

COMMITTEE ON CHARGES

MINUTES

NOVEMBER 20, 2025

PRESENT:

CHAIR, Darrel Jenerette
Kelechi Kalu
Weixin Yao
Urmee Khan
Rebecca Kugel
Keith Harris
Greg Beran

ABSENT:

Gabriela Canalizo

Chair's Announcements

The Chair provided case updates, which included two final determinations from the VPAR on probable cause.

Review/Approval of Meeting Minutes

The minutes from the meeting on November 6, 2025 are pending and will be reviewed at the next meeting.

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

The Committee continued its discussion of expedited timelines for disciplinary complaints that include investigative reports, in preparation for the December 6 Executive Council meeting. The Committee noted that the 40-day timeline following the investigative report is a significant time constraint. The 40-day period covers the writing and transmission of the complaint to Charges, the Charges review, and the VPAR's final determination. This timeline will impact the amount of time a Respondent has to address the allegations following receipt by Charges. Members also discussed challenges with member availability during the summer, as it can be difficult to assemble a quorum. The Committee will explore options for forming ad hoc committees or developing "emergency rules" in order to adhere to the expedited timeline.

[Systemwide Review] Proposal: Proposed Presidential Policy on Responding to Allegations of Research Misconduct (UC Research Misconduct Policy)

The Committee supported the draft changes, viewing them as a straightforward update to long-standing policy with uncontroversial changes in practice. Members commented on a missed opportunity to better clarify research misconduct in the context of PI and lab member actions.

[Systemwide Review] Proposed Revisions to APM-036, General University Policy Regarding Academic Appointees/Employment

Members supported the proposed changes, commenting that the clarifications and updated definitions seem appropriate and needed.

Case Discussion

The Committee conducted an "if true" review of a case received in October 2025. The Committee determined that, if true, two of the three allegations would constitute a violation of the University's policy

on Faculty Conduct (2 counts +6-1-0; 1 count +1-6-0). The committee will conduct an inquiry before its determination on probable cause by requesting information from the involved parties.

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 (+7-0-0). The committee will conduct an inquiry before its determination on probable cause by requesting information from the parties involved.

Minutes approved on: December 4, 2025