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Chair of the Assembly and the Academic Council
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University of California
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May 14, 2009

**INTERIM PROVOST LAWRENCE PITTS
UNIVERSITY OF CALIFORNIA**

Re: Compliance with mandatory training programs

Dear Larry:

At its meeting on April 29, the Academic Council discussed your letter of March 31, 2009 regarding proposed administrative measures to encourage compliance with sexual harassment prevention training, as well as with two other planned mandatory training programs. Council unanimously voted to request that removal of supervisory responsibility over RAs, TAs and post-doctoral fellows not be considered an acceptable administrative action in response to a failure to comply with the training. Council members believe this is an inappropriate response both because the sanction is out of proportion to the transgression, and because it is potentially punitive to the graduate students and post-doctoral fellows associated with the faculty member. The Academic Council also unanimously declined to endorse the remaining proposed sanctions.

In an effort to address faculty compliance and disciplinary measures, however, the Academic Council would like to invite Chief Compliance and Audit Officer Sheryl Vacca to its next meeting to discuss the various compliance measures required of faculty in a broader context. Specifically, Council asked that Ms. Vacca provide a list of all required compliance tasks and the authority that established them. After this discussion, Council will consider convening a task force to examine how to manage faculty compliance in an appropriate manner that fully satisfies the need for accountability underlying such requirements.

Please do not hesitate to contact me if you have any questions regarding Council's deliberations.

Sincerely,

A handwritten signature in cursive script that reads "Mary Croughan".

Mary Croughan, Chair
Academic Council

Copy: Linda Fabbri, Chief of Staff Academic Affairs
Sheryl Vacca, Chief Compliance and Audit Officer
David Birnbaum, University Counsel
Academic Council
Martha Winnacker, Senate Director