

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

September 19, 2024

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

Members present: Regents Beharry, Cohen, Drake, Elliott, Hernandez, Kounalakis, Lee, Leib, Makarechian, Matosantos, Pack, Pérez, Reilly, Robinson, Salazar, Sarris, and Sherman

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 Investment Officer Bachher, 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, 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 8:45 a.m. with Chair Reilly presiding.

1. PUBLIC COMMENT

Chair Reilly stated that the University of California valued freedom of speech and viewed individual rights to free expression as key to the open discourse that is vital within higher education. The University sought to make room for all perspectives, and the upcoming public comment period would operate with these freedoms in mind, during which speakers would be given the opportunity to share their viewpoints. Given that some comments might elicit disagreement, the Board asked that all in attendance conduct themselves in a respectful manner that allows everyone an equal opportunity to express their 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. Javier Nuñez-Verdugo, UCLA student and External Vice President of the UCLA Undergraduate Students Association (USAC), addressed University compliance with State Assembly Bill 481. External Vice President Nuñez-Verdugo stated that UC had invested \$6 billion in Blackstone and asked how the University could spend money on weapons, police, and security while not offering resources for housing, funding for basic needs, and students who face discrimination. External Vice President Nuñez-Verdugo expressed solidarity with members of the American Federation of State, County and Municipal Employees (AFSCME) 3299.

- B. Nial Frederickson, UCLA Health nurse and representative of the California Nurses Association (CNA), stated that, before Senate Bill (SB) 1334 went into effect, nurses did not have adequate break coverage and UCLA had no incentive to provide it. He stated that UCLA Labor Relations, particularly Labor Relations Manager Alexis O'Connor, refused to work with CNA on implementation, and that this was an example of antagonism toward nurses, patient care, and union rights.
- C. Jared Gaby-Biegel, researcher at the United Food and Commercial Workers International Union, addressed Cardenas Markets, a grocery chain that was owned by Apollo Funds in which UC invested \$135 million. Mr. Gaby-Biegel stated that, in the last three years, Cardenas Markets settled three class-action lawsuits for a total of \$10 million. The lawsuits alleged overtime and rest break violations, failure to reimburse employees, the failure to provide seats to cashiers, and additional concerns. Mr. Gaby-Biegel added that Apollo Funds did not believe a worker who reported sexual harassment and retaliation; the worker has since filed suit.
- D. Erinn Fiedler, UCLA student, called on UC to allocate funding in the 2025–26 budget for infrastructure to reduce campus greenhouse gas emissions by 60 percent by 2030 and 95 percent by 2045. Ms. Fiedler was the President of Clean Consulting, an undergraduate organization that has worked with *Fortune* 500 manufacturers. She stated that UC's new deadline of 2045 for achieving net-zero greenhouse gas emissions was far too late. It lagged behind the State's target of 2040 and stood in stark contrast to the efforts of students.
- E. Kaitlyn LeGros, UC Santa Barbara staff member and delegate of the Council of UC Staff Assemblies (CUCSA), thanked the Regents for approving salary increases for non-represented staff but noted that her salary was 21 percent below market rate. In order for UC to retain talent, non-represented staff should receive predictable and reasonable increases that are equal to those of represented staff. Rising healthcare costs and inflation have made covering expenses more difficult in areas with a high cost of living such as Santa Barbara. CUCSA asked that the Regents include a meaningful salary increase for non-represented staff in next year's budget.
- F. Ellie Cohen, UCLA Jewish student, emphasized the importance of considering the well-being of Jewish students on campus. She stated that, at UCLA, Jewish people were portrayed as money-hungry pigs, swastikas were spray-painted onto buildings, and anti-Israel protests crossed the line into antisemitism. Ms. Cohen shared that she was ostracized because of her Zionist beliefs, and she believed that others would not treat her with courtesy if they knew her views.
- G. Tony Yang, UC Office of the President (UCOP) staff member and CUCSA alumni delegate, stated that the income growth of non-represented staff fell behind that of represented staff because salary increases for the former were eliminated during budget crises. With the rising cost of housing, groceries, and health care, non-represented staff could not afford years without an increase. Mr. Yang, whose salary was seven percent below market rate, shared that his own healthcare costs

rose over 50 percent last year. CUCSA asked that the Regents include a meaningful salary increase for non-represented staff in next year's budget.

- H. Patrick Allen, UC Berkeley staff member and CUCSA delegate, stated that recent salary increases have allowed non-represented staff to make progress toward keeping pace with inflation, but, in order for UC to retain talent, non-represented staff should receive predictable and reasonable increases that are equal to those of represented staff. Mr. Allen shared that his rent and healthcare costs were increasing, and he was taking on the cost of caring for his aging parents. CUCSA asked that the Regents include a meaningful salary increase for non-represented staff in next year's budget.
- I. Deborah Termeie, UCLA lecturer and representative of the Jewish Faculty Resilience Group (JFRG), expressed gratitude to President Drake and Interim Chancellor Hunt for enacting new protest-related policies and called for their swift and consistent enforcement. Dr. Termeie stated that the events of the previous spring could have been avoided had existing rules been enforced properly.
- J. Terry Wohlberg, UCLA clinical faculty member and member of JFRG, shared that she has been on leave since July because of the antisemitism in her department. She had been named in a petition, and the founder of the UCLA Women's Life Center was threatened with a boycott of her lectures. Ms. Wohlberg stated that UCLA was teaching resident physicians that Jewish people were white oppressors and demanded that UCLA not teach or tolerate antisemitism in its medical school or residency program.
- K. Charron Andrus, UC Berkeley staff member and co-founder of the Black Leadership Alliance Council (BLAC@UC), stated that Black employee resource and affinity groups were chronically underfunded systemwide but bore the burden of supporting Black faculty, staff, and students as well as the overall work environment. BLAC@UC recognized President Drake for his partnership and requested a representative delegate in the search for the next UC President.
- L. Jasmine Amin, UC Santa Barbara student and Associated Students of UCSB Senator, implored the Regents to protect Jewish students. Ms. Amin stated that Jewish students did not have access to certain parts of UCLA because of Students for Justice in Palestine, and that students were attacked and injured at UC Berkeley. She stated that it was the responsibility of the Regents to penalize perpetrators.
- M. Naomi Hammonds, UCLA graduate student and Chair of the UC Graduate and Professional Council (UCGPC), stated that, starting in spring 2024, people of color felt less safe on campus due to increased security and UC police presence. Ms. Hammonds asked that the Regents consider a more inclusive notion of safety for all students, adding that this was the only way UC could rebuild a sense of community and earn trust among its constituents.

- N. Kathryn Lybarger, representative of AFSCME Local 3299, stated that union members were negotiating a new contract in good faith while UC was insensitive to their concerns. Members were priced out of local housing markets and real wages dropped by an average of nearly ten percent. Ms. Lybarger remarked that UC could afford to fix the increased staff vacancy rates across the system. The union did not wish to strike; rather, it wished to be treated fairly and with respect.
- O. Cassandra Perez, UC alumna, addressed item C1, *University of California Compliance with State Assembly Bill 481*. She urged the Regents not to further militarize campuses, as this would send a signal that UC does not prioritize student voices or safety. Ms. Perez stated that weapons would be used to harm pro-Palestinian students including Pro-Palestinian Jewish students, faculty, and staff.
- P. Joshua Behrens, representative of the National Lawyers Guild of Los Angeles (NLG-LA), addressed item C1 and expressed NLG-LA's Legal Observer Committee's vehement opposition to UCLA's request to acquire eXact iMPact 40-millimeter munitions. Mr. Behrens stated that these munitions have been the subject of millions of dollars of legal settlements and would infringe upon free speech rights, and that UC police should not be trusted with such militarized equipment.
- Q. Mark Chekal, former UC staff member, stated that, since Accolade has taken over management of UC Core, a preferred provider organization (PPO) plan, his secondary insurance plan was no longer making his copayments. He raised this issue with Accolade and UCOP employees but it has not been addressed, so he filed a complaint with the U.S. Centers for Medicare and Medicaid Services. Mr. Chekal asked the University to intervene.
- R. Jonah Walters, UCLA Chancellor's Postdoctoral Fellow, expressed strong opposition to UCLA and other campuses acquiring more "less lethal" ammunition including capsaicin pellets and projectiles, noting his scholarship in this area. For instance, the owner's manual of one of the air rifles requested by UCLA warned that getting shot by the rifle could cause severe injury or death.
- S. Averie Verghese, UCLA student, criticized UC for using tuition dollars to invest in the weapons manufacturing industry and for responding to students' calls for divestment, disclosure, and protection with police violence, inaction, and indifference. She noted then Chancellor Block's encampment response and the pay that California Highway Patrol officers received for participating in the encampment response. She called on UC to stop investing in militarizing the police and to heed student calls for divestment and disclosure.
- T. Aral Greene, UC Riverside graduate student, demanded that the Regents not approve more funding to further militarize UC police. Ms. Greene stated that the University cut \$125 million from its 2024–25 budget and would cut 7.95 percent of its 2025–26 operational funding. She added that students, staff, and faculty were the targets of this military equipment and that multiple injuries were documented.

- U. Shachar-Lee Yaakovovitz, UC Davis alumna and representative of StandWithUs, an organization addressing antisemitism, stated that Jewish students were afraid that they would experience antisemitism on campus this coming academic year. One student chose not to speak during the public comment period out of fear of being stalked or their personal information being leaked. Ms. Yaakovovitz thanked the Regents for passing item J2, *Adoption of Regents Policy on Public and Discretionary Statements by Academic Units*, during the July meeting and for the University's implementation of a zero-tolerance policy regarding encampments.
- V. Dina Schechter, UC alumna, expressed deep concern about antisemitism on UC campuses. Her children did not attend UC because she and her husband did not feel that UC campuses offered a safe environment. Ms. Schechter stated that the teaching of antisemitism and anti-Zionism in the classroom has resulted in violence; this was not being addressed in academia. She asked why UC was allowing and supporting this behavior.
- W. A Jewish student from UCLA shared her experience with antisemitism on campus. She stated that students turned her Zionist beliefs into a slur and referred to her and her parents, who were refugees from the former Soviet Union, as white colonizers who needed to return to Europe. She added that she unable to access certain parts of campus or participate in certain campus activities because of her Jewish identity.
- X. Tal Paley, parent of a UC student and high school teacher, stated that Jewish students deserve fair and unbiased grading. She shared that her former students attending UCLA were terrified to seek religious accommodations, that Jewish students were graded more harshly, and students making pro-Israel comments were ostracized on social media. In particular, the grade of a student who wore a kippah was suddenly changed from a "B" to a "D+" on the last day of class.
- Y. Taylor Sooferian, UC San Diego student, stated that instructors should not be allowed to change course content in order to discuss their views on the war in Gaza, and that Jewish students should not feel as if holding a view different from that of their instructors would result in a lower grade. She shared that the lecturer of her communications course added texts to the syllabus that described the war from an anti-Zionist perspective, assigned work related to the war, and spent hours discussing why the war was a genocide and why Zionists were the aggressors. Ms. Sooferian suggested that faculty take a mandatory course in diversity, equity, and inclusion that also discusses the history of Judaism and Zionism.
- Z. Sherry Zhou, UCLA student, stated that she was troubled that, instead of ensuring that students feel safe on campus and protecting their free speech rights, the Regents were focused on funding military-grade equipment that would be used to surveille and repress students. She stated that UCLA students had been hurt and traumatized by such weapons just months ago.

- AA. Saydi Garcia, Cardenas Markets staff member, stated that she was harassed by a manager who repeatedly asked her to have meals with him. His behavior made Ms. Garcia so uncomfortable that she ate lunch in her car, which reached temperatures of over 100 degrees in the summer. She later told a different manager about this treatment and was told to ignore him, but nothing changed; a few months ago, she filed a complaint with human resources but did not receive a response. This was one reason why she wished to unionize. Ms. Garcia stated that management held anti-union meetings.
- BB. Sarah Bacon, UC Santa Barbara graduate student, asked the President and Regents who was consulted during the creation of new protest-related policies. Ms. Bacon stated that no participants of the encampments and pro-Palestinian movement at the campuses were consulted. She asked the University to speak with students who were demanding to be heard and felt very scared.

