



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish
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June 23, 2026

Ahmet Palazoglu, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Systemwide Review: Proposed Revised Policy - Systemwide Policies Applying to University of California Police Department (UCPD)

Dear Ahmet,

On June 22, 2026, the Executive Council of the Riverside Division of the Academic Senate reviewed and discussed the subject proposal along with comments from local committees. The letter provides this feedback and the Council shares much of the concerns attached and summarized below.

The Committee on Diversity, Equity and Inclusion acknowledges compliance with accreditation standards but, the committee identified five major areas of concern:

1. Training requirements: Recommends formal requirements for diversity, implicit bias, and cultural awareness training for all officers.
2. Data sharing: Advises that aggregate use-of-force, complaint, stop/contact, and arrest data be made available in public reports, rather than submitted only to the Chief of Police.
3. Stakeholder Consultation: Suggests the governance structure should explicitly include meaningful consultation with students, staff, faculty, and DEI experts on policies affecting campus interactions.
4. Use of Force policies: Expressed concern that augmented policies (e.g., rubber bullets, chemical agents) escalate violence and disproportionately impact marginalized communities.
5. Lack of clarity and measurable objectives: Notes that policies regarding officer conduct lack objective measurement and clear consequences for misconduct.

The committee also notes, “In addition to these policy issues relating to the proposed revisions, dissemination of review documents could benefit from improved accessibility and intention in the facilitation of an efficient and thorough review of these policies by relevant stakeholders”.

The Committee on Academic Freedom encourages prioritizing de-escalation via collaboration with faculty rather than focusing on policing and recommends removing student conduct enforcement from

crowd behavior policies, noting that UCPD's primary duty is law enforcement, not student conduct. In addition, CAF requests the removal of "anarchists" and the associated definition from policy sections, citing that such labels are misleading and risk unfairly characterizing demonstrators.

The School of Medicine Faculty Executive Committee has strong concern regarding the militarization of the police force, specifically the potential path to acquiring offensive military hardware (e.g., .50 cal machine guns, armored vehicles). They urge that the final policy must close any loopholes that permit such acquisitions to safeguard institutional trust.

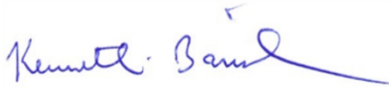
The College of Humanities, Arts, and Social Sciences Faculty Executive Committee: Echoed concerns regarding the militarization and weaponization of the campus police force.

The Committee on Planning and Budget notes a contradiction in the Mutual Aid policy regarding salary reimbursement. The current language states that regular salary is not reimbursable, yet later claims that "all reimbursable costs" include salary, which is confusing and requires clarification.

The Committee on Faculty Welfare supports policy improvements and explicitly questions the necessity of military-grade weapons and advocates for prioritizing de-escalation principles.

I trust you will find these comments helpful.

Best regards,



Kenneth Barish

Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office


Enclosures



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

June 4, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Esra Kurum, Chair 
Committee on Diversity, Equity, & Inclusion

Re: **[Systemwide Review] (Proposed Revised Policy) Systemwide Policies Applying to University of California Police Department (UCPD)**

The Committee on Diversity, Equity and Inclusion has reviewed the proposed revised policy listed above and linked review material provided. The committee appreciates the proposed revisions' compliance with external accreditation standards, and verbalized commitment to respect & civility, and avoidance of discrimination & disparaging language. Even so, the CODEI notes several points of concern regarding inclusions and omissions in these standardized policies as detailed below:

1. **Training Requirements:** The *Gold Book* does not include training requirements regarding diversity awareness, implicit bias, cultural awareness, and other topics essential for managing law enforcement in a diverse campus community. It is important for University policy to require regular diversity, equity and inclusion training for all officers, that describes bias, profiling, and how bias can be counteracted specifically relating to policing duties. We recommend the development and inclusion of standards and protocols to address these areas.
2. **Data sharing:** The policies should require public-facing transparency wherever legally permissible. The Use of Force policy requires an annual analysis report, but the current language appears to only submit the report to the Chief of Police rather than requiring public or campus-level reporting. We recommend that aggregate use-of-force data, complaint data, stop/contact data, arrest data, and trend analyses be made available to the campus community in a regular public report, with appropriate privacy protections. These reports should allow the University to assess whether enforcement actions have disparate impacts by race, gender, disability, age, campus affiliation, or other relevant categories.
3. **Consultation with campus stakeholders:** The governance structure appears to rely heavily on UCPD leadership and the Systemwide Council of Chiefs. The Police Personnel and Organization policy describes the Council of Chiefs as composed of campus Chiefs of Police, working with the Office of Systemwide Community Safety, with responsibility for reviewing police issues and developing policy through a

