

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

September 18, 2024

The Regents of the University of California met on the above date at the UCSF Luskin Conference Center, Los Angeles campus and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Anguiano, Batchlor, Beharry, Cohen, Drake, Elliott, Hernandez, Leib, Makarechian, Matosantos, Pack, Reilly, Salazar, Sarris, Sherman, and Sures

In attendance: Regents-designate Brooks, Komoto, and Wang, Faculty Representatives Cheung and Palazoglu, Staff Advisors Emiru and Frias, Secretary and Chief of Staff Lyall, General Counsel Robinson, Chief Compliance and Audit Officer Bustamante, Provost Newman, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Executive Vice President Rubin, Interim Senior Vice President Turner, Vice Presidents Brown, Gullatt, Kao, and Lloyd, Chancellors Gillman, Hawgood, Khosla, Larive, Lyons, May, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Li

The meeting convened at 8:40 a.m. with Chair Reilly presiding.

1. PUBLIC COMMENT

Chair Reilly noted the importance of hearing from members of the campuses, the community, and others on issues concerning the University. She expressed appreciation to those who took the time to attend this meeting. While some comments might elicit disagreement, the Board asked that all in attendance conduct themselves respectfully so that everyone has an equal opportunity to express their thoughts and opinions.

Chair Reilly explained that the public comment period permitted members of the public an opportunity to address University-related matters. The following persons addressed the Board concerning the items noted.

- A. Chloe Levian, UCLA alumna and organizer for Stand with Us, an organization addressing antisemitism, expressed gratitude to the Regents for approving item J2, *Adoption of Regents Policy on Public and Discretionary Statements by Academic Units*, during the July meeting. Ms. Levian stated that there was a rise in antisemitism across the UC system, that UC Berkeley and UCLA were named by the Anti-Defamation League among campuses with high levels of antisemitism, and that the fear that Jewish students were feeling on UC campuses should be deeply concerning. Ms. Levian urged UC to enforce the policy adopted in item J2.
- B. Talia Davood, UCLA Jewish student, shared her feelings of isolation after she publicly condemned the Hamas attack on Israel on October 7, 2023, and that her

morals and character were misconstrued due to her Jewish identity. Ms. Davood decided to return home after observing encampments, violence, the exclusion of Jewish people, and a truck bearing a swastika circling her dormitory. She thanked the Regents for approving item J2 and looked forward to the next steps to be taken.

- C. Michael McCormack-Colon, UCLA staff member and delegate of the Council of UC Staff Assemblies (CUCSA), relayed CUCSA's request that UC include a meaningful salary increase for non-represented staff in next year's budget, without which staff with financial difficulties would struggle further. Mr. McCormack-Colon, whose salary was 20 percent below market rate, shared that he lived on campus as part of his job in crisis response. He acknowledged that his on-campus housing was a valuable benefit in an area with a high cost of living.
- D. Elizabeth Tacher remarked that allowing a supporter of terrorism to continue teaching undermined values of tolerance, respect, and academic integrity. She stated that departmental websites have been used to express private opinions, that faculty were teaching antisemitism, and that librarians shared historically inaccurate and politicized information about the Middle East. She asked the Regents to finalize new procedures to prevent political statements from appearing on departmental websites, create a committee that reviews syllabi for historical accuracy, and provide historically accurate learning guides.
- E. Javier Nuñez-Verdugo, UCLA student and External Vice President of the UCLA Undergraduate Students Association (USAC), stated that, while Regents were scheduled to discuss additional compensation for senior leadership, the basic needs center at UCLA faced funding and space issues, and disabilities centers across UC lacked funding. External Vice President Nuñez-Verdugo called on UC to fund basic needs and student support centers instead of repressive, anti-protest policies and more security and police who attack students who support a liberated Palestine.
- F. Diego Bollo, UCLA student and USAC member, spoke in opposition to UC spending priorities. Mr. Bollo noted that, despite the State cutting \$125 million from the UC budget, the Regents were voting on pay increases for leadership and on military equipment funding. He stated that, although a 2024 UC Police Department report claimed minimal use of military equipment, such equipment has been used to punish peaceful protest and has injured students, staff, and faculty. Mr. Bollo urged Governor Newsom to pass Assembly Bill (AB) 2586, which would provide students with employment opportunities regardless of immigration status.
- G. Leah Khorsandi, UC Santa Barbara Jewish student, shared that the UCSB Multicultural Center was vandalized with anti-Jewish and anti-Zionist messages and a mezuzah was vandalized at a dormitory. Ms. Khorsandi called for the condemnation of any form of antisemitism, including the encampments, which she regarded as glorifying terrorism. She thanked the Regents for approving item J2.

