



# UNIVERSITY OF CALIFORNIA Academic Senate

## Executive Summary:

### Revisions to Academic Personnel Manual (APM) - 015 and 016 and Systemwide Faculty Discipline Guidelines

In August 2024, then-President Michael Drake directed Provost Katherine Newman to conduct a comprehensive review of University policies relevant to expressive activities, with the goal of ensuring compliance with the statutory requirements of the California Budget Act of 2024 ([California Senate Bill 108](#)).

In response, Provost Newman charged then-Academic Council Chair Steven Cheung and then-Interim Vice Provost Doug Haynes with convening a joint Senate-Administration Workgroup to review APM - [015 \(The Faculty Code of Conduct\)](#) and APM - [016 \(University Policy on Faculty Conduct and the Administration of Discipline\)](#). The workgroup found that existing policies adequately address conduct involving free speech, campus safety, and access to educational facilities and opportunities, and that APM - 016 provides robust authority for imposing disciplinary consequences for policy violations.

In late January 2025, the UC Board of Regents requested that the University undertake a comprehensive review of the policies and procedures governing the faculty disciplinary process, including APM - 015, APM - 016, and the Academic Senate Bylaws. The Regents were particularly concerned about the time it may take to resolve faculty discipline cases and with the consistent application of discipline across the system.

The Joint Workgroup reconvened and met with campus Privilege and Tenure (P&T) committee members and administration representatives from Academic Personnel, Civil Rights, and Compliance offices. In addition, the Joint Workgroup co-chairs met regularly with a subgroup of the Regents Academic and Student Affairs Committee (ASAC): Regents Leib, Sarris, and Anguiano. Interim systemwide faculty discipline guidelines were released in June 2025 and became effective in fall 2025.

A full systemwide [review](#) of the proposed revisions to APM - 015 and APM - 016, as well as the interim guidelines, was conducted between August and November 2025. The University Committee on Privilege and Tenure ([UCPT](#)), led by Susan Amussen (UC Merced), was charged with forming an ad hoc workgroup of divisional P&T committee members and Senate staff to study the proposal and provide in-depth feedback and recommendations. Systemwide Academic Senate Chair Ahmet Palazoglu, along with Provost Newman and Deputy Provost Amy Lee and Vice Provost Monica Varsanyi, met twice with the Regents ASAC subgroup to keep them informed of policy developments.

Substantial changes were made to the initial version of the proposed APM revisions and the associated guidelines in response to comments received from the systemwide review and from the UCPT workgroup. All major recommendations that resulted from the review have now been incorporated, reflecting the wisdom and value of shared governance and representing a major achievement for the Academic Senate.

The highlights of the new proposed policy and guidelines include:

1. APM - 015 Part III (see redlined copy, starting on p. 30 [here](#)) has been revised to establish a Systemwide Reserve Privilege and Tenure (P&T) Pool, coordinated by the University Committee on Privilege and Tenure. The Reserve P&T Pool will be composed of faculty with the broad or specialized knowledge necessary to conduct a hearing, including former P&T committee members, senior faculty, and emeriti faculty with relevant P&T experience.
2. APM - 015 now specifies that the chair of the hearing committee will be appointed within 14 calendar days of receipt of the disciplinary charges, and that the full hearing committee will be appointed no later than 50 calendar days after disciplinary charges are filed, even if the campus decides to draw from the Systemwide Reserve P&T Pool (see redlined copy, starting on p. 33 [here](#)). A conforming revision to APM - 015 reflects the requirement in Academic Senate [Bylaw 336](#) that the P&T hearing commence no later than 60 calendar days from the date of filing disciplinary charges with the campus P&T Committee.
3. The proposed amendments now include defined timeframes specifying that, upon receipt of a report of an alleged policy violation, initial assessments should be completed within 30 business days, investigations and investigation reports should be completed within 120 business days, and disciplinary charges should be filed within 40 business days of receipt of the investigation outcome by the chancellor or chancellor's designee, unless there is an extension for good cause (see redlined copy, starting on p. 32 [here](#)). The definition in Senate Bylaw 336 of a "good cause" extension was incorporated into the amended APM - 015.
4. The systemwide calibration guidelines and companion documents were revised to clarify that they apply only after a finding of a policy violation (see Attachments 3 and 4, starting on p. 43 [here](#)). Language addressing mitigating and aggravating factors was also modified in response to the review and recommendations of law Professors Brian Soucek (UC Davis) and Seana Shiffrin (UCLA).
5. The calibration guidelines now explicitly incorporate a general statement about extramural speech and academic freedom, reflecting current policies, principles, and procedures, including APM - [010](#) (*Academic Freedom*). Hence, former Attachment B (starting on p. 48 [here](#)) has been removed as a standalone document.
6. The Senate and administration intend to continue working on developing systemwide guidance to aid in determining when there has been a policy violation related to expressive activities. A joint Senate-administration workgroup will be formed in January 2026 to develop such guidance that will undergo systemwide review prior to August 2026.

For a brief description of the original proposal, rationale for changes, and the resulting revised proposal, see the accompanying Table 1.