



ASSEMBLY OF THE ACADEMIC SENATE

April 23, 2025

Minutes of Meeting

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Wednesday, April 23, 2025. Academic Senate Chair Steven W. Cheung presided and called the meeting to order at 1:00 pm. Senate Assistant Director Michael LaBriola 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 December 12, 2024.

ACTION: The Assembly approved the minutes of February 13, 2025 with minor amendments.

ACTION: The Assembly approved the minutes of March 25, 2025.

III. APPROVAL OF THE AGENDA

Agenda Change: Chair Cheung announced that he had accepted a request to move the Academic Council Statement, *The Defense of the University* from the consent calendar to a discussion item later in the meeting.

Motion to Withdraw Item VII: An Academic Council member proposed a motion to withdraw agenda item VII (proposed revisions to Academic Senate Regulation 424.A.3 [A-G Ethnic Studies] Unfinished Business) from the Assembly agenda in light of the uncertainty around the funding and legal status of California Assembly Bill (AB) 101. The motion was seconded and discussion followed.

Discussion Highlights:

- Several faculty members opposed the motion, arguing that the item had been postponed too long and should be discussed and voted on now, and that further delays would hinder transparency and the Senate's ability to respond substantively to legislative developments. Several speakers cited concerns about tensions with the state legislature and other state agencies, which perceive UC as overstepping its role.
- Others supported withdrawing the item, pointing to the need for further clarity on state funding and implementation before proceeding. Several noted that their support for withdrawal stemmed not from opposition to the proposal but a desire to protect it, and that advancing the proposal in a politically volatile environment might harm its long-term viability.
- Chair Cheung clarified that withdrawing the item from the agenda does not preclude future consideration by another Assembly.

ACTION: A roll call vote was conducted to withdraw item VII. The tally was 15 in favor and 25 against, with 9 abstentions.

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council [ACTION]

▪ **Steven W. Cheung, Chair**

1. Nomination and Election of the 2025-2026 Assembly Vice Chair

Chair Cheung introduced Susannah Scott, UC Santa Barbara Distinguished Professor of Chemistry and Chemical Engineering, and the Academic Council's nominee for 2025-26 Assembly vice chair and 2026-27 chair. At Chair Cheung's invitation, Professor Scott made a statement regarding her background, qualifications, and priorities.

Professor Scott noted that her Senate service includes four years as divisional vice chair and chair at UCSB and service on several key Senate-Administration bodies, including co-chair of the Academic Planning Council's Workgroup on the Future of Doctoral Education at UC. She reflected on the worsening budget and political landscape and emphasized the need for Senate leadership guided by enduring principles and an ability to adapt. She articulated two principles:

1. The Senate's strength derives from the collective expertise and long-term commitment of UC faculty. Senate leaders should take strong positions when there is broad consensus and defend the right of faculty to express diverse views when consensus is absent. She identified three widely shared faculty values:
 - Academic decisions should be made by faculty as disciplinary experts.
 - Graduate education is central to UC's mission in teaching, research, and service.
 - Students and faculty from underrepresented groups must be meaningfully included in UC communities.
2. Effective shared governance requires the Senate to be a reliable and engaged partner with the administration and the Regents. Mutual trust, respect, and willingness to work through conflict are essential to advancing UC's goals.

After her remarks, Professor Scott briefly left the meeting. Chair Cheung asked for any objections to her nomination. Hearing none, he asked for a motion to approve her election.

ACTION: The Assembly voted to elect Professor Scott as 2025-2026 Assembly vice chair.

B. Board of Admissions and Relations with Schools (BOARS)

▪ **Deborah Swenson, BOARS Chair**

1. Revisions to Senate Bylaw 145

Background: At its April 2, 2025 meeting, the Academic Council approved revisions to Senate Bylaw (SB) 145.B.7 to incorporate expectations about how the Board of Admissions and Relations with Schools (BOARS) consults with the California K-12 system. In response to requests to the Senate from the UC Board of Regents and the chairs of the California Assembly Committee on Higher Education and the California Assembly Committee on Education, BOARS seeks to codify consultation with the State Board of Education (SBE) and K-12 in Senate Bylaw 145.B.7. BOARS is also updating the language in SB 145.B.6 to clarify the scope of the A-G course lists and align the terminology with Senate Regulation 424.A.3. The Senate is expected to present an update on the proposed new process for K-12 consultation at the May 2025 meeting of the Regents Academic and Student Affairs Committee. To facilitate this, BOARS requested Academic Council's expedited review to allow for final approval by the Assembly of the Academic Senate on April 23, 2025.