Chair Reilly invited President Drake to make an announcement.

President Drake announced that Chancellor Wilcox would be retiring at the end of the academic year and expressed his deep gratitude for Chancellor Wilcox's more than ten years of leadership at the Riverside campus. During his tenure, UC Riverside reached the top ranks among research universities and served as a national leader for inclusive excellence and social mobility. The entire region has benefited from what the campus has achieved: admission into the Association of American Universities and establishing a leading medical school. UC Riverside exemplified what a public university should be—a home for academic research that values the belonging of the whole community.

2. **APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meetings of July 17 and 18, 2024 were approved, Regents Beharry, Cohen, Drake, Kounalakis, Lee, Leib, Makarechian, Matosantos, Pack, Pérez, Reilly, Robinson, Salazar, Sarris, and Sherman voting “aye.”¹

3. **REMARKS FROM STUDENT ASSOCIATIONS**

President Drake welcomed new UC Student Association (UCSA) President Aditi Hariharan, who was studying political science and nutrition science at UC Davis.

Ms. Hariharan stated that college offered a learning environment in which students challenge preexisting beliefs, explore new perspectives, and question institutions. After joining Students for Reproductive Freedom in her first year in college, she was exposed to discussions about sexuality and new ways to express dissent. Ms. Hariharan participated in protests on campus and at her local City Hall following the ruling in *Dobbs v. Jackson Women's Health Organization*, which led to her becoming UCSA President, an example of how free speech fosters civic engagement. Ms. Hariharan underscored the importance

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code § 11123(b)(1)(D)] for all meetings held by teleconference.

of UC remaining a place for students to speak freely, adding that student activism was a key reason why the Regents voted to divest \$3.1 billion from companies doing business with the apartheid government in South Africa in 1986. This was possible because students had somewhere to protest and their input was considered. She stated that restrictive enforcement of time, place, and manner policies have compromised student civic engagement, and policies such as Regents Policy 4408, Policy on Public and Discretionary Statements by Academic Units, created a precedent limiting free speech and academic thought and was inconsistent with UC policy, which did not limit the speakers invited to campus. She urged the Regents to ensure that students are not expelled or face permanent consequences and that staff and faculty are not terminated for expressing themselves. UC policy must be crafted with student input, and students should be consulted regarding campus implementation of time, place, and manner policies, which did not specify where students were allowed to express themselves. Ms. Hariharan strongly urged chancellors to regularly meet with student organizations and student leaders but noted that most students did not have a means of direct communication with campus administration. Students were frustrated about money being invested in a genocide of Palestinians and a policy created to address antisemitism but not Islamophobia, and encampments were a form of student expression when the administration was not hearing from a diverse group of students. Ms. Hariharan underscored students' right to express dissent. She called attention to gaps in access to food, as undocumented and international students were barred from qualifying for CalFresh regardless of income, and she noted the effect of food insecurity on academic performance. She hoped to work toward alternatives to CalFresh similar to the AggieFresh program at UC Davis. Ms. Hariharan concluded by calling on the Regents to support State Assembly Bill 2586, the Opportunity for All Act.

President Drake introduced UC Graduate and Professional Council (UCGPC) President Ryan Manriquez.

Mr. Manriquez welcomed Ms. Hariharan and recalled engaging in student advocacy with her when he was an undergraduate student at UC Davis. He stated that the University must ensure that it is both an institution of learning and a place in which students can thrive in a safe, supportive, and equitable environment. He raised three issues: housing and habitability, free speech directives, and the upcoming vote on military equipment. Students have spoken with him about alarming living conditions such as persistent mold and pest infestation that undermine not only students' health and well-being but also their academic success. These experiences disproportionately affected graduate student families, who struggled to find affordable and accessible housing and often lived in much older campus housing units. Mr. Manriquez proposed a systemwide student housing habitability survey as a first step toward ensuring that housing at UC, especially for student families, meets the highest standards of health and safety. He suggested that UC work with students and immediately allocate resources for necessary repairs. Mr. Manriquez stated that UC must ensure that all policies regarding free speech activities are clear, consistent, and fair, reaffirm its commitment to safeguarding freedoms, and reassure students of their right to protest, speak out, and wear a mask, given concerns about public health and potential repercussions. In his view, creating a campus environment in which students could live, speak, and thrive was not only the University's duty but also its legacy. Regarding the

upcoming vote to approve new military equipment for the UC Police Department, Mr. Manriquez acknowledged the need for campus safety but highlighted the need to be mindful of the impact that this equipment could have on the student body. As evidenced by protests in the 1960s and in the past year, the use of military equipment in universities during peaceful demonstrations has often led to heightened tensions and the potential misuse of force. He added that police force has often been used to silence students who vehemently reject the status quo, and students viewed law enforcement as a threat to their safety. Mr. Manriquez emphasized the need to rebuild trust but noted that approving military equipment for crowd control would not help that endeavor, and the equipment would likely be used on students. He suggested that, prior to voting, the University should reflect on its defining core values. He stated that UC was a place of learning, a sanctuary for free thought, and a community dedicated to the well-being of every student, and actions taken on habitability, free speech, and campus safety would serve as a testament to UC's commitment to those ideals. Mr. Manriquez called for collaboration so that every student feels secure, heard, and valued.

The Board recessed at 9:45 a.m.

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The Board reconvened at 10:20 p.m. with Chair Reilly presiding.

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

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, Kao, and Lloyd, Chancellors Gillman, Hawgood, Khosla, Larive, Lyons, May, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Li

4. **STATE OF STAFF AT THE UNIVERSITY OF CALIFORNIA**

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Associate Vice President of Employee and Labor Relations Melissa Matella began the presentation with three key points. First, staff were the primary vehicle by which the University works toward its mission of delivering high-quality education, patient care, student support, and research. Staff were a valuable investment that needed support to ensure that they grow and continue to advance that mission. In difficult financial circumstances, budget-saving measures might provide short-term results but at the cost of long-term commitment and investment in staff. Second, UC was already taking great steps

to invest in and care for staff with initiatives such as flexible work programs, professional development, and competitive benefits. These efforts promoted UC's goal of becoming an employer of choice, which increased UC's ability to recruit, retain, and engage staff. Third, the Regents were asked to support the principle that staff were a critical investment through engagement, future dialogue, and action taken to become an employer of choice.

The University was the third largest employer in the state, and its over 140,000 staff provided essential services that supported UC's core mission. According to the 2022–23 Annual Financial Report, 64 percent of the UC's total payroll of \$21.8 billion was for staff. The payroll and spending of UC staff supported local businesses, created jobs, and generated tax revenue. Staff's community engagement also made a positive impact on the state. Systemwide Human Resources was dedicated to retaining and engaging staff. Of the University's 246,295 employees, 73,000 were academic staff and 33,959 student staff. The remaining number comprised represented and policy-covered staff. Staff from underrepresented groups made up 35 percent of the work force in October 2023, up from 29 percent in October 2013. Hispanic and Native American staff were still severely underrepresented in comparison with the California work force. Underrepresented staff made up 25 percent of the Senior Management Group (SMG), 20 percent of Managers, 15 percent of Senior Professionals, and 65 percent of Professional and Support Staff (PSS). Women made up 43 percent of SMG, 58 percent of Managers, 52 percent of Senior Professionals, and 64 percent of PSS. Ms. Matella acknowledged that, while UC has made progress, there was room for improvement and work that needed to be done.

Staff Advisor Emiru discussed why staff choose to work at UC. Staff Advisors engaged directly with staff across the system by meeting with administrators and human resources leaders, touring facilities, and having in-depth conversations with a diverse array of staff, during which the following themes have emerged. The first theme was commitment to mission. Staff expressed a deep belief in the mission of the University; they were passionate about the social mobility provided to students and cutting-edge research. The second theme was community and support. Staff valued their colleagues, and this supportive network was crucial amidst challenges like understaffing. The resilience and reliability of staff helped keep operations smooth and effective. Third, staff frequently highlighted benefits and development opportunities at UC, but there were sentiments that the benefits package has diminished over time. In particular, the pension was no longer as attractive or as substantial a factor for retention that it once was. Many staff felt that the lack of managerial support limited their ability to take full advantage of growth and development opportunities.

Former Staff Advisor Jo Mackness shared that, to make UC an employer of choice, staff wished to see better use of the University's name brand and highly regarded position to recruit staff. They wished to work remotely and sought clear guidance or policy that would lead to consistent implementation of flexible work arrangements. Staff wished to have more stable workloads; they reported burnout and unreasonable workloads due to a colleague on leave or a vacancy. Staff noted pay inequities; some departments could move staff to market-rate pay while others could not. Some campuses have established compensation equity pools, while others have not. Staff sought clear career pathways, but

professional development opportunities did not always lead to advancement opportunities. Staff have often heard that one needed to move to a different department or campus in order to advance. Staff sought great managers. Some managers, including faculty, struggled to manage within the University context and would benefit from evaluation and training. Staff, especially those who carried a historically marginalized identity, were looking for an inclusive culture. Affinity groups reported spending much time and effort on holding events and developing programs. They were effective in creating a sense of inclusion and belonging, but the work was unpaid and was not consistently appreciated.

Ms. Matella stated that UC, like most employers, was facing recruitment challenges. The demographics of UC's work force were changing. As older employees retire, UC must attract and retain talent from younger generations who have different expectations of their work experience, and UC must also do more to keep employees for longer. UC was striving to build a work force that reflected the diverse population of California and to make UC an employer of choice. The median age of UC staff was around 42, slightly older than the California average. To address the roughly 3,000 staff openings, UC needed to consider evolving workforce expectations and to create equitable experiences in compensation and benefits, workplace flexibility, and career opportunities.

Ramona Agrela, Vice Chancellor and Chief Human Resources Officer at UC Irvine Health, stated that most UC locations relied on data from engagement, onboarding, pulse, and exit surveys. Data showed that UCI employees felt that they were advancing the mission, had an opportunity to do their best work, and knew what was expected of them. Employees also shared that supervisor feedback was inconsistent and lacking and that they felt burnt out. These data were helpful for recruitment, retention, and creating programs for wellness, engagement, and career development.

Tammy Kenber, Chief Human Resources Officer at UC Davis, stated that many campuses have initiated programs focused on employee well-being, engagement, and development, such as formal wellness programs, flexible work arrangements, equitable hiring initiatives, mandatory manager training and leadership development, and partnership and support for staff groups. UC aimed to continue building on past success to create a work environment that meets employees' evolving needs and makes UC a highly desirable place to work.

Ms. Matella stated that Systemwide Human Resources has issued a request for proposal for a systemwide engagement survey, exit survey, benefits survey, and total remuneration study. UC would use data from these surveys to build support for and expertise in retention and engagement. The University aimed to create metrics that could be tracked and hoped to report to the Board on UC's progress in the coming years.

Chair Reilly remarked that staff were the unsung heroes of the University.

Regent Beharry asked why staff in the Senior Management Group were not as diverse as those in other staff groups. He asked whether the reasons were related to hiring practices or systemic barriers in career advancement, and whether there were data on advancement within the UC system. Vice President Lloyd replied that there would be a report regarding

Senior Management recruitment which would include the University's efforts to increase diversity in candidate pools. UC has made improvements, but there was always more to be done.

Regent Beharry asked whether there were data on the number of staff who were alumni, noting that he and his peers struggled to get hired by the University due to barriers such as degree or experiential requirements and a slow hiring process. In Regent Beharry's view, alumni knew the environment, needed less training, and were passionate about UC. The University could create a reciprocal system in which its return on investment in students would be their future contributions as staff. He suggested that UC could create a step program or pathway for students. Ms. Matella responded that she had discussed this in a meeting with the Staff Advisors last year. She acknowledged that UC could do more to create a pipeline for students. Ms. Lloyd stated that the data would be provided. She shared that she had been a UC Berkeley graduate who later returned to work at UC, rising from staff to SMG. There were many staff who were UC alumni. Ms. Agrela added that this was not something UC Irvine data captured, but a large number of UCI staff were alumni, and the campus also had an affinity group for alumni staff. The campus was developing programs and initiatives to identify alumni. Mr. Emiru stated that, according to last year's Council of UC Staff Assembly's (CUCSA) survey of non-represented staff, 39 percent of the 400 respondents were alumni.

