



UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

Minutes of Meeting

Friday, May 23, 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 reported on the recent meeting of the joint workgroup on faculty discipline. The Regents believe that discipline related to faculty misconduct around expression was moving too slowly. The workgroup report was submitted to the Regents last week; unfortunately, the audio portion of the live video of the Regents' meeting stopped working during the presentation and discussion. The Regents have agreed to a 30-day review of the resolution proposed by the workgroup; the Senate is going to push for a 90-day review. The Chair explained that the primary solution posed by the workgroup was the creation of a systemwide P&T committee to hear cases when it is found too difficult to assemble a hearing committee at the campus where the grievance is filed. While the group also felt that a computer tracking system for P&T cases would be very valuable, it is prohibitively expensive.

III. Consultation with the Academic Senate Leadership

Steven W. Cheung, Academic Senate Chair

Ahmet Palazoglu, Academic Senate Vice Chair

The Senate Chair reported that the University has a new president, JB Milliken, who will start the role on August 1. The Chair remarked that this had been a very secretive search, and there was a lot of anxiety about the candidates. Council will meet with Mr. Milliken after he starts. The transition plan is for him to come to the committee orientation in the fall. Relatedly, the AAVP position has been filled, and the successful candidate will be starting in June. Professor Susannah Scott (UCSB) has been confirmed as incoming vice chair for the Senate. She was instrumental in creating the Report on the Future of Graduate Education. The Academic Council statement on the defense of the University was amended to include welfare of international students and scholars.

Council featured a discussion about the University's budget challenges. Chair Cheung said that the state legislature is quite sympathetic to UC. The University was slated for an eight percent cut, which has been reduced to three percent. There was also a restoration of some

funding, the result of which was, essentially, a flat budget for UC for 2025-26. Council also took up the matter of clinicians and their access to shared governance. Chair Cheung created a proposal for a special committee on clinicians. Council had proposed the sunset of UCOPE based on the diminishing role that UCOPE has experienced over the past few years. However, Council members wanted to reinvigorate UCOPE to address core skills in English and math. UCOPE, BOARS, and UCEP will be considering options. The total remuneration study is moving forward and there are ongoing conversations.

The May Regents' meeting focused, in part, on faculty discipline. The Regents have been very hands-on with regard to expressive activities and charged UCOP and the Senate with looking at the entire P&T timeline, from preliminary investigation to discipline by the chancellor. A workgroup has been studying the issue and has adopted the timelines for SVSH, with the understanding that there are extensions for good cause. If the Regents approve then the sanctioning guidelines, the proposal will come to the Senate for an expedited 30-day review. Separately, the Regents have agreed to move the full funding date of UCRP out by two years.

Chair Cheung reported that UC had about 159 cancellations of graduate and undergraduate international students. Of these, 157 were restored. He shared that the President has put money into a fund to secure a top immigration law firm to handle cases that are not resolved. UCEP and CCGA analyzed relevant regulations, and there is nothing that would prohibit students who are not able to return to the US from completing their degree requirements remotely.

Members had questions for the Senate leadership.

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 was not able to attend due to illness.

Director Richardson stated that she had started to review the SVSH policy, particularly in regard to the clinical situation. Her prior role is in this area of expertise, so she will be leading the charge on clinical practice group. She believes there will be some substantive revisions to the SVSH policy. She said that some items can be clarified and that she will be working on making the framework material more concise with the help of a workgroup. Her office has also been working with the registrars, IT, and care teams on campuses regarding student trainings.

Members had questions and there was discussion.

V. Roundtable: Reports from the Divisions

Members reported on P&T matters from their divisions.

VI. Information and New Business

A. P&T Activity Surveys from 2023-24

Fredye Harms, UCPT Analyst

Analyst Harms asked if there were any questions related to the campus P&T Activity Surveys that had been distributed with the agenda. There were none.

B. New Business

There was no new business.

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

Kelly Anders, Executive Director and Deputy, Academic Personnel

Douglas Haynes, Interim Provost, Faculty Affairs and Academic Programs

Interim Provost Haynes reviewed the outcomes of the joint workgroup on faculty discipline. He noted that the report to the Regents consisted of three broad areas: procedural process, consistency in administration of discipline, and raising awareness/ increasing accountability. Much of his discussion recapitulated what had already been mentioned by the UCPT Chair and the Senate Chair. He noted that the Regents were largely in agreement with the report, and the Provost is working with them on next steps.

Executive Director Anders discussed the APM sections that are out for review.

Interim Provost Haynes provided an introductory overview of his successor Monica Varsanyi from CUNY. She is very experienced in academic personnel and is a well-published social scientist. Her start date will be in mid-June to help ensure a smooth transition.

Members had questions about the new faculty discipline guidelines, and there was discussion.

VIII. Information Security Software and Implications for Faculty

- Letter to President Drake re Information Security Investment Plans
- FAQ (UCSC): Endpoint Detection Response (EDR) Software

Chair Tucker informed the group that she had invited the chair of UCACC to talk about this item, but he was not able to join. She observed that the new software is a matter of concern for many faculty groups, and that it puts workspace and computers into a realm of surveillance that faculty have not encountered before. Minute-taking was stopped so that members could have a candid and open discussion about the implications of the software.

IX. Consultation with the Attorney Advisor to UCPT

Carly Munson, UC Legal

Josh Meltzer, UC Legal

A. The Role of P&T and Actions from Washington, DC

Former UCPT Attorney Advisor Meltzer introduced Carly Munson, who will be the Attorney Advisor to UCPT going forward, since Mr. Meltzer has accepted a new role with UC Legal.

Both Mr. Meltzer and Ms. Munson discussed the possible impacts of federal actions on the P&T process.

B. University Space vs. Private Space with Regard to Events

Mr. Meltzer said there was no update regarding this from the last meeting.

C. Serial Grievants

Members discussed instances of serial grievants at their campuses and their approaches to them. Attorney Advisor Munson discussed training around this issue and language for the campuses to use.

Mr. Melzer discussed implementation of the new guidelines presented to the Regents regarding faculty discipline.

D. Open Questions and Discussion

Members had questions for the Attorney Advisor and Mr. Meltzer.

X. Outcomes of the Joint Administrative/Senate Workgroup on P&T and Regental Response

- Regents Item A3

This topic was already sufficiently discussed.

XI. Systemwide Information and Items Under Review

- A. Senate Chair Cheung's Remarks to the Board of Regents
- B. Proposed Revisions to APM 360 (Appointment and Promotion, Librarian Series)

XII. Executive Session

No minutes are taken during Executive Session.

The committee adjourned at 2:11 p.m.

