



UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

Minutes of Meeting

Friday, April 4, 2025

I. Approval of the Agenda and Minutes

Action Taken: *The agenda and minutes were approved as noticed 12-0-0.*

II. Chair's Report

Irene Tucker, Chair

Chair Tucker explained that the Regents have raised the question of faculty expression and the process of adjudicating misconduct. A pre-existing Senate/administrative workgroup has transitioned solely to addressing the Regents' concerns about the processes of P&T. She said that much of the warrant from the Regents has to do with the belief that the P&T process takes too long. Part of the reason that case can be made is because the campus records regarding how long things take are scant. The workgroup has discussed setting up formal structure for the collection of this information, however that would be very expensive.

III. Roundtable: Reports from the Divisions

Members reported on P&T related issues taking place on their campuses.

IV. Consultation with the Systemwide Title IX Office and the Systemwide Office of Civil Rights

Nicoli Richardson, Systemwide Title IX Director

Catherine Spear, Executive Director, Office of Civil Rights

Executive Director Spear introduced Director Richardson, who is in her third week of her job. Director Richardson told the group about her background leading to this role at UCOP. Members asked for an update on Title IX. Director Richardson said that her office is watching things very closely and that the University still has its policies in place and frameworks for resolution. She stated that her office is aware of the concerns for transgender individuals and that she will be issuing information as soon as it is available. Members discussed the role of Proposition 209 with regard to changes coming from Washington, DC. Executive Director Spear noted that that one goal of her office is to provide campuses with workshops, consultations, tools, and resources to ensure that UC is fully compliant across the system. However it also wants the University to be a place where everyone feels safe and has a sense of belonging. She stated that the Executive Orders are not law, they are directives. Potentially state law is more protective.

The Director was asked about the pressure from the Regents to shorten investigations and hearings. She responded that she has been reviewing the different frameworks and data to identify bottlenecks. Executive Director Spear added that she and Deputy Provost Lee and Executive Director Anders have been working closely and collaboratively to look at SVSH processes. Purchasing tracking software would be very expensive.

V. Consultation with the Academic Senate Leadership

Steven W. Cheung, Academic Senate Chair

Ahmet Palazoglu, Academic Senate Vice Chair

Academic Senate Chair Cheung reported that Professor Susannah Scott (UCSB) was nominated for vice chair elect for the systemwide Senate. The Chair reiterated the importance of confidentiality, particularly related to materials discussed in executive session. He is working to repair relationships with the President and the Provost which were severely damaged by a breach of confidentiality by a member of Council to the press.

At the March Regents' meeting and the President announced a hiring freeze and said that the University's values have not changed. At the same meeting, the Regents directed President Drake - who directed Provost Newman - to eliminate the use of diversity statements in hiring. However, the APM still allows for recognition of DEI efforts. In the March closed session, Vice President Rubin proposed the vision for the UCR clinical enterprise. Many Regents recognized the need, but were concerned about financial sustainability. The Senate is standing up a new task force, UCAD, which is designed to respond to disruptions arising out of Washington, DC. Vice Chair Palazoglu added that the task force consists of several members of Council and will invite members of the administration to consult on specific items. The group will be meeting weekly and plans to put together a website for information and updates.

There was a special meeting of Assembly to address a petition from Davis to move the effective date of salary adjustments for administrators at the Dean level and above to October first, the same date as it is for the regular faculty. After spirited discussion the motion was voted on, and was defeated. There was also discussion about the common calendar and members were asked to look at the study and provide feedback through the online portal. UCSF memorials for extending Senate membership to clinical faculty failed in all nine divisions.

The Senate Chair finished his remarks by updating the committee on the ongoing senior leadership searches. The new president should be announced at the May Regents' meeting. The Provost made an offer in advance of the hiring freeze for the candidate for vice provost job. The Santa Barbara and Riverside chancellors should be hired before the President retires in June. He added that the total remuneration workgroup is moving forward, but is unlikely to meet its target of completion by fall; it probably be completed closer to winter.

Members had questions for the Senate leadership.

VI. Consultation with the Attorney Advisor to UCPT

Mark Morodomi, UC Legal

Attorney Advisor Morodomi informed the group that someone has been hired to replace Joshua Meltzer, who has accepted another position within UC Legal. During the transition, he and Mr. Meltzer will continue to assist with P&T matters.

Members had questions for the Attorney Advisor.

VII. Consultation with Systemwide Academic Personnel and Programs and Faculty Affairs and Academic Programs

Amy K. Lee, Deputy Provost, Academic Personnel

Douglas Haynes, Interim Provost, Faculty Affairs and Academic Programs

Interim Provost Haynes provided an update on the work of the joint workgroup to review APM 015-016 and the administration of discipline and expressive activities. The workgroup recommended the development of systemwide guidelines to provide calibrated disciplinary response to policy violations. In addition, the workgroup recommended the development of a case tracking system at each campus for faculty code of conduct cases to provide data in what type of discipline is being imposed, for what types of conduct, how long cases are taking, and where bottlenecks to timely case resolution may lie. The workgroup report was submitted to the President by the Provost, and it became an item for the Regents at their January meeting. The presentation yielded a letter from Board Chair Reilly to the President and Senate Chair asking that they undertake a comprehensive review of the policies and procedures governing the faculty disciplinary process. The item would be submitted to the Regents in April and would be up for discussion in May.

Deputy Provost Lee discussed information the campuses might now need to collect to better track P&T cases since a software tracking system is prohibitively expensive.

VIII. Cross-Campus Grievances and Jurisdiction

Chair Tucker remarked that this question is not entirely distinct from the warrant of the workgroup that has been working on the Regent's questions. One of the topics they have discussed is the liability of P&T hearing committees drawn entirely from the campus where the behavior and the person were affiliated. The presumption of the Regents is that faculty are not able to govern their own campuses and are biased. They were advocating for UCPT (or some version of it) to do all of the cases. It was not clear how that would connect to efficiencies in turnaround time. The Regents did not seem to understand that UCPT deals with policy and the local P&T committees handle hearings. The workgroup has suggested a compromise that would allow a non-campus representative on a P&T committee (if warranted). This may be an advantage in the case of cross-campus grievances, though that was not the intent of the workgroup. Members discussed the topic.

The Chair also raised the issue of what "counts" as campus space. If an event is held on private property, but is funded by the University, is it governed by the rules of academic freedom, or is it understood to be private space? She added that this leads to the more

general questions about access to campus space and the concept of an involuntary audience.

IX. The Role of UCPT, Faculty Governance, Faculty Self-Regulation, and Disciplinary Policy Relative to Actions from Washington, DC

Members discussed matters of concern related to P&T issues.

X. Systemwide Information and Items Under Review

- A. Senate Chair Cheung's Remarks to the Board of Regents
- B. Proposed revisions to Senate Bylaw 170 (University Committee on Educational Policy) and Rescission of Senate Bylaw 192 (University Committee on Preparatory Education)
- C. Proposed revisions to Presidential Policy BFB-BUS-63 (Risk Transfer and Insurance Requirements)
- D. Community Input on Academic Planning Council's Systemwide Academic Calendar Workgroup Draft Report
- E. Systemwide Review of Proposed New Presidential Policy on High-Containment Research
- F. Proposed Revisions to Academic Personnel Manual (APM) Section 500, Recruitment

XI. New Business

A member raised a question about faculty investigations being given to the Employee Relations Board (ERL). Members had questions and there was discussion.

XII. Executive Session

No minutes are taken during Executive Session.

The committee adjourned at 2:44 p.m.