- H. Lucine Torosian, UCLA staff member and CUCSA alumni delegate, thanked the Regents for recent salary increases but noted that many staff were struggling to cover the rising cost of housing, groceries, and health care. She stated that, in order for UC to recruit and retain talent, non-represented staff must receive predictable and reasonable increases that are equal to what represented staff receive. CUCSA asked that the Regents include a meaningful salary increase for non-represented staff in next year's budget so that UC could be an employer of choice.
- I. Thomas Contreras, UCLA student and USAC member, demanded that the University stop funding militarization and instead protect those whom UC aims to serve. Mr. Contreras reiterated the comments of USAC External Vice President Nuñez-Verdugo, adding that individuals who were not affiliated with UC were allowed to attack those peacefully protesting the genocide in Palestine. He stated that UC should invest in education, not tools of repression.
- J. Lianne Gensler, UCSF faculty member and representative of the UCSF Jewish coalition, stated that inclusion should guide decision making at UC. In her view, this meant recognizing the diversity of all community members, who deserve the right to express and celebrate their identity. Dr. Gensler urged UC leaders to affirm the right of Jewish and Israeli self-determination and to support collaboration with outside institutions, including Israeli institutions.
- K. Eduardo Tapia Jr-Urbieta, UC San Diego student and UC Student Association University Affairs Committee Chair, called for a systemwide policy on incomplete grades. There were inconsistencies among the campuses regarding the time in which coursework must be completed; "flagging," or annotations on one's transcript; and fees to change one's grade. Students sought a systemwide policy like those at UC Berkeley and UC Irvine, in which students had one year to complete their coursework and there was no fee or flagging.
- L. Jake Rendler, UC San Diego student, called attention to the global rise in antisemitism. He stated that International Holocaust Remembrance Alliance highlighted the role of anti-Zionism in its definition of antisemitism. Mr. Rendler asked UC to recognize anti-Zionism as criticizing Jewish people's right to exist in their ancestral homeland.
- M. Vanesa Cruz Granados, UC Irvine student, demanded that the Regents support AB 2586 and shared a poem about equal employment opportunities.
- N. Adam Tfayli, UCLA international student and USAC President, urged UC to divest from weapons manufacturing as it contradicted values of integrity and public impact, setting high ethical standards, and striving to create positive change. Divestment demonstrated a commitment to peace, respect, and fairness. Mr. Tfayli called for investment in education and progress and looked forward to discussing this and other issues with the Regents.

