



Ahmet Palazoglu
Chair, Assembly of the
Academic Senate
Faculty Representative,
UC Board of Regents
Academic Senate

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May 29, 2026

Katherine S. Newman
Provost and Executive Vice President, Academic Affairs

Re: Systemwide Review of the Report of the UC Tribal Lands Workgroup

Dear Provost Newman:

As requested, I distributed for systemwide Academic Senate review the *Report of the UC Tribal Lands Workgroup*. All 10 Senate divisions and two systemwide Senate committees ([UCODE](#) and [UCFW](#)) submitted comments. These were discussed at the Academic Council's May 27, 2026 meeting, and the compiled feedback is attached for your reference.

In general, reviewers expressed support for the goals of the report and viewed it as an important step toward improving UC's relationships with Tribal communities, particularly in light of the University's troubled historical relationship with Tribal lands, ancestral remains, and cultural materials. Reviewers also identified several concerns related to Tribal consultation and participation, governance and implementation, resource needs, research implications, and accountability.

Tribal Consultation and Participation: Many reviewers emphasized the need for more meaningful and explicit Tribal involvement in the development and implementation of the report's recommendations. Several questioned the extent of Tribal consultation during preparation of the report and urged UC to engage more directly with Tribal nations, Indigenous scholars, Native student programs, and existing advisory groups. Reviewers also emphasized the importance of building on existing campus relationships and partnerships rather than creating new structures. In addition, several reviewers recommended establishing formal mechanisms for ongoing Tribal feedback as the "living documents" evolve. Some reviewers further cautioned that the report should be framed carefully in future communications and consultation processes to avoid undermining trust or unintentionally damaging relationships with Tribal communities.

Governance and Accountability: Reviewers expressed concerns about governance, implementation, and oversight. Some found the delegation of

authority framework difficult to follow and requested clearer explanations of campus, systemwide, and Regental responsibilities for approving agreements, overseeing implementation, and revising the guidance documents. Several divisions also noted that the report describes the materials as “living documents” without identifying a clear process for future revisions, constituent group participation, or accountability. Reviewers also recommended a clearer consultative role for the Academic Senate in future implementation and oversight.

Implementation and Resources: Reviewers stressed the need for clearer operational guidance and dedicated resources to support implementation. Several raised concerns about uneven implementation across campuses, the absence of identified funding or staffing support, and the lack of clearly defined systemwide coordination and oversight responsibilities. Several also requested clarifications regarding the role, scope, authority, and funding of proposed campus Tribal liaison positions.

Research: Reviewers highlighted potential implications for research activities and requested clearer guidance regarding field research conducted on Tribal lands, access to research sites and campus research spaces, and procedures for resolving disputes related to land access or stewardship agreements.

Academic Freedom: Several reviewers, including the UCSF Division, focused on academic freedom concerns. While supporting the report’s overall goals, they requested clarification that Tribal engagement and agreement processes would not impose restrictions on independent scholarly inquiry, publication, or creative work beyond those voluntarily established through collaborative agreements or required by law.

Additional Issues: Additional comments addressed the need to protect sensitive Tribal information and data, clarify the purpose and use of parcel mapping tools, and improve the readability of the report’s flowcharts.

Overall, reviewers endorsed the report’s objectives and appreciated the effort to establish systemwide guidance for Tribal engagement. Many also recommended clearer governance structures, the essential need for true, meaningful Tribal participation, stronger implementation and accountability mechanisms, additional operational guidance for researchers and campuses, and protections for academic freedom and independent scholarly inquiry.

Thank you for the opportunity to comment on this report.

Sincerely,



Ahmet Palazoglu
Chair, Academic Council

cc: Academic Council
Chief of Staff Beechem
Senate Division Executive Directors
Senate Executive Director Lin



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

May 18, 2026

AHMET PALAZOGLU
Systemwide Academic Senate/Council Chair

Subject: Berkeley comments – Draft Report of the UC Tribal Lands Workgroup

Dear Chair Palazoglu,

The Berkeley Academic Senate Committees on Diversity, Equity, and Campus Climate (DECC) and Research (COR) reviewed the *Draft Report of the UC Tribal Lands Workgroup* (hereafter, “Workgroup Report”). Their comments were shared at the May 11th Divisional Council (DIVCO) meeting and are attached to this cover letter.

I would like to highlight several points from the COR and DECC comments. DECC, which includes topical experts, highlighted the fact that the Workgroup Report is strongly university-centric and should not be framed as a collaborative document. This feedback is particularly important given the fact that one of the next steps for the Workgroup Report is for it to be shared with Tribal Partners for review, but true collaboration and partnership would happen during the development of a report, and sharing a completed, reviewed, and finalized report for review is unlikely to be received in the same way that a truly co-produced document would be. Additionally, COR noted that the Workgroup Report focuses on institutional guidance and seemed to be lacking in guidance for individual researchers doing research within Tribal Lands.

Together, I think these two committee reports provide important feedback that may need to be addressed in the Workgroup Report.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Stacey'.

Mark Stacey
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Thomas Philip, Vice Chair, Berkeley Division of the Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate
Debora Lee Chen, Chair, Committee on Diversity, Equity, and Campus Climate
Abby Dernburg, Chair, Committee on Research
Linda Corley, Academic Senate Analyst, Committee on Diversity, Equity, and Campus Climate
Patrick Allen, Academic Senate Analyst, Committee on Research



March 24, 2026

PROFESSOR MARK STACEY
Chair, 2025-2026 Berkeley Division of the Academic Senate

Re: DECC's Comments on the Systemwide Review: Draft Report of the UC Tribal Lands Workgroup

Thank you for the opportunity to review the draft report of the UC Tribal Lands Workgroup. While the Diversity, Equity, and Campus Climate (DECC) recognize the operational utility of this 2026 Report as an administrative guidebook, we have significant concerns regarding its framing. As currently written, the document remains a fundamentally University-centric roadmap. To be successful and properly utilized, committee members - particularly those with direct experience in these areas - felt the document should be reframed as an internal operational guideline rather than a representative "report." Furthermore, the document must properly acknowledge the fraught history of the UC's relationship with California Tribes, including those regarding the Berkeley campus.

Strengths of the Report:

1. **Operational Progress:** DECC acknowledges that the draft offers long-overdue administrative solutions for issues that have historically hindered progress.
2. **Decentralization:** The delegation of authority to individual Chancellors on each campus is a vital and welcome shift. This allows each campus to act with more agility, avoiding the "quagmires" seen in past land-use disputes (e.g., the Gill Tract).
3. **Action-Oriented Templates:** The inclusion of templates for Co-stewardship and Reburial Agreements provides a clearer path forward for returning human remains and funerary objects, one of the most sensitive and controversial aspects.
4. **Data Consolidation:** The assembly of land parcel inventories and existing MOUs provides a necessary "birds-eye view" that has been missing from past efforts.

Primary Critiques: Framing and "University-Centric" Bias

Despite these operational strengths, the document suffers from a "colonial approach" in its presentation and origin:

1. **Inadequate Historical Context:** Members found the history section (page 18) shockingly brief. Two lines did not do justice to the complex and often painful

- history of the UC system's relationship with the Ohlone and other Tribes. Without providing a robust history to ground UC affiliates, the document risks repeating past mistakes by failing to build trust.
2. **Lacking Context on Previous Successes:** While there was broad reference to existing MOUs (page 5) and a list of general inventory (page 32), members felt that more detail around existing, successful initiatives would strengthen the document.
 3. **Misalignment of Purpose:** The document is overstated in its current brief, and would benefit from proper framing for its intended audience and use. It is not, and should not be presented as, a document crafted in partnership with Indigenous communities. As far as members could tell, this document was created without consultation at its inception with Tribal engagement.
 4. **Absence of Initial Partnership:** We are concerned that the "next steps" involve taking this to Tribes for review. Genuine "centering" would have involved Indigenous communities as architects of the document from the first step, not as reviewers of a finished University product.
 5. **Process vs. Relationship:** The "Engagement Checklist" reads more as a tool for bureaucratic efficiency rather than relationship building. For example, one member noted that it fails to account for the intergenerational and communal nature of Tribal engagement, where one does not simply invite a single representative, but often an entire cohort or family

Specific Recommendations for Reframing

1. We feel that the report would benefit from structural reframing, e.g., starting with a comprehensive history of the UC's land-grant legacy and the specific harms caused by the delay in returning human remains.
2. We recommend adding a section towards the beginning on "How to Use This Document." It should serve as a tool to ensure staff do not "get jammed up" late in the process by sidestepping internal hurdles, and it should not be mistaken for a guide on how to be "culturally sensitive."
3. The document could better address the complexities of engaging with multiple Tribal groups who may have conflicting views on the same land.

Overall, this document appears to be a helpful internal resource that provides the "plumbing" for future agreements. However, it should not serve as a bridge to the community, and the University must be forthcoming about its purpose as an operational tool.

Sincerely,



Debora Lee Chen

Chair, Committee on Diversity, Equity, and Campus Climate

DLC/lc



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

May 5, 2026

CHAIR MARK STACEY
Academic Senate

Re: Draft Report of the UC Tribal Lands Workgroup

Dear Chair Stacey,

The Committee on Research thanks the UC Tribal Lands Workgroup for the time, effort, and evident care reflected in this report, which provides sound and helpful guidance for UC engagement with Tribal communities regarding land access, co-stewardship, reburial, and related matters.

The report appropriately addresses research, cultural knowledge-sharing, Traditional Ecological Knowledge, confidentiality, and use of land parcel and Indigenous-territory data. We suggest that the final version of the report might include concrete implementation guidance tailored to UC researchers. Specifically, a checklist or addendum could help clarify when investigators, including PIs, graduate students, field researchers, and data scientists, should involve campus Tribal Liaisons, UC Legal, NAGPRA and repatriation experts, IRB or data-governance offices, and Sponsored Projects staff. Such guidance could also address permissions for collection, documentation, publication, data sharing and deposition, secondary use, attribution, and confidentiality of Tribal knowledge or culturally sensitive site information, so that knowledge-sharing arrangements do not inadvertently become extractive.

We also note that effective implementation will require adequate staffing, training, and resources at the campus level, not only guidance documents.

We particularly appreciate the report's recognition that these materials are intended as living documents, to be refined through use and through ongoing review by Tribal partners and relevant UC advisory bodies.

We appreciate the opportunity to provide feedback on this valuable document.

Regards

A handwritten signature in cursive script that reads 'Abby Dernburg'.

Abby F. Dernburg, Chair
Committee on Research

AD/pgs



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May 14, 2026

Ahmet Palazoglu
Chair, Academic Council

RE: Draft Report of the Systemwide UC Tribal Lands Workgroup

Dear Ahmet,

The draft report of the systemwide UC Tribal Lands Workgroup was forwarded to all standing committees of the Davis Division of the Academic Senate. Four committees responded: Diversity, Equity and Inclusion (DEIC), and the Faculty Executive Committees of the College of Biological Sciences (CBS), the College of Letters and Science (L&S), and the School of Medicine (SOM).