ACTION: A roll call vote was conducted. The tally was 42 in favor and 1 opposed, with 9 abstentions, reaching the two-thirds majority required by Senate Bylaw 116.E for amending a Senate bylaw.

V. ANNOUNCEMENTS BY SENATE LEADERSHIP

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

Leadership Searches: Searches for several senior UC leaders—successors to President Drake, UCSB Chancellor Yang, and UCR Chancellor Wilcox, and a new vice provost for faculty affairs—are nearing conclusion, with an announcement about the president expected at a May Regents meeting.

Senate Memorials: All nine Senate divisions voted in opposition to two UCSF-initiated Senate memorials proposing to extend Senate membership to faculty with > 50% effort in the Health Sciences Clinical and Adjunct Professor series.

Hiring Freeze: A UC systemwide hiring freeze announced by President Drake at the March Regents meeting took effect March 31, 2025. All open positions are subject to the freeze; however, positions with an already issued offer letter on or before March 31 will be honored. Exceptions will require justification.

DEI Statements: The Regents eliminated standalone diversity statements in faculty recruitment, while maintaining recognition of faculty contributions to diversity, equity, and inclusion (DEI) in advancement and promotion under APM 210.1.d.

Student Visas: The federal government canceled visas for approximately 160 UC international students. A UCEP-CCGA guidance letter affirms that such students may finish degrees remotely if they meet internal UC policies. Students are encouraged to work with their academic advisor or department to design a remote program of study or arrange for remote thesis or doctoral defense that will allow them to graduate.

Total Remuneration & Benefits Studies: Senate representatives are actively engaged in the design of two UC Systemwide Human Resources-led studies. Completion of both studies before fall 2025 is unlikely.

Faculty Discipline Workgroup: A joint Senate-administration workgroup has developed a draft report for discussion at the May 2025 Regents meeting addressing options for situations in which a Privilege and Tenure hearing panel is having difficulties convening, including when faculty are unable or unwilling to serve; options to shorten misconduct investigations; and a monitoring system for case delays.

UCAD Task Force: A new Academic Council Task Force on UC Adaptation to Disruptions (UCAD), chaired by Senate Vice Chair Ahmet Palazoglu, is meeting weekly to develop short- and long-term strategies. UCAD has created a [website](#) and email for general faculty input. The task force's interim report to the Council is due June 18, 2025. It may continue work through summer and fall due to the evolving nature of national policy impacts.

Discussion highlights:

- An Assembly member noted that their campus is seeing a rise in student complaints to the Office for the Prevention of Harassment and Discrimination (OPHD) about classroom content, often related to sensitive but course-relevant material. Although few complaints result in investigations, the frequency is increasing faculty anxiety and could impact academic freedom.
- Chair Cheung acknowledged this concern and emphasized that the Regents are aware of the risks of faculty self-censorship and intimidation. He committed to advocating for academic freedom.

VI. ANNOUNCEMENTS BY SENIOR UNIVERSITY MANAGERS

- **Michael V. Drake, President**
- **Katherine Newman, Provost and Executive Vice President**
- **Caín Díaz, Associate Vice President, Budget Analysis and Planning**

Legislative Support: President Drake and Provost Newman each noted strong support for UC from the Governor’s Office and the California legislature despite the state’s difficult budget environment. Lawmakers understand the negative impacts of various federal actions on higher education and are seeking ways to protect UC. They especially value UC faculty research and teaching as critical to California’s economic health, innovation capacity, and public service.

Faculty Discipline: Provost Newman praised the Senate’s work through a joint Senate–administration workgroup to make faculty discipline processes fairer, more efficient, and more consistent across the system. Draft recommendations have been submitted to the Regents and will be presented formally in May 2025.

