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Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
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July 13, 2018

**GEORGE KIEFFER, CHAIR
UNIVERSITY OF CALIFORNIA BOARD OF REGENTS**

Re: Academic Senate Implementation of California State Auditor Recommendations on Sexual Harassment Complaints

Dear George:

At its June 27, 2018 meeting, the Academic Council reviewed the California State Auditor (CSA) report on UC's responses to sexual harassment complaints entitled, *The University of California Office of the President: It Must Take Additional Steps to Address Long-Standing Issues with Its Response to Sexual Harassment Complaints*.

Council also reviewed your June 21, 2018 letter asking the Academic Senate to implement by July 2019 the CSA's recommendation that Academic Senate bylaws be further defined to specify timeframes for scheduling a disciplinary hearing before the Senate Privilege and Tenure (P&T) Committee and for issuing a P&T recommendation to the Chancellor.

The Academic Council unanimously supported enacting the CSA recommendations for achieving prompt resolution of sexual harassment complaints and has already asked the University Committee on Privilege and Tenure (UCPT) and the University Committee on Rules and Jurisdiction (UCRJ) to examine the recommendations on Council's behalf. Specifically, Council asked those committees to consider a bylaw change and/or the development of a guidance document for campus P&T committees which would also include a checklist for each step of the P&T hearing process, as well as a simple visual representation of the overall complaint, investigation, and disciplinary process that would be available to all members of the University community.

I fully expect the Academic Senate to take substantive action and meet the July 2019 deadline. Vice Chair May and I will be pleased to provide you and the Regents with periodic updates as you requested. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Shane N. White".

Shane N. White, Chair
Academic Council

Cc: President Napolitano
Academic Council
Senate Director Baxter
Senate Executive Directors



THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

GEORGE DAVID KIEFFER
Chair, Board of Regents

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June 21, 2018

CHAIR SHANE WHITE
VICE CHAIR ROBERT MAY
SYSTEMWIDE ACADEMIC SENATE

Dear Chair White and Vice Chair May:

Today, the California State Auditor (CSA) released its audit report entitled, "*The University of California Office of the President: It Must Take Additional Steps to Address Long-Standing Issues With Its Response to Sexual Harassment Complaints.*" The report documents the CSA's review of the University of California's handling of sexual violence and sexual harassment complaints against faculty and staff by students between 2007 and 2016.

In addition to making several recommendations to the Office of the President, the CSA has made recommendations to the Regents to achieve prompt resolution of sexual harassment complaints against faculty respondents. Specifically, the CSA recommends that the Regents ensure that the Academic Senate further defines its bylaws with written requirements for the committee that specify exact time frames within which a disciplinary hearing before the Privilege and Tenure Committee is scheduled, as well as the time frame by which the hearing committee issues its recommendation to the Chancellor. The CSA recommends that the disciplinary hearing be scheduled to begin within 60 calendar days from the date the Chancellor files charges with the committee unless the committee chair extends this time frame for good cause, which the written requirements should define. It also recommends that the hearing committee issue its recommendation to the Chancellor within 30 calendar days of concluding the hearing, and that the written requirements should define when a hearing is considered concluded.

I ask that the Academic Senate, as soon as possible, begin the process to implement these recommendations by July 2019, and provide periodic updates to the Regents on its progress.

Respectfully,

George Kieffer
Chair, UC Board of Regents

cc: President Janet Napolitano
Provost and Executive Vice President Michael Brown
Executive Vice President and Chief of Staff Rachael Nava
Senior Vice President and Chief Compliance and Audit Officer Alex Bustamante
Systemwide Title IX Officer Suzanne Taylor
Vice Provost for Academic Personnel and Programs Susan Carlson