Committees express no objection to the draft report. SOM and DEIC express support, with SOM conveying a few appreciative comments. DEIC also offers several recommendations, and these are listed below:

- DEIC notes that it is unclear how units, departments, or UC Locations should respond if inappropriate uses of land, inventory, or other resources occur despite following the Workgroup's recommendations or in situations not discussed in the draft report.
- DEIC wonders whether UC community members broadly will be informed of or have access to the information in the report and suggests that consideration should be given to whether Tribes should have a formal role within UC administrative structures.
- DEIC suggests that, if formed, joint committees with Tribal partners should also include campus representation with a preference for subject-matter experts.
- DEIC recommends consistently using "tribes" or "Tribes" throughout the report and encourages the correction of typos.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Kathryn Niles Russ".

Katheryn Niles Russ, Ph.D.
Chair, Davis Division of the Academic Senate
Professor of Economics
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

May 11, 2026

Katheryn Russ

Chair, Davis Division of the Academic Senate

RE: Request for Consultation –Draft Report of the Systemwide UC Tribal Lands Workgroup

Dear Katheryn,

The Committee on Diversity, Equity, and Inclusion has reviewed the RFC regarding the draft Report of the Systemwide UC Tribal Lands Workgroup the committee overall supports this document however, they have some comments.

Campus representation on joint committees with Tribe representatives, with a preference for subject-matter experts. Additionally, clarification is needed regarding how to proceed in situations where there is inappropriate use of land, inventory, or other resources that may not fall under existing provisions (e.g., insurance coverage or the language outlined in Section 19).

Given that University of California campuses are located on Tribal lands, consideration should be given to whether Tribes ought to have a formal role within UC administrative structures.

There is also inconsistency in the document's use of "tribes" versus "Tribes." It appears that "Tribes" is the intended terminology, and this should be standardized throughout for consistency and to align with the document's overall positioning.

On page 6, the document states:

"After providing opportunities for these bodies to review and provide feedback, these materials will be distributed broadly to UC campus leadership teams as well as UC staff members in roles directly involved with, or adjacent to, these areas of work."

It would be helpful to clarify how UC teams that are not included in the identified groups will be informed of, or have access to, this information.

Typo on page 19, "reIIIains"



Francisco Javier Aruaga

Chair, Committee on Diversity, Equity and Inclusion

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

Draft Report of the Systemwide UC Tribal Lands Workgroup

FEC: School of Medicine Committee Response

May 11, 2026

FEC reviewed this report and shared it with the faculty who run the Community Health Scholars, Tribal Health PRIME (THP) program. One of the THP faculty shared the following:

Thank you for ensuring that this draft report came to THP faculty for review. I really appreciate that UC is formalizing guidelines and protocol for this work.

I do not have any constructive feedback to share in the form of suggestions or edits. Instead, I will say that this report will be very helpful moving forward and is exactly the kind of guidance that could have been helpful for UCD SOM as it began planning and developing Tribal Health PRIME. I am hopeful that moving forward, it will strengthen our accountability to and partnership with tribes in our region.

With that optimistic view comes an acknowledgment that we can do better in this area than we have done previously, and that our work in outreach and engagement with local (and more regionally distant) tribes is far from complete.

May 12, 2026

Ahmet Palazoglu
Chair, Academic Council

Re: Draft Report of the UC Tribal Lands Workgroup

At its meeting on May 5, 2026, the Irvine Division Cabinet discussed the draft report of the UC Tribal Lands Workgroup. The Council on Equity and Inclusion (CEI) also reviewed the report. The council's feedback is attached for your review.

Some Cabinet members observed the workgroup's membership did not include the level of faculty representation from the campuses they would like to see, noting the depth of expertise among Irvine's faculty alone.

Cabinet members appreciated the workgroup's efforts nonetheless, and the Irvine Division appreciates the opportunity to comment.

Sincerely,



Jane Stoever, Chair
Academic Senate, Irvine Division

Cc: Lisa Grant Ludwig, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director

April 23, 2026

Jane Stoever, Chair
Academic Senate, Irvine Division

Re: Review of the Draft Report of the UC Tribal Lands Workgroup

The Council on Equity and Inclusion (CEI) reviewed the Draft Report of the UC Tribal Lands Workgroup, at its meeting on April 6, 2026.

Members praised the interactive map and flowcharts as very informative, but raised the following questions:

1. Are state recognized Native American tribes included in the interactive map?
2. Who exactly will be maintaining the interactive map going forward?
3. What UC resources are being committed to support other endeavors going forward?

The council appreciates the opportunity to comment.

If you have any questions, please do not hesitate to reach out to me.

Sincerely,



Kristina Uban, Chair
Council on Equity and Inclusion

Cc: Lisa Grant Ludwig, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director
Casey Lough, Assistant Director & CEI Analyst



November 24, 2025

Darnell Hunt, Executive Vice Chancellor and Provost, UCLA (EVCP)

Re: UC Tribal Lands Workgroup Draft Report

Dear EVCP Hunt,

At the November 20, 2025, meeting of the Executive Board (EB), members reviewed the UC Tribal Lands Workgroup Draft Report and the attached divisional committee/council feedback. Members agreed to forward the attached letters, highlighting the following points from the memorandum from the Committee on Academic Freedom.

1. The draft report did not provide guidance for situations where agreement was not achieved during the consultation process. Would the UC recommend that faculty pursue a project if agreement is not achieved? Would Tribal leaders be able to veto a research project if agreement is not achieved? The report mentions the possibility that dispute resolution is a potential avenue. What would that look like?
2. When considering how to balance the need for clear guidance and processes with encouraging the formation of new partnerships with Tribal communities, a concern is that the additional administrative burden could have the unintended effect of dissuading research that triggers involvement of the proposed procedures. It will be helpful to clarify the consultation process to aid faculty who are preparing research projects that will involve collaboration and consultation with recognized and non-recognized Tribes.
3. Clarify how shared governance will be implemented in these new procedures.

An EB member observed that in the Outreach and Engagement section (page 10), the wording of the bullet point “Invitations to all Tribes that have a cultural or geographical interest” seemed very broad, particularly since UCLA is on unceded tribal land. What would this process look like and who would it include?

Thank you for the opportunity to provide feedback on this draft report.

Sincerely,



Megan McEvoy
Chair, UCLA Academic Senate

Encl.

Cc: Kathy Bawn, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Carole Goldberg, Jonathan D. Varat Distinguished Professor of Law Emerita
Tim Groeling, Vice Chair/Chair Elect, UCLA Academic Senate
Emily Rose, Assistant Provost and Chief of Staff to the EVCP

November 14, 2025

To: Megan McEvoy, Chair
UCLA Academic Senate

Re: UC Tribal Lands Workgroup Draft Report

Dear Chair McEvoy,

The Committee on Academic Freedom (CAF) discussed the UC Tribal Lands Workgroup Draft Report at its meeting on October 24, 2025. Members appreciated the aims of the draft report and recognized the need for UC to develop clear tools, guidance and processes to ensure that UC campuses and faculty collaborate with Tribal communities on land use, access, and stewardship issues. Members shared the following comments for the Executive Board’s consideration.

The draft report defines consultation with Tribal communities as the “meaningful and timely process of seeking, discussing, and considering carefully the views of others, in a manner that is cognizant of all parties’ cultural values and, where feasible, achieving agreement” (p. 8). Members noted that the draft report did not provide guidance for situations where agreement was not achieved during the consultation process. Would the UC recommend that faculty pursue a project if agreement is not achieved? Would Tribal leaders be able to veto a research project if agreement is not achieved? The report mentions the possibility that dispute resolution is a potential avenue.

Members observed that it is important for UC to continue partnering with Tribal leaders on research endeavors that will benefit Tribal communities. Given that outreach, engagement, and consultation with Tribal communities will entail additional administrative burden for UC faculty, members suggested that the Workgroup consider how to balance the need for clear guidance and processes while also encouraging the formation of new partnerships with Tribal communities. A concern is that the additional administrative burden could have the unintended effect of dissuading research that triggers involvement of the procedures outlined in the proposal. Further, members observed that faculty will need our campus to clarify the consultation process to aid faculty who are preparing research projects that will involve collaboration and consultation with recognized and non-recognized Tribes.

Members also expressed concern that the report places authority with administrators – e.g., in drafting memoranda of understanding and other agreements, appointing tribal liaisons, and approval or disapproval of agreements— not faculty or Senate bodies. Given this language in the report, we suggest that the workgroup clarify how shared governance will be implemented in these new procedures.

The committee appreciates the opportunity to comment on this matter. If you have any questions, please contact me at haselton@ucla.edu or via the Committee's analyst, Tara Hottman at thottman@senate.ucla.edu.

Sincerely,

Martie Haselton, Chair
Committee on Academic Freedom

cc: April de Stefano, Executive Director, Academic Senate
Tara Hottman, Senior Policy Analyst, Academic Senate
Kathy Bawn, Immediate Past Chair, Academic Senate
Tim Groeling, Vice Chair/Chair-Elect, Academic Senate
Committee on Academic Freedom Members



OFFICE OF THE ACADEMIC SENATE

Kevin Mitchell, Chair of the Academic Senate

senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED

5200 North Lake Road

Merced, California 95343

May 19, 2026

To: Ahmet Palazoglu, Chair, Academic Council

From: Kevin Mitchell, Chair, UC Merced Divisional Council (DivCo)

Re: [Draft Report of the UC Tribal Lands Workgroup](#)

The draft Report of the UC Tribal Lands Workgroup was distributed to the Merced Division Senate Committees and the School Executive Committees for review. The Committee for Equity, Diversity and Inclusion (EDI) offered comments, which are appended on page 3.

On May 8, 2026, the Divisional Council (DivCo) reviewed and discussed the report and associated feedback submitted by EDI.

DivCo expressed general support for the report's goals and recognized the value of developing clearer processes, tools, and best practices to guide campus engagement with tribal communities. At the same time, several areas were identified where additional clarification and procedural guidance would strengthen the recommendations and support more effective implementation across campuses.

EDI specifically requested additional background on the legal and policy framework underlying the recommendations, suggesting that references, footnotes, or links to relevant laws and policies would provide useful context and improve clarity for campuses responsible for implementation.

A central theme in discussions concerned consultation and tribal participation in both the development and future refinement of the recommendations. EDI noted that the report did not clearly indicate the extent to which tribal entities or representatives were consulted during the drafting process, nor whether tribal communities had opportunities to provide input on consultation best practices. While acknowledging that direct participation from every tribal entity may not be feasible, the committee emphasized the importance of transparency regarding who was consulted and how consultation occurred, particularly given the historical context and the need to cultivate trust-based relationships with tribal communities.

