



**Academic Council
Minutes of Meeting
May 28, 2025**

I. Consent Calendar

1. Today's agenda items and their priority
2. Minutes of April 30, 2025 Council meeting
3. 2025-26 Assembly Apportionment
4. UCSB Proposed Name Change for College of Engineering
5. June 12 Assembly Agenda Topics
 - a. Revisions to Senate Regulation 750
 - b. Resolution Regarding Senior Administrator Compensation
 - c. Resolution Regarding Implementation of Trellix Software
 - d. UCLA variances to Senate Regulation 780
 - e. UCR variance to Senate Regulation 780
 - f. Consultation with UC Senior Managers

ACTION: Council approved the consent calendar and removed item 5.c pending clarification on the Code of the Senate and relevant parliamentary procedures.

II. Senate Officers' Announcements

- **Ahmet Palazoglu, Academic Council Vice Chair**
- **Monica Lin, Academic Senate Executive Director**

Leadership Transitions: On May 2, 2025, the Regents appointed James B. Milliken as the 22nd president of the University. He currently serves as chancellor of the University of Texas System and has previously led the City University of New York (CUNY) and the University of Nebraska. President Drake will remain in office through July 2025. President-elect Milliken will receive a 4–8-page briefing document from the Senate and is expected to participate in the Academic Council and Senate leadership orientation meetings in September 2025.

UC chancellor searches for UCR and UCSB are nearing completion. Provost Newman has appointed Dr. Monica Varsanyi as vice provost for Faculty Affairs and Academic Programs, effective June 16, 2025. Dr. Varsanyi currently serves as associate provost and dean of humanities and social sciences at the CUNY Graduate Center. The Senate will soon collaborate with her on the successor task force to the Presidential Task Force on Instructional Modalities (IMOD).

Budget: The governor's May budget revision proposal included a smaller than expected 3% cut to UC and the restoration of \$125 million from a prior reduction, resulting in a nearly flat UC budget for 2025-26. The Regents also approved a pause on a scheduled 0.5% employer contribution increase to UC Retirement Plan and the suspension of a \$700 million transfer to UCRP from STIP, freeing up liquidity for the campuses.

May Regents Meeting: The Regents [discussed](#) the recommendations of the Joint Senate-Administration Workgroup on Faculty Discipline Processes. These include developing systemwide calibration guidelines for discipline; aligning disciplinary timelines with those for sexual violence/sexual harassment policies; creating a systemwide Privilege and Tenure (P&T) committee to assist local Senate divisions; requiring charges to include a range of potential sanctions; enhancing case tracking and reporting; and requiring annual reports from chancellors. A 90-day systemwide Senate review of the report and proposed changes to the APM is expected to begin in the fall.

The Regents welcomed the recent [revisions to Senate Bylaw 145](#) approved by the Assembly, which update the bylaw for the Board of Admissions and Relations with Schools (BOARS) to strengthen and clarify BOARS' responsibilities in its engagement with the State Board of Education and other K-12 constituent groups.

UCAD: The UC Adaptation to Disruptions (UCAD) Task Force has met weekly since mid-April and will release an interim report by mid-July 2025. The report will include actionable recommendations in four key areas: 1) supporting faculty in the evolving research landscape amid reduced federal funding; 2) approaches to faculty evaluation during periods of disruption; 3) systemwide course articulation and approval processes; and 4) principles and processes for program resizing and restructuring.

State Legislation: Executive Director Lin provided an update on state legislation:

- *Assembly Bill 1217 (Fong):* Would have required UC and CSU to align A–G course approvals with state curriculum frameworks and consult with the State Board of Education. This bill was held in the Appropriations Committee's suspense file and is effectively dead for the year.
- *AB 684 (Patel):* Would have applied open meeting laws to BOARS. It was also held in suspense and will not advance.
- *AB 500 (Quirk-Silva):* Still moving forward, this bill would require that proposed changes to UC admissions requirements be shared with the UC Student Association, the State Board of Education, and other K–12 constituents.

Systemwide Senate Service Experience Survey: Executive Director Lin announced the upcoming launch of the Senate Service Experience Survey. It will be distributed to all systemwide Senate committee chairs, vice chairs, and members to gather feedback on their experiences over the 2024-25 academic year. The goal is to identify ways to improve the overall service experience and to encourage broader participation at the systemwide level.