consensus-based process. From a DEI perspective, this structure would be stronger if it explicitly included meaningful consultation with students, staff, faculty, Academic Senate representatives, disability/accessibility experts, and campus DEI or climate bodies, especially when policies affect campus interactions, protests, arrests, use of force, mental health crises, and vulnerable populations.

4. **Use of Force policies:** Augmented use of force policies, including increased use of rubber bullets and chemical agents escalate violence against students, staff, faculty, and community members, specifically impacting Black members of these categories and those involved in anti-Zionist protesting. The current proposed documents seem to be more concerned with stifling campus protests and free speech than with campus safety at large. Development of alternative solutions and mitigations for these issues is recommended.
5. **Lack of clarity and measurable objectives:** The language included in the *1305 Personnel, Duties and Responsibilities* policy summary and 1305.1.1.d presents vague descriptions of expected conduct from officers that lack objective measurement of assessment. These descriptions do not provide an adequate insight into specific officer acts of misconduct and similarly provide no guidelines for ensuring policy adherence and consequences for deviance.

In addition to these policy issues relating to the proposed revisions, dissemination of review documents could benefit from improved accessibility and intention in the facilitation of and efficient and thorough review of these policies by relevant stakeholders.



COMMITTEE ON ACADEMIC FREEDOM

June 10, 2026

To: Ken Barish, Chair
Riverside Division Academic Senate

From: Quinn McFrederick, Chair
Committee on Academic Freedom

Re: Systemwide Review of Proposed Revised Presidential Policy – Systemwide Policies Applying to the University of California Police Department (UCPD)

The Committee on Academic Freedom (CAF) reviewed the proposed revisions to Systemwide Policies Applying to the University of California Police Department (UCPD) at their June 4, 2026, meeting. Overall, the CAF encourages the prioritization of forms of de-escalation shaped by conversation and collaboration with faculty, rather than privileging policing.

The Committee recommends the following changes:

Remove “anarchists” from policy 1316.7 and remove “Anarchist: A person who uses unlawful, violent means to cause disorder or upheaval” from policy 1316.23. The Committee finds the identification of “anarchists” in these policies profoundly misleading and the definition wrong (why not, for example, include Nazis or fascists?). These policy references to anarchists risk labelling vociferous demonstrators as “unlawful, violent” by nature. The Committee requests that these mentions be removed.

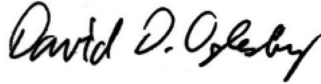
The Committee also recommends changes to policy 1316.7, which, under “Crowd Behaviors,” lists “Violations of student conduct” in “Violations of student conduct/civil disobedience.” The Committee recommends that mentions of student conduct be removed from the policy as, in previous investigations of excessive force incidents generated by poor crowd control, it has been found that confusion is generated when UCPD officers are made to enforce student conduct policy. The primary duty of UCPD is the enforcement of law, not student conduct policy. The Reynoso Task Force, “UC Davis November 18, 2011 ‘Pepper Spray Incident’ Task Force Report” (March 2012) provides greater context for this.

PLANNING AND BUDGET

May 19, 2026

To: Kenneth Barish, Chair
Riverside Division

From: David Oglesby, Chair
Committee on Planning and Budget

A handwritten signature in black ink that reads "David D. Oglesby".

Re: [Systemwide Review] Proposed Revised Policy: *Systemwide Policies Applying to University of California Police Department (UCPD)*

At our meeting on May 12, 2026, the Committee on Planning and Budget (CPB) reviewed the *Systemwide Policies Applying to University of California Police Department (UCPD)*. CPB has the following comments:

- The policy on Mutual Aid states that the host campus would not reimburse the guest campus for the regular salary of the officers temporarily loaned by the guest campus to the host campus. Rather, the host campus would reimburse other expenses, such as overtime pay. This policy is different from that of faculty members, in which the host campus reimburses the guest campus for the regular salary of the loaned personnel.
- In the same policy on Mutual Aid, the following statement is confusing: "All reimbursable costs associated with mutual aid assignments include a calculation of both salary, additional pay, and benefit costs." On the surface, this statement seems to conflict with the statement above it that states that salary is not a reimbursable expense: "Salary – costs for the regular wages of personnel on mutual aid assignments are not reimbursable."