Relatedly, EDI highlighted the report's characterization of the recommendations as a "living document" and recommended establishing a formal mechanism through which tribal entities could provide ongoing feedback on consultation practices and processes. Members noted that a structured feedback and assessment process would support continuous improvement and help

ensure that consultation practices remain responsive, collaborative, and effective over time. They emphasized that such mechanisms should focus broadly on consultation procedures rather than solely on the outcomes of individual agreements or negotiations.

Questions were also raised regarding the recommendation that campuses designate a staff-level tribal relations or engagement coordinator. EDI observed that the report did not clearly define the position's scope, authority, or institutional placement, making implementation expectations difficult to interpret. Members questioned whether the role was intended as a dedicated position, an additional responsibility assigned to existing personnel, or a higher-level administrative appointment. Absent greater clarity or additional resources, there are some concerns that campuses could face either an unfunded staffing expectation or the reassignment of substantial responsibilities to individuals with existing administrative obligations.

Accordingly, we recommended that the final report provide greater clarity regarding the intended role, scope, responsibilities, and institutional expectations associated with the proposed coordinator role. While recognizing the importance of preserving campus flexibility, additional guidance would better position campuses to implement the recommendations in a meaningful, sustainable, and consistent manner.

We thank you for the opportunity to review this report.

Cc: DivCo Members
School Executive Committee Chairs
UCM Senate Office
UCOP Senate Office



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

UNIVERSITY OF CALIFORNIA, MERCED

April 10, 2026

To: Kevin Mitchell, Chair, Divisional Council (DivCo)

From: Sean Malloy, Chair, Committee for Equity, Diversity and Inclusion (EDI)

Re: [Draft Report of the UC Tribal Lands Workgroup](#)

The Committee for Equity, Diversity and Inclusion (EDI) reviewed the Draft Report of the UC Tribal Lands Workgroup and offers the following comments.

EDI is grateful for the effort of the UC Tribal Lands Workgroup in developing this important report and appreciates the opportunity to offer feedback and ask questions. The report provides thorough and thoughtful guidance on engaging with Native Nations. EDI supports the report and looks forward to its dissemination and use. We hope that the following questions and suggestions may be helpful in finalizing the report.

Purpose of Report (page 6 of the report)

The report highlights the importance of the report and materials as being living documents to be refined as they are reviewed and utilized. EDI wonders if there will be an established process to obtain feedback from the Tribes to ensure that the practices are satisfactory and so that improvements can be made as necessary. Furthermore, it is unclear if there has already been any consultation with Tribes on the development of the practices outlined in the report. If there has, EDI recommends that this be detailed in the report.

Purpose and Background (page 8 of the report)

This section refers to required consultation with Native Nations by “Federal NAGPRA (25 U.S.C. §§ 3001 and 43 C.F.R. § 10.2), California NAGPRA (CalNAGPRA) (Cal. Health & Safety Code § 8012), the University of California Policy on Native American Cultural Affiliation and Repatriation, and the California Environmental Quality Act (CEQA)”. EDI wonders whether it would be possible to summarize/highlight the scope of these laws and policies to ensure full understanding of the separate scope of the report’s Tribal Outreach and Engagement Guidance which specifically covers “purposes related to stewardship of, access to, ceremonial use of, and reburial on UC lands”.

Tribal Liaison or Other Designated Staff (page 9 of the report)

Assuming that this important appointment receives appropriate compensation, EDI wonders how the position will be funded to ensure continuity.

We thank you for the opportunity to review and comment.

November 14, 2025

Megan McEvoy, Chair
Academic Senate

Re: UC Tribal Lands Workgroup Draft Report

Dear Chair McEvoy,

At its meeting on October 27, 2025, the Council on Planning and Budget (CPB) reviewed and discussed The UC Tribal Lands Workgroup draft report. Members expressed their gratitude and support for the engagement with tribal constituencies and endorsed the workgroup's efforts.

If you have any questions for us, please do not hesitate to contact me at desjardins@ucla.edu or via the Council's analyst, Elizabeth Feller, at efeller@senate.ucla.edu.

Best regards,

Richard Desjardins, Chair
Council on Planning and Budget

cc: Tim Groeling, Vice Chair/Chair-Elect, Academic Senate
Kathleen Bawn, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Elizabeth Feller, Associate Director, Academic Senate
Members of the Council on Planning and Budget

To: Megan McEvoy, Chair, Academic Senate, UCLA
Fr: Erin Debenport, Chair, College Faculty Executive Committee
Date: November 13, 2025
Re: **Response to the Report of the UC Tribal Lands Workgroup**

The College Faculty Executive Committee at UCLA appreciates the opportunity to comment on the Report of the UC Tribal Lands Workgroup. After a review of the workgroup report the committee found it to be a thorough and thoughtful presentation of the necessary considerations and recommendations, specifically noting the value of the systemwide inventory and guidance documents.

As always, our membership appreciates the consultative process and welcomes the opportunity to participate in the discussion of important matters like this. You are welcome to contact us with questions.

College Faculty Executive Committee



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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May 19, 2026

Ahmet Palazoglu, Chair, Academic Council
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Oakland, CA 94607-5200

RE: Draft Report of the UC Tribal Lands Workgroup

Dear Ahmet,

I write to provide UC Riverside’s comments on the Draft Report of the UC Tribal Lands Workgroup. On May 11, 2026, the Riverside Academic Senate Executive Council discussed the subject draft report along with the comments submitted by local committees. Members discussed the importance of the University putting in place dedicated resources, as well, as a well-qualified steward.

I have attached thoughtful and critical comments from local committees for your reference and have included a very general summary of those comments below. I strongly encourage the review of the letters for full information:

The School of Medicine Faculty Executive Committee agrees with the draft report's objective to create a map overlaying the UC Riverside parcel with known tribal holdings.

The Committee on Planning and Budget (CPB) focused on financial clarity, underscoring the importance of including language in tribal land use agreements that specifies which party is responsible for specific associated costs.

The Committee on Physical Resources Planning (PRP) appreciated the report as a necessary step toward standardizing interactions between the UC and sovereign indigenous nations. The PRP noted the importance of protocol and accountability in maintaining tools like interactive digital maps and adhering to checklists and standards of interactions, though they observed that the report lacks demonstrated long-term provision.

To ensure necessary compliance and effective long-term implementation, the PRP recommended developing a detailed plan. This plan should focus on creating systematic processes, determining best practices for engagements, addressing potential discrepancies across campuses, and identifying and allocating required resources. The committee also suggested considering either

establishing a dedicated office at the UC or delegating officers across the system to maintain these documents and oversee these critical processes.

The College of Natural and Agricultural Sciences faculty executive committee (CNAS)

viewed the report as a good initial step in providing general guidelines on the campus's responsibilities for co-stewardship with Tribal partners over research lands. However, the committee called for more UCR-specific guidance on the policies, procedures, and steps researchers need to navigate these processes. While recognizing the existence of a Tribal engagement officer and a reserves manager, the CNAS committee requested greater facilitation at the campus level and broader dissemination of information to researchers. They also commented that they would like to see UCR establish deeper and more meaningful relationships with Tribal partners moving forward.

The College of Humanities, Arts, and Social Sciences faculty executive committee (CHASS)

generally welcomed the proposals to establish better relationships with California Native peoples but identified a major shortcoming: the report does not seem to engage with specific and contextual Native nations. CHASS argued this engagement must be addressed immediately rather than being deferred to a future liaison stage, urging the workgroup to provide guidance by listing or naming the many different tribes and nations that would be impacted by the new relations.

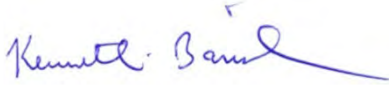
CHASS also requested clarification on several details, including whether the proposed parcel maps are intended to be informative or if they are meant to substitute or dialogue with specific tribal definitions of ancestral lands. The committee encouraged clarification on how the campus tribal liaison will be appointed, to whom they will report, and how the position will be funded, stating that the proposal currently suggests appointment by campus administration without further detail. Finally, CHASS advised the preparers to acknowledge existing campus units already engaging in this work, such as UCR's Native Student Programs and the California Center for Native Nations, to ensure the report goes beyond general system-wide recommendations.

The Committee on Diversity, Equity, and Inclusion (CODEI) saw the report as a long-overdue effort to address the UC system's harmful relationship with California Indian peoples, tribes, and lands, which it traces back to the "land grab" conditions created by the Morrill Act of 1862. While the CODEI acknowledged the report's attempt to standardize practices and provide concrete tools, it ultimately characterized the framework as "grossly hierarchical". The CODEI criticized the report for presenting as an internally developed, top-down operational framework rather than a set of tools co-developed with Tribal partners from the outset. To remedy this, the CODEI recommended that Tribal partners must be given clear and direct opportunities to review the core proposals in advance of other stakeholders. Beyond this minimum step, the CODEI suggested forming a new work group that explicitly involves Indigenous staff, faculty, and students to integrate tribal systems and strengthen the materials' credibility.

Independent of these recommendations, the CODEI detailed eight areas vital for further clarification to establish a collaborative framework: stating clearly when, how, and which Tribal partners will engage in providing feedback on the core frameworks; outlining a proactive and sustained outreach infrastructure that extends beyond project-specific interactions; balancing the framework's alignment with internal UC compliance with co-developed governance approaches; clarifying or completing process completeness criteria within flowcharts; articulating systemwide expectations for confidentiality and data governance; establishing clearer

expectations for baseline financial and logistical support to ensure equitable practices across campuses; and outlining mechanisms for monitoring adoption, consistency, and systemwide accountability. The CODEI also suggested engaging more deeply with Indigenous-centered best practices, such as those found in literature by authors with expertise.

Sincerely yours,




Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office



April 23, 2026

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Rachel Wu, Chair 
CHASS Executive Committee

RE: Report Review: Draft Report of the UC Tribal Lands Workgroup

The CHASS Faculty Executive Committee discussed the draft report of the UC Tribal Lands Workgroup and has some feedback for the preparers. In general, the committee welcomes the work of this group and the proposals therein to establish better relationships with the California Native peoples on whose lands current UC infrastructure stands. However, our discussion led to certain shortcomings of the report that can be easily addressed moving forward. In general, while recognizing that the UC is a large organization with multiple campuses and spaces across the State, the report does not seem to engage with specific and contextual Native nations; this must be addressed at this stage in some way or another and not relegated to a next stage with a liaison. As it stands, the report does not list or name the many different tribes and nations that would be impacted by these new relations; at minimum we encourage this workgroup to provide that guidance for the University as a whole.

The Committee also requests clarification and specification on the parcel maps; as it is written now, it is unclear if these parcel maps are informative or if they are meant to substitute or dialogue with specific tribal definitions of ancestral lands.

The Committee also encourages clarification on how the campus tribal liaison will be appointed and to whom will they report? How will this position be funded? Currently, it seems this report proposes that campus administration appoint this liaison but does not detail more. This is another instance where more and concrete collaboration with specific nations is encouraged.