III. **Systemwide Academic Personnel (SWAP) Updates**

- **Amy K. Lee, Deputy Provost, SWAP**
- **Douglas Haynes, Interim Vice Provost, Faculty Affairs & Academic Programs**

Interim Vice Provost Douglas Haynes thanked the Council for its partnership over the past three years. He expressed confidence that his successor, Monica Varsanyi, will be an effective and collaborative colleague. He emphasized that UC's reputation depends on supporting faculty so they can continue to thrive and advance the University's mission, even in times of disruption.

Deputy Provost Lee provided updates on current academic personnel matters. She discussed the expedited review of [proposed revisions to APM 230](#). The updates seek to remove outdated references to the Mathematics Visiting Assistant Professor (VAP) program, which is being phased out and replaced with the new "Math Fellows" title, and to tighten eligibility for the Assistant VAP title by requiring appointees to be visiting from another academic institution. These revisions are intended to prevent the proliferation of similar instructional titles in other disciplines, which could require repeated conforming policy and regulatory changes.

Deputy Provost Lee also gave a brief update on a mediation process to clarify distinctions between when graduate student researchers (GSRs) are considered students versus employees. She confirmed that the Regents are reviewing the faculty discipline report, and that the University expects to clarify the process and timeline for Senate review of the recommendations outlined in the report.

Discussion highlights:

- Council members expressed concern about the possibility of a 30-day systemwide review of the faculty discipline report over the summer, when many faculty and Senate committees are unavailable. They stressed the importance of allowing full Senate consultation and recommended that the entire report undergo a full 90-day review.
- Deputy Provost Lee clarified that the original recommendation for a 30-day review applied only to the calibration guidance on expressive activities, not the full report, because the Regents had initially requested that guidance be implemented by fall 2025. She assured Council that all proposed policy revisions will undergo the standard 90-day systemwide review process.

IV. Pathways to a Fossil-Free UC Task Force Living Laboratory Recommendations

- **Roger Bales, Distinguished Professor of Engineering, UC Merced**
- **Matthew St. Clair, Director & Chief Sustainability Officer**

Professor Bales and Director St. Clair presented findings and recommendations from the [Report of the Fossil-Free UC Task Force](#), focusing on the concept of the “Living Laboratory.” This model leverages campus infrastructure, policies, and operations as platforms for experiential learning and climate action, engaging students, faculty, and staff in UC’s decarbonization efforts.

Professor Bales outlined the history of UC’s climate efforts, including the 2007 Carbon Neutrality Initiative, and the 2023 update to the UC Policy on Sustainable Practices, which sets a goal to reduce greenhouse gas emissions by 90% by 2045. To support these goals, UC recently allocated \$12 million for campus decarbonization planning, and all UC campuses now have decarbonization plans that include a Living Lab component, with formal program launches planned for 2025.

He emphasized that achieving UC’s climate goals will require deeper involvement across the campus community. The Living Lab model integrates education, research, and operations through curricular and co-curricular projects. It supports UC’s goals by addressing Scope 1 emissions (natural gas use) as the primary challenge; Scope 2 (purchased electricity), largely mitigated through UC’s clean energy purchases; and Scope 3 (travel, commuting, and procurement).

Professor Bales shared examples of Living Lab practices at UC campuses, including applied research at UCLA and UCR, energy conservation programs at UCD, interdisciplinary curricula at UCSD and UCSC, and a Living Lab program at UCM. He noted that the initiatives are scalable and cost-effective, often requiring small adjustments to existing programs rather than large new investments. He encouraged Council members to act as climate champions by facilitating communication between Senate committees, supporting the creation of a systemwide Senate Climate Action Committee, and promoting collaboration with campus and systemwide administrations.

Discussion highlights:

- Council members expressed support for embedding climate action into UC's academic mission. Some raised concerns about implementing Living Lab and decarbonization programs during a time of budget constraints. Professor Bales emphasized that many Living Lab activities can be launched or expanded with modest resources and through existing infrastructure. He offered to brief individual divisions interested in developing or expanding Living Lab efforts.

