



## UNIVERSITY COMMITTEE ON FACULTY WELFARE

### Minutes of Meeting

December 12, 2025

Attendance: Karen Bales, Chair (UCD); Sasha Sher, Vice Chair (UCSC); Keith Gilles, UCB; Janet Foley, UCD; Ben Lourie, UCI; Raza Ahmadi, UCLA; David Rouff, UCM; Salman Asif, UCR; Julie Bykowski, UCSD; Alon Witztum, UCSF; Jiaying Lui, UCSB Alternate; Yat Li, UCSC; Vickie Mays, HCTF Chair; Joel Dimsdale, CUCEA Chair

#### I. Chair's Announcements

*Karen Bales, UCFW Chair*

- Consent Calendar: Minutes of November 14, 2025 Meeting
  - The minutes were approved as noticed.
- General Updates:
  - The Academic Council will send UCFW's memos regarding Total Remuneration next steps and continuity of care for transgender services to the appropriate administrators. Members asked if the latter would be shared with the Regents, but the Council leadership has not yet made that decision. Members also noted that other providers of transgender care have issued statements indicating that they will limit care to individuals above age 19, which is largely consistent with UC practices.
  - The "Gold Book" revisions are still being processed for systemwide review. See also Item V below. UCD Representative Foley is the Senate representative to the current workgroup, which was not involved in drafting the revisions but only asked to help summarize them for the upcoming systemwide review; intragroup dynamics have been reported as awkward, as well. UCFW members wondered how systemwide feedback will be incorporated into the final policy. Members also noted that campus public safety advisory boards seem to function differently and that the degree of cooperation with the campus chiefs seems to vary. The degree of awareness of the effort and its progress seems limited, despite postings on the UCOP-hosted website.
  - The President's Post-doctoral Fellowship Program (PPFP) hiring incentive has been reinstated, but the full program review is still to come.

- Systemwide Review Item: Proposed Presidential Policy on Education Loan Programs
  - The committee elected not to opine on this item.
- Total Remuneration Update: Senate representatives to the Total Remuneration Advisory Committee continue to advocate for different methodology than that suggested by the contracted Human Resources external consultant group. The Provost's suggestion that both analyses be presented with appropriate caveats has been agreed to by both teams, but access to the full data set remains an issue of discussion. Another point of continuing discussion is to what degree of specificity the data can be presented while retaining anonymity- by campus, by discipline, by various demographic factors, etc. Some of the data or analytic processes may be proprietary, and the political utility of invoking Public Records Act access is unclear. Additional sensitivities include organized labor considerations and growing cost and time for completing the study.

**II. Consultation with the Office of the President –Academic Personnel (SWAP)**

*Amy Lee, Deputy Provost, SWAP*

*Kelly Anders, Executive Director, SWAP*

- Academic Labor Update

Note: Item occurred in executive session, and no notes were taken.

**III. Committee Business**

Note: Item not addressed.

**IV. Consultation with Academic Senate Leadership**

*Ahmet Palazoglu, Academic Council Chair*

*Susannah Scott, Academic Council Vice Chair*

- Ramifications to the federal government's demands to release personally identifiable information (PII) as part of their investigation into allegations of anti-Semitic practices at UC continue to be felt. A recent lawsuit supported UC's decision not to release data whenever possible, but many expect appeals to be filed. UC continues to press for good faith negotiations.
- The PFPF hiring incentive was discussed by the Academic Council, and many process concerns regarding administration of the program were voiced. President Milliken will continue the program, and a comprehensive program review will occur.
- Revisions to the guidelines for APM sections 015 and 016 were endorsed by the University Committee on Privilege and Tenure (UCPT); the Senate committees on Rules and Jurisdiction (UCRJ) and academic freedom (UCAF) also supported the revised submissions. Clarifications to the establishment of systemwide pool of P&T-experienced faculty to provide timely assistance when necessary, as

well as clarifications to the timelines involved highlight the successful outcomes of shared governance in this area. Systemwide Academic Personnel will review the new revisions prior to their resubmission to the Academic Council, the Academic Assembly, and then the Regents.