Finally, the Committee discussed how this report seems at this stage to be a series of general recommendations for the system but does not take into account existing and historically present units and departments already engaging with this work. Namely, at UCR we have the Native Student Programs and the California Center for Native Nations, both of which work with


different populations revolving around Native, Indigenous and Tribal realities. We encourage the preparers to look at each campus and what kind of work and relations they have been establishing already.



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

April 27, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Esra Kurum, Chair 
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] (Report Review) Draft
Report of the UC Tribal Lands Workgroup

This report represents a long-overdue effort to address the UC system’s harmful relationship to California Indian peoples, tribes, lands and ancestors/human remains since its inception. Though it makes some attempt to standardize previously fragmented practices across campuses, notes historical context, and provides concrete tools such as checklists, agreement elements, and process flowcharts as “living documents” while signaling openness to refinement, it ultimately represents a grossly hierarchical framework that exacerbates historically uneven relationships between the UC system and tribes whose lands we have occupied since the passing of the Morrill Act of 1862 when a “land grab” created the conditions under which the UCs were founded.

The report reads primarily as an internally developed top-down operational framework that is now being opened for feedback, rather than as a set of tools co-developed with Tribal partners from the outset. While theoretically understandable given the UC workgroup’s structure, it is indefensible considering the topic of the workgroup and the history surrounding the UC, Indigenous nations, and the issue of Tribal lands. The report notes that it is being circulated for input from advisory groups and stakeholders; however, it is clear there has been little to no involvement from existing avenues capable of providing Indigenous voices including Indigenous studies scholars; community leaders; tribal representatives; liaisons; or entities, including former and current Elders/Tribal Scholars-in-Residence, Native American Student Program staff and students, Chancellor’s Native American Advisory Councils (CNNAC), community members who have already weighed in on UC’s illegal and harmful collection, storage, and treatment of human/ancestral remains. Explicitly ensuring Tribal partners are provided with clear and direct opportunities to review and provide feedback on the core proposals in advance of other stakeholders is the minimum necessary to approach an appropriate framework for the management of shared resources. Beyond this, the committee recommends putting together a new work group that explicitly involves indigenous staff, faculty, and students at the ground level ensuring meaningful developments that integrate tribal systems, ways of being, and ways of doing to strengthen the credibility, relevance, and effectiveness of these materials.

Independent of these recommendations, the following are several areas where further clarification and development that are vital to starting the process of the work group over in ways that reflect collaboration, knowledge and resource sharing, and frank, open dialogue:

1. **Tribal partner involvement.** At this stage, the report needs to state with clarity on when, how, and which Tribal partners will be engaged in providing feedback on the core frameworks, including the process flowcharts, authority and its delegation, and agreement structures. While input through advisory bodies is valuable, it is important to ensure this workgroup does not infringe upon the work already being done by existing Indigenous entities in this realm. Clarifying the role of this workgroup and its outcomes within the larger landscape of tribal partners and organizations is necessary to strengthen the alignment of these tools with Tribal priorities and perspectives. To not do so at the outset of such a discussion that has real cultural, philosophical, environmental, and spiritual stakes is unethical and does not address harm reduction.
2. **Outreach.** reactive vs. sustained relationship infrastructure. While the outreach guidance emphasizes respectful, repeated, and flexible engagement, much of the framework appears tied to specific projects or agreements. The report could be strengthened by outlining a more proactive and sustained outreach infrastructure, including baseline communication practices, ongoing relationship maintenance, and institutional accountability that extends beyond project-specific interactions from the work group's inception through its completion.
3. **Balancing internal compliance with co-working structures.** The report incorporates required administrative and legal considerations from the UC (but not Tribal) perspective; however, the framework often presents as more aligned with internal compliance and approval processes within the UC systems than with co-developed governance approaches. Additional emphasis on how Tribal perspectives will inform these structures would help better align the operational design with the report's stated relational principles.
4. **Flowcharts and process completeness.** Some components of the process framework within the flowcharts remain under development (e.g., criteria yet to be determined). Clarifying or completing these elements prior to implementation is necessary to improve consistency and reduce ambiguity across campuses.
5. **Confidentiality and data governance.** While the report appropriately recognizes the sensitivity of Tribal information and relevant legal constraints, it could be strengthened by more clearly articulating systemwide expectations and safeguards for confidentiality, documentation practices, and data governance, particularly in light of public records requirements and the historical violation of California Indian data, confidentiality, and principles of consent by settler colonial entities such as the UC system.
6. **Funding and capacity.** The report encourages campuses to provide financial and logistical support for Tribal engagement where possible; however, the largely discretionary framing may lead to uneven implementation across campuses. A clearer list of expectations regarding baseline support would help promote more consistent and equitable practices, particularly as they pertain to the uneven ways funding is allocated across the system.
7. **Implementation and accountability.** The report would benefit from additional clarity regarding implementation and accountability. Specifically, it would be helpful to outline how adoption of these practices will be monitored, how consistency across campuses will

be ensured, and whether systemwide tracking or evaluation mechanisms will be established.

8. **Further reading:** We humbly and respectfully suggest that the work group members consider engaging more deeply with Indigenous-centered best practices for universities and academics, including Robin Wall Kimmerer (Potawatomi), *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants*; Memorial University, Civic Lab for Environmental Action Research (CLEAR Lab); Michigan State University and the Native American Institute, *Reciprocal Research: A Guidebook to Centering Community in Partnership with Indigenous Nations*; the California Housing and Community Development's *Tribal Nations Engagement Handbook*; or any other text that outlines frameworks for good relations.



April 23, 2026

TO: Kenneth N. Barish, Chair, Academic Senate, UCR Division

FROM: Harry Tom, Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] Report Review: Draft Report of the UC Tribal Lands Workgroup

Prof. Barish,

The CNAS Faculty Executive Committee reviewed the draft report of the UC Tribal Lands Workgroup at the April 14th meeting and has comments to provide.

The committee feels that this report is a good first step in the direction of providing general guidelines to the campus outlining our responsibilities of co-stewardship with Tribal partners of the land that research is being conducted on, but there is a call for more guidance, specific to UCR, on the policies and procedures researchers need to be aware of and steps to navigate through these processes.

The committee recognizes that there is a Tribal engagement officer on campus, as well as a reserves manager that manages access and research happening at the UC Reserves, but would like to see more facilitation through this process at the campus level and dissemination of information on a broader scale to researchers.

There were also comments from the committee that they would like to see UCR establish deeper and more meaningful relationships between the university and Tribal partners moving forward.

Sincerely,

A handwritten signature in black ink that reads 'Harry Tom'.

Harry Tom, Ph.D
Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences



Academic Senate

PHYSICAL RESOURCES PLANNING

April 28, 2026

To: Kenneth Barish, Chair
Academic Senate

From: Brian Siana, Physical Resources Planning Committee Chair

A handwritten signature in blue ink, appearing to read "B. Siana", written over a light blue grid background.

Re: [Systemwide Review] (Report Review) Draft Report of the UC Tribal Lands Workgroup

The Physical Resources Planning Committee (PRP) has reviewed the *Draft Report of the UC Tribal Lands Workgroup*.

PRP appreciates this long-awaited step toward standardizing interactions between the UC and the sovereign indigenous nations on whose land the University now resides. As informed by past histories, this report seems reasonable, though contains aspects where long term provision has not been demonstrated. In the implementation of the tools and procedures of this report, the Committee notes the importance of protocol and accountability in the maintenance of aspects like the Interactive digital maps and adherence to the checklist and standards of interactions as required.

To achieve the necessary compliance for the commitments set out in this report, PRP recommends a detailed plan to create systematic processes, determine best practices for engagements, address potential discrepancies across campuses, and to identify and allocate required resources. Furthermore, the committee recommends consideration of a dedicated office at the UC or delegation of officers across the system to maintain these documents and oversee these processes.



PLANNING AND BUDGET

April 23, 2026

To: Kenneth Barish, Chair
Riverside Division

From: David Oglesby, Chair
Committee on Planning and Budget

A handwritten signature in black ink that reads "David D. Oglesby".

Re: [Systemwide Review] Report Review: *Draft Report of the UC Tribal Lands Workgroup*

At our meeting on March 31, the Committee on Planning and Budget (CPB) reviewed the *Draft Report of the UC Tribal Lands Workgroup*. CPB agrees with and underscores the significance of the language pertaining to the cost and financial responsibilities of tribal land use agreements: "Specify which party is responsible for specific costs associated with the agreement."



April 23, 2026

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

FROM: Adam Godzik, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine


SUBJECT: **[Systemwide Review] Report Review: Draft Report of the UC Tribal Lands Workgroup**

Dear Ken,

The SOM Faculty Executive Committee has reviewed the *[Systemwide Review] Report Review: Draft Report of the UC Tribal Lands Workgroup*.

The committee agrees with the draft report which aims to create a map overlaying UC Riverside parcel with known tribal holdings.

Yours sincerely,

DocuSigned by:
 Adam Godzik/24/2026 | 11:10 AM PDT
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Adam Godzik, Ph.D.
Chair, Faculty Executive Committee School of Medicine



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

May 18, 2026

Professor Ahmet Palazoglu
Chair, Academic Senate
University of California
VIA EMAIL

Re: Divisional Review of the Draft Report of the UC Tribal Lands Workgroup

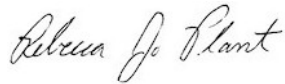
Dear Chair Palazoglu,

The draft report of the UC Tribal Lands Workgroup was distributed to San Diego Divisional Senate standing committees and discussed at the May 11, 2026 Divisional Senate Council meeting. Senate Council endorsed the contents of the draft report and hopes to see reviewers' feedback incorporated into the final report. Reviewers highlighted the following comments for consideration.

- The preamble of the report should explain what prompted the UC Tribal Lands Workgroup, what is substantively new versus a restatement of existing practice, and how this document relates to specific university policies and legal requirements. The preamble should also clarify the extent or nature of Tribal consultation in the report's preparation.
- The report helpfully identifies authority and contact points, as well as protocols regarding formal agreements concerning land stewardship and access and for NAGPRA/CalNAGPRA repatriation and reburial, but it should also explicitly acknowledge the importance of other kinds of formal and informal connections, partnerships, and agreements between UC campuses and Native communities. These can serve to catalyze the relationships and trust that the Tribal Lands Workgroup recommendations hope to encourage and facilitate.
- The governance structure is confusing as presented. Sections emphasizing Chancellor-level authority and broad delegated powers appear before the full governance flowchart (p. 31), which shows substantial system-level and Regental involvement. This creates a misleading picture. The tension between what the Chancellor can act on independently versus what requires higher authority should be resolved early in the report. Relatedly, the report emphasizes verifying that Tribal representatives are authorized to speak on behalf of their Tribe; it is likewise important for University representatives to be explicit about the scope of their own authority to speak or act on behalf of the University.
- It was noted that the Academic Senate does not appear at any point in the decision trees or governance flowcharts, and no advisory or consultative role is defined.
- The report describes the materials as living documents but provides no process for how updates will be proposed, who is responsible for revisions, or how stakeholders (including the Academic Senate) will be involved. A defined process for making changes to the documents should be established.

