



UNIVERSITY OF CALIFORNIA Academic Senate

University Committee on Privilege and Tenure 2024-25 Annual Report

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

Under Senate Bylaw 195 and consistent with [Bylaw 40](#), the University Committee on Privilege and Tenure shall: (Am 23 May 01; Am 28 May 2003)

1. Advise the President, the Academic Senate and its Divisions, and the Divisional Privilege and Tenure Committees on general policies involving academic privileges and tenure [see [Bylaw 334](#)]. (Am 25 May 76; EC 28 May 2003)
2. Constitute special Hearing Committees as provided for in Bylaw 336.A. (EC 28 May 2003)
3. Maintain statistical records of the grievance, disciplinary, and early termination cases taking place on each of the campuses, as specified in [Bylaw 334.B](#). (EC 28 May 2003)

Overview

The University Committee on Privilege and Tenure (UCPT) met three times during the 2024–25 academic year to review and discuss systemwide matters relating to faculty rights and disciplinary processes. Discussions focused heavily on responses to Regental inquiries regarding the faculty disciplinary process, as well as ongoing work around systemwide consistency and efficiency in the handling of faculty misconduct and grievance cases.

Faculty Discipline, Expression, and Governance

A central focus throughout the year was the increasing attention from the Regents regarding faculty misconduct related to expression, particularly in politically sensitive contexts. The UCPT Chair sat on a joint Senate/administrative workgroup which was originally assigned to review APM 015 and APM 016. While the group did come to a conclusion regarding APM 015, work on the 016 portion was postponed due to a request from the Regents to address their concerns regarding the handling of campus P&T issues. The group worked diligently on this request and met very often during 2024-25, including meetings with campus P&T staff and experts. As a result of this work, the group created a proposal for the Regents which calls for the formation of a standing, systemwide network P&T committee. This committee would be comprised of members from campus P&T committees that would serve as a pool available to hear cases if an individual campus P&T hearing panel cannot be appointed within 14 days of the administration filing disciplinary charges. This proposal will undergo systemwide review in the fall of 2025; the Provost has issued interim guidance in the meantime.

UCPT collectively felt that a central criticism of existing P&T procedures raised by the Regents - that campus-level P&T committees moved so slowly in response to faculty

grievances and charges of misconduct that complainants were effectively discouraged from filing charges - was not supported by the facts on the ground. Unfortunately, neither individual campus P&T committees nor UCPT has a structured system to track P&T data. Given the absence of such a database, neither UCPT committee members nor representatives on the working group were able to offer record-based evidence in support of the committee's argument that campus P&T procedures are handled expeditiously and that the most common cause of delay does not lie with the Senate. When members suggested that a detailed archive of the length of time it takes to convene campus P&T hearing committees and conduct the hearings themselves be created, they were told that the costs of creating such an archive was prohibitively expensive, upwards of \$700,000. UCPT feels that a more concerted effort needs to be made to identify a clear, effective data-collection and monitoring process that is not as expensive as was estimated. Insofar as it offers transparency and accountability, the establishment of such an archive is in the best interest of faculty governance and discipline going forward.

One of the original charges of the workgroup, the examination of APM 016 in light of simultaneous merit and disciplinary actions for a faculty member, will be taken up in 2025-26.

Title IX and Civil Rights Oversight

UCPT held consultations with the Systemwide Title IX Office and the Office of Civil Rights. Title IX Director Nicoli Richardson and Executive Director Catherine Spear addressed shifting federal guidance, clinical-specific SVSH concerns, and pending updates to UC's SVSH framework. Title IX policy implementation was temporarily paused at eight UC campuses due to litigation enjoining enforcement of new federal regulations. Committee members expressed concern about the impact of federal executive actions on UC policies.

UCPT Business

UCPT received multiple updates from Academic Senate Chair Steven Cheung and Vice Chair Ahmet Palazoglu. The Senate Leadership discussed the onboarding of a new President (JB Milliken) and Vice Provost (Monica Varsanyi), with implications for shared governance and UCPT collaboration. The Leadership also informed the group about broader discussions on issues such as the UC budget and funding stability, the role of clinicians in shared governance, and the status of international students, immigration assistance, and remote learning options.

Several procedural concerns were raised and explored:

- Cross-campus grievance jurisdiction: Clarification is needed on whether UCPT or campus-level committees should handle cross-affiliation cases. This need may be addressed by the new systemwide committee envisioned by the Regents.
- University vs. private space: Questions arose about how to classify spaces (e.g., department-funded events held at private homes of faculty serving in administrative functions) regarding academic freedom protections.
- Serial grievants: Discussion included how campuses manage individuals who file repeated or vexatious grievances.

Each meeting included divisional reports, providing insights into local issues and practices across campuses.

The committee continued to support campus-level privilege and tenure committees and maintained attention on protecting due process, academic freedom, and faculty rights. During the course of the year, UCPT held in-depth discussions on many issues related to both campus and systemwide actions and policies. Due to the confidentiality of these discussions, they are not itemized or summarized in this Report.

Consultations with UC Legal and Academic Personnel

UC Legal transitioned its legal advisor to UCPT from Josh Meltzer to Carly Munson, ensuring continuity and legal support during this period of increased scrutiny.

Deputy Provost Amy K. Lee, Interim Provost Douglas Haynes, and Executive Director Kelly Anders from Academic Personnel briefed the committee on a variety of topics.

Acknowledgments

UCPT is grateful to have had valuable input from - and exchange with - these UCOP consultants and guests over the past year: Douglas Haynes, Interim Vice Provost; Amy K. Lee, Deputy Provost; Kelly Anders, Executive Director and Deputy; Joshua Meltzer, Managing Counsel; Carly Munson, Principal Counsel; Nicoli Richardson, Title IX Director, Isabel Dees, Title IX Deputy Director; and Catherine Spear, Executive Director, Civil Rights. Special thanks to Academic Senate Chair Steven Cheung, Vice Chair Ahmet Palazoglu, and Senate Executive Director Monica Lin. Thank you, too, to Fredye Harms for her support of the committee.

Respectfully submitted,

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