V. Consultation with UC Senior Managers

- **Michael V. Drake, President**
- **Katherine Newman, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**
- **Rachael Nava, Chief Operating Officer**
- **Van Williams, Chief Information Officer**

Federal Challenges: President Drake highlighted the rapid and unpredictable challenges facing higher education. He praised faculty for continuing their work in teaching, research, and service amid this uncertainty. The University remains actively engaged in defending its core values through litigation and regulatory engagement. Currently, UC is managing approximately 37 legal and investigatory matters, including lawsuits challenging federal agency-imposed caps on facilities and administrative (F&A) costs. Early court rulings have temporarily blocked the NIH and DOE caps.

He also noted UC's continued support for international students affected by visa revocations but acknowledged longer-term concerns about enrollment declines. He emphasized that UC would continue to pursue solutions through professional, principled, values-based, and solution-oriented engagement.

Leadership Transitions: James "JB" Milliken will assume the UC presidency this summer. President Drake expressed confidence in the president-elect's understanding of UC's mission and shared governance. Chancellor appointments for UC Riverside and UC Santa Barbara are progressing, with an announcement about UC Riverside expected shortly.

State Budget: The governor's May budget revision reduced a proposed 7.9% cut to UC's budget to 3% (approximately \$129 million) and restored \$125 million from the prior year, resulting in a nearly flat 2025–26 budget. President Drake credited the improved proposal to strong legislative engagement. Provost Newman praised President Drake's efforts to rebuild UC's relationship with state lawmakers, and CFO Brostrom added that UC continues to advocate for no cuts in the final state budget and is seeking one-time capital funding.

Faculty Discipline: In response to concerns from Regents about the timeliness of faculty discipline cases, a joint Senate–administration workgroup developed a set of proposed reforms. Faculty played a central role in shaping the recommendations. While an initial plan called for a 30-day review of the proposed recommendations, UC will proceed with a full 90-day Senate review in the fall. Interim guidance may still be issued on certain elements, such as case timelines and the use of a systemwide P&T committee for complex cases.

Graduate Education: UCOP is awaiting campus feedback on the [Report of the Future of Doctoral Programs at the University of California](#). Provost Newman stressed that graduate education and

faculty career structures are increasingly intertwined, especially in light of unstable federal research funding.

Faculty Careers and Evaluation: Provost Newman expressed appreciation for the Council’s UC Adaptation to Disruptions (UCAD) Task Force and noted that campus executive vice chancellors are interested in forming a new joint committee to examine faculty career pathways. This group would consider how evolving funding models and expectations are reshaping research, teaching, and service roles. She affirmed that the Achievement Relative to Opportunities (ARO) framework remains important in the short term but acknowledged that broader shifts in faculty expectations may be needed if current disruptions continue.

Degree Plus Pilot: UCSB and UCSD are piloting a “Degree Plus” program allowing undergraduates to earn UC Extension certificates focused on labor market needs alongside their bachelor’s degrees, often paired with paid internships. The goal is to improve career readiness without significantly extending time to degree.

Online Education: Last year, the IMOD (Instructional Modalities) Task Force developed principles for UC-quality undergraduate degree programs, including those delivered fully online. Provost Newman plans to convene a successor task force next academic year to continue work on defining metrics for online course quality.

State Legislation: UC opposes state Assembly Constitutional Amendment 3, which would mandate down payment assistance loans for a broad range of UC employees. The University believes this would be financially unsustainable and could threaten its constitutional autonomy. The bill has been postponed until 2026. UC supports several legislative initiatives, including Senate Bill 829 (Wiener), which would create a California Institute of Scientific Research, modeled after the National Science Foundation, and Assembly Bill 48 (Alvarez), a proposed 2026 infrastructure bond measure.

UC Salaries: COO Nava reported that President Drake is finalizing a faculty and staff salary increase plan, with an announcement expected in the coming weeks.

