to academic disqualification is at the discretion of the Faculty concerned, or its authorized agent, and is subject to such conditions as that Faculty may impose.
  2. Undergraduate students in particular schools or colleges may be subject to more stringent norms with respect to academic ~~notice probation~~ or disqualification, but only on the basis of regulations adopted by a Division of the Senate and approved by the Assembly of the Senate.

- D. To transfer from one campus of the University to another, or from one college or school to another on the same campus, a student who has been academically disqualified or is on academic ~~notice probation~~ must obtain the approval of the Faculty, or its designated agent, to whose jurisdiction transfer is sought. Upon completion of the transfer the student is subject to the supervision specified in paragraph (C).
- E. Each Division may enact legislation governing the use of the grade Incomplete in the determination of a student's scholastic status.
- F. Divisional variances from this regulation must be approved by the Assembly. (Am 16 Mar 71)

## **Title II. General Provisions**

- **902.**

- A. Faculties, Graduate or other Councils, and their designated agents may not authorize the permanent entry of the terms *Subject to Academic Disqualification and Academic ~~Notice Probation~~* on official transcripts of record except as authorized by the Assembly in the case of designated professional schools.

These terms shall be reserved for internal University use, except that a statement of the student's current academic status shall accompany a transcript of record when the latter is sent outside the University [see Regulation 902(D) below]. Designations of unsatisfactory scholastic status [see Regulation 900(B)] on transcripts are authorized only when a review of the performance of a student who has become academically deficient has resulted in final denial of registration for the next ensuing quarter by a Faculty, a Graduate or other Council, or their agents. (Am 3 Mar 77)

- B. On campuses having authorized variances from the grading system specified in Senate Regulation 780, the scholarship requirements stated in (D) below shall be interpreted in terms of the approved equivalents specified in the legislation of the local Senate Division as ratified by the Assembly.
- C. In the case of undergraduates, exceptions to these scholarship regulations, and the approval or denial of registration as hereinafter provided, may be authorized in individual instances only by the Faculty concerned, or by its designated agents. Annually, the appropriate officer of each college shall report to the Faculty concerned a summary of all actions taken under these regulations.
- D. An undergraduate student is in scholastic good standing if not subject to academic ~~notice probation~~ or disqualification as defined in Regulation 900(A). Any transcript of record transmitted to a person or agency outside the University shall be accompanied by a statement of the student's scholastic standing on the date of the transcript or the date on which he left the University. (Am 17 Nov 70)



To: UC Systemwide Senate

From: UC Undergraduate Academic Advising Council

Subject: Proposal to replace the word "Probation" in academic standing regulations

February 26, 2024

Dear UC Systemwide Senate,

The UC Undergraduate Academic Advising Council, the professional body for advising administrators across the system, is writing to propose a change in the label we use to describe students who fall out of good academic standing. Currently, students are placed on "probation," a term that carries negative connotations and may have detrimental effects on students' motivation, self-esteem, and academic performance. We propose replacing "probation" with a more neutral phrase such as "academic notice."

While academic standing regulations help us identify students experiencing academic difficulty and provide appropriate resources and guidance, the "probation" label is counterproductive to student success. It suggests criminality, and positions the institution as enforcing rules and penalties. It's an unfortunate derivative of the criminal justice system, inappropriate to institutions of higher learning. [i] As advisors, this term undermines our position as student allies. In contrast, a more neutral term moves us beyond "probation's" singular focus on past performance, and allows students and staff to engage in discussions about the circumstances impacting a student's progress and identify strategies to support future success. "Academic Notice" is the most common term other institutions have used to update their regulations.

Replacing probation in our language may have benefits including:

- Reducing the stigma associated with academic probation, and helping students identify strategies to address the circumstances impacting their academic progress
- Better engaging students with advisors and other campus resources by reframing the institution as helpful rather than punitive
- Potentially increasing retention and graduation rates of students who experience academic difficulty
- Enhancing the culture and reputation of the system as supportive and inclusive

- Aligning with current thoughtful practices already in place at some of our institutions, and recommendations of educational research

Academic standing regulations are intended to ensure minimum standards for degree progress, help the university identify students who may need additional support, and prompt reflection for students who are experiencing difficulty. However, rather than providing the useful “wake-up call” many believe comes with a probation notification, research suggests that labeling students as “on probation” may negatively impact students’ progress and well-being. The label instills feelings of shame, disengages students from the institution, and negatively impacts graduation rates. [ii] Despite short-term GPA boosts while on probation, this label does not lead to improved grades long-term. [iii] Labeling someone “on probation” undermines our position as student allies by alienating and demotivating our students.

Updating our official language will align with the current practice of many advising units across the UC system, and allow us to more fully support students. Advising offices have reframed our communications to emphasize “academic recovery” (UCI) or “Academic Review” (UCSB’s College of Letters and Science). The best practices of our profession have shifted from a focus on enforcing requirements to more holistic and individualized support of students. However, the official terminology in our campus and systemwide regulations hinders our ability to engage students in productive ways. We cannot accurately inform students of their official standing without including this unfortunate and outdated term. For individual campuses to embrace new language, we need to see the update in our system wide regulations.

Peer institutions have replaced the term “probation.” For example, colleges across the Cal State system now use Academic Notice (Fullerton, Bakersfield, Dominguez Hills, San Francisco State, Cal Poly Humboldt) or Academic Warning (Long Beach). Across the US, both public (Purdue, UNC Chapel Hill) and private schools (MIT, Baylor) have updated their language. Ivy Leagues Yale and Brown use “Academic Warning.” This is by no means a comprehensive review. While “probation” lingers at many more schools, we hope the UC will lead this shift, as we’ve led many advances in education and student support.

Supporting students experiencing academic difficulty is a complex and challenging task. Replacing the word “probation” with “Academic Notice” is one small but meaningful change. We hope you see this as part of the UC’s fundamental mission to provide higher learning and societal benefit to the people of California. We believe that this change will have a positive impact on the academic success and well-being of our students.

Sincerely,

UC Undergraduate Academic Advising Council Academic Progress Workgroup, 2024: Raven Avery Yoshitomi, Director of Student Affairs Biological Sciences, UC Irvine; Heather Cartagena, Executive Director of Advising, UC Irvine; Scott Kassner, Assistant Dean and Director of Advising Operations, UC Santa Barbara; Brett L McFarlane, Director of CNAS Undergraduate Academic Advising Center, UC Riverside; and Brigid O'Halloran, Assistant Director, College of Letters and Science's Undergraduate Advising, UC Davis.

[i] Boretz, E., Scissum Gunn, K., & La Pietra, D. (2021). *Toward A Racially and Culturally Sensitive Renaming of “Academic Probation.”*

[ii] Bowman, N. A. & Jang, N. (2022). *What is the Purpose of Academic Probation? Its Substantial Negative Effects on Four-Year Graduation.* Research in Higher Education.

[iii] Albert, A., & Wozny, N. (2019). *The effect of academic probation on academic outcomes: Evidence from the U.S. Air Force Academy.* Unpublished manuscript

**V. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS**  
▪ Michael V. Drake, President

**VII. UNIVERSITY AND FACULTY WELFARE REPORT [NONE]**

**VIII. SPECIAL ORDERS [NONE]**

A. Consent Calendar

**IX. REPORTS ON SPECIAL COMMITTEES [NONE]**

**X. PETITIONS OF STUDENTS [NONE]**

**XI. UNFINISHED BUSINESS [NONE]**

**XII. NEW BUSINESS**