Support for Students: UC is committed to supporting students unable to be on campus, including those affected by visa issues. UC is providing access to legal services, campus advising, “Know Your Rights” materials, and guidance for remote degree completion. President Drake and Provost Newman thanked the Senate for enabling affected students to remain enrolled and progress toward their degrees. The provost is working with WASC to ensure compliance with accreditation standards.

Research Disruptions: Faculty expressed concern over the loss of federal research funding due to canceled National Institutes of Health (NIH) and National Science Foundation (NSF) grants. Provost Newman acknowledged the anxiety and noted that UC is exploring strategies to support affected researchers, including shared/recharge-based use of core research facilities and campus-level resource planning. APM policies also provide flexibility to address disruptions in merit and promotion reviews. She also noted risks to UC Health and life-saving patient care stemming from potential cuts to Medicaid and Medicare funding. A federal judge recently blocked the Department of Energy’s proposed cap on indirect cost recovery.

DEI Compliance: UC Legal is reviewing recent federal guidance that requires institutions to certify they are not engaged in “illegal discrimination” or “illegal DEI activity” to receive NIH or Health and Human Services funding. The language is vague and carries potential legal risks. UC is proceeding cautiously, with a focus on protecting faculty and students. The University continues to uphold its values in accordance with state and federal laws.

UC Advocacy: Provost Newman explained that UC is engaged in multiple legal actions challenging federal actions, some in coordination with peer institutions. While not all actions are public due to legal constraints, she emphasized that UC is fully mobilized. Advocacy is ongoing across multiple fronts, including through the Regents, the chancellors, the Office of the President, and UC’s legal, communications, and government relations teams. Groups of Regents are also meeting regularly to address federal actions.

State Budget: AVP Díaz provided a detailed update on UC’s state budget strategy:

- The University is awaiting the Governor’s May Revision of the 2025–26 budget and is advocating for an adjustment to the proposed \$270 million net reduction in the January budget proposal.

- Although the proposed budget includes restoration of these reductions in the 2026–27 and 2027–28 cycles, UC still faces a projected \$733 million funding gap due to an estimated \$2.2 billion increase in expenditures.
- UC is urging the state to exclude non-operational items, such as debt service and legislative earmarks, from the base used to calculate budget reductions. Doing so could reduce the effective cut by over \$100 million.

Discussion highlights:

- Faculty urged UC to provide temporary funding or bridge support for postdocs, graduate students, and professional researchers affected by canceled federal grants. They also encouraged a more public and forceful defense of UC and higher education and emphasized the need to make both economic and life-saving arguments for protecting UC research and faculty work, noting that UC is an economic engine for California and local communities.
- Faculty asked for more communication and transparency regarding UC’s legal strategies and federal lawsuits. President Drake confirmed that UC is involved in multiple legal actions as a plaintiff, declarant, or defendant, and that news updates on federal issues, including publicly disclosed cases, are now available online via a weekly updated [website](#).
- Faculty expressed concern that recent political pressure has led to an atmosphere in which faculty feel surveilled, and there was specific concern that UC might be monitoring faculty social media accounts. Provost Newman clarified that UC is not monitoring faculty social media and remains committed to academic freedom.
- President Drake reaffirmed UC’s commitment to supporting students, patients, faculty, and staff through ongoing challenges, including visa cancellations and federal grant disruptions. The president’s office, chancellors, regents, and UC’s communications, legal, and government relations teams are engaged continuously in discussions about institutional responses to the array of federal threats UC is facing.
- Provost Newman responded that funding alternatives are under discussion across the system, but the scope of potential cuts will make support difficult to scale. She reiterated that research is a bipartisan issue and emphasized policymakers’ recognition of UC’s role in biotechnology, engineering, applied science, and the startup economy.
- A faculty member asked whether UC would indemnify faculty who are required to sign federal attestations certifying UC’s compliance with new federal rules. Provost Newman said the issue is under review with UC Legal. She emphasized that UC’s goal is to protect faculty from being exposed to personal risk or legal ambiguity, and reaffirmed UC’s legal and ethical commitment to academic freedom.
- Concerns were raised about the limited involvement of UC scholars in shaping public responses to antisemitism in favor of outside groups. Faculty emphasized the importance of academic expertise and shared governance in guiding these conversations. Provost Newman reaffirmed UC’s commitment to anti-discrimination and inclusive dialogue.
- A question was raised about whether students affected by visa revocations would be able to receive stipends. Senior leaders confirmed that UC is committed to supporting affected students through remote completion pathways but noted that stipends, especially those involving international tax issues, present additional complexity.