Discussion highlights

- A Council member noted that some UC faculty admire Harvard’s public resistance to federal overreach. President Drake responded that Harvard’s situation is different than the University’s as they had a specific letter to respond to. If UC is faced with a similar situation, it will review and respond appropriately, preferring to avoid frozen federal funds, paused clinical trials, and related sanctions. He noted that the University will continue to work toward solutions that protect students, faculty, staff, and patient care.
- Several members raised concerns about issuing interim guidance on faculty discipline while campus bylaws still reflect current policies. They urged coordination with the Senate’s Rules and Jurisdiction committees and cautioned against including elements of the Regents item related to expressive activity and extramural speech in any interim guidance.
- A question was raised about whether the Degree Plus pilot could impact students’ time to degree. Provost Newman clarified that the certificate programs are small (3–4 courses) and designed to be integrated without delaying graduation, particularly if supported by financial aid.

- Members connected the doctoral education report with ongoing discussions about faculty evaluations for merit/promotion advancements, emphasizing the need to plan for long-term changes if funding declines persist.

VI. Proposal to Establish a Systemwide Committee on Climate Change & Sustainability

- **Olivia Graeve, Chair, San Diego Senate Division**
- **Steven Hetts, Chair, San Francisco Senate Division**

Vice Chair Palazoglu introduced a proposal to establish a systemwide Senate Committee on Climate Change and Sustainability, clarifying that Council was being asked to approve its circulation for systemwide Senate review, not to endorse its content. Divisional Chairs Graeve and Hetts emphasized the urgency of climate change, UC's decarbonization goals, and a dedicated faculty voice in shaping policy at the systemwide level. The proposed committee would:

- Provide faculty input on climate change, sustainability, and decarbonization policies.
- Increase awareness and promote shared governance in these areas.
- Support the development of campus-level Senate committees where they do not yet exist.
- Engage with administrative efforts, such as the Global Climate Leadership Council (GCLC).

The proposal builds on the [2022 Senate Memorial on Reducing Fossil Fuel Combustion](#) and successful committees at UCSD and UCSF. Examples of impactful campus-level work include: an undergraduate climate change education requirement, advocacy for hydrogen transportation, and green lab initiatives. The proposed committee can reinforce UC's leadership on climate action, promote systemwide coordination, and embed sustainability into UC's academic mission.

Discussion highlights

- Several Council members questioned the need for a new systemwide committee given the existence of campus-based joint committees, the GCLC, and other efforts. They also expressed concern about Senate service fatigue, and staffing resources required to support another committee. Other members questioned whether the committee's charge to consult on educational programs and research could instead be handled through existing committees and noted that faculty expertise in sustainability is often concentrated with individuals who are frequently overcommitted. Questions were also raised about the committee's potential influence on policy and how it would effectively interface with administrative structures.
- Divisional Chairs Graeve and Hetts responded that committee structure and frequency of meetings would be determined later by the committee itself. They noted that faculty interest in sustainability is high at UCSD and UCSF, where committees attract enthusiastic volunteers. Divisional Chair Graeve acknowledged that campus culture and infrastructure shape how committees function. She attributed UCSD's success in launching sustainability initiatives partly to its earlier experience implementing an undergraduate EDI requirement through Senate-administration collaboration.
- Council members supported sending the proposal out for review, noting that the review process would help determine whether there is sufficient support to move forward.

ACTION: Council approved circulation of the committee proposal for systemwide Senate review in the fall.

VII. Proposed Revisions to Senate Regulation 750

Vice Chair Palazoglu introduced a proposed revision to Senate Regulation 750 to formally recognize the new “Math Fellows” title as an instructional title within Senate regulations. The revision is related to efforts to revise APM 230, which eliminates references to the Mathematics Visiting Assistant Professor title and replaces it with the Math Fellow title. These changes are intended to bring UC into compliance with a recent ruling by the Public Employment Relations Board (PERB). This regulation change is a conforming update intended to align Senate regulations with the revised APM and the legal requirements arising from the PERB decision.

- It was noted that the UC Committee on Rules and Jurisdiction (UCRJ) is reviewing the proposal and is unsure any change is needed, given that SR 750 contains a provision allowing for flexibility in recognizing instructional titles and questioned whether naming a specific title is appropriate.

ACTION: Council members endorsed the proposed revision conditionally, meaning it would be forwarded to the June 12 Assembly unless UCRJ determines it is unnecessary.

VIII. Academic Planning Council Systemwide Academic Calendar Workgroup Draft Report

Council reviewed comments from the systemwide review of the Academic Planning Council’s (APC) [Systemwide Academic Calendar Workgroup Draft Report](#). The report outlines the potential benefits and drawbacks of various academic calendar options and calendar features to help inform consideration of whether UC should return to a common academic calendar.