Regent Anguiano, noting diversity at the PSS level, asked whether there was a list of the professional development training that was provided across the UC system that could help staff advance from PSS to SMG. Ms. Lloyd replied that such a list could be provided. There were a few systemwide programs, such as a six- to nine-month leadership program for professionals who wished to advance to a chancellor cabinet or SMG position. Campuses offered more of these types of programs. Ms. Agrela added that UCI equipped supervisors to develop their own staff and had an annual process similar to a nine-box grid, working with leaders to identify staff for potential advancement based on achievement and performance. Personal programs were developed to help these individuals advance.

Staff Advisor Frias asked if UC has looked into the association of race/ethnicity and gender with salary. Ms. Lloyd responded in the affirmative. Systemwide Human Resources conducted a salary study about three years ago. She remarked that it was time for a new study given the changes in the University's work force following the COVID-19 pandemic. Ms. Agrela offered to share the results of UCI's annual fair pay study.

Regent Sarris observed that there were no Native American, Native Hawaiian, or Pacific Islander staff at the SMG level. He asked if the University identified Filipino(a) staff as Asians or Pacific Islanders. Ms. Matella replied that she could find this information and follow up with a response. Regent Sarris emphasized that California had the largest concentrations of Native Americans and Filipino(a)s in the U.S., and neither group was identified or represented in the presentation materials. Ms. Lloyd offered to determine how these staff were captured in the data. There were some 224 SMG staff across the system. Some job applicants were choosing not to disclose their ethnic identity, which was one of the challenges that would be discussed in a forthcoming report.

Regent Sarris noted the significant population of Filipino(a) students at the University.

Regent Salazar asked what strategies were being adopted to address staff burnout and how UC was ensuring that staff provide a positive experience for students. Ms. Matella replied that UC was doing more to highlight the importance of prioritizing work-life balance, acknowledging burnout, and treating employees well in order to achieve the UC mission. UC locations were taking measures to ensure adequate staffing and the prioritization of work-life balance. Ms. Agrela stated that ensuring adequate staffing was challenging in the current budget climate, but UCI was making sure it had the resources to support staff while they were at work. The UCI Work Reimagined Program offered flexible schedules, and the Susan Samueli Integrative Health Institute offered wellness programs to staff at no charge. Ms. Lloyd added that, as previously mentioned, UC would conduct a series of post-pandemic employee surveys that could inform proposed changes.

Regent Salazar noted that another university offered tuition assistance to the children of staff attending that university. Such a benefit would create generational pride among staff, many of whom were people of color, and could help build the pipeline. President Drake recalled that a previous university where he worked had an employee assistance program. To stay in touch with the student perspective at the time, he taught undergraduate students and heard from colleagues who were parents of students, and the latter helped change policy. Many current faculty and staff were parents of UC students, and this was something he would continue to consider.

5. **UC OLYMPIANS AT THE PARIS GAMES: INSIGHTS AND REFLECTIONS**

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Chair Reilly introduced the presentation. At last month's Olympic Games, the University sent 103 athletes who competed in 27 sports and represented 31 nations and five campuses. If UC was a country, its contingent would have ranked 32nd in size. UC Berkeley and UCLA sent the third and sixth most competitors compared with other universities. UC Olympians have won more than 670 medals since 1920. At the Paris Olympics, 32 UC athletes won 39 medals—11 gold, 14 silver, and 14 bronze. UC was also represented by four current and former student-athletes at the 2024 Paralympic Games.

Chair Reilly introduced Hannah Chadwick, a UC Davis alumna and U.S. women's cycling Paralympian. Ms. Chadwick and her pilot were two-time Parapan American Games champions and two-time world medalists. Beyond sports, she worked at Disability:IN, a nonprofit organization.

Ms. Chadwick shared that she first encountered cycling through a camp in 2019 and currently trained full-time in Colorado Springs, Colorado when not working. She and her pilot have attended four international competitions, and she thoroughly enjoyed competing in the Paris Olympics. The determination and grit she learned at UC Davis translated to her athletic career. She recalled being able to study abroad in 2015 because UC Davis helped

her find a school in China that accommodated her disability. Studying abroad without her service dog helped prepare her to travel without her service dog for competitions.

President Drake introduced Sienna Green, a member of the UCLA women's water polo team who represented Australia and won a silver medal in Paris. In her first year at UCLA, Ms. Green earned Association of Collegiate Water Polo Coaches (ACWPC) All-American honors and was selected to the Mountain Pacific Sports Federation all-newcomer team.

Ms. Green stated that it was an honor to represent her country at the Olympics, which was also the most stressful and exciting two weeks of her life. Her time at UCLA prepared her for such high-level competition. The UCLA women's water polo team was the current national champion. Ms. Green came from a family of water polo players and began playing the sport at the age of nine in Australia, and she decided to attend UCLA to challenge herself. The support she received at UCLA helped her work toward her Olympic dream.

Chair Reilly introduced Gizem Guvenc, a member of the UCLA women's swim team and represented Turkey in the freestyle relay. Ms. Guvenc was a Turkish national record holder in freestyle swimming and had earned the College Swimming and Diving Coaches Association of America All-America honors as a sophomore student.

Ms. Guvenc shared that being the first Turkish woman to swim the 200-meter freestyle in under two minutes earned her a scholarship to UCLA and an opportunity to qualify for the Tokyo Olympics, but she was unable to compete. Her coaches and teammates at UCLA helped her rebuild her confidence, and the team culture empowered women. Ms. Guvenc shared her Olympic training and competition experience. At the competition pool, she realized her biggest dream had come true. The Olympics represented the culmination of her journey—the struggles, setbacks, and accomplishments. She cherished every moment.

President Drake introduced Joanna Hayes, UCLA Director of Track and Field/Cross Country. Ms. Hayes was a member of the UCLA Athletic Hall of Fame and, at the Athens Olympic Games in 2004, she earned a gold medal, broke a 16-year Olympic record, and received the Jesse Owens Award.

Ms. Hayes thanked the Regents for the work they have done for student-athletes. She had dreamed of competing in the Olympics since Florence Griffith Joyner did so in 1988, and she later won the gold medal in the 100-meter hurdles in 2004. She has coached four hurdlers who have competed at the Olympics, one of whom won gold at this year's Games, almost 20 years to the day she won her gold. Her time at UCLA prepared her for these moments; she learned to work hard while balancing academics, athletics, and a personal life, to appreciate success, and to handle and grow from failure. Ms. Hayes expressed gratitude to the coaches and academic staff who supported her when she was a student.

Chair Reilly introduced Johnny Hooper, a UC Berkeley alumnus who competed in the U.S. men's water polo team at the Olympic Games in Tokyo and Paris. He played a significant role in the U.S. men's team winning its first medal in 2008, and he scored 245 goals while at UC Berkeley, the third highest number of goals in the campus' history. Mr. Hooper had

previously earned a master's degree in business administration at the Haas School of Business.

Mr. Hooper shared that he started his water polo career in Los Angeles where he grew up and won a national title while at UC Berkeley. The Haas School had been very accommodating when he joined the national water polo team. Mr. Hooper played professionally in Greece after the COVID-19 pandemic delayed the Tokyo Olympics, and he utilized skills he acquired at UCLA such as time management and perseverance. After competing in the Tokyo Games, he started a job at Goldman Sachs. He played professionally in Italy before competing in the Paris Olympics, where he won a bronze medal, and he recently started working at a venture capital firm. Mr. Hooper emphasized the importance of the University's investment in its students, athletes, and alumni. He advised current student-athletes to seek a mentor, keep a tight-knit network, and talk to alumni.

President Drake introduced Leo Merle, who placed sixth in the 1,500-meter track race at the Paris Paralympics. A former UC Santa Cruz men's cross-country runner, Mr. Merle set a national record as a para-athlete for 5,000 meters, and he won a gold medal in the 2023 Parapan American games. He recently earned his DDS from the University of Michigan.

Mr. Merle shared that he grew up playing many sports and did not think much of his cerebral palsy, which was not very noticeable. Over time, he learned more about his disability and did not compete in his first para-athletics event until 2019 in Paris. His experience at the Paralympics was life-changing and he was forever grateful for it. He credited UCSC with his ability to reach this caliber in his sport and was grateful for the funding that the athletics program received to stay operational. At UCSC, he learned to balance athletics with academics and research, had access to many resources, and felt connected to his campus. Following his doctorate in dentistry, Mr. Merle planned to pursue a master's degree in microsurgery and endodontics.

Chair Reilly introduced Tara Prentice, a UC Irvine alumna who scored five goals for the U.S. women's water polo team at the Paris Olympics. As one of most decorated female student-athletes in history, Ms. Prentice earned multiple ACWPC All-America and Big West First Team honors, was twice nominated for the National Collegiate Athletics Association (NCAA) Woman of the Year award, and was named the 2022 Big West Player of the Year.

Ms. Prentice shared that she started swimming at nine years old and later discovered water polo through a neighbor. Her Olympic dream began as a result of an influential youth coach, and her coach at UCI was also the assistant coach for national team at the time. The faith that her coach and others at UCI had in her was the greatest gift that the campus could have given her. Ms. Prentice was a first-generation student who left UCI with two undergraduate and two master's degrees; she attributed her achievements to being in a positive environment where she allowed herself to dream and be inspired by others.

President Drake introduced Camryn Rogers, a Canadian UC Berkeley alumna who competed in the hammer throw in the Tokyo and Paris Olympics, winning gold in the latter. Ms. Rogers won the world championships in 2023 and was a finalist for the Honda Sport Award and NCAA Woman of the Year. She earned both undergraduate and master's degrees at UC Berkeley.

Ms. Rogers shared that she grew up in Canada with a single mother who had made many sacrifices for her, and she began her hammer throw career at 12 years old at her local track and field club, where she observed the family dynamic and sense of community in the sport. Ms. Rogers' first coach told her about the athletics program at UC Berkeley, and she later decided to take this chance when she was recruited. While at UCB, the hammer throw team became her second family, and the academic rigor there taught her discipline and time management, and focus, but her greatest takeaway was learning to become entrenched in the UC community. As a UCB student, she represented Canada in seven international competitions and medaled six times. At the Tokyo Games, Ms. Rogers combated impostor syndrome by thinking of her role models at UC Berkeley. After accomplishing her lifelong dream of becoming a gold medalist in Paris, she was overcome with emotion after dedicating many years to the sport and knowing that her coaches and family were among the spectators. She has met members of the UC and UCB community all over the world.

Regent Robinson, noting that Los Angeles would host the next Summer Olympics, asked what UC could do, including how UC should use resources and funding, to recruit more student-athletes from the U.S. and around the world so that UC could send more athletes to those Olympics. Ms. Hayes agreed that resources and money were needed, noting that campus staff provided emotional and personal support to student-athletes. Resources included adequate nutrition, training facilities, and input from current and former student-athletes. Mr. Hooper suggested educating student-athletes about changes in college athletics such as name, image, and likeness (NIL) or media rights and helping them navigate such issues. Mr. Merle recalled having to search for para-athletic opportunities on his own. He suggested devoting more resources and funding toward discovering athletes who had an invisible disability and future Paralympians.

Staff Advisor Frías expressed pride in the presenters for both their physical abilities and the strength of their character.

President Drake expressed pride in the coalescence of academic and athletic excellence at UC. The University attracted people from all over the world and was able to prepare people for some of the highest levels of athletic competition in the world. Athletes from other parts of the world had to relinquish academics at a young age to focus on sport, but UC allowed athletes to nurture their talent in a university setting and offered a community that supported these athletes throughout their lives. He congratulated the presenters.

Chair Reilly and President Drake presented the Olympians with commemorative pins.

The Board recessed at 11:45 a.m.

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The Board reconvened at 1:50 p.m. with Chair Reilly presiding.

