

COMMITTEE ON CHARGES

MINUTES

NOVEMBER 6, 2025

PRESENT:

CHAIR, Darrel Jenerette
Kelechi Kalu
Gabriela Canalizo
Weixin Yao
Urmee Khan
Rebecca Kugel
Keith Harris

ABSENT:

Greg Beran

Chair's Announcements

The Chair provided an update from the October 27 Executive Council meeting where the proposed Interim Systemwide Guidelines for the disciplinary process and proposed changes to APM-015/016 were discussed. The Chair will attend the December 6 Executive Council meeting with guests LDO Boyce and COO Kidder to further discuss implementation of the Interim Guidelines at UCR. The Chair also briefly met with the VPAR to discuss how to address complaints against administrators within their duties.

Review/Approval of Meeting Minutes

The minutes from the meeting on October 23, 2025 were approved by a vote of +6-0-0.

Discuss how to address cases with shortened timeline under Interim Systemwide Guidelines for Faculty Discipline Policies and Procedures

The Committee discussed how UCR Appendix 5 and internal committee processes could adapt in order to meet the expedited timelines for disciplinary complaints with investigative reports. The Committee recognized the need for timely review of cases but emphasized its commitment to faculty involvement in the disciplinary process and shared governance. To allow the Chair to dedicate greater attention to managing the committee's workload, an additional suggestion was to compensate the role with a course release, for example.

Case Discussion

The Committee conducted an "if true" review of a case received in October 2025. The Committee determined that, if true, all allegations would constitute a violation of the University's policy on Faculty Conduct (6 counts: +6-0-1). The committee proceeded with conducting an inquiry and determined that there was probable cause to warrant a disciplinary hearing on all allegations (3 counts +5-0-2; 3 counts +6-0-1). The Committee's recommendation memo and inquiry documents will be transmitted to the VPAR for a final determination on probable cause.

The Committee conducted an "if true" review of a case received in September 2025. The Committee determined that, if true, all allegations would not constitute a violation of the University's policy on Faculty Conduct (+0-6-0). The Committee will communicate its decision to the VPAR.

Minutes approved on: December 4, 2025