Senate reviewers strongly opposed pursuing a systemwide academic calendar change, citing budget constraints, impact on faculty workload, and the high cost of transition, estimated at up to \$370 million, as major concerns. Many questioned the lack of compelling evidence to support a semester conversion and called for a comprehensive cost-benefit analysis. While some noted the potential benefits of semesters, such as better alignment with California Community Colleges/ California State University and improved internship access, many defended the flexibility, pacing, and research alignment of the quarter system. Reviewers expressed interest in alternative options like an “alternate quarter calendar” or modest adjustments (e.g., Maymesters), and emphasized the need for campus-level decision-making. Equity and student impact were also concerns. Overall, reviewers concluded that a systemwide mandate was neither appropriate nor feasible.

Discussion highlights

- Council members emphasized that Senate opposition to a common calendar is not merely a matter of timing; the Senate does not support the establishment of a systemwide common calendar now or in the foreseeable future.

ACTION: Council approved forwarding the Senate feedback and a summary letter to the APC workgroup co-chairs.

IX. Revisions to Presidential Policy BFB-BUS-63: Risk Transfer and Insurance Requirements

Council reviewed comments from the systemwide review of proposed revisions to [Presidential](#)

[Policy BFB-BUS-63: Risk Transfer and Insurance Requirements](#), which clarify ambiguous language and update roles and responsibilities around insurance requirements and exception processes.

Senate reviewers supported the intent of the revisions, and the importance of insurance and indemnification in protecting UC from financial and legal risk. Most saw the changes as clarifying existing practices rather than introducing new requirements. However, several raised concerns that the policy could unintentionally burden small, low-risk, or community-based vendors, especially in research settings where faculty engage with local organizations or need to establish small contracts. Reviewers recommended a more flexible, streamlined exemption framework and automatic waivers or exemptions for low-risk activities. Reviewers also called for clearer definitions, consistent implementation guidance, and faculty-friendly tools such as FAQs or decision trees.

ACTION: Council approved forwarding the Senate feedback and a summary letter to Associate Vice President & Chief Risk Officer Confetti.

X. Proposed Presidential Policy on High-Containment Research

Council reviewed comments from the systemwide review of the proposed new [Presidential Policy on High-Containment Research](#). Senate reviewers supported the proposed policy's goal to enhance biosafety, biosecurity, and regulatory compliance across UC's High-Containment Laboratories (HCLs), but raised concerns about administrative and financial burdens, especially for smaller campuses. They recommended implementation flexibility, allowing existing biosafety committees to fulfill oversight roles, and including compliance costs in research grants. Questions were raised about the policy's scope, oversight authority in jointly operated facilities, and applicability to affiliates. Additional suggestions included clarifying roles through an organizational chart, adding guidance on research classification and shared lab spaces, creating an appeal process, and explicitly referencing students, trainees, and alternate oversight personnel.

ACTION: Council approved forwarding the Senate feedback and a summary letter to Associate Vice President & Chief Risk Officer Confetti.

XI. Revisions to Academic Personnel Manual (APM) 500, Recruitment

Council reviewed comments from the systemwide review of [proposed revisions to APM - 500](#). The revisions are intended to bring UC policy into compliance with [California Senate Bill 791](#) and [Assembly Bill 810](#), which require the disclosure of any substantiated findings of misconduct, including sexual harassment, during the academic hiring process.

Senate reviewers expressed general support, recognizing the need to comply with state laws requiring disclosure during the hiring process of any confirmed prior misconduct. However, reviewers emphasized the need to clarify vague terms, the policy's application across academic roles, procedures when job candidates are under investigation or fail to disclose required information, and the timing and purpose of self-disclosure versus release forms. Reviewers also warned of potential misuse of the policy and legal risks if it is applied unevenly or inappropriately. They also emphasized the need for detailed guidance and adequate resources to support implementation, strong protections for due process, confidentiality, and academic freedom, and recommended narrowing the policy's scope to focus on serious misconduct, standardizing evaluation practices, and consulting campus Senates when developing local procedures.

