



ASSEMBLY OF THE ACADEMIC SENATE
October 9, 2025
Minutes of Meeting

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, October 9, 2025. Academic Senate Chair Ahmet Palazoglu 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 June 12, 2025.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- Ahmet Palazoglu, Chair
- Susannah Scott, Vice Chair

Chair Palazoglu welcomed Assembly members and other attending Senate members. He reviewed the Assembly's authority under the Standing Orders of the Regents, encouraged respectful, efficient discussion, and reminded members that only appointed Assembly representatives may make motions or vote.

UC Nobel Laureates: Chair Palazoglu celebrated several 2025 Nobel Prize awards recognizing the achievements of UC faculty and alumni and reflecting UC's global research impact. Fred Ramsdell, an alumnus of UCLA and UC San Diego, received the Nobel Prize in Physiology or Medicine. Professor John Clarke of UC Berkeley, together with Professors Michel Devoret and John Martinis of UC Santa Barbara, received the Nobel Prize in Physics for their discovery of macroscopic quantum mechanical tunneling and energy quantization in an electric circuit. Professor Omar Yaghi of UC Berkeley received the Nobel Prize in Chemistry for his work on metal-organic frameworks.

UCLA Grant Suspensions: Chair Palazoglu addressed the suspension of federal grants at UCLA and related demands from the U.S. Department of Justice. The Board of Regents has discussed the issue during recent meetings, with Senate leadership participating. President Milliken shared a [letter](#) with the UC community on October 3 outlining the potential impacts of the federal actions and reaffirming UC's commitment to academic freedom. On October 3, the Academic Council issued a [statement](#) opposing any agreement that would compromise UC's autonomy or academic mission and emphasizing the Senate's expectation of meaningful participation in any related discussions. Chair Palazoglu added that the federal government has circulated a draft "compact" that would make some universities' eligibility for federal funding conditional on new requirements. Governor Newsom and many faculty have voiced opposition, and the Senate will continue to monitor developments closely.

Incident Reporting and Data Release: Chair Palazoglu addressed the U.S. Department of Education's Office for Civil Rights (OCR) request for UC Berkeley incident reports related to Title VI complaints. UC initially provided redacted summaries, but OCR deemed the response inadequate and required fuller documentation, including personally identifiable information (PII). The Council has discussed this matter with President Milliken and is preparing a statement. Chair Palazoglu

emphasized that the Senate has a duty to accuracy and accountability and is treating this issue with care and sensitivity.

Regents' Meeting: The September 16–17 Regents' meeting at UCSF followed a new two-day format and included key presentations from Chief Financial Officer Brostrom on the preliminary 2026–27 budget and the proposed renewal of the Tuition Stability Plan, which the Regents will vote on in November.

Task Forces and Workgroups: Chair Palazoglu provided updates on several Senate task forces and workgroups.

- The Task Force on UC Adaptation to Disruptions ([UCAD](#)) continues its work and has, in addition, joined the administration to form UCAD Plus, which will oversee workgroups on (i) Research Activities and Infrastructure, (ii) Academic Personnel Evaluations, (iii) Academic Program Evaluation and Alignment, (iv) Instructional Opportunities and Course Offerings Across Modalities, and (v) Future of Graduate Education. A joint letter from Provost Newman, Chair Palazoglu, and UCI Executive Vice Chancellor Stern outlining the UCAD Plus structure and charge will be released soon.
- The Task Force on the Performance of Undergraduate Degree Programs (PUDP), co-chaired by Vice Chair Scott, will focus on defining and ensuring quality in both online and in-person undergraduate programs. It will build on existing University Committee on Educational Policy ([UCEP](#)) guidelines for online education and develop best practices, guidance, and data standards to help campuses evaluate new online and hybrid courses and programs. The task force will deliver an interim report by mid-December.
- A Senate workgroup under the University Committee on Privilege and Tenure ([UCPT](#)) will review [proposed revisions to APM 015/016](#), conforming revisions to Senate Bylaw 334–337, and interim guidelines on extramural speech in collaboration with the University Committee on Academic Freedom. Academic Council is expected to discuss and vote on the proposed changes in November, followed by the Assembly in January. The Board of Regents will consider final approval at its January 2026 meeting.
- Relatedly, a joint workgroup is addressing streamlined data collection and reporting for faculty discipline cases and the development of a single investigation model. It aims to finish its work by January 2026.

