

The Regents of the University of California

HEALTH SERVICES COMMITTEE

November 18, 2025

The Health Services Committee met on the above date at the UCLA Luskin Conference Center, Los Angeles campus and by teleconference.

Members present: Regents Batchlor, Leib, Makarechian, Matosantos, Park, and Sures; Ex officio members Milliken and Reilly; Executive Vice President Rubin; Chancellors Gillman, Hawgood, Hu, and Khosla; Advisory members Good, Marks, Noonan, and Ong

In attendance: Regents Anguiano, Brooks, Komoto, and Wang, Faculty Representatives Palazoglu and Scott, Staff Advisor Hanson, Secretary and Chief of Staff Lyall, General Counsel Robinson, Senior Vice President Turner, Vice President Kao, and Recording Secretary Johns

The meeting convened at 2:35 p.m. with Committee Chair Sures presiding.

1. PUBLIC COMMENT

Committee Chair Sures explained that the public comment period permitted members of the public an opportunity to address University-related matters. The following persons addressed the Committee.

- A. Varykina Thackray, professor at the UC San Diego School of Medicine, stressed that illegal demands by the federal government would severely affect constitutional rights and the University's teaching and research mission. She called on the University to make it clear that it would not capitulate to financial coercion from the federal government. It was unacceptable to limit academic freedom in any UC space and for the federal government to interfere with UC admissions, graduation requirements, and curricula.
- B. Christine Hong, professor at UC Santa Cruz, thanked President Milliken for preserving the UC President's Postdoctoral Fellowship Program (PPFP) and asked UC to ensure that the waiver of recruitment be uniformly in place across all campuses. The PPFP has allowed UC to attract new generations of researchers and retain them through the hiring incentive and recruitment waiver. The PPFP was a lifeline for the University and must be championed in the face of an unprecedented assault on higher education by the federal government.
- C. Alan Peralta, UC Irvine student and representative of Students Advocating for Immigrant Rights and Equity (SAFIRE), asked that the University implement Senate Bill (SB) 98, the SAFE Act, provide immediate and transparent notification when federal immigration enforcement officers appear on campus, reinstate

funding for the Presidential Fellowship for Experiential Learning for the next five years, and fund alternatives to CalFresh food assistance at every campus, since undocumented and international students were excluded from basic food support programs.

- D. Karla Trujillo, UC Irvine student and SAFIRE representative, called for the implementation of SB 98, funding for the Presidential Fellowship for Experiential Learning, and funding for alternatives to CalFresh at each campus. Increased xenophobia and an increased presence of U.S. Immigration and Customs Enforcement (ICE) in Orange County prevented undocumented students, staff, and instructors from feeling safe on campus.
- E. Diana Dayal, emergency resident physician at UCLA and representative of the Committee of Interns and Residents of the Service Employees International Union (CIR-SEIU), urged the Regents to allow virtual open bargaining for all bargaining sessions. Members not on the bargaining team cannot leave work to attend. Medical residents who worked long hours and served many patients deserved to hear what was occurring at the bargaining table.
- F. Anna, an undocumented UCLA student, requested implementation of the SAFE Act, funding for the Presidential Fellowship for Experiential Learning, and alternatives to CalFresh at each campus, so that students do not have to choose between education and food.
- G. Kevin Barry, an applicant for the 2026 PPFP, stated that the hiring incentive and waiver in this program would enable him, a disabled veteran, to make his voice heard and build his research program with increased confidence in a tenuous job market. Mr. Barry asked the Regents to consider the reputational cost to the UC system of eliminating these incentives.
- H. Michael Tubbs, former mayor of the City of Stockton, expressed his support for the hardworking residents of CIR-SEIU and their request for open virtual bargaining. He urged the Regents to bargain and negotiate in good faith. The University's medical residency program rivaled those of private institutions and was a matter of pride for the State of California.
- I. Namrata Deepak, UCLA student, referred to agenda item B3, *Renewal of the University of California Tuition Stability Plan*, and urged Regents to reject changes to the Tuition Stability Plan. She explained that she was a middle-income student who received very little need-based aid, received CalFresh assistance, and struggled to pay rent in a one-room apartment with two roommates. She anticipated that she and students like her would be paying up to \$1,800 more annually to attend UC due to the changes in item B3 and urged the Regents to consider the impact on students, especially low-income students.