Members present: Regents Beharry, Cohen, Drake, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures

In attendance: Regents-designate Brooks, Komoto, and Wang, Faculty Representative Cheung, Staff Advisors Emiru and Frias, Secretary and Chief of Staff Lyall, General Counsel Robinson, Chief Investment Officer Bachher, Executive Vice President and Chief Operating Officer Nava, Interim Senior Vice President Turner, Vice Presidents Kao and Lloyd, Chancellors Hawgood, Khosla, Larive, Lyons, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Li

6. **COMMITTEE REPORTS INCLUDING APPROVAL OF RECOMMENDATIONS FROM COMMITTEES**

Chair Reilly stated that Chairs of Committees and Special Committees that met at this meeting and off-cycle would deliver reports on recommended actions and items discussed, providing an opportunity for Regents who did not attend a particular meeting to ask questions.

Report of the Academic and Student Affairs Committee

The Committee presented the following from its meeting of September 18, 2024:

A. ***UC Grad Slam: Making University of California Research Accessible to All***

This item was not summarized.

B. ***Task Force on Instructional Modalities Report***

This item was not summarized.

C. ***Innovation and Entrepreneurship Update***

This item was not summarized.

Report of the Compliance and Audit Committee

The Committee presented the following from its meeting of September 19, 2024:

University of California Compliance with State Assembly Bill 481

The Committee recommended the approval of the military equipment use policy as shown in Attachment 1 and the equipment inventory contained in the 2024 annual report as shown in Attachment 2.

Upon motion of Regent Sures, duly seconded, the recommendation of the Compliance and Audit Committee was approved, Regents Cohen, Drake, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye.”

Report of the Finance and Capital Strategies Committee

The Committee presented the following from its meeting of September 18, 2024:

A. *Consent Agenda:*

(1) ***La Jolla Outpatient Pavilion, San Diego Campus: Preliminary Plans Funding***

The Committee recommended that the Regents amend the 2024–25 Budget for Capital Improvements and the Capital Improvement Program to include:

San Diego: La Jolla Outpatient Pavilion – preliminary plans – \$30 million, to be funded from hospital reserves.

(2) ***Falling Leaves Foundation Medical Innovation Building, Irvine Campus: Budget Amendment and Interim Financing***

The Committee recommended that:

- a. The 2024-25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Irvine: Falling Leaves Foundation Medical Innovation Building – design, construction, and equipment – \$249,999,000 to be funded from gifts (\$50 million), external financing (\$139,999,000 million), and campus funds (\$60 million).

To: Irvine: Falling Leaves Foundation Medical Innovation Building – design, construction, and equipment – \$262,599,000 million to be funded from gifts (\$62.6 million), external financing (\$139,999,000 million), and campus funds (\$60 million).

- b. The President of the University be authorized to obtain additional interim financing of \$5,284,000 for a total amount not to exceed \$24,584,000 plus additional related financing costs to finance the Falling Leaves Foundation Medical Innovation Building and declare that external financing may be used to reimburse prior expenditures. The Irvine campus shall satisfy the following requirements:

- i. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
- ii. To the extent additional gifts and other funds are received as cash, the amount of interim financing will be reduced. To the extent additional gifts are received as documented pledges, the interim financing will be converted to standby financing.
- iii. If gifts or pledges or both are not received within five years from the initial financing draw in the full amount of the outstanding interim financing, the amount of outstanding interim financing in excess of the amount of gifts and pledges received will be converted to long-term external financing or the Irvine campus will pay down, within a reasonable time, the amount of outstanding interim financing in excess of the amount of gifts and pledges received.
- iv. As long as the debt is outstanding, the general revenues of the Irvine campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
- v. The general credit of the Regents shall not be pledged.
- vi. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.

(3) ***Funding Reallocation, UC Davis Health: External Financing Approval, Sacramento Ambulatory Surgery Center and Folsom Medical Office Building***

The Committee recommended that:

- a. The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Davis: Sacramento Ambulatory Surgery Center (“The 48X Complex”) – preliminary plans, working drawings, construction, and equipment – \$589 million to be funded from hospital reserves (\$289 million) and external financing (\$300 million).

To: Davis: The 48X Complex – preliminary plans, working drawings, construction, and equipment – \$569,698,000 to be funded from external financing.

- b. The President of the University be authorized to obtain additional external financing of \$269,698,000 in a total amount not to exceed \$569,698,000 to finance the 48X Complex plus additional related financing costs and declare that external financing may be used to reimburse prior expenditures. The President shall require that:
- i. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - ii. As long as the debt is outstanding, the revenues of UC Davis Health shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - iii. The general credit of the Regents shall not be pledged.
 - iv. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.
- c. The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:
- From: Davis: Folsom Medical Office Building for the Folsom Center for Health – preliminary plans, working drawings, construction, and equipment – \$182.54 million to be funded from hospital reserves (\$81.74 million) and external financing (\$100.8 million).
- To: Davis: Folsom Medical Office Building – preliminary plans, working drawings, construction, and equipment – \$182.54 million to be funded from hospital reserves (\$36.54 million) and external financing (\$146 million).
- d. The President be authorized to obtain additional external financing of \$45.2 million in a total amount not to exceed \$146 million to finance the Folsom Medical Office Building plus additional related financing costs and declare that external financing may be used to reimburse prior expenditures. The President shall require that:
- i. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - ii. As long as the debt is outstanding, the revenues of UC Davis Health shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.

- iii. The general credit of the Regents shall not be pledged.
- iv. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.

B. *UCSF Clinical and Life Sciences Building, San Francisco Campus: Amendment Number 12 to the UC San Francisco 2014 Long Range Development Plan and Design Following Adoption of Findings Pursuant to the California Environmental Quality Act*

The Committee recommended that the Regents, following review and consideration of the environmental consequences of the UCSF Clinical and Life Sciences Building project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, and following review and consideration of the previously certified Potrero Power Station Mixed-Use Development Project Final Environmental Impact Report (PPS Final EIR) (State Clearinghouse #2017112005), certified by the City of San Francisco on January 30, 2020, of which the proposed UCSF Clinical and Life Sciences Building project is a part:

- (1) Determine that the proposed project is consistent with the PPS Final EIR and that no further environmental analysis pursuant to CEQA is required, and adopt the CEQA Findings for the UCSF Clinical and Life Sciences Building project.
- (2) Make a condition of approval the implementation of applicable mitigation measures within the responsibility and jurisdiction of the San Francisco campus.
- (3) Approve Amendment No. 12 to the UCSF's 2014 Long Range Development Plan (LRDP) to include the project site in LRDP Chapter 10, Smaller Owned Sites.
- (4) Approve the design of the UCSF Clinical and Life Sciences Building project, San Francisco campus.

C. *Parnassus Central Campus Site Improvements, San Francisco Campus: Budget, Scope, External Financing, and Design Following Adoption of Findings Pursuant to the California Environmental Quality Act*

The Committee recommended that:

- (1) The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: San Francisco: Parnassus Central Campus Site Improvements – preliminary plans – \$4,615,000, funded from campus funds and transferred to the plant expenditure ledger.

To: San Francisco: Parnassus Central Campus Site Improvements – preliminary plans, working drawings, and construction – \$125,895,000, funded from external financing (\$90,895,000) and campus funds transferred to the plant expenditure ledger (\$35 million).

- (2) The scope of the Parnassus Central Campus Site Improvements project be approved. The project shall provide site improvements in the central core of the Parnassus Heights campus site, including extending utilities to existing and future buildings and demolishing the School of Nursing Building.
- (3) The President of the University be authorized to obtain external financing in an amount not to exceed \$90,895,000 plus additional related financing costs to finance the Parnassus Central Campus Site Improvements project and declare that external financing may be used to reimburse prior expenditures. The President shall require that:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. As long as the debt is outstanding, the general revenues of the San Francisco campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - c. The general credit of the Regents shall not be pledged.
 - d. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.
- (4) Following review and consideration of the environmental consequences of the Parnassus Central Campus Site Improvements project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:
 - a. Adopt CEQA Findings for the Parnassus Central Campus Site

Improvements project, having considered the previously certified Comprehensive Parnassus Heights Plan Final Environmental Impact Report (CPHP Final EIR).

- b. Make a condition of approval the implementation of applicable mitigation measures within the responsibility and jurisdiction of the San Francisco campus, as identified in the Mitigation Monitoring and Reporting Program adopted in connection with the CPHP Final EIR.
 - c. Approve the design of the Parnassus Central Campus Site Improvements project, San Francisco campus.
- D. ***Cal Softball Field Renovation, Berkeley Campus: Amendment of Budget, External Financing, Scope, and Design Following Certification of an Environmental Impact Report Pursuant to the California Environmental Quality Act***

This item was deferred by the Committee.

- E. ***Preliminary Discussion of the University's 2025–26 Operating Budget***

This item was not summarized.

Upon motion of Regent Cohen, duly seconded, the recommendations of the Finance and Capital Strategies Committee were approved, Regents Beharry, Cohen, Drake, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, and Sarris voting “aye.”

Report of the Governance Committee

The Committee presented the following from its meeting of September 19, 2024:

- A. ***Approval of Appointment of and Compensation for June Yu as Vice President – UC National Laboratories, Office of the President as Discussed in Closed Session***

The Committee recommended approval of the following items in connection with the appointment of and compensation for June Yu as Vice President – UC National Laboratories, Office of the President:

- (1) Per policy, appointment of June Yu as Vice President – UC National Laboratories, Office of the President.
- (2) Per policy, an annual base salary of \$456,500.
- (3) Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits including eligibility for senior

manager life insurance and executive salary continuation for disability (eligible after five consecutive years of Senior Management Group service).

- (4) Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all program requirements.
- (5) Ms. Yu will continue to comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- (6) This action will be effective September 19, 2024.

The compensation described above shall constitute the University's total commitment until modified by the Regents or President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

B. *Approval of 2024–25 Systemwide Salary Program Increases for Certain Level One Senior Management Group Members as Discussed in Closed Session*

The Committee recommended approval of the following items in connection with the 2024–25 systemwide salary program increases for certain Level One Senior Management Group members:

- (1) Per policy, as listed in Attachment 3, a general increase of 4.2 percent for each Level One Senior Management Group (SMG) employee systemwide who is eligible for such an increase pursuant to systemwide guidelines and any applicable local guidelines. As an exception to policy, a retroactive effective date for employees paid monthly of July 1, 2024 and a retroactive effective date for employees paid bi-weekly of June 23, 2024.
- (2) Per policy, as listed in Attachment 3, a general increase of 4.2 percent for Level One Senior Management Group member Michael Witherell as Laboratory Director, Lawrence Berkeley National Laboratory, consistent with systemwide guidelines and the salary program approved by the Department of Energy. The effective date will be October 1, 2024.

Additionally, the Committee recommended approval of a 2024–25 systemwide salary program general increase of 4.2 percent for Michael V. Drake as President of the University, as listed on Attachment 3, and as an exception to policy, a retroactive effective date of July 1, 2024.

The resulting base salaries shall constitute the University's total commitment for base salary until modified by the Regents, President, or Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released

to the public as required in accordance with the standard procedures of the Board of Regents.

C. *Approval of Market-Based Salary Adjustments for Certain UC Chancellors as Discussed in Closed Session*

The Committee recommends approval of market-based salary adjustments for certain chancellors, within policy, effective September 1, 2024 as noted below:

Location	Name of Chancellor	Base Salary* Including 2024 Systemwide General Increase (4.2%) Pending Approval	MRZ Percentile	Market-Based Increase Funded through Private Sources**	Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
UCD	Gary May	\$669,588	29.3	\$225,412	33.7%	\$895,000	50.2
UCI	Howard Gillman	\$679,416	30.2	\$215,584	31.7%	\$895,000	50.2
UCM	Juan Sanchez Muñoz	\$594,444	23.8	\$190,556	32.1%	\$785,000	40.0
UCR	Kim Wilcox	\$629,472	25.6	\$180,528	28.7%	\$810,000	42.3
UCSB	Henry Yang	\$660,348	28.4	\$159,652	24.2%	\$820,000	43.2
UCSC	Cynthia Larive***	\$618,528	24.8	\$176,472	28.5%	\$795,000	40.9
UCSF	Sam Hawgood	\$1,020,024	62.1	\$169,236	16.6%	\$1,189,260	69.6

* For the UCD and UCSF Chancellors, a portion of their current base salaries (including the pending 2024–25 general increases) are paid through private sources (UCD - \$100,437; UCSF - \$336,605).