The responses from the Divisional Committee on Diversity and Equity, Committee on Campus and Community Environment, and Committee on Faculty Welfare are attached.

Sincerely,



Rebecca Jo Plant
Chair
San Diego Divisional Academic Senate

Attachment

cc: Akos Rona-Tas, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate

May 4, 2026

REBECCA PLANT
Academic Senate, San Diego Division

SUBJECT: UC Tribal Lands Workgroup Report

At its April 10th, 2026 meeting, the Committee on Diversity and Equity reviewed the UC Tribal Lands Workgroup Report. The Committee believes the report is an important step in the right direction and appreciates how the Report establishes authority, guides protocol, and lays out processes for formal connections between UC campuses and Native communities whose land was taken to found the University of California campuses.

The Committee offers the following additional comments and recommendations in response to the Report:

- The Committee notes that the document provides guidelines to support the intent of the University of California to enter into agreements with descendent Native communities and hopes it can be amended to additionally document a record of genuine agreements for cooperation, partnership, and co-stewardship.
- Also, the Committee would like to emphasize that, while this document provides authority and contact points, and protocols regarding formal agreements concerning land stewardship and access and for NAGPRA/CalNAGPRA repatriation and reburial, it should explicitly acknowledge the importance of other kinds of formal and informal connections, partnerships, and agreements between UC campuses and Native communities that can serve to catalyze the relationships and trust that the Tribal Lands Workgroup recommendations hope to encourage and facilitate.
- The Committee believes that it will be important for UCoDE at the systemwide level, and campus equivalent committees, to be involved in this work.
 - Also, the Committee notes that content specialists and tribal members of the UC Community should be included on any committees formed to advise on and manage these issues.

Sincerely,

Ross Frank, Chair
Committee on Diversity & Equity

cc: M. Cedeno
L. Hullings
A. Rona-Tas

April 24, 2026

PROFESSOR REBECCA JO PLANT, Chair
Academic Senate, San Diego Division

SUBJECT: Review of the Draft Report of the UC Tribal Lands Workgroup

Dear Chair Plant,

At its April 15, 2026 meeting, the Committee on Campus and Community Environment (CCCE) reviewed the draft report of the UC Tribal Lands Workgroup and appreciated the substantial effort that has gone into its preparation. This is an important and complex issue for the University, and the report represents a significant attempt to provide guidance, tools, and structure for engagement with Tribal partners. The Committee had no objections to the report's recommendations but raises the following considerations for improvement:

1. Scaffolding, Scope, and Context

The report lacks sufficient framing of its purpose, scope, and relationship to existing law and policy. The preamble should explain what prompted the workgroup, what is substantively new versus a restatement of existing practice, and how this document relates to specific university policies and legal requirements. It is also unclear what types of projects trigger the outreach tools, whether the framework applies retroactively, and how it relates to other university procedures (e.g., for capital projects). In addition, guidance is needed about when the suggested practices are applicable; e.g., it matters substantively whether land acknowledgments are used consistently rather than only when Tribal representatives are present.

2. Delegation of Authority and Governance

The governance structure is confusing as presented. Sections emphasizing Chancellor-level authority and broad delegated powers appear before the full governance flowchart (p. 31), which shows substantial system-level and Regents involvement – creating a misleading picture. The tension between what the Chancellor can act on independently versus what requires higher authority should be resolved early in the report. Relatedly, the report emphasizes verifying that Tribal representatives are authorized to speak on behalf of their Tribe; it is likewise important for University representatives to be explicit about the scope of their own authority to speak or act on behalf of the University. It may also be beneficial for the report to acknowledge potential power imbalances inherent in negotiations between University representatives and sovereign Tribal nations.

3. Tribal Consultation and Participation

The report provides detailed guidance on outreach and engagement; however, it is unclear whether the process used to develop the report itself reflects those same principles. Specifically, the document does not clearly state the extent or nature of Tribal consultation in its preparation, as opposed to the mere participation of University members with related expertise. The Committee recommends a transparent description of Tribal involvement in developing the report, and clarification of how Tribal perspectives were incorporated. Furthermore, the instruction to engage all Tribes with cultural interest is very broad and would benefit from further clarification regarding how campuses are expected to identify appropriate participants.

4. Role of the Academic Senate

The Academic Senate does not appear at any point in the decision trees or governance flowcharts, and no advisory or consultative role is defined. The roles section (p. 10) should note that the Senate is apprised of relevant decisions, and Senate committees should be considered for ongoing review and oversight.

5. Living Document – Update Process

The report describes these materials as living documents but provides no process for how updates will be proposed, who is responsible for revisions, or how stakeholders (including the Academic Senate) will be involved. A defined update process should be established.

6. Additional Observations

- The ordering of examples under 'Notes on Communication Methods' (p. 11) leads with the assumption that Tribal offices lack broadband access, which may come across as condescending. The list should be reordered so that the digital recordkeeping example appears first.
- There may be a tension between tracking outreach for accountability and Tribal data privacy preferences (pp.11–12); this should be addressed directly.
- While the list of subcommittees (pp. 36–37) shows involvement of Native American Graves Protection and Repatriation Act (NAGPRA) representatives from several UC campuses, it is unclear whether similar representatives from all campuses provided feedback.
- Readability: Flowcharts are difficult to read due to small font size and low color contrast (white on green).
- Proofreading: Spelling and punctuation errors appear throughout, including pages 9, 14, 15, and 19. If this report undergoes further revision, CCCE recommends addressing these errors.

In summary, the document would benefit from clearer framing and identification of what is new; a more coherent explanation of governance and delegation; clarification of consultation practices and Tribal participation in the report's development; defined roles for the Academic Senate; and a structured approach to maintaining the document over time. We hope these comments are helpful as the report is refined.

Sincerely,

Simeon Nichter,
Chair
Committee on Campus and Community Environment

cc: Akos Rona-Tas, Senate Vice Chair
Lori Hullings, Senate Executive Director
Merelyn Cedeño, Senate Executive Assistant
Kaixuan Ni, Vice Chair, Committee on Campus Community and Environment

April 29, 2026

PROFESSOR REBECCA JO PLANT, Chair
Academic Senate, San Diego Division

SUBJECT: Review of the Draft Report of the UC Tribal Lands Workgroup

Dear Chair Plant,

At its April 15 meeting, the Committee on Faculty Welfare (CFW) reviewed the draft report of the UC Tribal Lands Workgroup. CFW had no objections to the report's recommendations.

The Committee offered the following comments for consideration:

- CFW had concerns over land dispute mitigation for land parcel access and recommended developing some best practices for when these disputes occur.
- The procedures in the report seemed opaque and could use further clarification.
- If issues of building access arise, it would be helpful to have clarification regarding the manner in which impacted units or individual faculty members will be brought into the process.

Sincerely,

Jeffrey Clemens
Vice Chair
Committee on Faculty Welfare

cc: Akos Rona-Tas, Senate Vice Chair
Lori Hullings, Senate Executive Director
Merelyn Cedeño, Senate Executive Analyst
Amy Adler, Chair, Committee on Faculty Welfare

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Errol Lobo, MD, PhD, Chair
Marta Margeta, MD, PhD, Vice Chair
Kartika Palar, PhD, MA, Secretary
Spencer Behr, MD, Parliamentarian

May 19, 2026

Ahmet Palazoglu
Chair, Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin St., 12th Floor
Oakland, CA 94607-5200

Re: UCSF Review of the Report of the UC Tribal Lands Workgroup

Dear Chair Palazoglu:

Thank you for the opportunity to comment on the Draft Report of the UC Tribal Lands Workgroup. I am transmitting the attached response from the UCSF Committee on Academic Freedom (CAF). The UCSF Senate appreciates the considerable work reflected in the report and supports its broader goals of fostering respectful and collaborative engagement with Tribal communities, improving institutional coordination, and promoting thoughtful stewardship, access, and repatriation practices across the UC system. The report provides extensive guidance intended to support culturally respectful engagement and strengthen relationships between UC and Tribal partners.

Indeed, UCSF's CAF supports the Tribal Engagement Guidelines (TLWR., pgs. 14-16) being applied to all relevant situations. CAF members further agree that any research or creative work accomplished by UC faculty involving Tribal lands should be "conducted with cultural sensitivity, mutual respect, and a commitment to building strong, collaborative relationships" (TLWR, p. 17).

At the same time, the UCSF Division believes the report would benefit from clearer attention to the implications of its proposed consultation, engagement, stewardship, confidentiality, and agreement-development frameworks for academic freedom and independent scholarly inquiry. Although the report contemplates agreements involving "research," "educational opportunities," "cultural knowledge-sharing," and "land pedagogy," and discusses confidentiality provisions, communication logs, approval pathways and process flowcharts, restrictions on certain activities, and procedures governing access to UC lands and facilities, it does not clearly distinguish these operational processes from independent faculty scholarship protected under principles of academic freedom. With this in mind, our CAF raises the following concerns:

- While CAF supports the four categories of Tribal land-use agreements identified in Section III, the committee seeks clarification that research or creative activity involving Tribal lands that falls outside those specified agreement categories will not be subject to restriction, approval requirements, or other limitations that could infringe upon academic freedom.
- CAF supports the creation of explicit processes to address situations in which proposed research or creative activities are denied or restricted and questions of academic freedom are implicated.
- Dissemination of research is another concern. CAF seeks clarification regarding whether scholarly products (e.g. research papers, books) need to be reviewed and approved by this same committee.

While the Division recognizes the importance of respecting Tribal confidentiality interests and culturally sensitive information, we believe that the report would benefit from explicit clarification that these provisions are not intended to authorize prior review, approval, restriction, or suppression of scholarly publications, teaching materials, artistic works, or other academic expression, except where required by law or voluntarily established within clearly defined collaborative agreements.

Once again, the UCSF Senate appreciates the thoughtful work of the Tribal Lands Workgroup and its commitment to strengthening UC's relationships with Tribal communities. We hope these comments assist in refining the report so that the University's important commitments to Tribal engagement and Indigenous partnership are implemented in a manner fully consistent with UC's longstanding commitments to academic freedom and open scholarly inquiry.

Thank you for considering our comments. If you have any questions, please reach out to me or the UCSF Executive Director, Todd Giedt (todd.giedt@ucsf.edu).

