

UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

Minutes of Meeting

Friday, May 24, 2024

I. **Approval of the Agenda and Minutes**

Action Taken: The agenda and minutes were approved as noticed 7-0-0.

II. **Chair's Report**

Irene Tucker, Chair

Chair Tucker mentioned that the item that had been under consideration since the last meeting was the letter she assembled about messages on department websites. She noted that the input she had received from committee members was not unified, so her letter offered a range of the positions that had been articulated. In her letter, she also voiced concern about whether or not minority positions are being recognized.

The committee discussed the letter and the Regents' continued deferral on enacting a policy. Mention was made of Senate influence in getting the proposed language to a more reasonable position. That said, members felt that the administration many times does not give heed to faculty concerns, despite routine solicitation for feedback from the Senate.

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

Isabel Dees, Title IX Deputy Director

Catherine Spear, Executive Director, Office of Civil Rights

Deputy Director Dees introduced Catherine Spear, the new Executive Director of the systemwide Office of Civil Rights. The Deputy Director then shared her screen and a [slide deck](#) regarding the new Title IX regulations and related legally required policies. Deputy Director Dees said that UC needs to be in compliance with the new rules and regulations by reviving existing policies and frameworks and re-issuing them as "interim" by August 1, 2024. Her office will focus its initial revisions to the SVSH Policy and Frameworks and the Anti-Discrimination Policy. It will then identify other implicated policies in later revisions. The Deputy Director went over highlights of the new Title IX regulations. She emphasized that actions that occur will still have to adhere to the 2020 regulations.

The Deputy Director then answered related questions from members.

IV. **Proposed Revisions to APM 016, Faculty Conduct and the Administration of Discipline**

Members discussed the version under review as compared to the original document put forward by UCPT last year. Overall, the committee felt that the document was in need of

additional revision. The Chair agreed to draft a letter to the Senate Chair outlining UCPT's concerns and will circulate it for review before submitting it.

V. P&T Issues Between Campuses

The committee discussed a lacuna that exists regarding P&T issues that can arise between campuses. At this time, there is no policy or practice to help guide such a situation. It is unclear if UCPT should handle such issues, but it was agreed that some guidance should be developed to handle the eventuality of such situations. It was put forward by some members that perhaps a sub-committee of UCPT should be convened to handle this type of matter. It was decided that Attorney Advisor Meltzer would consult with the Title IX Office for its input and advice. This matter will be undertaken by the committee in 2024-25.

VI. Consultation with the Attorney Advisor to UCPT

Joshua Meltzer, UC Legal

Mr. Meltzer provided legal updates and answered questions from members.

VII. Official Events Conducted on Private Property

Members discussed this topic in light of an event that a campus dean held on private property. Attorney Advisor Meltzer advised that the topic could be discussed generally, but that specifics should be avoided. Committee members shared their thoughts at length, and Mr. Meltzer indicated that he could follow up with more information if there is continued interest.

VIII. Consultation with Academic Personnel and Programs

Douglas Haynes, Vice Provost for APP
Kelly Anders, Director, Academic Personnel

Vice Provost Haynes announced that he would be retiring on July 1. He discussed the recent revisions to APM 210 and APM 016.

Members had some questions for the Vice Provost, and there was discussion.

IX. Campus Roundtable: Reports from the Divisions

Members reported on P&T issues at their campuses.

X. Consultation with the Academic Senate Leadership

James Steintrager, Academic Senate Chair
Steven Cheung, Academic Senate Vice Chair

Senate Chair Steintrager reported that the Regents' meeting was held at UC Merced for the first time, and that the campus seems to be developing nicely. The meeting featured the selection of the Board Chair (Janet Reilly) and Vice Chair (Maria Anguiano) for next year. The Chair noted that both of these individuals seem to be willing to engage with

the Senate. He then went on to discuss the issue of student protests/encampments and the various ways in which each campus is approaching them.

Chair Tucker raised the question about the Regents' proposed policy on public and discretionary statements. Chair Steintrager noted that the conversation had been postponed yet again, partly due to the election of the Board leadership. He said that the item will probably be brought forward at the July meeting, but that the Regents seem to have lost some of their momentum behind the topic. The Senate Chair discussed the evolution and status of the proposed policy at length.

Senate Vice Chair Cheung discussed the new dormitory plans for UCSB and how they were a vast improvement over the original proposed plans. Separately, he shared that the University's investment portfolio has done well, despite the dire state of the California budget. Along those lines, he said that the President is committed to moving forward with the 4.2 percent increase to salaries for the next academic year. The Vice Chair closed with the news that the search for a new Vice Provost is scheduled to take place in the fall and that the position will likely be split into two roles, one focused on labor issues and one centered on academic affairs.

Members had questions for the Senate leadership, and there was considerable discussion.

XI. New Business

Members continued their questions and discussion from earlier in the meeting, particularly related to the proposed changes to APM 016. There was also conversation related to the campus protests/encampments and possible strikes and their outcome for faculty who might engage in the protests.

XII. Executive Session

Minutes are not taken during Executive Session.

The committee adjourned at 2:48 p.m.