May 27, 2026

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

FROM: Adam Godzik, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: **[Systemwide Review] Proposed Revised Policy: *Systemwide Policies Applying to University of California Police Department (UCPD)***


Dear Ken,

In response to the **Proposed Revised Policy: *Systemwide Policies Applying to University of California Police Department (UCPD)*** SOM FEC expressed growing concern about the trend of militarizing the campus police force. While we are strongly supporting the campus police and appreciate their effort to keep our campus secure, it is not clear how the options to purchase .50 cal machine guns, armored vehicles and other offensive military equipment are consistent with their mandate. While this revised policy doesn't directly support acquirement of such equipment, it seems to open a path to such purchases.

Therefore, SOM FEC emphasizes that, to safeguard the trust between faculty, students, and campus safety personnel, the final policy must close any regulatory loopholes that could inadvertently permit or normalize the acquisition of offensive military hardware.

Yours sincerely,

DocuSigned by:

 5/27/2026 | 1:18 PM PDT

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Adam Godzik, Ph.D.

Chair, Faculty Executive Committee School of Medicine



Academic Senate

COMMITTEE ON FACULTY WELFARE

June 12, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Salman Asif, Chair 
Committee on Faculty Welfare

Re: [Systemwide Review] Proposed Revised Policy: *Systemwide Policies Applying to University of California Police Department (UCPD)*

The Committee on Faculty Welfare (CFW) reviewed the revised *Systemwide Policies Applying to University of California Police Department (UCPD)*. CFW generally views the revised policies as an improvement from the previous policies. CFW has the following comments:


- It is not clear why UCPD needs military-grade weapons.
- De-escalation principles should be prioritized within the use-of-force policies.



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

May 27, 2026

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Rachel Wu, Chair 
CHASS Executive Committee

RE: Proposed Revised Policy: Systemwide Policies Applying to University of
California Police Department (UCPD)

The CHASS Executive Committee reviewed the Proposed Revised Policy: Systemwide Policies Applying to University of California Police Department (UCPD). The committee was concerned about weaponization on campus and did not see why UCPD needed military grade weapons on campus.



June 8, 2026

TO: Kenneth N. Barish, Chair, Academic Senate, UCR Division

FROM: Harry Tom, Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] Proposed Revised Policy: Systemwide Policies Applying to University of California Police Department (UCPD)

Prof. Barish,

The CNAS Faculty Executive Committee has reviewed the proposed systemwide policy revisions for UCPD at their May 12th & May 26th meetings and have no comments to provide.

Sincerely,

A handwritten signature in black ink that reads "Harry Tom".

Harry Tom, Ph.D
Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

TO: Ken Barish, Chair
Riverside Division

FR: Kurt Schwabe, Chair 
Executive Committee, School of Public Policy

RE: ***Proposed Revised Presidential Policies Applying to University of California
Police Department (UCPD)***

Date: June 5, 2026

The Executive Committee of the School of Public Policy has reviewed the revisions related to the ***Proposed Revised Presidential Policies Applying to University of California Police Department (UCPD)*** and have no comments to provide.

06/8/2026

To: Kenneth Barish, Chair of the Assembly of the Academic Senate
and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Kinnari Atit, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: SOE FEC's Comments on Revised Systemwide Policies Applying to University of California Police Department (UCPD)

The SOE Executive Committee reviewed the Revised Systemwide Policies Applying to the University of California Police Department. Comments/feedback were solicited at our executive committee meeting and via email.

The SOE FEC has no comments on this document.

Thank you for the opportunity to provide feedback.

Sincerely,

A handwritten signature in black ink that reads "Kinnari" followed by a stylized flourish.

Kinnari Atit
Chair, Faculty Executive Committee
Associate Professor
School of Education
University of California, Riverside
Email: kinnari.atit@ucr.edu