



UNIVERSITY OF CALIFORNIA

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

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January 20, 2026

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

Monica Varsanyi
Vice Provost, Faculty Affairs and Academic Programs

Re: Assembly Approval of Amendments to APM - 015 and 016

Dear Provost Newman and Vice Provost Varsanyi:

At its [January 15, 2025 meeting](#), the Assembly of the Academic Senate approved amendments to Academic Personnel Manual (APM) - 015 (*The Faculty Code of Conduct*) and APM - 016 (*University Policy on Faculty Conduct and the Administration of Discipline*). The vote was 47 in favor and 2 opposed, with 2 abstentions.

The approved amendments reflect the culmination of a comprehensive systemwide Senate review process initiated in August 2025, following the release of the [proposed](#) APM revisions and interim systemwide faculty discipline guidelines. That review generated several hundred pages of comments from Senate divisions and committees that are summarized in my [November 20, 2025 letter](#). In parallel, University Committee on Privilege and Tenure ([UCPT](#)) Chair Susan Amussen convened an ad hoc workgroup of divisional Privilege and Tenure (P&T) members to conduct an in-depth [analysis](#) of the proposed policy revisions and associated attachments.

Throughout the review, faculty expressed concern that aspects of the initial proposals risked undermining the University's commitments to academic freedom, constitutional free speech protections, and shared governance. Reviewers urged substantial revisions to clarify standards, align disciplinary consequences with adjudicated policy violations, and reconsider approaches to assessing extramural speech and calibrating disciplinary sanctions.

In response to the feedback, Systemwide Academic Personnel proposed significant revisions, many of which were informed by the UCPT workgroup's analysis and an analytical framework advanced by Professors

of Law Seana Shiffrin (UCLA) and Brian Soucek (UC Davis).

As approved by the Assembly, the amendments are intended to improve the clarity, consistency, and timeliness of the faculty disciplinary process while preserving core principles of due process, academic freedom, and Senate authority. Key elements include the establishment of a Systemwide Reserve Privilege and Tenure Pool, coordinated by UCPT; incorporation of defined timeframes for the completion of initial assessments, investigations and investigation reports, and the filing of disciplinary charges, including provisions for good cause extensions; specification of deadlines for the appointment of the full P&T hearing committee; and conforming revisions to align APM - 015 and APM - 016 with the language and timeframes set forth in [Academic Senate Bylaw 336](#).

APM - 015 and APM - 016 require review and approval by the UC Board of Regents, which meets on January 20–21, 2026. Pending the outcome of the Regents meeting, the Assembly may consider conforming amendments to Senate Bylaw 336 at its February 12, 2026 meeting.

The Senate looks forward to continued collaboration with the administration on implementation of the revised policies and on the future development of additional guidance, including through a joint Senate-administration workgroup with participation by representatives from UCPT and the University Committee on Academic Freedom ([UCAF](#)).

Sincerely,



Ahmet Palazoglu
Chair, Academic Council

cc: Assembly of the Academic Senate
 UCPT Chair Amussen
 UCAF Chair O'Neill
 Secretary and Chief of Staff to The Regents Lyall
 Deputy Provost Lee
 Senate Division Executive Directors
 Senate Executive Director Lin