** No State funds or tuition revenue to be used for the proposed market-based salary adjustments; funding will be through private sources.

*** The UCSC Chancellor will voluntarily forego any increases to base salary for FY 2024–25. This salary increase will be subject to approval by the President, Chair of the Board, and Vice Chair of the Board before implementation.

The base salaries described above shall constitute the University’s total commitment for base salaries until modified by the Regents, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

D. *Approval of Market-Based Salary Adjustments for Certain Level One Senior Management Group Employees, Office of the President as Discussed in Closed Session*

The Committee recommended approval of market-based salary adjustments for certain Level One Senior Management Group members at the Office of the President, within policy, effective September 1, 2024, as noted below:

Title	Incumbent	Base Salary Including 2024 Systemwide General Increase (4.2%) Pending Approval	Current MRZ Percentile	Proposed Market-Based Increase \$	Proposed Market-Based Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
Chief Investment Officer and Vice President - Investments	Bachher, Jagdeep	\$812,088	22.3	\$237,912	29.3%	\$1,050,000	59.1
Provost and Executive Vice President - Academic Affairs	Newman, Katherine	\$553,692	24.0	\$44,308	8.0%	\$598,000	32.9
Executive Vice President - Chief Operating Officer	Nava, Rachael	\$497,376	35.4	\$67,624	13.6%	\$565,000	43.1
Vice President - Agriculture and Natural Resources	Humiston, Glenda	\$357,240	28.3	\$32,760	9.2%	\$390,000	41.1

Additionally, the Committee recommended approval of the market-based salary adjustments for the President of the University and the Secretary and Chief of Staff to the Regents, within policy, effective September 1, 2024, as noted below:

Title	Incumbent	Base Salary Including 2024 Systemwide General Increase (4.2%) Pending Approval	Current MRZ Percentile	Proposed Market-Based Increase \$	Proposed Market-Based Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
President of the University	Drake, Michael	\$1,044,132	46.0	\$263,868	25.3%	\$1,308,000	80.3
Secretary and Chief of Staff to the Regents	Lyall, Tricia	\$283,392	23.4	\$61,908	21.8%	\$345,300	40.0

The base salaries described above shall constitute the University's total commitment for base salaries until modified by the Regents, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

E. *Approval of Incentive Compensation for Fiscal Year 2023–24 for Chief Investment Officer and Vice President – Investments, Office of the President as Discussed in Closed Session*

The Committee recommended approval of an incentive award of \$357,203 for Plan Year 2023–24, under the Office of the Chief Investment Officer Annual Incentive Plan (AIP), for Jagdeep Singh Bachher as Chief Investment Officer and Vice President – Investments, Office of the President. The recommended incentive award represents 50 percent of Mr. Bachher's total salary paid as of the end of the plan year of \$714,406.

The incentive compensation described above shall constitute the University's total commitment regarding incentive compensation until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

F. ***Dates of Regents Meetings for 2026 and Amendment of November 2025 Regents Meeting Dates***

The Committee recommended that (1) the November 2025 Regents meeting be held on November 18-20, 2025; and (2) the following dates of Regents meetings for 2026 be approved:

2026

January 13-15

March 17-19

May 12-14

July 14-16

September 15-17

November 17-19

G. ***Biennial Report on Diversity in Campus and Systemwide Executive Searches***

This item was not summarized.

Upon motion of Regent Sures, duly seconded, the recommendations of the Governance Committee were approved, Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting "aye" and Regent Drake abstaining.

Report of the Health Services Committee

The Committee presented the following from its meeting of August 14, 2024:

A. ***Proposed Request for Approval of La Jolla Medical Center Tower 2 and La Jolla Outpatient Pavilion, San Diego Campus***

The Committee recommended the approval of the San Diego campus' proposal to request recommendation by the Finance and Capital Strategies Committee to the Board of Regents at its future meetings for (1) approval of preliminary plans funding for the La Jolla Medical Center Tower 2 and the La Jolla Outpatient Pavilion; (2) approval of the budget and external financing; and (3) approval of design and action pursuant to the California Environmental Quality Act (CEQA), and any amendment or modification to the foregoing.

B. ***Review of the UC Health Strategic Framework and Fiscal Year 2024–25 Budget for UC Health Division, Office of the President***

This item was not summarized.

C. ***Evolving Landscape of Clinical Training: Focus on Medical Students***

This item was not summarized.

D. ***Spotlight on Integrative Health Across UC Health***

This item was not summarized.

Upon motion of Regent Sures, duly seconded, the recommendation of the Health Services Committee was approved, Regents Beharry, Cohen, Drake, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye.”

7. **REPORT OF INTERIM, CONCURRENCE, AND COMMITTEE ACTIONS**

Secretary and Chief of Staff Lyall reported that, in accordance with authority previously delegated by the Regents, action was taken on routine or emergency matters as follows:

Approvals by Interim Action

A. ***Appointment of a Chancellor to a Standing Committee***

The Chair of the Board and the Chair of the Special Committee on Nominations approved the following recommendation:

The Secretary and Chief of Staff to the Regents recommends, at the request of UCLA Interim Chancellor Hunt, that he be appointed to the Finance and Capital Strategies Committee, effective immediately through December 31, 2024.

B. ***Amendment of Regents Policy 3105***

The Chair of the Board and the Chair of the Academic and Student Affairs Committee approved the following recommendation:

The Provost recommends that the Regents approve amendments to Regents Policy 3105: Policy on Residency and Payment or Waiver of Tuition, Non-Resident Supplemental Tuition and Mandatory Systemwide Fees, as shown in Attachment 4, effective on July 1, 2024.

8. REPORT OF MATERIALS MAILED BETWEEN MEETINGS

Secretary and Chief of Staff Lyall reported that, on the dates indicated, the following were sent to the Regents or to Committees:

To the Regents of the University of California:

- A. From the President of the University, *Significant Information Technology Projects Report for the period January 1, 2024, through April 30, 2024*. July 18, 2024.
- B. From the Associate Vice President, *Federal Update, 2024, Issue 7*. August 8, 2024.
- C. From the Chair of the Board, *Membership of the Special Committee on Athletics*. August 13, 2024.
- D. From the Chair of the Board, *Membership of the Special Committee on the Selection of a President of the University*. August 13, 2024.
- E. From the President of the University, the announcement that UC Santa Barbara Chancellor Yang will step down from his role as chancellor and return to the faculty. August 14, 2024.
- F. From the Secretary to the UC Regents, *Appointments to the UC Santa Barbara Chancellor Search Committee*. August 31, 2024.
- G. From the UCLA Interim Chancellor, *Our Four-Point Plan for a Safer, Stronger UCLA*. September 5, 2024.

To the Members of the Governance Committee

- H. From the President of the University, *Annual Report on Executive Compensation for Calendar Year 2023: Deans and Certain Full-Time Faculty Administrators*. July 10, 2024.

To the Members of the Health Services Committee

- I. From the President of the University, *Report on the Health Systems Transactions Approved by the Health Services Committee for the period from July 1, 2021 through June 30, 2024*. August 9, 2024.

To the Members of the Investment Committee

- J. From the Chief Investment Officer, *news release on the 2023-24 total investment portfolio*. August 1, 2024.

The meeting adjourned at 1:55 p.m.

Attest:

Secretary and Chief of Staff

University of California [campus] Police Department

UC [campus] PD Policy Manual

Military Equipment

1.2 POLICY

It is the policy of the University of California [campus] Police Department that members of this Department comply with the provisions of Government Code § 7071 with respect to military equipment.

1.2.1 COMPLIANCE PROCEDURE

The University of California [campus] Police Department will ensure that all Department members comply with this policy and the policies that govern the use of equipment defined as military equipment. The UC [campus] Police Department shall conduct an annual audit. The Chief of Police or their designee will be notified of any policy violation(s). If needed, the violation(s) will be referred to an internal complaint investigation and handled according to UC [campus] Police Department's Personnel Complaint policy. All instances of non-compliance will be reported to the UC Board of Regents as part of the annual military equipment report.

Any member of the public can register a complaint, question, or a concern regarding military equipment use by sending their question via email to [campus email address]. The Chief of Police or their designee will respond in a timely manner.

1.3 MILITARY EQUIPMENT COORDINATOR

The Chief of Police should designate a member of this Department to function as the military equipment coordinator. The responsibilities of the military equipment coordinator include but are not limited to:

- (a) Acting as liaison to the governing body for matters related to the requirements of this policy.
- (b) Identifying Department equipment that qualifies as military equipment in the current possession of the Department or the equipment the Department intends to acquire that requires approval by the governing body.
- (c) Conducting an inventory of all military equipment at least annually.
- (d) Collaborating with any other law enforcement agencies that may use military equipment within the jurisdiction of the University of California [campus] Police Department (Government Code § 7071).
- (e) Preparing for, scheduling, and coordinating the annual community engagement meeting to include:
 1. Publicizing the details of the meeting.
 2. Preparing for public questions regarding the Department's funding, acquisition, and use of equipment.
- (f) Preparing the annual military equipment report for submission to the Chief of Police and ensuring that the report is made available on the Department website (Government Code § 7072).

Assembly Bill 481 (AB 481)



Prepared by:

UC COUNCIL OF CHIEFS OF POLICE

SEPTEMBER 2024

UC POLICE DEPARTMENT ANNUAL REPORT 2024 OF MILITARY EQUIPMENT

University of California Police Department Policy “Military Equipment” requires an annual report to be submitted to the Regents on an annual basis and posted on the police department website for as long as the equipment is in use.

Annual Report

Upon approval of a military equipment policy, the Chief of Police or the authorized designee should submit a military equipment report to the governing body of each type of military equipment approved within one year of approval and annually thereafter for as long as the military equipment is available for use (Government Code § 7072).

The Chief of Police or the authorized designee should also make each annual military equipment report publicly available on the Department website for as long as the military equipment is available for use. The report shall include all information required for the preceding calendar year for each type of military equipment in the Department inventory (Government Code § 7072).

The annual military equipment report shall, at a minimum, include the following information for the immediately preceding calendar year for each type of military equipment:

- (a) A summary of how the military equipment was used and the purpose of its use.*
- (b) A summary of any complaints or concerns received concerning military equipment.*
- (c) The results of any internal audits, any information about violations of the military equipment use policy, and any actions taken in response.*
- (d) The total annual cost of each type of military equipment, including acquisition, personnel training, transportation, maintenance, storage, upgrade, and other ongoing costs, and from what source funds will be provided for the military equipment in the calendar year following submission of the annual military equipment report.*
- (e) The quantity possessed for each type of military equipment.*
- (f) If the law enforcement agency intends to acquire additional military equipment in the next year, the quantity sought for each type of military equipment.*

A. How Used and Purpose of Use

- UC Berkeley PD (UCB) and UC Santa Cruz (UCSC) used the Long Range Acoustic Device (LRAD) equipment for crowd management.
- UCB used the Remotec Andros F6A Robot, Penn Arms 40mm L140-3 Launcher, and CTS 9557, Sponge Rounds on two occasions.
- UC Irvine PD (UCI) used (35) 40mm eXact iMpacT munitions and (6,600) rounds of .556-range ammunition for annual training.
- UC Los Angeles PD (UCLA) used (108) Def-Tec eXact iMpacT 40mm munitions for annual training.
- UC Merced (UCM) used (7) Def-Tec eXact iMpacT 40mm munitions for annual training.
- UC Riverside (UCR) used (60) Def-Tec eXact iMpacT 40mm munitions and (3,000) rounds of .556-range ammunition for annual training and deployed (not fired) the FN 303 Launcher during a building takeover at UCB during the Spring 2024 encampments.
- UC Santa Barbara PD (UCSB) used (59) Def-Tec 40mm exact Impact munitions (model# 6325) for annual retraining/certifications of police officers and used (9,000) rounds of Federal American Eagle .223 ammunition for retraining/certifications of police officers and four (4) newly hired officers attending a POST 16-hour Rifle Course.
- UC San Diego PD (UCSD) used (330) 40mm eXact iMpacT munitions for annual training.
- UC San Francisco PD (UCSF) used (7,000) rounds of Winchester .223 rifle rounds were expended during required range training.
- UC Davis PD (UCD) did not use any military equipment during this timeframe.