ACTION: Council approved forwarding the Senate feedback and a summary letter to Interim Vice Provost Haynes and Deputy Provost Lee.

XII. Five-Year Multi-Campus Research Unit (MRU) Reviews

- **Susanne Nicholas, University Committee on Research Policy (UCORP) Chair**

UCORP led five-year reviews of the [UC Observatories](#) (UCO) and the [Bioengineering Institute of California](#) (BIC), as specified by the Compendium, with participation by members of the University Committee on Planning and Budget and the Coordinating Committee on Graduate Affairs.

UC Observatories: Chair Nicholas noted that UCO coordinates UC's astronomical research, administers the Lick Observatory, and serves as a managing partner of the Keck Observatory. It supports over 650 astronomers across UC and is vital to UC's leadership in astronomy. The review committee found that UCO is a vital systemwide asset, with major contributions to research, graduate training, and public engagement. It supports cutting-edge instrumentation, fosters innovation and international partnerships, and plays a key role in outreach, helping to bridge science and society. The committee strongly recommended renewing UCO and emphasizes the importance of continued UC financial support. It also recommends that UCO strengthen disaster preparedness, enhance DEI efforts in leadership and staffing, and address funding challenges, particularly those related to UCSC's structural deficit and evolving federal priorities.

Bioengineering Institute of California: Chair Nicholas noted that the BIC promotes cross-campus collaboration among bioengineering faculty and students across UC primarily through its annual UC Systemwide Bioengineering Symposium and other programs. The symposium was previously supported by an annual \$50,000 grant from California Institute for Regenerative Medicine (CIRM), which is now ending. The review committee recognized the BIC's role in promoting cross-campus collaboration and visibility in bioengineering; however, the review also identified serious concerns regarding the BIC's governance, strategic planning, and preparedness to maintain its mission in the face of major financial challenges. The committee recommended renewing the BIC on a two-year probationary basis, with several specific conditions.

ACTION: Council approved forwarding the reports to Vice President for Research and Innovation Maldonado.

XIII. Proposed Revisions to Senate Bylaw 140

- **Katherine Meltzoff, University Committee on Affirmative Action, Diversity, and Equity (UCAADE) Chair**

Council reviewed a UCAADE proposal to amend [Senate Bylaw 140](#), changing the committee's name to the University Committee on Accountability, Anti-Discrimination, Diversity, and Equity, and updating its charge to better reflect the committee's current priorities and responsibilities.

ACTION: It was agreed that UCAADE will consult with UC Legal on the committee's name and return to a future Council meeting with their proposal.

XIV. Reports from Senate Division Chairs

Cybersecurity: Faculty across campuses are concerned about the rollout of new cybersecurity tools. Concerns include data privacy and a lack of transparency and faculty consultation prior to implementation. Multiple campuses have held town halls and passed resolutions.

Federal Policy and Research Funding: Faculty across campuses are anxious about federal policies affecting research, including terminated or delayed federal grants, indirect cost recovery (F&A) caps, visa restrictions affecting international students and postdocs, and the overall climate of uncertainty.

Budget Pressures: Several campuses reported structural deficits, uncertainty around future cuts and enrollment expectations, concerns about transparency in budget decisions and Senate involvement, as well as creative efforts like budget retreats and restructuring committees aimed at addressing long-term sustainability.

Faculty Morale: Several chairs noted ongoing challenges in maintaining faculty morale and trust in shared governance, and a growing sense that faculty voices are not meaningfully incorporated into major decisions, especially in areas affecting academic operations. Some divisions are dealing with unusually high levels of engagement, including petitions, ballots, and special meetings. Several chairs described efforts to educate faculty on Senate procedures and reinforce bylaws and parliamentary rules to manage contentious issues constructively.

Graduate Education: Senate divisions are responding to the Future of Doctoral Education report. Several chairs noted campus discussions, including town halls, to gather faculty input and shape local responses. Concerns were raised about proposals that could disrupt existing graduate support structures, especially in the context of broader budget and enrollment pressures. Chairs emphasized the need for thoughtful, inclusive planning and cautioned against rushed implementation of systemwide reforms.

Meeting adjourned at 4:15 pm

Minutes prepared by Michael LaBriola, Assistant Director

Attest: Ahmet Palazoglu, Academic Council Vice Chair