- J. Michael McCormack, president of the UCLA Staff Assembly, conveyed staff uncertainty about funding, protection regarding gender and immigration status, and community safety. Basic needs were becoming increasingly expensive. Staff have felt disempowered by organizational calls for efficiency. Staff were essential for the operations of the University and must be fully valued.
- K. Donna Graves, alumna of UC Santa Cruz and UCLA, presented a petition from UC Unbowed, a network of UC alumni and allies. The vital role played by the UC system was recognized in the state and nation. UC faculty, students, and staff have spoken out against overreach by the Trump administration. Ms. Graves called on Regents to protect academic freedom and to reject the Trump administration's efforts to exert authoritarian control.
- L. Gregory Leazer, associate professor at UCLA, seconded the views of Ms. Graves and voiced support for the PPFP. He expressed concern about a growing gap between faculty and the administration and a number of issues including revisions to the Academic Personnel Manual's Faculty Code of Conduct, the UC Adaptations to Disruptions (UCAD) program review, and cyber security requirements. Faculty felt that Regents and the administration were not listening to their concerns. The Regents must defend the University in the face of actions by the federal government.
- M. Michelle Zeidler, professor at the UCLA School of Medicine and representative of the Jewish Faculty Resilience Group (JFRG), reported that a program at the School of Medicine this fall featured a faculty member who used the session to express political grievances against Israel. These actions were unethical and divisive. JFRG requested a public statement affirming that political indoctrination has no place in medical school instruction and that the Regents ensure that this issue is addressed once and for all.
- N. Harvey Rosenbaum, professor at the UCLA School of Medicine and representative of JFRG, discussed an incident that was recently reported to leadership, of antisemitic indoctrination at the School of Medicine in a humanistic reflections class held on Yom Kippur. UCLA's response focused on intent rather than content in this case, and not on how it was experienced by Jewish students and faculty. Dr. Rosenbaum asked that the School's investigation of the incident follow International Holocaust Remembrance Alliance guidelines regarding the definition of antisemitism.
- O. Maria Cervantes, who had been working as a cook at UCLA's Bruin Plate for ten years, addressed the Regents in Spanish. The workers represented by the American Federation of State, County and Municipal Employees (AFSCME) 3299 deserved a fair contract. That morning, students who were peacefully demonstrating with AFSCME for a contract were arrested, and this was shameful. Ms. Cervantes demanded that UCLA drop the charges against these students immediately.

P. Tamika Coleman, a UCLA employee of 19 years, stated that it was unfortunate that UC had not provided a fair contract to AFSCME after nearly two years of bargaining. That morning, students who were protesting peacefully in support of striking workers were arrested by UC police. Ms. Coleman demanded that UCLA drop charges against these students, including any student conduct charges.

Q. Daniel Neuhauser, UCLA professor and representative of JFRG, recalled that the 1967 Kalven Report issued by the University of Chicago found that, to preserve academic integrity and freedom, universities must remain neutral on external political and social issues. While Regents Policy 4408, Policy on Public and Discretionary Statements by Academic Units, prevented political statements from appearing on departmental homepages, such statements were still permitted elsewhere on these websites, and the principle of institutional neutrality remained compromised. JFRG asked the University to implement full institutional neutrality across UC.

R. Natalia Ramos, a professor at the UCLA School of Medicine who specialized in childhood trauma and LGBTQ care, expressed worry about mental health for LGBTQ youth and adolescents more broadly. Youth in California already had high rates of depression, anxiety, and being at risk for suicide. Giving in to federal government demands to end gender-affirming care and allowing the federal government to dictate how care is provided would have devastating effects on youth mental health. Dr. Ramos asked the Regents to maintain UC's commitment to individualized, trauma-informed, and evidence-based medicine and to stand up for LGBTQ patients and students.

S. Nupur Agrawal, professor at the UCLA School of Medicine, asked the Regents to protect gender-affirming care programs across the University, which had become a target for the federal government. UC had a collective responsibility to refuse any restrictions on evidence-based medical care, including gender-affirming care for minors. Any infringement on patients' ability to work with their clinicians was an unacceptable breach of basic human rights. Every reputable medical organization was continuing to provide gender-affirming care for minors, and the science behind this care had not changed. Eliminating care would breach the sanctity of the patient-physician relationship and harm the health and well-being of patients.

T. Bryan Pitts, assistant director of the UCLA Latin American Institute and UCLA Staff Assembly board member, reported that staff felt unseen and unheard by UCLA leadership. Budget cuts and the loss of federal grant funding mainly affected staff, who faced uncertainty about how their salaries would be paid. Mr. Pitts noted that some staff were asked to raise funds to cover their own salaries and he criticized UCLA for implementing changes to the procurement and information technology systems without consulting staff. Staff morale was dangerously low. He urged the Regents and the University to develop a plan to fund staff salaries and, in the future, to consult staff about changes to major systems.

U. David Strugatsky, UCLA staff scientist and representative of JFRG, reported that the prior week, the UCLA Department of English and some UCLA centers sponsored a program which asserted that Zionism is racism. UCLA has lent credibility to a false narrative that casts Jews who support Israel's existence as inherently racist. JFRG organized an alternative program with multiple perspectives and open discussion. JFRG urged the University to prevent campus departments and centers from marginalizing Jews and violating UC's antidiscrimination policies.