B. Complaints or Concerns

UCB, UCD, UCI, UCLA, UCM, UCR, UCSD, UCSF, UCSB, and UCSC Police Departments received no complaints or concerns during the fiscal year regarding the purchase or use of military equipment or the military equipment policy.

C. Internal Audits

UCB, UCD, UCI, UCLA, UCM, UCR, UCSD, UCSF, UCSB, and UCSC conducted audits of their military equipment and there were no violations of the policy found.

D. Total Costs and Funding Source – Fiscal Year 2023-2024

- UCD purchased unmanned remotely piloted powered aerial or ground vehicles initial program at a cost of \$45,000 from the department's budgeted general funds.
- UCI purchased (4) Def-Tec MK-9 Pepper Spray (OC) Canisters to replace the (6) expired canisters for \$86.20 from the department's annual budget.
- UCLA purchased (150) Def-Tec eXact Impact 40mm munitions for \$4,950 from the department's annual budget.
- UCR purchased (60) rounds of Def-Tec 40mm eXact Impact Munition Model #6325 for \$1,320 from the department's annual budget.
- UCSD purchased (5,000) rounds of 5.56 patrol rifle ammunition at a cost of \$2,994.50 from the department's annual budget.
- UCSF purchased (10) Colt model 6920-EPR Rifles and (10) LMT 40mm Launchers at a cost of \$24,812.22 from the department's annual budget.
- UCB, UCM, UCSB and UCSC did not purchase any new military equipment during this fiscal year.

(Continued on next page)

E. Quantity

AB 481 Military Equipment Inventory

Categories and Descriptions	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC	Total
Category 1 - Unmanned, remote Piloted, Powered Aerial or Ground Vehicles											
Remotec Andros F6A Robot	1	0	0	0	0	0	0	0	0	0	1
Unmanned Aerial Vehicle (drone)	4	2	0	3	0	0	0	3	0	2	14
Robot Platform To be determined (possibly Andros Titus)	1	0	0	0	0	0	0	0	0	0	1
Category 5 - Command and Control Vehicles that are either built or modified to facilitate operational control and direction of public safety units											
Command Post - Vehicle	0	0	0	0	0	0	0	0	0	0	0
Category 8 - Firearms and Ammunition of .50 caliber or greater, excluding standard issue shotguns and standard issue shotgun ammunition											
Remington 870 12 Ga. Shotgun (Breaching or Bean Bag Use Only)	0	0	0	0	0	0	0	0	0	0	0
Category 10 - Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency											
Sig-Sauer MCX 5.56 Short Barrel Rifle (SBR) Patrol Rifle			20								20
Sig Sauer M400	12								12		24
Colt Carbine (LE 6721)								48			48
Colt Carbine (LE 6940)									7		7
Colt Carbine (LE 6943)								5			5
Colt M4 Model (LE6933)	12	20			20						52
Colt Carbine (LE 6920)						10		5	5		20
Colt Enhanced Patrol Rifle EPR (16")				22				10			32
Colt M4 Carbine 5.56 Patrol Rifle						7	1			23	31
Heckler & Koch HK33 Rifle	0										0
Heckler & Koch MP5	0										0
Wintham AR-15 .223, WW-15 (simmunition training only)										2	2
Ruger AR 5.56 Patrol Rifle (Model 08500)							50				50
Colt Carbine (LE 6721)								1			1
Hornady #80625 .223 Remington	2,000				1,500						3,500
Hornady 5.56 TAP Rifle Rounds 75gr HP					10,000						10,000
LMT AR 5.56 Patrol Rifle							10				10
Speer LE Centerfire .223 Rem 62 Grain Ammunition							10,800				10,800
Speer Gold Dot .223 Ammunition (Duty)									7,700		7,700
Federal American Eagle .223 Ammunition (Training)									19,500		19,500
Winchester Ammo (Remington .223)	3,000										3,000
Winchester Ammo (Remington .223) (Duty 64 grain bonded Hollow Point)								56,000			56,000
Winchester Ammo (Remington .223) (Range 55 grain Full Metal Jacket)								58,000			58,000
Winchester Ammo (Remington .223) Frangible				10,000							10,000
Winchester.556 Rifle Rounds (Duty 64 grain bonded Hollow Point)			4,000	13,500		3,000				4,000	24,500
Winchester.556 Rifle Rounds (Range 55 grain Full Metal Jacket)		9,500	12,000	16,000		12,000				9,000	58,500
Category 11 - Noise-Flash Diversionary Devices and Explosive Breaching Tools											
Def-Tec Multi-port Plus II Distraction Device Model #8922	0	0	0	0	0	0	0	10	0	0	10
Category 12 - Munitions Containing Tear Gas or OC Excluding Standard Service Issued Hand-Held Pepper Spray											
FN Herstal 303-5 18mm Rounds (PAVA/OC)	300	0	300	0	0	0	105	1350	0	0	2055
Def-Tec 40mm Direct Impact Munition Model #6320 (OC)	5	0	5	41	0	0	5	4	0	0	60
Def-Tec 40mm Direct Impact Munition Model #6322 (CS)	5	0	5	0	0	0	5	18	0	0	33
FTC PAVA Capsaicin Rounds	0	0	0	1600	0	0	750	0	0	0	2350
Def-Tec MK-9 Pepper Spray (OC) Canisters, Model #5099	8	0	0	0	0	0	0	4	0	0	12
Sabre MK-9 Pepper Spray (OC) Canister Model 91H2060	0	0	6	0	0	0	0	0	0	0	6
PepperBall VK-SBL	0	0	0	4	0	0	0	0	0	0	4
FTC PAVA Capsaicin Rounds	0	0	0	3000	0	0	0	0	0	0	3000
Category 13 - Taser Shockwave, Microwave Weapons, Water Cannons, and Long Range Acoustic Devices											
Long Range Acoustic Device (LRAD)	1	1	1	2	1	1	1	1	1	1	11
Category 14 - Kinetic Energy Weapons and Munitions											
FN Herstal 303 Launcher	4	1	1	1	1	5	1	4	1	1	20
FN Herstal 303-3 18mm Rounds (Washable Paint)	150	285	0	0	0	200	105	2400	0	200	3340
Def-Tec/LMT 40mm Launcher (Models #1327, #1425, #1426)	0	5	20	18	6	7	9	14	15	11	105
Def-Tec 40mm eXact Impact Munition Model #6325	100	141	165	200	0	80	101	172	297	55	1311
Def-Tec 40mm Bean Bag Round Model #6025	0	0	0	0	0	0	0	22	0	0	22
Def-Tec 40mm Training Munition	0	50	0	0	0	0	0	0	0	0	50
FTC Pepper ball Rifle	0	0	0	4	0	0	2	0	0	0	6
Penn Arms 40mm L640-3 Launcher	2	0	0	0	0	0	0	0	0	0	2
Penn Arms 40mm L140-3 Launcher	13	0	0	0	0	0	0	0	0	0	13
Defense Technology 12 Ga. Drag-Stabilized Bean Bag Round	0	0	0	0	0	0	0	0	0	0	0
CTS 4557 40mm Sponge Round Spin Stabilized Direct Impact	300	0	0	0	0	0	0	0	0	0	300
CTS 4557-01 Inserts 40mm Sponge Reload	600	0	0	0	0	0	0	0	0	0	600
Def-Tec 40mm eXact Impact Launcher Model #6324	0	0	0	0	5	0	0	0	0	0	5
Def-Tec 40mm eXact Impact Munition Model #6324	0	0	0	0	100	0	0	0	0	0	100
FN Herstal 303 Launcher	0	0	0	4	0	0	0	0	0	0	4
CTS 4557 40mm Sponge Round Spin Stabilized Direct Impact	300	0	0	0	0	0	0	0	0	0	300
Def-Tec 40mm eXact Impact Munition Model #6325	0	0	0	300	0	0	0	0	0	0	300
Def-Tec 40mm eXact Impact Munition Model #6325	0	0	0	100	0	0	0	0	0	0	100
Def-Tec/LMT 40mm Launcher (Models #1327, #1425, #1426)	0	0	0	0	0	0	0	10	0	0	10

Legend	
Black Ink	Current Inventory
Red Ink	Request for approval for new equipment
Blue Ink	Requests to add additional equipment to existing inventory

F. Request for New Military Equipment

Request For Category 1 - Unmanned, Remotely Piloted, Powered Aerial or Ground Vehicles—The Use of Drones by University of California Police Departments

- (a) UCB is requesting to purchase a second hazardous devices robot to update their current technology and prepare for any potential failures of the existing robot that is 20 years old.
- (b) UCB, UCLA, UCSC and UCSF, collectively UCPD are requesting to purchase drones. In 2023, UCD and UCSC were approved to purchase this equipment to research its use under existing UC guidelines. UCD purchased two and UCSC did not make any purchases. UCD did not operate the equipment during the year.

Request For Category 10 – Specialized firearms and ammunition of less than .50 caliber, including assault weapons or greater, excluding standard-issue shotguns and standard-issue shotgun ammunition

Under the current law enacted by AB481 (Government Code Section 7070(c)(10)), law enforcement agencies are required to *include “Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency.”*

Assembly Bill 1486 (AB1486) has stalled in the legislative process. One of the proposed changes is to GC 7070(c)(10). The proposed change would require law enforcement agencies to include in their military equipment policies specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency.

As used in this paragraph, a “standard issue service weapon” means a firearm, other than an assault weapon defined in Sections 30510 and 30515 of the Penal Code, that is of the type normally issued to, carried, or transported by a peace officer in the course of routine patrol activities.

This change, if this legislation is approved, would require law enforcement agencies to add their patrol rifles and ammunition to the list of military equipment, even if they are considered a “standard issue service weapon.”

In 2023, UCPD identified to the Regents and included in their military equipment policy its patrol rifles and ammunition. The following items are additions to the previously reported inventory.

RIFLES

Type: Colt model 6721 M4 Carbine Rifle

Quantity: 1 - UCSF

Cost: Approximately \$1,500 each (Annual maintenance is estimated to be \$100)

Lifespan: Barrel life rated to approximately 15,000 rounds (5-10 years).

Manufacturer Description: The Colt AR-15 Tactical Carbine is an exceptional patrol rifle with tactical accuracy chosen by many federal, state, and local agencies. The 16.1” heavy barrel with a 1:9” rifling twist allows flexibility in ammunition selection from 45 grains all the way up to 69 grains. The telescopic M4 stock adjusts to four positions to enhance mobility and fit to a wider range of operators.



Type: Colt model 6920 Tactical Carbine Rifle

Quantity: 10 – UCSF

Cost: Approximately \$1,500 each (Annual maintenance is estimated to be \$100)

Lifespan: Barrel life rated to approximately 15,000 rounds (5-10 years).

Manufacturer Description: This specially designed law enforcement weapon system features many of the combat proven advantages of the military Colt M4. With the 4-position buttstock fully retracted, the Colt Law Enforcement Carbine is less than 32” length and weighs only 6.9 lbs - ideal for tactical deployment and traditional patrol.



Type: Colt M4 Carbine short barrel AR-15 style rifle, 10.5” barrel

Quantity: 1 – UCSD

Cost: Donated by a former police officer.

Purpose: The M4 Carbine AR-15 Style .223/5.56- is a lightweight, shoulder-fired, magazine-fed, gas- operated, rifle with a long spirally grooved barrel intended to make a bullet spin and thereby have greater accuracy over a long distance with greater ballistic capabilities than a pistol. Modular accessories aiding in the operation and use include an Aimpoint Red Dot sights optic and a Streamlight TLR-1 light mounted on each rifle.

Rifle Description: Shoulder-fired firearms, with rifling cut into its barrel, intended to cause projectiles to spin, improving accuracy over a long distance.

Use: The rifle is a precision weapon used to address a threat, while out in the field on patrol, with more accuracy at greater distances than a handgun. These rifles are currently deployed in each of the five patrol vehicles for use in patrol. Two are in the department armory.