- An Assembly member raised concerns about the UC Information Security Investment Plan, specifically the mandate requiring installation of Endpoint Detection and Response software, which some faculty view as spyware that undermines privacy and academic freedom.

VII. Unfinished Business

1. Proposed revisions to Senate Regulation 424.A.3 (A-G Ethnic Studies)

The Assembly considered a proposal, brought to the Assembly as unfinished business from the December 2024 meeting, to revise Senate Regulation 424.A.3 to introduce a one-semester ethnic studies requirement to the A–G course pattern for freshman admission to the University. The proposal would align with UC-approved course criteria, as a new A–G subject area (“Area H”). While the total number of required A–G courses would remain at 15, undergraduate applicants would be required to fulfill the new ethnic studies requirement. It would also align UC’s admissions requirements with California Assembly Bill (AB) 101, which makes the completion of an ethnic studies course a state requirement for public high school students graduating in the 2029–2030 school year and beyond, contingent on state funding.

At the [December 2024 meeting](#), the Assembly engaged in extended debate, during which members raised concerns about unresolved implementation issues and the uncertain funding status of AB 101. A motion to postpone the vote until the April 2025 meeting passed, to allow further clarification and information gathering. Since that time, the Academic Senate confirmed that AB 101 will only take effect if the Legislature appropriates funding. As of April 2025, no such funding has been approved by the State.

To further assess implementation readiness, UC Undergraduate Admissions conducted a 2025 follow-up survey of high schools offering A–G-approved courses. The survey gathered data on plans to expand or develop ethnic studies offerings, types of courses available, implementation challenges, and support needs. In addition, Undergraduate Admissions updated its 2023 analysis to estimate how many existing A–G courses might qualify as ethnic studies based on 2024–2025 course submissions.

Discussion highlights:

- Several speakers opposed the proposal, citing the potential for disproportionate harm to students in under-resourced schools that may be unable to offer courses aligned with UC’s criteria. Concerns were also raised about misalignment between UC’s ethnic studies course criteria and the State Board of Education’s ethnic studies model curriculum. Faculty also questioned whether consultation with K–12 stakeholders had occurred for Area H.
- Supporters emphasized the academic legitimacy of ethnic studies as a discipline and the rigorous vetting of the proposed course criteria by faculty content experts. Faculty in the field shared experiences of severe harassment resulting from their involvement in developing the criteria.
- Some Assembly members questioned how the proposal advanced to Assembly after BOARS issued a split or negative vote in 2023. It was clarified that BOARS initially supported the requirement conceptually in 2020, but later became more divided as the curriculum and implementation challenges came into clearer focus.
- Critics raised concerns about the perceived ideological nature of the ethnic studies content and suggested that the proposal reflected UC overreach into K–12 policy. Supporters countered that ethnic studies is a well-established academic field that warrants equal treatment, and that resistance to its inclusion reflects ongoing structural inequities.

- It was noted that the UC Student Association, which represents 240,000 students, had formally endorsed both the proposed A-G ethnic studies requirement and the accompanying course criteria.

ACTION: Following a motion to approve and a successful two-thirds vote to end debate, a roll call vote was conducted. The final tally was 12 in favor and 29 opposed, with 12 abstentions. The motion to revise Senate Regulation 424.A.3 to add an ethnic studies requirement did not carry.

VI. SPECIAL ORDERS

A. Consent Calendar

1. Academic Council Statement on the Defense of the University

Professor Walter Leal moved to amend the agenda to prioritize discussion of the Academic Council's [Statement on the Defense of the University](#). Chair Cheung confirmed that changing the agenda required a two-thirds majority vote.

ACTION: A roll call vote was taken and the motion to move the Academic Council Statement ahead of the resolutions was approved: 45 in favor and 2 opposed, with 5 abstentions, meeting the required threshold.

Chair Cheung noted that the statement was unanimously endorsed by the Academic Council at a special meeting held on April 8, 2025, and forwarded to President Drake for transmittal to the Council of Chancellors and the Board of Regents. He acknowledged and thanked the Council members who drafted the statement.

