



UNIVERSITY OF CALIFORNIA

James B. Milliken
President

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DIVISION OF AGRICULTURE AND NATURAL RESOURCES

November 13, 2025

Dear Chair Palazoglu:

Thank you for your letter of October 28, 2025, sharing the statement of the UC Academic Council regarding the disclosure of personally identifiable information (PII).

The Board of Regents and I take the Council's concerns seriously and recognize the current heightened levels of anxiety and concern such disclosures can create for faculty, students, and staff.

As the Council notes, the University's decision in June 2025 to release unredacted materials followed months of effort to meet legal obligations while protecting privacy to the extent possible. The University's actions in this recent investigation were guided by longstanding legal requirements under the Civil Rights Act of 1964 and its implementing regulations, requirements that apply to all federally funded institutions. The administration received legal advice from the UC Office of General Counsel as well as outside counsel with expertise and extensive experience in such matters.

We continue to rigorously evaluate every individual request to determine its legal basis and the extent to which privacy laws may limit disclosure. Our goal remains to meet the University's legal obligations while also striving to protect the University, its mission, and its people.

As requested, I have shared the Council's statement with the Board of Regents. I can assure you that the Board and I remain committed to defending academic freedom and the rights of all members of our University community.

We appreciate the Council's willingness to collaborate in these matters, and we share its commitment to protecting the people and principles of the University of California.

Sincerely,

James B. Milliken
President

cc: Assembly of the Academic Senate
Provost and Executive Vice President of Academic Affairs Newman
Executive Vice President and Chief Financial Officer Brostrom
General Counsel Robinson
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