Training: All UCSD PD officers are allowed to deploy the rifle in the field. Prior to deploying a rifle, members must complete a POST certified course in the operation of the rifle. Additionally, all members are required to pass a quarterly department range qualification course. All officers must qualify with the traditional iron sights and the Aimpoint Red Dot sights optic quarterly.



Request For Category 11 – Noise-Flash Diversionary Devices and Explosive Breaching Tools

UCB is requesting to purchase a Kinetic Breaching Tool to aid in the event of a barricaded subject or unresponsive individual due to a medical issue.

Requests For Category 14 – Kinetic Energy Weapons and Munitions

UCLA is requesting to increase Def-Tec 40mm eXact iMPact Munition (Model #6325) by (300) rounds.

Type: Def-Tec 40mm eXact iMPact Munition Model #6325

Purpose: 40mm ammunition used in conjunction with 40mm launchers may be deployed to impact subjects who demonstrate assaultive or life-threatening behavior. 40mm ammunition used in conjunction with 40mm launchers may also be used to control an actively resistive subject reasonably believed to possess or have immediate access to a deadly weapon within the force guidelines of Department policy. The main objectives that officers attempt to achieve in using a 40mm on a subject exhibiting any of the criteria mentioned above are to effect investigative detention or arrest; control a subject who is in lawful custody; prevent an escape; or protect the officer, the subject, or another person from injury or death.

Manufacturer Description: The eXact iMPact 40mm Sponge Round is a point-of-aim, point-of-iMPact direct-fire round. This lightweight, high-speed projectile consisting of a plastic body and sponge nose that is spin-stabilized via the incorporated rifling collar and the 40mm launchers rifled barrel. The round utilizes smokeless powder as the propellant and, therefore, has velocities that are extremely consistent. Used for crowd control, patrol, and tactical applications.

Training: Officers who have completed a POST certified grenadier course are authorized to carry and use the Def-Tec 40mm Launcher.

UCM is requesting additional launchers and munitions as indicated below:

To increase the number of 40mm less-lethal launchers available to officers in the field as a less-lethal alternative when dealing with violent individuals that pose a threat to the public and officers.

Quantity: (5) Def-Tec 40mm launchers; (100) Model #6324 eXact iMPact™ 40mm Sponge Round

Cost: Approximate Total Cost: \$6,890



Purpose: 40mm launchers with less-lethal sponge rounds may be deployed to impact subjects who demonstrate assaultive or life-threatening behavior. 40mm launchers utilized with less-lethal sponge rounds may also be used to control an actively resistive subject reasonably believed to possess or have immediate access to a deadly weapon. The main objectives that officers attempt to achieve in using a 40mm sponge round on a subject

exhibiting any of the criteria mentioned above are to effect investigative detention or arrest; control a subject who is in lawful custody; prevent an escape; or protect the officer, the subject, or another person from injury or death.

Legal: Use of Force Policy, Crowd and Demonstration Management Policy, and Control Devices and Techniques Policy, First Amendment Assemblies Policy. The department shall only utilize this equipment for official law enforcement purposes and pursuant to State and Federal Law and applicable department policy. **Training:** Officers that have been trained in the use of the 40mm single launcher undergo thorough classroom and live-fire training in its use. Additionally, officers trained in using the 40mm single launcher must pass annual qualifications to maintain proficiency.

Training: Officers that have been trained in the use of the 40mm single launcher undergo thorough classroom and live-fire training in its use. Additionally, officers trained in using the 40mm single launcher must pass annual qualifications to maintain proficiency.

UCSF is requesting to purchase additional launchers as indicated below:

Type: LMT 40mm Launcher (Model 1460R)

Quantity: 10

Cost: Approximately \$1,300 (Annual costs are less than \$50 per unit)

Lifespan: No lifespan indicated by the manufacturer. Lifespan varies on operational usage and wear.

Capability: 40mm launchers can fire various munitions with a maximum effective range of one hundred twenty (120) feet. 40mm launchers can deliver 40mm munitions in the form of chemical agents, sponge baton rounds, or combined use sponge baton OC chemical agent rounds.

Manufacturer Description: (Model #1426/40LMTS) The 40LMTS is a tactical 40mm single shot launcher that features a folding stock and an adjustable Integrated Front Grip (IFG) with a light rail. The Ambidextrous Lateral Sling Mount (LSM) and QD mounting systems allow both a single and two point sling attachment. The 40LMTS will fire standard 40mm Less Lethal ammunition, up to 4.8 inches in cartridge length. This weapon is NOT designed to fire 40mm High Velocity HE ammunition. The Picatinny Rail Mounting System will accept a wide array of enhanced optics/sighting systems. Model 1460R has a 14" orange barrel.

UCLA is requesting to purchase additional launchers as indicated below:

Type: PepperBall VK-SBL

Quantity: 4

Cost: Approximately \$1,481

Lifespan: No lifespan indicated by the manufacturer. Lifespan varies on operational usage and wear.

Capability: Can fire munitions with a maximum effective range of one hundred fifty (150) feet.

Manufacturer Description: The VK-SBL offers all the features of the VKS PRO™ in a lighter and smaller form factor. Able to deploy both .68 caliber round or long-range VXR™ projectiles, the VK-SBL has a shorter barrel, a 7-inch handguard, and a reflex sight. The VK-SBL easily adapts to different roles and situations, from routine patrols to specialized operations, while maintaining accuracy and control.



(Continued on next page)

REMOVALS FROM INVENTORY

UCB removed the following previously reported items from its inventory:

Item	Model	Quantity	Method of Disposal
Heckler & Koch	HK 33 Rifle	2	Currently looking for suitable buyer
Heckler & Koch	MPS	4	Currently looking for suitable buyer
Defense Technology	Riot Control Canister	150	Slated for destruction
Defense Technology	Multi-Port Plus II Distraction Device	9	Slated for destruction
Remington	Remington 870 18.5" Bbl, white buttstock and fore-end	13	Removed from service
Defense Technology	12 Ga drag stabilized bean bag	625	Removed from service
Defense Technology	40mm Launcher	5	Removed from service

2024 UC Systemwide Salary Program Increase¹ for the President of the University

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
President of the University	Michael V.	Drake	8/15/2020	\$1,002,036	4.2%	\$1,044,132

2024 UC Systemwide Salary Program Increase¹ for the Secretary and Chief of Staff to the Regents

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
Secretary and Chief of Staff to the Regents	Tricia	Lyall	12/1/2022	\$271,968	4.2%	\$283,392

2024 UC Systemwide Salary Program Increase¹ for Level One SMGs Systemwide

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
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Dual Reporting to the Regents

Chief Investment Officer and VP of Investments	Jagdeep	Bachher ²	3/31/2014	\$779,352	4.2%	\$812,088
General Counsel and Vice President - Legal Affairs	Charles	Robinson	1/1/2007	\$542,976	4.2%	\$565,788
Senior Vice President - Chief Compliance and Audit Officer	Alex	Bustamante	9/5/2017	\$418,080	4.2%	\$435,648

UCOP - Direct Reports to the President

Executive Vice President - Chief Financial Officer	Nathan	Brostrom	9/22/2014	\$575,328	4.2%	\$599,496
Executive Vice President - Chief Operating Officer	Rachael	Nava	2/9/2015	\$477,324	4.2%	\$497,376
Executive Vice President - UC Health	David	Rubin	10/1/2023	\$960,000	4.2%	\$1,000,320
Provost and Executive Vice President - Academic Affairs	Katherine	Newman	1/9/2023	\$531,372	4.2%	\$553,692
Interim Senior Vice Vice President - Ext. Relations & Comms	Meredith	Turner	10/1/2023	\$345,000	4.2%	\$359,496
Interim Vice President for UC National Labs	June	Yu	Interim 2/1/24-1/31/25	\$433,500	4.2%	\$451,716
Vice President - Agriculture and Natural Resources	Glenda	Humiston	8/3/2015	\$342,840	4.2%	\$357,240

LBNL

Laboratory Director (LBNL)	Michael	Witherell	3/1/2016	\$562,992	4.2%	\$586,644
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Chancellors

Chancellor - UCD	Gary	May	8/1/2017	\$642,588	4.2%	\$669,588
Chancellor - UCI	Howard	Gillman	9/18/2014	\$652,020	4.2%	\$679,416
Chancellor - UCM	Juan	Munoz	7/1/2020	\$570,480	4.2%	\$594,444
Chancellor - UCR	Kim	Wilcox	8/19/2013	\$604,092	4.2%	\$629,472
Chancellor - UCSB	Henry	Yang	6/23/1994	\$633,720	4.2%	\$660,348
Chancellor - UCSC ⁴	Cynthia	Larive	7/1/2019	\$593,592	4.2%	\$618,528
Chancellor - UCSD	Pradeep	Khosla	8/1/2012	\$1,141,324	4.2%	\$1,189,260
Chancellor - UCSF	Sam	Hawgood	7/1/2014	\$978,900	4.2%	\$1,020,024

Chief Executive Officer - Community-Based Services

Chief Executive Officer - UCR	Tim	Collins ²		\$550,000	4.2%	\$573,108
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Chief Executive Officers - UC Medical Centers

VC-Health and Human Services and CEO - UCD Health	David	Lubarsky ²	7/2/18; CEO 1/1	\$1,206,708	4.2%	\$1,257,396
Chief Executive Officer - UCI	Chad	Lefteris ²	3/31/2020	\$1,200,000	4.2%	\$1,250,400
Chief Executive Officer - UCLA	Johnesse	Spisso ^{2,3}	2/8/2016	\$1,751,018	4.2%	\$1,824,578
Chief Executive Officer - UCSD	Patricia	Maysent ^{2,3}	1/21/2016	\$1,404,702	4.2%	\$1,463,709
Chief Executive Officer - UCSF	Suresh	Gunasekaran ^{2,3}	3/1/2022	\$1,935,096	4.2%	\$2,016,382

¹Increases under the 2024-25 systemwide salary program are partially or fully state funded, except for LBNL, which is funded through the Department of Energy

²Eligible for Incentive Pay (OCIO AIP or CEMRP).

³Bi-weekly Payee.

⁴The UCSC Chancellor will voluntarily forego any increases to base salary for FY 24-25. This salary increase will be subject to approval by the President, Chair of the Board, and Vice Chair of the Board before implementation.

Proposed Amendments to Regents Policy 3105: Regents Policy on Residency and Payment or Waiver of Tuition, Non-Resident Supplemental Tuition and Mandatory Systemwide Fees

*Additions shown by underline; deletions shown by ~~strikethrough~~.

Regents Policy 3105: Regents Policy on Residency and Payment or Waiver of Tuition, Non-Resident Supplemental Tuition and Mandatory Systemwide Fees

POLICY SUMMARY/BACKGROUND

As a state-supported institution, the University of California confers on California students the benefit of attending the University at lower cost than students who attend from outside the state. Students classified as California residents are not charged Nonresident Supplemental Tuition (NRST). For most students, determining whether they qualify as a California resident is very straightforward. For a minority of students, the determination requires close examination. State law and University policy authorize some students to be considered California residents based on social policy considerations consistent with the mission of the University even if they don't meet the standard criteria for determining residency. This policy identifies the criteria for being classified as a California Resident (either by meeting standard Residency Requirements or special circumstances residency requirements) or for being classified as otherwise eligible for waiver of NRST. Further details are provided in Residence Policy Guidelines (Guidelines), maintained by the Office of the President (with the assistance of the Office of General Counsel) to facilitate implementation of this policy. Terms that are capitalized in this policy are defined in the Guidelines. This policy is informed by both the California Education Code and financial aid standards issued by the U.S. Department of Education. In light of the combined effect of a Student's Residency Classification and financial aid eligibility on the cost to attend UC and resources available to support attendance, wherever possible, this policy seeks to maximize consistency between University financial aid determinations and Residency Classifications to improve transparency for Students. All references to the California Education Code are for informational purposes only.