Amendment to Include International Students and Scholars

Professor Leal introduced a motion to amend the fourth paragraph of the statement to explicitly affirm the University's commitment to protecting international students and scholars, in light of recent federal visa cancellations. The proposed change was offered as a friendly amendment and circulated on the Zoom chat. Chair Cheung accepted the amendment on behalf of the Council as friendly, meaning it would be incorporated without a separate vote.

Discussion highlights:

- Several speakers praised the statement as timely and well-crafted. Several expressed appreciation for the amendment, noting its relevance to campus concerns. One of the statement's co-authors noted that it would be impossible to completely future-proof the statement and that continually revising it may risk weakening its rhetorical impact. Instead, future statements can be issued as new challenges arise.

MOTION: A roll call vote on the motion to approve the statement was conducted. The final tally was 49 in favor and 1 opposed.

VIII. Resolutions from Petitioners

1. Motion on a Divisional Vote Regarding a UC Systemwide Academic Calendar

The Assembly considered a motion recommending that each UC campus hold a divisional vote to determine whether its faculty supports adopting a UC systemwide academic calendar or retaining its current calendar system. The text of the motion read: "The Representative Assembly of the Academic Senate recommends that each UC campus vote (according to any method authorized by

the Division's bylaws) to decide whether the faculty wishes to adopt a 'common calendar' for its specific campus or remain on its current calendar system."

Discussion highlights:

- Opponents of the motion argued that it was premature, given the ongoing systemwide Senate review of the Academic Planning Council's workgroup [report](#) on academic calendars. Concerns were also raised about misinformation circulating on campuses about the report (it does not include a recommendation for calendar standardization).
- Others noted that UC campuses already have the authority to hold faculty votes on any issue and questioned the need for a formal Assembly resolution.
- Several speakers emphasized the principle of campus-level autonomy in calendar decision-making, regardless of the outcome of the motion.
- Supporters cited the recent UC Davis Assembly vote that overwhelmingly opposed a shift to a common calendar. They argued that a divisional vote provides a democratic measure of faculty opinion, which is important given the potentially high implementation costs associated with a calendar change.

ACTION: A roll call vote was conducted. The tally was 8 in favor and 16 opposed, with 21 abstentions.

2. Motion to Adopt Resolution Regarding Senior Administrator Compensation

The Assembly considered a resolution urging the University to explore ways to cap, reduce, or restructure excessive administrative salaries, especially in light of financial austerity and the need to prioritize funding for faculty, students, and academic programs.

Discussion highlights:

- A question was raised about the definition of "senior administrators," and whether the resolution applies to campus leadership, athletic personnel, or other administrators whose compensation may be supplemented by private funding.
- Supporters emphasized the need for transparency and faculty input on compensation practices, while others expressed concern about the vagueness of the resolution and the need for clarity on compensation comparisons with peer institutions.

ACTION: A motion was made to postpone the discussion and conduct a vote at the June 2025 Assembly meeting. However, quorum was lost before the vote could be completed. With quorum lost, the resolution remains unfinished business, eligible for placement onto the June 12, 2025 Assembly meeting.

- IX. UNIVERSITY AND FACULTY WELFARE REPORT [NONE]**
- X. REPORTS ON SPECIAL COMMITTEES [NONE]**
- XI. PETITIONS OF STUDENTS [NONE]**
- XIII. NEW BUSINESS**

The meeting adjourned at 4:30 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 April 23, 2025

**Appendix A – 2024-2025 Assembly Attendance Record
Meeting of April 23, 2025**

President of the University:

Michael Drake

Academic Council Members:

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

Berkeley (5)

Mark Goble
Tyrone Hayes
Jonah Levy
Daniel Sargent
Dean Toste

Davis (6)

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

Irvine (4)

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

Los Angeles (7)

Christopher Colwell (absent)
Mekonnen Gebremichael
Ronald D. Hays
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 (absent)
Kimberly Cooper
Gabriella 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
Sabine Fruhstuck (absent)
Charles Jones

Santa Cruz (2)

Melissa Caldwell
Rita Mehta

Secretary/Parliamentarian

Katherine Yang (UCSF)