- O. Rony Garcia, UC Riverside student, criticized the fact that one in 20 UC students experienced homelessness and that 43 percent of undergraduate students faced food insecurity, especially Black and Latino(a) students. Mr. Garcia stated that UC has chosen to prioritize private equity and corporate interests, allowing companies condemned by the United Nations to determine how much students pay for housing. He called on UC to divest \$7 billion from companies like Blackstone and to invest instead in students, workers, and communities.
- P. James Scher, UC Santa Cruz student, asked the University to do more to help Jewish students feel safer on campus this year.
- Q. Ariana Aparicio Aguilar, UC Riverside undocumented graduate student, stated that UC experiential learning fellowships were oriented toward undergraduate undocumented students, and there was no pay equity framework. Not every campus' undocumented student center had adequate staffing or physical space. She stressed the importance of considering support for undocumented students in light of the upcoming U.S. presidential election and called for programs that acknowledge these students' challenges and empower them to succeed.
- R. Heidi Martinez, UCLA staff member and CUCSA delegate, shared that she was living paycheck to paycheck and was unable to save for her retirement. She added that UC could not afford the continued departure of staff due to low salaries. CUCSA asked that the Regents include a meaningful salary increase for non-represented staff in next year's budget so that UC could be an employer of choice.
- S. Jake Twomey, UC Santa Barbara student and representative of the UCSB chapter of the California Public Interest Research Group (CALPIRG), shared that CALPIRG, which was funded by over 25,000 student members, partnered with StanfordVotes on a student voting website. Stanford University has integrated the website into its class registration process, which has resulted in over 3,000 students registering to vote in the first several days of instruction. Mr. Twomey suggested that the University integrate this website into its systems.
- T. Brooke Abselet, UC San Diego student, thanked UC for implementing a zero-tolerance policy regarding encampments and approving item J2 at the July meeting. She asked that UC pay attention to what is happening on campuses as instruction begins, to swiftly implement and enforce these policies, and to protect students so that the University is a community that is inclusive of everyone.
- U. Ellia Torkian, UC San Diego Jewish student, shared that her family emigrated from Iran 50 years ago because of the same hateful rhetoric being propagated on the San Diego campus. Ms. Torkian stated that she did not feel safe and that she removed her Star of David necklace to conceal her Jewish identity. She added that she has been recorded and photographed on campus and that she was slandered in her dormitory. Ms. Torkian noted that she was not alone in her experience and called on UC to protect its Jewish students.

- V. Jaden Penhaskashi, UCLA Iranian Jewish student, stated that, during the encampment protests, non-UCLA protesters entered campus with their faces concealed, and some protesters assaulted the rabbi from the campus Chabad House. He likened this to the antisemitism his family experienced in Iran and expressed his fear of returning to campus. Mr. Penhaskashi emphasized the importance of properly enforcing the new zero tolerance policy, as verbal warnings were an insufficient way to enforce time, place, and manner policies.
- W. Hudson Roddy, UCLA Jewish student, expressed gratitude to the Regents and the UCLA administration for implementing many of his suggestions for addressing campus climate, but there was much work to be done. He wished to meet with UC leadership to ensure that Jewish and Israeli students, as well as other students regardless of their beliefs, feel welcome on UC campuses.
- X. Isabella Arzeno Soltero, UCLA faculty member, expressed opposition to the continued funding, acquisition, and use of military equipment on campus. It was her mission and duty as an educator to foster learning, critical thinking, and the well-being of students. She believed that the use of military equipment at UCLA contradicted values of equity and inclusion that were central to being a Hispanic-Serving Institution. She stated that UC should prioritize de-escalation and should reallocate funding to enhance education and student welfare. Ms. Arzeno Soltero asked the Regents not to approve the use of more weapons of repression.
- Y. Doreen Seidler-Feller, UCLA faculty member, stated that the Jewish Faculty Resilience Group (JFRG) was formed after Hamas attacked Israel on October 7, 2023, which was followed by demonstrations supporting the attack, an illegal encampment, and lawlessness that required police intervention. JFRG formed to show that lawless behavior was not supported by many faculty despite the perception that began to develop. Ms. Seidler-Feller shared the group's website.
- Z. Dina Aladort, UCLA staff member, expressed JFRG's support for new policies regarding protests and thanked Interim Chancellor Hunt for their implementation. She stated that unfortunate events at UCLA would have been avoided had existing policies been enforced. JFRG asked the Regents to monitor the enforcement of new policies at UCLA and other campuses as well as guidance provided by President Drake.
- AA. Kira Stein, Assistant Clinical Professor at UCLA and representative of JFRG, noted litigation stemming from past protests and asked the Regents to consider not appealing the temporary injunction that would require UC to take reasonable steps to avoid a climate of antisemitism on campus. JFRG recommended agreement and settlement of this and similar cases; Dr. Stein noted that the State Legislature required that certain funds be withheld from the UC budget until certain policies addressing campus antisemitism are in effect.