POLICY TEXT

- A. **Principles Governing Residency Determinations:** A Student's Classification for purposes of the Student's responsibility for payment of Nonresident Supplemental Tuition ("NRST") as either Resident, Non-Resident or NRST Exempt ("Residency Classification") shall be made based on information provided by the Student before initial Enrollment, upon re-Enrollment, or as may otherwise be required. Each Residency Classification shall be made by authorized University employees on the basis of this Policy and the implementing Guidelines adopted by the President pursuant to this Policy. Consistent with Regents Policy on Admissions Decisions, Residency Classifications shall not be motivated by development considerations or financial, political or other such benefit to the University. The Board recognizes that correspondence or inquiries received from individual Regents or from elected officials may be appropriate, but efforts to inappropriately influence the outcome of individual residency classifications are not.

- B. The burden is on each Student to demonstrate eligibility for classification as a resident or as NRST Exempt. A Student initially classified as a nonresident will retain that status unless and until the Student is deemed eligible for Resident Classification or an NRST Exempt Classification in a subsequent quarter or semester. A Student initially classified as a Resident who becomes a Non-Resident by virtue of acts of the Student or a Qualifying Individual is required to notify the Student's campus registrar immediately.
- C. The University may request that information submitted by a Student or a Qualifying Individual to support a Resident Classification or NRST Exempt Classification be sworn under penalty of perjury. The University may reconsider a Resident Classification or NRST Exempt Classification upon good cause. Where a Resident Classification or NRST Exempt Classification is found to have been based on inaccurate or incomplete information, the University may:
 - 1. bill the Student for NRST for periods of previous Enrollment in which NRST was not charged;
 - 2. hold a Student's registration until full payment of amounts due has been received;
 - 3. notify appropriate regulatory agencies;
 - 4. initiate discipline under the Policy on Student Conduct and Discipline ("PACAOS100");
 - 5. impose an administrative penalty no greater than the amount of NRST for each affected quarter or semester where a Student, Parent, or Qualifying Individual intentionally misrepresented or withheld relevant information, and/or
 - 6. pursue any civil, criminal or other remedies that may be appropriate under the circumstances.

I. Residency Classifications and Tuition Policy

- A. Each Student shall be charged Nonresident Student Tuition except as provided in this policy. A Student shall not be subject to payment of NRST if the Student and Parents (or other Qualifying Individual, as applicable):
 - 1. satisfy the Residency Requirements identified in Section B below; or
 - 2. demonstrate(s) at least one of the special circumstances warranting a Resident Classification identified in Section D below; or
 - 3. otherwise demonstrate(s) eligibility for exemption from payment of NRST as identified in Section E below.
- B. Residency Requirements. A Resident Classification at the University of California shall be granted where the Student and Parents, or other Qualifying Individual as applicable, demonstrate that they have established a primary and permanent home in California by providing evidence that they satisfy the following Residency Requirements:
 - 1. Physical Presence: Except as otherwise provided in the Guidelines, continuous physical presence in California for more than one year immediately before the Residence Determination Date, as further defined and explained in the Guidelines. Physical presence in California solely for educational purposes does not constitute the establishment of California residence, regardless of length of stay. The impact

of absences from California on a Student's Residency Classification shall be addressed in the Guidelines.

2. Intent: Except as otherwise provided in the Guidelines, intent for more than one year immediately before the Residence Determination Date to make a primary and permanent home in California, as demonstrated by indicia of intent identified in the Guidelines.
3. Evidence to demonstrate satisfaction of Residency Requirements for Students (and, where relevant, Parents or other Qualifying Individuals) who are not U.S. citizens or permanent residents are addressed in the Guidelines.

C. Who Must Satisfy Residency Requirements:

1. Student and Parents (or Qualifying Individual): Except as provided in Subsection 2, undergraduates who will not reach the age of 24 by December 31 of the academic year for which Resident Classification is sought must demonstrate that the Student and Parents (or other Qualifying Individual as applicable) satisfy the Residency Requirements.
2. Student Alone: The following Students may demonstrate satisfaction of the Residency Requirements on their own without regard to information about a Parent or other Qualifying Individual:
 - a. Graduate Students, regardless of their age;
 - b. Undergraduates who have reached the age of 24 by December 31 of the academic year for which Resident Classification is sought;
 - c. Undergraduates who are married as of the Residence Determination Date, regardless of their age;
 - d. Undergraduates who otherwise meet the independence standard for purposes of eligibility for federal financial aid; and
 - e. Undergraduates who demonstrate that they have been Self-Supporting for at least one year before the Residence Determination Date according to criteria set forth in the Guidelines.

D. Special circumstances resident classification: A Resident Classification (or Contingent or Limited Duration Resident Classification, as specified below) at the University of California shall be granted where a Student demonstrates any of the following Special Circumstances:

1. Student Member of the U.S. Armed Forces: A Student who is a member of the U.S. Armed Forces stationed in California, except if assigned for educational purposes, is eligible for a Contingent Resident Classification. Such a Student may retain a Contingent Resident Classification if the Student is transferred outside of California pursuant to military orders, so long as the Student remains continuously enrolled at a California public post-secondary institution. See section 68075.
2. Student Dependent of Member of the U.S. Armed Forces: A Student who is a dependent of a member of the U.S. Armed Forces stationed in California is eligible for a Contingent Resident Classification. Such a Student may retain a

Contingent Resident Classification if the member of the armed forces is transferred outside of California pursuant to military orders, or retires from the armed forces, so long as the Student remains continuously enrolled at a California public post-secondary institution. See section 68074.

3. Ward of the Court: A Student who resides in California and who is currently a dependent or ward of the state through California's child welfare system, or was a dependent or ward of the state and is no longer being served either due to emancipation or aging out of the California child welfare system, is eligible for a Resident Classification. See section 68085.
4. Non-Resident Dependent of a California Resident: A Student who does not satisfy the Residency Requirements but who has a Parent who both satisfies the Residency Requirements and either claimed the Student as a tax dependent or continually contributed court-ordered child support for the Student during the one year immediately before the Residence Determination Date shall be eligible for a limited duration Resident Classification for one academic year. Such a Student may thereafter be eligible to receive a Resident Classification if the Parent continues to satisfy the Residency Requirements and the Student demonstrates timely satisfaction of the Residency Requirements. See section 68076.
5. Student Under Care of An Adult Qualifying Individual Other than a Parent: An undergraduate Student who was under the continuous direct care and control of an adult Qualifying Individual other than a Parent for at least two years before reaching the age of 19 is eligible for a Resident Classification when both the Student and Qualifying Individual(s) demonstrate that they met the Residency Requirements for more than one year immediately before the Residence Determination Date. See section 68073.
6. California Public School Teacher: A Student who is employed by a California school district in a full-time position requiring certification qualifications shall be eligible for a contingent Resident Classification while completing course work to meet credential requirements according to the additional conditions set forth in the Guidelines. See section 68078.
7. Graduate of Bureau of Indian Affairs School: A Student who is a graduate of a school located in California run by the United States Bureau of Indian Affairs is eligible for a Resident Classification. See section 68082.
8. Amateur Student Athlete Training at a U.S. Olympic Training Center: A Student who is an amateur student athlete training at a U.S. Olympic Training Center in California is eligible for a limited duration Resident Classification for one academic year. Such a Student may thereafter be eligible to receive a Resident Classification if the Student demonstrates timely satisfaction of the Residency Requirements. See section 68083.
9. Refugees/Victims of Trafficking, Domestic Violence or Other Crimes: A Student who has been classified as a refugee, as specified in the Guidelines, or who holds a visa provided for victims of trafficking, domestic violence or other serious crimes (any "T" or "U" visa) is eligible for a limited duration Resident Classification for one academic year. Such a Student may thereafter be eligible to

receive a Resident Classification if the Student demonstrates timely satisfaction of the Residency Requirements.

10. University/Laboratory LLC Employees: An individual assigned to work outside the state of California who is a full-time employee of either the University or an LLC holding a contract to manage a university laboratory, as well as the dependent spouse, registered domestic partner or Child of such an individual, shall be eligible for a contingent Resident Classification. The Contingent Resident Classification shall expire at the end of any quarter or semester in which the Qualifying Individual no longer has an employment relationship that qualifies the Student for this contingent Resident Classification.
 11. Dependent of Member of Academic Senate: A Student who is the spouse or registered domestic partner or unmarried dependent Child of a member of the University faculty who is a member of the Academic Senate shall be eligible for a Resident Classification. See section 68078.
- E. Students Exempt from Payment of NRST (“NRST Exempt”): A Student who does not qualify for a Resident Classification under Section B or D above may nonetheless be eligible for exemption from payment of NRST under the following circumstances:
1. “AB 540”: A Student who qualifies under the provisions of section 68130.5 of the California Education Code (commonly known as AB 540) is eligible for an NRST Exempt Classification.
 2. Student Discharged from U.S. Armed Forces: Subject to limitations set forth in the Guidelines, a Student who was a member of the U.S. Armed Forces stationed in California for more than one year immediately prior to being discharged is eligible for NRST Exempt Classification for one academic year so long as the Student files an affidavit stating the Student’s intent to establish California residence at the time the Student seeks the NRST Exempt Classification. The one year NRST Exemption must be used within two years of being discharged. Such a Student may thereafter be eligible to receive a Resident Classification if the Student demonstrates timely satisfaction of the Residency Requirements. See Education Code section 68075.5.
 3. Federal Law Addressing Veteran or Foreign Service Higher Education Access: A Student who meets the definition of “covered individual” in section 702 of the U.S. Veterans Access, Choice and Accountability Act of 2014 (Public Law 113-146; 38 U.S.C. §3679(c)) or the eligibility requirements of the U.S. Higher Education Opportunity Act (20 U.S.C. §1015d) (or any other federal law addressed in the Guidelines regarding access to higher education for veterans of the U.S. Armed Forces) is eligible for an NRST Exempt Classification, ~~including, effective July 1, 2023, a Student who is a member (or spouse or dependent Child of a member) of the Foreign Service who would otherwise not meet the eligibility requirements of the U.S. Higher Education Opportunity Act (20 U.S.C. §1015d) until July 1, 2024.~~
 4. Freely Associated States: A student who is a citizen of the Federated States of Micronesia (FSM), the Republic of the Marshall Islands (RMI), or the Republic of

Palau is eligible for an NRST Exempt Classification, consistent with Section 209 (b)(1)(E) of The Consolidated Appropriations Act of 2024, Public Law 118-42.

II. Tuition / Mandatory Systemwide Fee Policy

Each Student shall be charged Tuition and other Mandatory Systemwide Fees except where they demonstrate any of the following circumstances, subject to further details in the Guidelines:

1. Recipient of Congressional Medal of Honor: A Student who has a Resident Classification and received or is the Child of someone who received the Congressional Medal of Honor and satisfies all requirements set forth in the Guidelines is eligible for exemption from payment of Tuition and Mandatory Systemwide Fees. See section 66025.3.
2. Student Dependent of Deceased or Disabled Veteran/CA National Guard: A Student who has a Resident Classification and who is the Child or dependent or surviving spouse or registered domestic partner (who has not subsequently married or registered as a domestic partner) of a deceased or disabled veteran or member of the California National Guard who was killed or permanently disabled while in active service of the United States Military or California National Guard, shall be exempt from payment of Tuition and Mandatory Systemwide Fees so long as the Student satisfies all requirements set forth in the Guidelines. See section 66025.3.
3. Student Survivor of Law Enforcement or Fire Suppression Personnel: An undergraduate Student who is the surviving spouse or registered domestic partner or Child of a California resident whose principal duties consisted of active law enforcement service or active fire suppression and prevention and who was killed on active duty shall be exempted from Tuition and Mandatory Systemwide Fees. See section 68120.
4. Student Survivor of Healthcare Workers or First Responders Deceased Due to COVID-19: Student who is a surviving spouse or surviving child of certain healthcare workers and first responders who died from COVID-19 shall be exempted from Tuition and Mandatory Systemwide Fees. See section 68120.3.

COMPLIANCE/DELEGATION

The President or designee, in consultation with the General Counsel, or designee, is authorized to adopt and amend implementing Guidelines consistent with this policy. The President or designee may delegate responsibility for applying and implementing this policy.

NO RIGHT OF ACTION

This policy is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the University of California or its Board of Regents, individual Regents, officers, employees, or agents.