Discussion highlights

- Assembly members asked how the Assembly might engage further on the UCAD interim report. Chair Palazoglu explained that feedback should be submitted through divisional Senate channels as part of the systemwide review. Individual faculty may also submit feedback through AcademicSenateUCAD@ucop.edu.
- A question was raised about the administration's response to the [Assembly Resolution on Use of Trellix and Similar Monitoring Software](#). Chair Palazoglu noted that the administration had responded in a message from Chief Information Officer Williams. He reiterated that Senate advice is advisory and the Senate continues to prioritize faculty privacy and transparency. He encouraged Senate committees on computing and information technology to collaborate with campus IT offices to ensure oversight.
- Faculty also questioned the proposal to establish a systemwide Privilege and Tenure (P&T) committee, expressing concern that the change may be premature given limited data on case timelines and outcomes and the potential loss of campus context within a systemwide committee. Chair Palazoglu explained that the Regents have requested more systematic data collection and that a Discipline Data and Investigation Model Workgroup has been convened, with Senate representation, to develop consistent reporting across campuses.
- Questions were raised about the proposed 14-day timeline for forming P&T hearing panel/committees and the basis for claims that local processes are slow. Chair Palazoglu noted

that the new timelines align with Title IX and discrimination case procedures to promote consistency and encouraged members to provide feedback through divisional reviews before the Regents' January vote.

- Some faculty suggested collecting data on instances when chancellors do not follow P&T recommendations and raised concerns about how private expressive activities are addressed in the proposed systemwide guidelines. Chair Palazoglu acknowledged these points and encouraged engagement through the systemwide review process.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

▪ Ahmet Palazoglu, Chair

1. Proposed revisions to Senate Regulation 750 [Action]

At its September 2025 meeting, the Academic Council approved a 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 such 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."

ACTION: A roll call vote was taken on a motion to approve the revisions. It passed with 53 in favor and none opposed.

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS

- **James B. Milliken, President**
- **Katherine Newman, Provost and Executive Vice President, Academic Affairs**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

President Milliken noted that recent federal actions have dominated his attention since he joined the University on August 1. He explained that UC is willing to participate in good-faith discussions with the federal government, noting that other universities who declined to engage in such discussions have seen significant consequences and that no other UC campuses have seen additional actions thus far. He stated that UC has not agreed to any compact or arrangement and that any agreements would require the Board of Regents' approval.

He noted that a proposed "higher education compact" currently under federal discussion with several universities could impose new conditions in exchange for research funding. He said the higher education community and state leadership have broadly opposed the proposal in its current form, and that UC is monitoring developments closely and coordinating with peer institutions through national associations.

President Milliken also discussed broader federal proposals that could affect UC research, including possible reductions to science agency budgets, changes to indirect cost recovery, and challenges to the Bayh-Dole Act of 1980 governing intellectual property. He emphasized the importance of maintaining federal investment in research and innovation and said UC is working with national partners to advocate for the research enterprise.

Discussion highlights

- In response to faculty questions, President Milliken noted that the release of incident reports to the OCR was in response to an investigation into whether the University responded adequately

to complaints of antisemitism and was not an investigation of individuals or specific cases. He said UC continues to protect sensitive personally identifiable information wherever possible and weighs the sensitivity of information and its legal obligations in each case. President Milliken said he could envision circumstances where UC would refuse or challenge a federal directive, particularly if the University believed compliance would exceed lawful requirements or undermine core principles.

- Faculty also raised concerns about the deployment of Trellix endpoint detection software. President Milliken acknowledged faculty opposition and the Assembly's prior resolution. He said he has been reviewing the issue and intends to respond formally. He explained that the software decision originated 10 years ago as part of UC's cybersecurity strategy, and that his IT team is evaluating the current approach in light of both privacy concerns and the need to protect against cyberattacks.
- In response to a question about UC's commitment to gender-affirming health care, President Milliken said UC has not agreed to any federal restrictions and that any mandate affecting medical services would likely bring broad legal action from California and other states.
- Several faculty members expressed concerns about the political misuse of antisemitism allegations and the role of law in constraining universities. President Milliken responded that UC is working with the broader higher education community to strategize and coordinate national responses to federal actions and defend academic freedom and research.