Sincerely,

Errol Lobo, MD, PhD, 2025-27 Chair
UCSF Academic Senate

Enclosures (1)

Cc: Tracy Lin, Chair, Committee on Academic Freedom

Committee on Academic Freedom (CAF)

Tracy Lin, PhD, Chair

May 15, 2026

Errol Lobo, MD, PhD
Division Chair
UCSF Academic Senate

Re: Systemwide Senate Review Tribal Lands Workgroup Report

Dear Chair Lobo:

The UCSF Committee on Academic Freedom (CAF) writes in response to the request for review of the proposed revisions to [Systemwide Senate Review Tribal Lands Workgroup Report](#) (TLWR). Committee members generally support the report but seek clarification on several points, particularly regarding the partnership's potential implications for academic freedom, including whether researchers may be required to obtain committee approval to conduct work of any kind on or involving tribal lands, and request that the report include explicit assurances that such processes will not infringe upon academic freedom.

Committee members support the Tribal Engagement Guidelines (TLWR., pgs. 14-16) being engaged in all situations. Members further agree that any research or creative work accomplished by a UC faculty member involving tribal lands should be "conducted with cultural sensitivity, mutual respect, and a commitment to building strong, collaborative relationships" (ibid., pg 17).

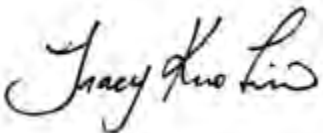
Of note, Section III. *Defining the Scope* on Tribal Land Use Agreement Considerations (ibid., pg. 19) identifies four specific types of agreements which committee members fully support. Committee members are curious if creative works or research involving tribal land pursued along Tribal Engagement Guidelines – but that do not fall under the four specified land use agreements -- will be considered or prevented, possibly infringing on academic freedom.

CAF members support creation of explicit processes to address rejection of proposed research or creative work proposals where questions of academic freedom are involved.

A secondary concern is control over dissemination of findings. Committee members wondered if products (e.g. research papers, books) resulting from research or creative works involving tribal land needed to be reviewed and approved by this same committee.

Thank you for your consideration. Should you have any questions, please feel free to contact me or the committee analyst, Alison Cleaver (Alison.Cleaver@ucsf.edu).

Respectfully,

A handwritten signature in black ink that reads "Tracy Kuo Lin". The signature is written in a cursive style with a large initial 'T' and 'L'.

Tracy Kuo Lin, PhD
Chair, Committee on Academic Freedom
UCSF Academic Senate



May 19, 2026

To: Ahmet Palazoglu, Chair
Academic Senate

From: Rita Raley, Divisional Chair
Academic Senate

A handwritten signature in blue ink, appearing to read "R. Raley".

Re: Systemwide Review of the Draft UC Tribal Lands Workgroup Report

The Santa Barbara Division distributed the Draft UC Tribal Lands Workgroup Report Council on Faculty Welfare, Academic Freedom, and Awards (CFW), Undergraduate Council (UgC), the Graduate Council (GC), Council on Planning and Budget (CPB), Committee on Diversity and Equity (CDE), Committee on Research Policy and Procedures (CRPP), Committee on Library, Information, and Instructional Resources (CLIIR), and the Faculty Executive Committees (FECs) of the for the College of Letters and Science (L&S), the College of Engineering (COE), the College of Creative Studies (CCS), the Gevirtz Graduate School of Education (EDUC), and the Bren School of Environmental Science and Management (BREN). UgC and the L&S, COE, CCS, BREN FECs elected not to opine.

The reviewing groups largely support the Report of the UC Tribal Lands Workgroup, particularly its recognition of Tribal nations as sovereign partners and its move toward a coordinated, systemwide approach to Tribal engagement. While the report establishes a coherent legal and procedural foundation, the feedback indicates that successful implementation hinges on addressing nontrivial financial, operational, and methodological gaps.

Financial and Resource Implications

A prominent concern across committees is the lack of detail regarding the financial implications of the proposed guidelines. CPB and others note that the current budget climate requires a clear plan for funding outreach, legal reviews, travel, and sustained engagement. Crucially, reviewers warn that without dedicated systemwide support, these requirements may place a "disproportionate burden on Tribal partners with limited administrative capacity." There is an urgent need to clarify whether funding will be centralized through UCOP or allocated to individual campuses, and to ensure that the University does not expect Tribal nations to bear the cost of collaboration.

Operational Clarity and Implementation

Reviewers emphasize that the report lacks specific guidance for faculty, researchers, and staff on how to identify and execute projects intersecting with Tribal lands. CFW and CLIIR call for practical training, clear points of contact, and formal procedures for fieldwork and field trips to

ensure consistent, culturally appropriate engagement. CPB highlights the need for dedicated administrative personnel to manage consultation coordination, MOU administration, and the technical maintenance of the land inventory platform. Additionally, reviewers sought clarification on how the protocols will apply to graduate student researchers, including whether they will serve as UC representatives in the field and who will be responsible for their training. Without clarity on these structural supports, the risk of inconsistent implementation across campuses remains high.

Methodology and Tribal Voice

Finally, but no less important, specific concerns were raised regarding the report's foundational elements. CRPP questioned the methodology used to define "tribes" in this context and urged the inclusion of a "significant tribal voice" in the final report to ensure effective collaboration. Additionally, CFW recommended the development of a formal UC-Tribal Agreement on Cultural Protocols based on direct consultation with Tribal partners.

Individual committee responses are attached for consideration. We appreciate the opportunity to comment and hope that the Academic Senate's feedback will be incorporated to strengthen the final report.

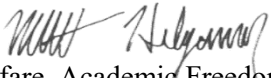
CALIFORNIA

UNIVERSITY OF

ACADEMIC SENATE
SANTA BARBARA DIVISION
Council on Faculty Welfare, Academic Freedom & Awards

May 13, 2026

To: Rita Raley, Divisional Chair
Academic Senate

From: Matt Helgeson, Chair 
Council on Faculty Welfare, Academic Freedom and Awards

Re: Draft Report of the UC Tribal Lands Workgroup

At its most recent meeting on May 6, 2026, the Council on Faculty Welfare, Academic Freedom and Awards (CFW) reviewed the Draft Report of the UC Tribal Lands Workgroup and is generally supportive of its goals. Council members appreciated the report's emphasis on respectful Tribal engagement, clearer processes for land access, co-stewardship, and reburial, and the development of systemwide guidance for UC campuses.

CFW members noted that implementation of the recommended policies and guidance will be especially important. Because faculty, researchers, and staff may vary in their familiarity with Tribal engagement, the Council recommends that the final report be accompanied by practical training, clear points of contact, and accessible guidance for those whose work may involve UC lands or Tribal interests. The development of a UC-Tribal Agreement on Cultural Protocols to follow based on consultation with tribes is also recommended. Although the report also focuses primarily on policies and recommendations related to UC-held properties, CFW members also pointed out the need for policies, guidance, and training related to UC researchers performing field work and research that involves interactions with tribal lands and communities. Such support would help ensure that the report's recommendations are applied consistently, respectfully, and effectively across campuses.


Overall, the Council supports the direction of the report and encourages continued refinement in consultation with Tribal partners and campus stakeholders.

CC: Shasta Delp, Executive Director, Academic Senate

**Academic Senate
Santa Barbara Division**

May 6, 2026

To: Rita Raley, Divisional Chair
Academic Senate

From: Joe McFadden, Chair
Graduate Council 

Re: Draft Report of the UC Tribal Lands Workgroup

At its meeting of May 4, 2026, Graduate Council reviewed the Draft Report of the UC Tribal Lands Workgroup and has the following comments.

The Council is very supportive of the document. However, we would appreciate more information on how the proposed protocols will affect graduate students, especially those that do research within tribal lands. Will graduate students be in the role of a UC campus representative while conducting research? Will someone be responsible for training graduate student researchers on these protocols should they be implemented?

The Council also encourages the administration to commit appropriate resources to this initiative, as the recommendations in this report will require increased funding and personnel.

CC: Shasta Delp, Executive Director, Academic Senate

UNIVERSITY OF CALIFORNIA
ACADEMIC SENATE
SANTA BARBARA DIVISION
Council on Planning & Budget

April 29, 2026

To: Rita Raley, Chair
UCSB Academic Senate

From: Barry Giesbrecht, Chair
Council on Planning & Budget



Re: Draft Report of the UC Tribal Lands Workgroup

The Council on Planning and Budget (CPB) reviewed the Report of the UC Tribal Lands Workgroup and found it timely and important, given the Tribal communities' growing interest in repatriation of ancestral remains and shared priorities such as ecological restoration, traditional knowledge integration, and collaborative stewardship of natural resources. CPB commends the report recognizing Tribal nations as sovereign partners rather than stakeholders supporting approaches to co-management of and access to natural lands. CPB also recognizes that UC Santa Barbara sits on the ancestral homeland of the Chumash people.

There are many positive aspects to highlight in the report. Rather than a fragmented, campus-by-campus approach, the systemwide report provides structured guidance for Tribal outreach and engagement including:

- A systemwide inventory of Memoranda of Understanding (MOUs) with Tribal partners, together with a shared geographic framework based on a UC land parcel inventory and mapping project, showing Indigenous territories and historical land acquisition records.
- Clear flowcharts, definitions, and guidance documents related to Tribal engagement and consultation to assist campus leaders in developing Tribal access, co-stewardship, and reburial agreements.

At the same time, CPB notes that the report offers limited discussion of the broader financial implications of fostering equitable collaboration, honoring Indigenous sovereignty, and sustaining respectful engagement around land stewardship, particularly given the current financial pressures on the UC system and the significant resource disparities many Tribal nations face relative to the University.

Financial considerations include staff costs for both the UC campuses and Tribal nations associated with outreach and engagement activities, such as the designation of "Tribal Liaison and Designated Staff"; legal review costs associated with land-use agreements involving multiple parties; and travel, preparation of materials, and the cost of sustained engagement across UC campuses. These requirements may place disproportionate burdens on Tribal partners with limited administrative capacity.

Operational considerations: Beyond the financial considerations noted above, several implementation aspects implied in the report warrant clarification.

- Tribal consultation coordination. Implementing consistent and culturally appropriate consultation practices may require designated personnel responsible for coordinating Tribal engagement, maintaining communication with Tribal governments, and ensuring consultation processes follow systemwide guidance.
- Administration of agreements and MOUs. Maintaining the systemwide inventory of Tribal agreements and MOUs may require administrative support for recordkeeping, updates, compliance monitoring, and coordination across campuses and UCOP.
- Land-use and co-stewardship agreements. Agreements involving land access, stewardship, or reburial activities may require coordination among legal, environmental planning, facilities, and campus leadership offices.
- Technical support for the UC land parcel inventory platform. The interactive mapping platform will likely require ongoing GIS and data-management support to maintain accuracy and usability.
- Cross-campus implementation. Implementing the report's recommendations across campuses, ANR, Cooperative Extension, and the Natural Reserve System may require coordination, staff training, and monitoring of implementation.