- The Regents supported the proposed UC 2026-27 budget presented by the Chief Financial Officer, including renewal of the Tuition Stability Plan, which will be re-anchored to the higher education CPI, not just the California CPI, and maintain a 5% cap plus an additional 1% for administrative costs. The proposed budget also requests full restoration of funding deferred by the state in order to fulfill the budget compact agreed to by the state and the University.
- California State Senator Weiner has proposed a bond measure to create a California-based science foundation to provide funds for critical research being cut by the federal government. UC's office of State Governmental Relations is preparing an advocacy plan, which is expected to be led by the campuses. The final language of the measure is still being negotiated, and more sponsors are being sought. It is hoped that the measure will support not just research areas and methodologies but also researchers themselves, as well. Current language includes a seat for UC on an administrative council that would make determinations as to what research could be supported by the effort.
- Academic labor negotiations continue. Settled contracts with UPTe and CNA are expected to be announced soon, while discussions with UAW continue.
- The search for a new Vice President for systemwide Human Resources continues. The search committee, which includes Council Chair Palazoglu, has sent a short list to the EVP and COO Nava for consideration.
- The joint Senate-administration workgroup focusing on adaptations to disruptions has five subgroups, mirroring the Senate's original committee is being launched. Chair Bales is on the workgroup focusing on academic advancement. Other subgroups include research funding alternatives, graduate education, and the structure and administration of undergraduate programs. There is a website members can visit for more information.
- Chair Palazoglu will meet with COO Nava and Provost Newman, the executive sponsors of the Total Remuneration Study, in the upcoming weeks to confirm expectations and timelines.

#### **V. Consultation with the Office of the President – Systemwide Community Safety**

*Jody Stiger, Systemwide Director*

- Revisions to the University Police Policy and Administrative Procedures (aka the "Gold Book")  
Director Stiger noted that the bulk of the policies have not been updated since circa 2010, although a few policies were reviewed during COVID, such as the Vehicles, Uniforms, and Equipment and the Use of Force sections. Subject matter experts, UC Legal, and some unions participated in the pre-review of changes suggested by industry leader Lexipol, and the Council of Chiefs also participated in the policy review committee which determined that the proposed

revisions met the standards for the campuses and the Office of the President. Those proposed revisions were then shared with UC Legal and relevant unions, such as [FUPOA](#) and AFSCME (which negotiates on behalf of UCPD dispatchers). Following reconciliation of those reviews, the workgroup that includes Professor Foley was convened; they will meet again next Friday, and their product will be sent to UCOP's executive sponsors for review prior to dissemination for systemwide review. To date, the review process and calendar has been shared with campus Vice Chancellors for Administration and posted on the relevant systemwide website.

Members noted that not every constituent group follows the same review protocols, so feedback on the revisions may not have been received from all interested parties. As such, the incorporation of detailed feedback from the upcoming systemwide review will be important and closely monitored. Other members concurred that the current policies are outdated and would benefit from feedback from the wider community, not just industry insiders. Members suggested that the packet to be circulated for full systemwide review might be received more favorably if proposed changes were annotated to indicate whether they are legal requirements, contractual requirements per labor agreements, industry best practices, and the like, since respondents could then better tailor their feedback.

Specific considerations for the security needs of the medical centers should also be allowed.

Feedback generated from the systemwide review will be reviewed and incorporated by Director Stiger's office, which will provide responses either way.

After Director Stiger left, the committee continued their discussion. Members noted that while several chapter drafts have been posted on the systemwide website, not all of the links there were functional. Others noted that while the drafts represented improvements in many ways, several legacy issues seem not to have been addressed. Overall communications on the project could have been shared more widely and more pro-actively, and representation on the drafting and review groups might have benefited from being offered more broadly; for example, campus public safety advisory boards were not directly involved. The opportunity to leverage faculty expertise more transparently and explicitly might have also bolstered the effort. Careful review of the policy within the typical 90 day structure may prove challenging given the import and widespread interest in the topic.

## **VI. New Business and Further Discussion**

None.

Adjournment 2:10 pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Karen Bales, UCFW Chair