Comments from Provost Newman:

UCAD Plus: Provost Newman commended the UCAD interim report as a thoughtful and substantive response to current challenges. To advance its recommendations, the administration and the Senate are establishing UCAD Plus, a joint structure that will include UCAD members, campus executive vice chancellors, and others. UCAD Plus will operate through five workgroups. A steering committee—composed of Provost Newman, Chair Palazoglu, and Convener, Council of Executive Vice Chancellors Stern—will issue regular updates to faculty. A systemwide review of the workgroups' recommendations is expected to begin in February 2026.

Early Career Faculty Award Program: A new competitive grant program will support junior faculty whose research resources have been disrupted. It will provide 60 awards of \$50,000 each year across the UC system. Each campus may nominate up to 10 faculty, with at least two awards guaranteed per campus. Funds may be used flexibly for research-related purposes such as course release, summer salary, travel, or support for students and postdoctoral scholars. Applications will be reviewed at the campus level and then evaluated by an external national panel to minimize bias.

Degree Plus: UCSB and UCSD are piloting a two-year initiative that enables undergraduates to earn UC Extension certificates aligned with labor market needs alongside their bachelor's degrees and paid internships. Funded by the Lumina and Strada Foundations and UCOP, the initiative integrates three components: the undergraduate degree, a UCOP-funded paid internship, and a three-course UC Extension certificate. The goal is to improve career readiness without extending time to degree. Each campus will enroll 120 students annually during the pilot phase, which will assess student demand and program effectiveness before possible expansion.

Advocacy Initiatives: UC is pursuing multiple funding strategies, including philanthropy and partnerships, to sustain its research mission. The University supports State Senate Bill (SB) 607 (Wiener), which would place a \$23 billion research bond on the November 2026 ballot. The measure is intended to help offset potential federal funding reductions affecting California's public universities, including UC.

Academic Congress: An Academic Congress later this month will focus on the changing labor market for graduates, including rising unemployment among degree holders, and how UC can respond to those trends.

Comments from CFO Brostrom:

Budget: CFO Brostrom described the fiscal environment as volatile at both the federal and state levels. He noted uncertainty surrounding federal research funding and potential reductions to agencies such as NIH and NSF. UC receives \$17 billion in total federal funding across research, healthcare, and student aid, and 36% of UC students are Pell Grant recipients. At the state level, UC initially faced an 8% budget cut, later reduced to 3% in the May Revision and ultimately reversed by the Legislature, resulting in a flat budget for 2025–26. However, he cautioned that restoring over \$600 million in deferred state funding commitments may be difficult in the future.

Capital: Three capital funding proposals are under discussion in Sacramento: a general obligation bond; a housing bill that could include UC faculty and staff housing; and SB 607, the research bond measure, which appears most promising because it would establish a state-based, peer-reviewed research funding mechanism. UC hopes the measures can be placed on the November 2026 ballot.

Enrollment: UC enrollment is at record levels and already exceeds targets for 2026–27 under the compact with the governor, demonstrating continued student demand.

Tuition Stability Plan: UCOP is considering modifications to the plan, which freezes tuition for each entering UC student cohort and provides predictable costs for families and reduced student debt. These include: 1) maintaining the 5% annual cap on increases but allowing unused increases to be “banked” for future years; 2) reducing the share of incremental tuition revenue set aside for financial aid from 45% to 35%; 3) switching from California CPI to the Higher Education Price Index (HEPI) as the inflation measure; 4) adding a modest adjustment to hedge against inflation.

Discussion highlights

- In response to questions, CFO Brostrom credited faculty advocacy with helping preserve federal funding levels for NSF and NIH. Regarding UC employee healthcare costs, he said the University increased its employer contribution by 9.5% this year, allowing the average employee premium to rise only 0.3%. He acknowledged that an overhaul of UC’s health plan portfolio will result in greater changes for individuals but said program quality will be maintained.

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]

The meeting adjourned at 4:30 pm

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

Attest: Ahmet Palazoglu, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of October 9, 2025

**Appendix A – 2025-2026 Assembly Attendance Record
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 Stoever, 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 (absent)
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)

Thomas Philip (alt for 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 (absent)
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
Stuart Gansky (alt for 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)