V. Laura Hamilton, professor at UC Merced and former PPFP mentor, emphasized that PPFP fellows were promising early career scholars and that UC would lose the opportunity to recruit them without this vibrant program. There had been an outpouring of faculty support for the PPFP over the last week and a half, and President Milliken had chosen to preserve key features of the program. Ms. Hamilton asked UC leadership to follow normal collaborative channels when considering decisions of magnitude. The Academic Senate was not consulted when Provost Newman announced changes to the program, and this had caused confusion.

W. Nan Renner, UC San Diego alumna and staff member, underscored that in order to maintain its stature and high esteem, the University must not capitulate to unlawful and unjustified demands by the Trump administration. A preliminary injunction issued on November 14 by Judge Rita Lin stopped the Trump administration from imposing fines or suspending or refusing grants to UC for now. Faculty, staff, faculty associations, and unions had filed the lawsuit. Ms. Renner and others expected more from State and University leaders and called on them to act with courage and commitment to the rights of free speech, assembly, and academic freedom. UC must leverage public support for legal and constitutional safeguards and the rule of law.

X. Peyton Arthur, UCLA student, emphasized the importance of the Middle Class Scholarship, which provided vital support for many students. To support the provision of accessible education and ensure the retention of students, there must be accessible funding for students and researchers.

Y. Oluwatosin Jegede, UC San Diego graduate student and representative of the UC Graduate and Professional Council, drew attention to the increased need to improve access to mental health services for graduate students at this time. The campus student health centers accepted the UC Student Health Insurance Plan but would not accept payments from other health insurance plans. Mr. Jegede urged UC to expand students' access to care by accepting other health insurance plans.

The Committee recessed at 3:10 p.m.

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The Committee reconvened at 5:15 p.m. with Committee Chair Sures presiding.

Members present: Regents Batchlor, Leib, Makarechian, Matosantos, Park, and Sures; Ex officio members Milliken and Reilly; Executive Vice President Rubin; Chancellors Hawgood and Hu; Advisory members Good, Marks, Noonan, and Ong

In attendance: Regents Anguiano, Brooks, and Komoto, Regent-designate Craven, Faculty Representatives Palazoglu and Scott, Secretary and Chief of Staff Lyall, Executive Vice President and Chief Financial Officer Brostrom, Senior Vice President Turner, and Recording Secretary Johns

2. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of September 16, 2025 were approved, Regents Batchlor, Makarechian, Matosantos, Milliken, Park, Reilly, and Sures voting "aye."¹

3. MEDICAL CENTER ANNUAL FINANCIAL REPORT FOR FISCAL YEAR 2024-25

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

Executive Vice President Rubin briefly commented on the annual financial report for the UC medical centers. Hidden in all these numbers one could see growth in volume and a representation of the way in which the medical centers support UC Health's mission by providing patient care, expanding the healthcare workforce across the state, and meeting the needs of California. Public polling showed support for the UC medical centers and the work they do. Dr. Rubin applauded the medical centers for being able to adapt to a very challenging environment.

Advisory member Marks stated that, given time constraints, she would present her remarks on national challenges in health care at a future meeting.

Student observer Calvin Yang observed that one message was especially clear in the medical centers' annual financial report: UC Health was carrying an exceptional share of California's safety net burden, serving as a primary source of care for some of the state's most vulnerable Medicare and Medi-Cal population, while navigating the financial realities of insufficient reimbursement rates. He was proud of UC Health's unwavering commitment to serving California communities in spite of these pressures. According to the report, UC medical centers contributed \$1.3 billion in the last fiscal year to support UC teaching and research missions. These investments not only shaped the care that communities received today but would also shape the education and values of the next generation of physicians.

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

Mr. Yang raised the issue of enabling the UC Student Health Insurance Plan (UC SHIP) to bill Medi-Cal through a capitation model and establishing a health insurance premium payment pathway for students. Currently, student health centers could not accept the Medi-Cal coverage of qualified students. As a result, students with full Medi-Cal benefits were forced to pay out of pocket for basic care on campus or seek treatment off campus. A capitation billing model would change this. Under capitation, UC SHIP could receive a per-member, per-month payment directly from Medi-Cal, allowing campus health centers to serve Medi-Cal-eligible students without disrupting County-based enrollment rules or requiring UC SHIP to become a full Medi-Cal provider. This approach would reduce administrative burden, was in alignment with established Medi-Cal-managed care tools, and used a reimbursement mechanism that the State already employed with other institutions. Other States such as Massachusetts and New York operated Medicaid premium assistance programs that paid student health insurance premiums when it was cost-effective for the State. Mr. Yang asked the Committee to consider deeper engagement with the California Department of Health Care Services, County health plans, and campus UC SHIP administrators to explore a capitation-based Medi-Cal billing pathway and a health insurance premium payment option for UC students.

The meeting adjourned at 5:20 p.m.

Attest:

Secretary and Chief of Staff