2. REMARKS OF THE CHAIR OF THE BOARD

Chair Reilly welcomed new Faculty Representative and Vice Chair of the Academic Senate Ahmet Palazoglu, a Distinguished Professor of Chemical Engineering at UC Davis. In light of her remarks during the July meeting about the intentionality of the Board and the cadence of meetings, Chair Reilly stated that concurrent meetings would not be held during this cycle to allow all Board members to attend and participate in each session. She announced the launch of “UC Inspires,” a series of presentations highlighting examples of excellence and service at the University, and encouraged colleagues to share ideas for future presentations. At the 2024 Summer Olympics held last month in Paris, UC sent 103 athletes who competed in 27 sports and represented 31 nations and five UC campuses. At this year’s UC Grad Slam, a competition spotlighting the research excellence of UC master’s and doctoral students, winners of each campus’ Grad Slam presented their research before a panel of judges that included Regent Lee. During this meeting, the Board would hear from UC Olympians as well as the winners of this year’s UC Grad Slam.

Chair Reilly congratulated all nine UC undergraduate campuses for being ranked top colleges by *The Wall Street Journal*. UC Berkeley was ranked number one among public universities, and the Berkeley, Davis, Merced, San Diego, Irvine, and Los Angeles campuses were among the top 100 private or public institutions. UC Merced was named number one in the country for social mobility. All nine undergraduate campuses were also in the *Forbes* 2024–25 list of top American colleges. PitchBook ranked UC Berkeley the number one undergraduate institution worldwide for attracting and producing future founders. UCB also ranked first for female graduates starting businesses, for female-founded companies, and for the amount of capital raised by women.

Chair Reilly noted areas of growth and opportunity for the University, such as finding new ways to ensure that UC students could pursue their education and participate in campus life without feeling the anxiety of food insecurity, and enabling more California students, particularly those from areas without UC campuses or robust UC outreach, to take advantage of UC educational experiences. The University of California should strive to share its excellence with all of California. Chair Reilly concluded her remarks by welcoming new and returning students.

3. REMARKS OF THE PRESIDENT OF THE UNIVERSITY

President Drake began his remarks by welcoming new and returning students. The Office of the President (UCOP) worked closely with the chancellors and campus staff through the summer so that students, faculty, staff, patients, and visitors can access campuses smoothly and safely. Earlier this summer, President Drake shared a letter with the UC community about efforts to ensure a safe, inclusive campus climate that fosters a free exchange of ideas. Understanding and following long-established policies, practices, and laws pertaining to expressive activities like protests on campus would help all members of the UC community feel supported in their ability to express themselves and pursue their studies, research, medical care, and other work. President Drake thanked the chancellors,

campus staff, students, and faculty for helping UC improve its approach by sharing their thoughts and expertise, and he wished all a safe and productive academic year.

President Drake shared that he and Interim Vice President Yu recently visited New Mexico, and he reflected on the University's efforts to advance science. Having visited all UC campuses, National Laboratories, and Agriculture and Natural Resources, he praised the excellence that all of these sites reflected. President Drake echoed Chair Reilly's sentiments regarding UC's ascent in college rankings and emphasized UC Merced's top ranking in social mobility among thousands of colleges and universities in the country. He congratulated and expressed pride in the UC-affiliated athletes, coaches, and staff who took part in the 2024 Summer Olympics.

