



**UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE**

**Minutes of Meeting**

Friday, October 24, 2025

**I. Approval of the Agenda**

**Action Taken: The agenda was approved as noticed 8-0-0.**

**II. Chair's Welcome and Report**

*Susan Amussen, Chair*

Chair Amussen thanked the members for coming. She summarized updates since the Committee's last meeting, including the pending process to review and comment on proposed changes to the APM and Bylaws governing faculty discipline.

**III. APM 015-016 Review and Response**

*Susan Amussen, Chair*

*Michael Robinson-Dorn, Vice Chair*

*Carly Munson, UC Legal*

Chair Amussen reviewed UCPT's charges from the Senate related to the review and revision of APM 015-016 and the related Bylaws. Vice Chair Robinson-Dorn discussed the UCPT charges related to the faculty discipline guidance attachments and the process for review and proposing revisions. Members discussed the proposed changes and the process for providing formal review and feedback to the Senate and Regents. Members will participate in subcommittees to engage in review and feedback activities.

Chair Amussen stated that the Regents have asked for changes to the faculty discipline process. She underscored the importance of working out a clear process, especially for campuses with Charges committees. Members shared their concerns. It was noted that the Regents see only a small handful of cases which involve the removal of tenure, which are "ugly", and often have a long backstory.

**IV. Consultation with the Systemwide Office of Civil Rights**

*Nicoli Richardson, Systemwide Title IX Director*

*Meena Chandra, Systemwide Anti-Discrimination Director*

*Wendy Tobias, Systemwide Disability Rights Director*

*Hannah Noll-Wilensky, OCR Senior Policy Analyst*

Members from the systemwide Office of Civil Rights introduced themselves and briefly discussed their roles within the University.

Members had questions and there was discussion.

**V. Consultation with the Academic Senate Leadership**

*Ahmet Palazoglu, Academic Senate Chair*

*Susannah Scott, Academic Senate Vice Chair*

The Committee met with Academic Senate leadership. Academic Senate Chair Palazoglu introduced the new Senate Vice Chair, Susannah Scott. Members discussed various issues with Senate Chair Palazoglu and Vice Chair Scott.

A primary concern is the demands from the DOJ and suspension of grants from UCLA. Faculty are also concerned about the release of names to the government from Berkeley, and potentially other campuses. The Senate leadership is working to get clear information on what happened there, and actions to better handle such issues in the future. They also described presentations on the budget at the Regents meeting.

Members had questions and there was discussion.

**VI. Consultation with Systemwide Academic Personnel and Faculty Affairs and Academic Programs**

*Amy K. Lee, Deputy Provost, Systemwide Academic Personnel*

*Monica Varsanyi, Vice Provost, Faculty Affairs and Academic Programs*

*Kelly Anders, Executive Director and Deputy, Systemwide Academic Personnel*

Vice Provost Varsanyi introduced herself and explained about the Early Career Award which is intended to support junior faculty on their path to tenure. It is particularly intended for faculty whose research has been disrupted by recent federal actions. Each campus is choosing 10 candidates to send forward to UCOP; there will be 60 awards of \$50K each.

Deputy Provost Lee introduced herself and said that she and Executive Director Anders had worked with the joint faculty/administrative workgroup on faculty discipline and procedures last year. She said that her office has been working with the current Senate/Administration workgroup on data and investigations and reviewing different components of investigations to see if there is a way to streamline investigations and reduce people from being interviewed multiple times.

Members had questions and there was discussion.

**VII. Roundtable: Reports from the Divisions**

Members reported on matters related to P&T from their divisions.

**VIII. Consultation with the Attorney Advisor to UCPT**

*Carly Munson, UC Legal*

The Attorney Advisor provided an update on items relevant to UCPT and answered questions from members.

## **IX. Systemwide Information and Items Under Review**

- Senate Chair Palazoglu's Remarks to the Board of Regents
- *Systemwide Senate Review of UCAD Interim Report*
- *Presidential Interim Policy for the University of California's Use of Online Program Management Companies*
- *Interim Systemwide Guidelines on Faculty Discipline and Revisions to APM – 015 and 016*
- *Systemwide Review of Proposed Presidential Policy on Sustainable Practices*
- *Systemwide Review of Proposed Presidential Policy IMT-1300 Information Technology Accessibility*
- *Systemwide Senate Review of Proposed Revisions to Senate Bylaw 140*
- *Systemwide Review of Proposed Presidential Policy on Responding to Allegations of Research Misconduct*
- *Systemwide Review of Proposed Revisions to the Academic Personnel Manual (APM) Section 036, General University Policy Regarding Academic Appointees/Employment*

## **X. New Business**

There was no New Business.

## **XI. Executive Session**

No minutes are taken during Executive Session.

The committed adjourned at 3:03 p.m.