While some of these activities could initially be supported through redistribution of existing responsibilities, the report's recommendations, particularly those related to Tribal consultation, agreement management, and cross-campus coordination may ultimately require dedicated administrative personnel or expanded staff capacity to ensure consistent and culturally appropriate engagement across the UC system.

CPB recommends clarifying whether dedicated UCOP funding exists to support Tribal engagement, or whether campuses are expected to fund these activities from existing budgets. The report currently states only that "This may also include travel support through grants or allocation of funding if possible." In CPB's view, alongside the legal and procedural framework provided, the report would benefit from systemwide financial support that accounts for Tribal capacity and avoids placing the burden of participation on the communities with whom UC seeks to partner.

CPB appreciates the thoughtful work of the Tribal Lands Workgroup and the effort to establish a coherent systemwide framework for Tribal engagement. Addressing the financial and operational considerations noted above would further strengthen the report and help ensure that its recommendations can be implemented effectively and equitably across the UC system while supporting meaningful partnerships with Tribal nations.

March 16, 2026

To: Rita Raley, Divisional Chair
Academic Senate

From: David Valentine, Chair *David Valentine*
Committee on Research Policy and Procedures

Re: Draft Report of the UC Tribal Lands Workgroup

At its meeting of March 13, 2026, the Committee on Research Policy and Procedures (CRPP) discussed the draft report of the UC Tribal Lands Workgroup. The committee:

- questions the methodology used to define the tribes and their status in the Santa Barbara area for the purposes of this report;
- requests that the financial ramifications of the proposed guidelines and practices be incorporated; and
- urges the inclusion of a significant tribal voice in this report in order for UC to effectively collaborate with tribal partners on land use, access, and stewardship.

CC: Shasta Delp, Executive Director, Academic Senate

Academic Senate
Santa Barbara Division

May 4, 2026

To: Rita Raley, Divisional Chair
Academic Senate

From: Teresa Shewry, Chair 
Committee on Library, Information, and Instructional Resources

Re: Draft Report of the UC Tribal Lands Workgroup

At its meeting of April 24, 2026, the Committee on Library, Information, and Instructional Resources (CLIR) discussed the draft report of the UC Tribal Lands Workgroup.

The committee noted the report's vagueness on how UC employees should identify projects related to tribal nations. The report does not clearly define the implementation processes for teachers and researchers, such as specific ethical and legal steps for organizing field trips on tribal lands. CLIR emphasized the need for UC to outline formal procedures for projects intersecting with tribal lands to ensure consistent and culturally appropriate engagement.

CC: Shasta Delp, Executive Director, Academic Senate



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

May 18, 2026

AHMET PALAZOGLU
Chair, Academic Council

RE: Systemwide Review: Draft Report of the UC Tribal Lands Workgroup June 2025

Dear Ahmet,

The Santa Cruz Academic Senate has reviewed the Systemwide: Draft Report of the UC Tribal Lands Workgroup June 2025. The Committees on Diversity, Equity, and Inclusion (CODEI), Library and Scholarly Communication (COLASC), Research (COR), and Planning and Budget (CPB) have responded to the draft report. Several suggestions, questions for clarification, and comments on favorable review components were identified by the committees. Most importantly, however, our CODEI committee provides *important historical context that is currently absent from the report, and we hope can be included.*

Historical context:

As CODEI observed, this report currently omits important historical context regarding the Morrill Act. The report does not acknowledge how the Morrill Land Grant Act of 1862 is linked to settler colonialism, and the violent dispossession, attempted elimination and continued erasure of Native American peoples. Alongside this historical context, it is important that UC engage with and acknowledge the experience of living, contemporary tribal communities.

The Santa Cruz Division wishes to reaffirm their commitment to forging relationships with Indigenous communities, stated in the UC Santa Cruz 2023 Leading the Change Strategic Plan (p. 90), and emphasize the need for a more collaborative and consultative report.

Items supported by the committees:

- CPB supports the use of the new systemwide Land Parcel Inventory and Map, as a planning tool for identifying Tribal territories overlapping campus lands.
- CPB supports delegation of authority to the Chancellor (or designee) for land access, reburial, and co-stewardship agreements and is hopeful this will result in a more streamlined process.

Need for broader consultation:

Two committees, CODEI and COR, called for broader consultation in order to create a fuller and more culturally informed report. While consultation would clearly vary by campus some examples of constituencies that should be consulted in the UCSC context are: UCSC Indigenous Faculty Group, Repatriation and Tribal Collaborations Coordinator, Faculty and Graduate student that work with indigenous groups; within the broader UC context other examples include, Representatives of Tribal communities whose lands are owned or administered by UC, and National labs affiliated with UC. COLASC does foresee any challenges created by this report to the work of Library special collections, which is the library unit most likely to interact with Tribal groups at this time.

Requests for clarification:

Beyond specific requests noted above, our committees also felt a number of clarifications would improve the report:

- As noted by CPB and COR, it is unclear how the position of "Campus Tribal Liaison" will be funded. CPB asks for clarification that if it is likely these duties will be assigned to an existing role, such as NAGPRA lead in Anthropology, without compensation.
- All committees noted here inconsistent or vague language throughout the report. For example, COR asks for clarification regarding what lands are covered in the report. Do the guidelines suggested by the report apply to only UC managed sites or does this apply to all unceded and/or ancestral lands in California?
- COR asks what activities are covered by the checklist, would reburial of remains, animal remains, and artifacts be included? What about natural articles associated with past tribal societies, such as shells from middens?
- CODEI asks for additional clarification and consistency regarding the distinction between the concepts of "land" and "Land." CODEI states that "Land" denotes relationships of kinship, as well as spiritual and cultural connectedness; whereas, "land" typically refers to a monetized space. Making this distinction more explicit may help avoid potential misunderstandings and support a more culturally informed framing of the issues.
- CPB asks whether existing UCSC insurance policies extend to the insurance requirements for Co-stewardship and ceremonial use agreements. If not, CPB asks whether additional coverage will need to be procured and at what cost.

Finally, we enclose all committee responses. We strongly encourage you to review CODEI's committee response for more detailed feedback.

On behalf of the Santa Cruz Division, I thank you for the opportunity to provide comment on this draft report.

Yours Sincerely,



Matthew D. McCarthy, Chair
Academic Senate, Santa Cruz Division

Encl: Committee response bundle

cc: Heather Shearer, Chair, Committee on Academic Freedom
Enrico Ramirez-Ruiz, Chair, Committee on Development and Fundraising
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Yat Li, Chair, Committee on Faculty Welfare
Chad Saltikov, Chair, Graduate Council
Michael Hance, Chair Committee on Library and Scholarly Communication
Raphael Kudela, Chair, Committee on Planning and Budget
Nirvikar Singh, Chair, Committee on Research
Matthew Mednick, Executive Director, Academic Senate

May 4, 2026

MATTHEW McCARTHY
Chair, Academic Senate

Re: Systemwide Review: Draft Report of the UC Tribal Lands Workgroup

Dear Matt,

The Committee on Diversity, Equity, and Inclusion (CODEI) has reviewed the enclosed draft Report of the UC Tribal Lands Workgroup and wishes to express its support for the continued and thoughtful solicitation of feedback, particularly from UC Tribal and Native advisory groups.

However, to the best of our knowledge, at least at UC Santa Cruz, neither the Indigenous Faculty Group nor the Repatriation and Tribal Collaborations Coordinator have been included in the current review process. Their perspectives could provide valuable insight, particularly with respect to language use and technical considerations highly relevant to repatriation activities on campus.

In addition, we suggest that a broader and more inclusive consultation process, extending beyond internal UC advisory groups, may further strengthen the report. Such engagement could include faculty and graduate students working closely with Indigenous communities or who identify as Indigenous, as well as representatives of Tribal communities whose ancestral lands are now owned or administered by the UC. Their input would be especially important in ensuring that the report reflects a range of perspectives. It may also be helpful to include National Laboratories affiliated with the University of California in the distribution and review process, where appropriate.

This report elides critical historical and political context around the Morrill Act, which in the report is described simply as the legislation that “allocated Native lands for the creation of university endowments.” The Morrill Land Grant Act of 1862 cannot be extricated from settler colonialism, and the violent dispossession, attempted elimination and continued erasure of Native American peoples. Its passage came on the heels of the Homestead Act of 1862, which gave heads of households/US citizens up to 160 acres of “public” land for “improvement.” Universities were perceived as institutions to develop agriculture and educate settlers for purported increased production and prosperity. The Morrill Act normalized settler colonial imperatives of accumulation that bolstered white-majority settlement in the U.S., breaking multiple treaties with Indigenous nations. As Sheeva Sabati writes in her UC Santa Cruz dissertation, the formation of the UC system “consolidated racial-colonial logics through narratives of democratic development and progress” (2019: 67).¹

We also encourage consideration of language that consistently reflects Indigenous peoples and cultures as living, dynamic, and contemporary, rather than primarily situated in the past. For example, additional clarification distinguishing between the concepts of “land” and “Land” could strengthen the report, as the text juxtaposes control and access to space with respect for

¹ Sheeva M. Sabati. 2019. Ethical Elisions: Unsettling the Racial-Colonial Entanglements of U.S. Higher Education. PhD Dissertation in Education, UCSC.

the “unique relationship” between Indigenous peoples and their ancestral territories. While “land” often refers to a commodified and monetized space, “Land” denotes relationships of kinship, as well as spiritual and cultural connectedness. Making this distinction more explicit may help avoid potential misunderstandings and support a more culturally informed framing of the issues.

Finally, we refer to [UC Santa Cruz’s 2023 Leading the Change Strategic Plan](#)²:

Colonialism is not a historical event, but an ongoing set of relations that still characterize the common sense of professional science” (Liboiron, 2021). Such colonial relations are seen in the mundane workings of the university, manifesting the assumed universal superiority of Western ways of knowing and doing. For generations, research has benefited from and taken access to Indigenous lands, lives, and knowledge for granted. As scientists and scholars, we have inherited these practices and worldviews that have dismissed Indigenous science and ways of knowing as insufficient; that presume the right to collect, extract, control, and display items taken from Indigenous lands and bodies without consent (ProPublica, 2023), including within the UC system (Hudetz et al., 2023); and that erase Indigenous relationships to land and non-human relatives through practices such as colonial place names. To address these forms of harm, UCSC must signal its commitment to Indigenous science to begin a reversal of the erasure of Indigenous peoples’ culture and history. This is a commitment toward more just land relations and confronting the dominant knowledge paradigm that presumes entitlement to Indigenous land, life, and knowledge (Liboiron, 2021).

In sum, we appreciate the document, and its aim to provide a framework for future use of UC administered land. However, we urge more expansive consultation and culturally informed presentation of UC’s commitment to partnership and stewarding the lands our campuses occupy.