President Drake provided an update regarding the progress UC has made on his presidential priorities. One priority was expanding opportunity and excellence. Over the last two years, the University added more than 7,800 full-time, California resident undergraduate students. In 2024, UC had the largest, most diverse group of applicants ever, and almost 70 percent of new UC students were expected to have a debt-free educational pathway in 2024–25. Over the last three years, UC has added \$163 million to its need-based financial aid program for a total of \$950 million; this would serve over 100,000 low- and middle-income students. Timely graduation rates improved by more than three points for freshman entrants and almost five points for transfer students since 2019, and equity gaps have narrowed for Pell Grant recipient, first-generation, and underrepresented students. The second priority was leading in addressing climate change. With the State's \$185 million investment, UC researchers were studying immediate environmental threats in California, wildfire mitigation, and drought preparedness. The University was a founding member of the Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES), a public-private partnership to accelerate the development and deployment of hydrogen projects and infrastructure. ARCHES, whose support totaled nearly \$13 billion, including \$1.2 billion from the U.S. Department of Energy, aligned with Governor Newsom's carbon neutrality goal. The third priority pertained to strengthening an inclusive, respectful, and safe community. In February 2024, UC issued a systemwide Anti-Discrimination Policy and launched a Systemwide Office of Civil Rights. UC developed a systemwide campus climate initiative and introduced new courses in gender awareness and anti-racism. In 2023–24, the University awarded \$2.7 million to over 300 Native American students through the Native American Opportunity Plan; it was President Drake's goal this year to expand this initiative to medical students. The fourth priority was promoting health in California. UC was improving access to preventative screening and chronic disease management of cancer, diabetes, hypertension, and more. This past year, the University has doubled the rate of lung cancer computed tomography (CT) screening for eligible patients and launched the UC Screen California website in English and Spanish to help individuals determine the need for lung cancer screening. UC Health also developed UC Way Diabetes and hypertension medication protocols. President Drake was proud of the progress made on these priorities and looked forward to continuing this work in the months ahead.

4. REMARKS OF THE CHAIR OF THE ACADEMIC SENATE

Faculty Representative Cheung began his remarks by introducing himself. An immigrant from Hong Kong, Dr. Cheung was a Professor of Otolaryngology – Head and Neck Surgery at UCSF and delivered health care and trial treatments. He was enabled by what he regarded as the most powerful engine of social mobility in the U.S.—high-quality, accessible education, which was what the Academic Senate promotes and protects. The Senate, with an overarching desire for effective shared governance, discharged duties conferred by Regental delegated authority; determined the conditions for admission, certificates, and degrees; authorized and supervised all courses and curricula; and sought to excel in the University’s mission of teaching, research, and service. Expanding access to high-quality education, through which learners could choose their professional destinies, was central to the Senate’s purpose. This quality was difficult to sustain and easy to degrade, because intentional investments were required to garner faculty support and innovate course design, curricula, teaching modality, and instructional pedagogy. Dr. Cheung noted the disturbing, decades-long trend of the increase in UC’s student-to-faculty ratio. Undergraduate students were less comfortable with asking their professors for a letter of recommendation. Dr. Cheung remarked that this distance in the relationship between teachers and students was perhaps the harbinger of quality erosion; this deserved UC’s collective wisdom to develop corrective action. The deliberate ethos of the Academic Senate could sometimes be frustrating to passionate individuals due to perceived halting consultations with faculty, but Dr. Cheung has concluded that it is better to restrain enthusiasm and err on the side of careful consideration. One example has been Regents Policy 4408: Policy on Public and Discretionary Statements by Academic Units. Dr. Cheung stated that adherence to standard deliberative processes would have obviated the need for multiple volleys of feedback from faculty. Entertaining oppositional views, responding to suggestions, and revising proposals are some of most important elements of prudent university stewardship to ensure quality. Academics relish “kicking the tires” before crystallizing opinions. UC administrators may come and go, but faculty stay for 30 years, and faculty representation is an indispensable component of shared governance at the University. In his view, whenever an occasional matter of delegated authority to the Senate rises to Board consideration, it is best practice to have a full and thorough discussion of the item, and there should be a clear explanation of any variance between the Board and the Senate. This is crucial to an enduring, productive, and mutually respectful relationship. It was regrettable that UC has drifted away from this practice, but now was the time for the Board and the administration to rekindle its effective partnership with the Senate. To that end, Provost Newman, Vice Provost Douglas Haynes, and Dr. Cheung would present findings on recommendations of the Presidential Task Force on Instructional Modalities. Following consultations with members of the Board, the administration, and faculty, the Task Force delivered a report on schedule that was currently under review by President Drake. Dr. Cheung wished to build on this momentum by addressing student preparation for freshman admission and junior transfer, shaping and forming online degree pilot programs, and planning for a potential systemwide conversion to a semester-based academic calendar. He reiterated the Academic Senate’s deep commitment to accessible, high-quality education.

The meeting adjourned at 9:40 a.m.

Attest:

Secretary and Chief of Staff