UNIVERSITY OF CALIFORNIA Academic Senate

University Committee on Faculty Welfare (UCFW)
Meeting Minutes
June 12, 2026

I. Consent Calendar

The committee approved the consent calendar, including:

- The meeting agenda and priorities.
- Draft minutes from the May 8, 2026 meeting.

II. Chair's Announcements

Karen Bales, Chair

- Updates were provided from the Academic Assembly, including discussion of the SAT and BOARS Roadmap to review admission requirements amid concerns focusing on math preparation for incoming first-year students as well as transfer students.
- The committee discussed the forthcoming review of the UCAD+ report, noting that it will not recommend adding Achievement Relative to Opportunity (ARO) principles to the Academic Personnel Manual (APM). UCFW may submit that recommendation as part of its review findings, though. Members noted the importance of balancing flexibility and contextual evaluation with consistent standards across campuses and departments. UCFW's sister committee on diversity and equity (UCODE) has issued their report summarizing ARO implementation at the campuses.

III. Special Charge to Revise HCTF and TFIR Charges

The committee discussed a special charge from Academic Senate Chair Ahmet Palazoglu to review the charges of the Health Care Task Force (HCTF) and the Task Force on Investment and Retirement (TFIR).

Discussion Highlights

- Members reviewed the memorandum summarizing the charge, and the response memo submitted by HCTF Chair Mays.
- The importance of maintaining both subject-matter expertise and institutional memory within both task forces was emphasized.
- Participants noted that task force membership is not intended to reflect campus representation.
- Discussion focused on potential improvements to recruitment and membership pipelines.
- Members considered whether additional attention should be given to issues such as family-friendly policies and the Mortgage Origination Program (MOP).

- Concerns were raised regarding workload implications for junior faculty.
- Suggestions included reserving positions for junior faculty members and strengthening opportunities for leadership development.
- Members observed that UCFW could play a greater role in helping establish task force agendas and annual goals.

Action

- The committee will not suggest any changes to the charges at this time, but it will recommend that reappointments be formalized with UCOC notifications.

IV. UCFW Response to Gold Book Revisions

The committee reviewed a draft response letter regarding proposed revisions to the Universitywide Police Policies and Administrative Procedures ("Gold Book").
Discussion Highlights

- Members were asked to submit any additional comments via email.
- Recent news regarding automated license plate reader data sharing across agencies was noted as relevant context.
- Additional concerns were expressed regarding gaps in the policy documents and the lack of internal cross-references.
- Members discussed strengthening language emphasizing de-escalation and demilitarization principles.
- Concerns were raised regarding the drafting approach that involved Lexipol.

Action

- The draft letter was approved for forwarding to Academic Senate Chair Palazoglu, subject to any final comments received.

V. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Academic Council Chair
Susannah Scott, Academic Council Vice Chair

- Federal technology accessibility compliance deadlines have been extended.
- Updates were provided regarding the UCLA Title VI lawsuit involving allegations of antisemitism.
- Academic Assembly actions included:
    - Election of a new UCOC Vice Chair.
    - Approval of revisions to Bylaw 337.
    - Endorsement of converting the Regents Standing Orders into Bylaws.
    - Consultations with President Milliken and Provost Newman occurred. The former included discussion of the future of the California Master Plan for education which dates to the early 1960s, and the latter included discussion of expanded international partnership opportunities.
    - Discussion of the BOARS Roadmap to evaluate admission requirements, overall, yet also in the context of increasing concerns regarding inadequate math preparation for all students, but especially in STEM fields.
    - State budget outlook updates from State Government Relations (SGR).
- Labor relations updates included:

  - The beginning of AFT negotiations regarding Unit 18 lecturers, which will include discussion of academic freedom and AI-related job security issues.
  - Recent guidance from Provost Newman regarding UAW matters was noted.
- Regents updates included:
  - Announcement of new Board leadership.
  - New gubernatorial appointments with one remaining vacancy.
  - Discussion of the California Master Plan, which is also being considered in the state legislature.
- Additional updates:
  - Review of the UCAD+ report is expected in the fall.
  - Administrative Transformation Initiative activities continue at UCOP.
  - A joint task force on the role of health sciences faculty in shared governance has been charged, with a report due in August.
  - A UC AI Steering Committee has been established.

Discussion

- Members asked about the rationale for reviewing HCTF and TFIR charges. Leadership indicated the review is intended to maximize efficiency and usefulness to UCFW.
- Concerns were raised about transparency in Senate appointments and the operations of Committees on Committees.
- Members discussed future admission assessment approaches, including the relationship between standardized testing, essays, and AI.

VI. Faculty Affairs and Academic Programs (FAAP) / Systemwide Academic Personnel (SWAP)

Monica Varsanyi, Vice Provost, FAAP
Amy K. Lee, Deputy Provost, SWAP
Note: This item was not addressed.

VII. TFIR Recommendation to Increase the Actuarial Rate of Return for the UC Retirement Plan

Jill Hollenbach, TFIR Chair
David Brownstone, TFIR Member
Jim Chalfant, TFIR Member
The committee reviewed TFIR's recommendation to increase the assumed rate of return for the UC Retirement Plan from 6.75% to 7.25%.

- Professor Brownstone presented materials that highlighted 98-year historical trends and calculations that support the proposal.
- Members discussed the political and organizational considerations surrounding the recommendation.
- The importance of communicating the proposal clearly to broad audiences was emphasized.
- Discussion focused on appropriate timing and framing, particularly in preparation for future Regents discussions.

- A request was made to determine whether supporting materials could be shared with campuses.

Action
The committee supported moving the recommendation forward to Academic Senate Chair Palazoglu for consideration by Academic Council.

VIII. Systemwide Review of Proposed Presidential Policy BFB-BUS-43
The committee discussed the review of proposed revisions to Presidential Policy BFB-BUS-43: Purchases of Goods and Services; Supply Chain Management.
Action
The committee agreed to return to the matter at its next meeting and determine whether to submit comments.

IX. Campus Reports
This item was not addressed.

X. New Business
No additional business was raised.

Adjournment: 2:00 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst
Attest: Karen Bales, UCFW Chair