Sincerely,



Gabriela Arredondo, Chair
Committee on Diversity, Equity, and Inclusion

cc: Michale Hance, Chair, Committee on Library and Scholarly Communication
Raphael Kudela, Chair, Committee on Planning and Budget
Heather Shearer, Chair, Committee on Academic Freedom
Nirvikar Singh, Chair, Committee on Research
Enrico Ramirez-Ruiz, Chair, Committee on Development and Fundraising
Yat Li, Chair, Committee on Faculty Welfare
Chad Saltikov, Chair, Graduate Council

² This excerpt is from the Leading the Change final report (p. 90)

May 8, 2026

MATTHEW McCARTHY
Chair, Academic Senate


RE: Systemwide Senate DRAFT UC Tribal Lands Workgroup Report 2025

Dear Matthew,

The Committee on Library and Scholarly Communication has reviewed the Draft Tribal Lands Workgroup Report 2025 at their April 23, 2026 meeting.

Members had no substantial concerns regarding the report. COLASC does not have any feedback, nor do they foresee any challenges to the work of Library special collections, which is the library unit most likely to interact with Tribal groups at this time. The Library does consult with tribes when appropriate, but does not anticipate that this new guidance will substantially affect those communications.

Sincerely,

A rectangular box containing a handwritten signature in cursive that reads "Michael Hance".

Michael Hance, Chair
Committee on Library and Scholarly Communication

Cc: Heather Shearer, Chair, Committee on Academic Freedom
Enrico Ramirez-Ruiz, Chair, Committee on Development and Fundraising
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Yat Li, Chair, Committee on Faculty Welfare
Chad Saltikov, Chair, Graduate Council
Raphael Kudela, Chair, Committee on Planning and Budget
Nirvikar Singh, Chair, Committee on Research

May 12, 2026

MATTHEW MCCARTHY, Chair
Academic Senate, Santa Cruz Division

Re: DRAFT UC Tribal Lands Workgroup Report 2025

Dear Matthew,

During its meeting of March 31, 2026, the Committee on Research (COR) discussed the Tribal Lands Workgroup Report and had the following comments.

The exact structures of consultation and implementation were not clear to the committee. For example who would be the tribal liaison at UCSC, and has a potential liaison person reviewed the report? Importantly, what has been the consultation so far with tribal representatives?

Further, the scope of the lands covered was not clear to the committee. Do all unceded and/or ancestral lands in California fall within the scope of this new consultation structure? In terms of scope of action, what would be covered – reburial of remains, animal remains, artifacts?

What is the purpose of the checklist – is it to make the University of California aware of potential issues arising from research on or affecting tribal lands? Would grant applications require this kind of checklist? If so, when would such a requirement be implemented?

Overall, the report seemed somewhat opaque or vague, and it would be important to address this concern if useful and feasible new policies are to be crafted based on the report.

We hope these comments from the committee can be helpful going forward.

Sincerely
/s/
Nirvikar Singh, Chair
Committee on Research

cc: Heather Shearer, Chair, Committee on Academic Freedom
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Enrico Ramirez-Ruiz, Chair, Committee on Development and Funding
Chad Saltikov, Chair, Graduate Council
Michael Hance, Chair, Committee on Library and Scholarly Communication
Raphael Kudela, Chair, Committee on Planning and Budget
Megan Thomas, Chair, Committee on Teaching

May 7, 2026

MATTHEW McCARTHY
Chair, Academic Senate

Re: Systemwide Review of Draft Report of the UC Tribal Lands Workgroup

Dear Matt,

At its meeting of April 16, 2026, the Committee on Planning and Budget (CPB) discussed the draft report of the UC Tribal Lands Workgroup, which convened to examine policies and processes related to the University's consultations with Tribal partners on matters related to land use, access, stewardship, repatriation, and reburial.

CPB appreciates the Workgroup's effort to formalize policies and best practices for Tribal consultation. Our review focused on the budget and planning implications of the draft report, especially for UC Santa Cruz, and we offer the following observations and questions:

1. **Tribal Liaison staffing.** The draft report specifies that a "Campus Tribal Liaison or other Designated Staff shall be appointed by campus leadership" but identifies no funding source for what would be a recurring personnel line. CPB asks how the campus intends to staff this function and whether existing roles (e.g. the NAGPRA lead in Anthropology) are expected to absorb these responsibilities or a new position will be created.
2. **Insurance coverage.** Co-stewardship and ceremonial use agreements appear to require \$1M per occurrence / \$2M aggregate liability coverage spanning comprehensive general liability, professional liability, and personal injury. CPB asks whether existing UCSC insurance policies cover these activity types or whether additional coverage will need to be procured, and at what cost.
3. **Land Parcel Inventory and delegated authority.** CPB supports the use of the new systemwide Land Parcel Inventory and Map as a planning tool for identifying Tribal territories overlapping campus lands. CPB also notes that the streamlined Delegation of Authority to the Chancellor (or designee) for land access, reburial, and co-stewardship agreements should reduce administrative friction, and we view this favorably from a planning standpoint.

Sincerely,



Raphael Kudela, Chair
Committee on Planning and Budget

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Michael Hance, Chair, Committee on Library And Scholarly Communication
Yat Li, Chair, Committee on Faculty Welfare
Enrico Ramirez-Ruiz, Chair, Committee on Development and Fundraising



Academic Senate

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UNIVERSITY COMMITTEE ON DIVERSITY AND EQUITY (UCODE)

Kristen Holmquist
klholmquist@berkeley.edu

May 18, 2026

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Ahmet Palazoglu
Chair, Academic Council

RE: Systemwide Senate Review Tribal Lands Workgroup Report

Dear Ahmet,

Members of UCODE spent time in committee and via email discussing the Tribal Lands Workgroup Report. They concluded that the report is clearly a substantial and well-intentioned effort. It does several things particularly well. It acknowledges historical context and Tribal sovereignty, attempts to standardize previously fragmented practices across campuses, and provides concrete tools such as checklists, agreement elements, and process flowcharts. It also appropriately frames the materials as evolving “living documents,” signaling an openness to refinement. That said, members noted the report still reads primarily as an internally developed operational framework that is now being opened for feedback, rather than as a set of tools co-developed with Tribal partners from the outset. While this is understandable given the workgroup’s structure, it makes the current review stage especially important. The report notes that it is being circulated for input from advisory groups and stakeholders; however, it would be helpful to more explicitly ensure that Tribal partners are provided with clear and direct opportunities to review and provide feedback on the core frameworks. This review process should also make clear how existing Indigenous and Tribal expertise within and beyond UC campuses, including Tribal representatives, Indigenous studies scholars, Native American student and staff programs, campus advisory councils, and other established community-facing entities, will be engaged. Ensuring that such feedback is meaningfully incorporated will be important for

strengthening the credibility, relevance, and effectiveness of these materials.

There are several areas where further clarification and development would strengthen the report:

1. **Tribal partner involvement.** At this stage, the report would benefit from greater clarity on when, how, and which Tribal partners will be engaged in reviewing and providing feedback on the core frameworks, including the process flowcharts, delegation of authority, and agreement structures. While input through advisory bodies is valuable, it would be important to ensure that Tribal partners have clear and direct opportunities to contribute feedback. Clarifying how this feedback will be incorporated into the final report, and how the workgroup's role relates to existing Tribal and Indigenous advisory structures, would further strengthen the alignment of these tools with Tribal priorities and perspectives. Ideally, this engagement should occur before the frameworks are finalized or implemented, rather than only after the materials have largely been developed.

2. **Outreach: reactive vs. sustained relationship infrastructure.** While the outreach guidance emphasizes respectful, repeated, and flexible engagement, much of the framework appears tied to specific projects or agreements. The report could be strengthened by outlining a more proactive and sustained outreach infrastructure, including baseline communication practices, ongoing relationship maintenance, and institutional accountability that extends beyond project-specific interactions. The Report should explicitly acknowledge the importance of other kinds of formal and informal connections, partnerships, and agreements between UC campuses and Native communities that can serve to catalyze the relationships and trust that the Tribal Lands Workgroup recommendations hope to encourage and facilitate.

3. **Balancing internal compliance with co-working structures.** The report appropriately incorporates necessary administrative and legal considerations; however, these considerations appear framed primarily from the UC perspective. At times, the framework appears more aligned with internal compliance and approval processes within the UC systems than with co-developed governance approaches. Additional emphasis on how Tribal perspectives will inform these structures would help better align the operational design with the report's stated relational principles.

4. **Flowcharts and process completeness.** Some components of the process framework within the flowcharts remain under development (e.g.,

criteria yet to be determined). Clarifying or completing these elements prior to implementation would improve consistency and reduce ambiguity across campuses.

5. **Confidentiality and data governance.** While the report appropriately recognizes the sensitivity of Tribal information and relevant legal constraints, it could be strengthened by more clearly articulating systemwide expectations and safeguards for confidentiality, documentation practices, consent, and data governance, particularly considering public records requirements.

6. **Funding and capacity.** The report encourages campuses to provide financial and logistical support for Tribal engagement where possible; however, the largely discretionary framing may lead to uneven implementation across campuses. A clearer list of expectations regarding baseline support would help promote more consistent and equitable practices across campuses, especially given uneven resources and funding structures across the UC system.

7. **Implementation and accountability.** The report would benefit from additional clarity regarding implementation and accountability. Specifically, it would be helpful to outline how adoption of these practices will be monitored, how consistency across campuses will be ensured, and whether systemwide tracking or evaluation mechanisms will be established.

UCODE appreciates the opportunity to provide feedback on this critical effort. Hopefully robust systemwide review will strengthen and sustain UC's efforts to improve relations and streamline work between the university and Indigenous and Tribal partners, stakeholders, and communities.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kristen Holmquist', with a long horizontal flourish extending to the right.

Kristen Holmquist
Chair, UCODE

Cc: UCODE



Academic Senate

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UNIVERSITY COMMITTEE ON FACULTY WELFARE
KAREN BALES, CHAIR

May 12, 2026

AHMET PALAZOGLU
CHAIR, ACADEMIC COUNCIL

RE: Report of the UC Tribal Lands Workgroup

Dear Chair Palazoglu,

The University Committee on Faculty Welfare (UCFW) discussed the draft Report of the UC Tribal Lands Workgroup. Overall, the committee found the report to be largely outside UCFW's primary charge; however, members identified a couple of areas where clarification could be beneficial.

First, the committee notes that the report could have implications for field research conducted on lands that overlap with Tribal lands or areas subject to Tribal access or stewardship agreements. Members recalled that similar concerns were raised during discussions about the possible impacts of NAGPRA on anthropological research and access to materials for scholarly study. The committee suggests that the report or related guidance more explicitly address the intersection of Tribal access and stewardship agreements with faculty field research involving Tribal lands and communities.

UCFW also notes that some language regarding Tribal access to UC spaces and facilities could benefit from further clarification, particularly around research buildings, laboratories, and other secured academic spaces.

Thank you for the opportunity to comment on this report.

Sincerely,

Karen Bales, UCFW Chair

Cc: UCFW Members
Senate Executive Director Monica Lin

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