

COMMITTEE ON ACADEMIC FREEDOM  
MINUTES  
OCTOBER 13, 2025

PRESENT: Q. McFrederick, Chair & UCAF Rep.; C. Baik; A. Speer; S. Asif, Ex Officio,  
Chair of CFW; J. Doyle, Ex Officio, Chair of P&T

GUESTS: D. Baskaran, ASUCR Rep.; K. Carstens, GSA Rep.

The meeting was called to order by the Chair at 10 AM.

After introductions, the Committee on Academic Freedom (CAF) discussed the modality for meetings to be held in AY 25-26. The Committee supported meeting remotely on Zoom for the remainder of the year.

Members reviewed the Committee's bylaws.

The Committee voted to adopt a conflict of interest statement for the AY 25-26. The finalized statement will be submitted to the Senate Chair.

The minutes of the May 5, 2025 meeting were approved as written.

The Chair and UCR representative to the University Committee on Academic Freedom (UCAF) provided an update from the September 17, 2025 UCAF meeting. The Chair summarized the role and charge of UCAF as well as the issues discussed at the meeting. The Chair informed the Committee that UCAF discussed UC Berkeley's reporting of names of campus community members to the Department of Education in response to their probe of potential connections to reports of antisemitism. The Committee voted to support sending a memo to the Senate Chair with the Committees on Faculty Welfare and Privilege and Tenure to learn if UCR also submitted names of campus members to the Department of Education. The Chair will draft a memo and send it to the Committee for review by email.

The Committee reviewed and voted to support the annual message that is sent to UCR faculty documenting the existence and functions of the Committee. The message will be finalized and sent by email to all UCR faculty.

The Committee reviewed and voted to support the proposed revisions to the Committee on Privilege and Tenure Bylaws 8.19 through 8.19.2. The Chair will report the Committee's support to the Senate Chair.

The Committee reviewed the proposed changes to APM 015-016 and Disciplinary Sanction Guidelines for Misconduct Related to Expressive Activity and Guidelines re Good Cause Extension Factors and noted significant concern. CAF noted Concern with the last 3 paragraphs of attachment B, titled "Interplay of the Above Policies and Extramural Speech", as the Committee recognized that the unclear language leads to confusion over what types of extramural speech are protected by the APM and/or the constitution. The Committee recommended that the language be

edited to explicitly state that extramural speech is protected unless that speech falls within the prohibited categories outlined in APM 15 and include language that acknowledges that disciplinary action on extramural speech is only proper when that speech is deemed by the faculty to impair the central functions of the University. Further, the Committee recommended that attachments A and C should be revised to clearly state that speech protected by Academic Freedom is never subject to disciplinary action so that is clear that expressive activities that are protected by academic freedom as laid out in APM 010, 011, and 015 are never subject to discipline. CAF found that guidelines for expressive activities that are motivated by SVSH policy use "quantification alone" language - i.e. reasonableness is not invoked in these guidelines and recommends that the same standards that are used in the classroom should apply to expressive activities. Lastly, CAF found that the 14-day timeline before a CPT case goes to the newly proposed Systemwide Network Privilege and Tenure committee is problematic for academic freedom in that it removes the faculty right to judgement by peers. At the very least, if this systemwide committee moves forward, CAF recommended that the academic senate review and approve its bylaws. The Chair will summarize the Committee's feedback and recommendations and send it to members for review by email.

The Committee reviewed the proposed revisions to APM 036, General University Policy Regarding Academic Appointees/Employment and voted to support the proposed revisions. The Committee appreciated that the revised language now clarifies that faculty letters are personal instead of official letters, which removes concerns over academic freedom. The Chair will summarize the Committee's feedback and send it to members for review by email.

With no further business, the meeting adjourned at 11:50 AM.

Approved: January 14, 2026

Prepared by: Beth Beatty