



THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

GEORGE DAVID KIEFFER
Chair, Board of Regents

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CHAIR SHANE WHITE
VICE CHAIR ROBERT MAY
SYSTEMWIDE ACADEMIC SENATE

Dear Chair White and Vice Chair May:

Today, the California State Auditor (CSA) released its audit report entitled, "*The University of California Office of the President: It Must Take Additional Steps to Address Long-Standing Issues With Its Response to Sexual Harassment Complaints.*" The report documents the CSA's review of the University of California's handling of sexual violence and sexual harassment complaints against faculty and staff by students between 2007 and 2016.

In addition to making several recommendations to the Office of the President, the CSA has made recommendations to the Regents to achieve prompt resolution of sexual harassment complaints against faculty respondents. Specifically, the CSA recommends that the Regents ensure that the Academic Senate further defines its bylaws with written requirements for the committee that specify exact time frames within which a disciplinary hearing before the Privilege and Tenure Committee is scheduled, as well as the time frame by which the hearing committee issues its recommendation to the Chancellor. The CSA recommends that the disciplinary hearing be scheduled to begin within 60 calendar days from the date the Chancellor files charges with the committee unless the committee chair extends this time frame for good cause, which the written requirements should define. It also recommends that the hearing committee issue its recommendation to the Chancellor within 30 calendar days of concluding the hearing, and that the written requirements should define when a hearing is considered concluded.

I ask that the Academic Senate, as soon as possible, begin the process to implement these recommendations by July 2019, and provide periodic updates to the Regents on its progress.

Respectfully,

George Kieffer
Chair, UC Board of Regents

cc: President Janet Napolitano
Provost and Executive Vice President Michael Brown
Executive Vice President and Chief of Staff Rachael Nava
Senior Vice President and Chief Compliance and Audit Officer Alex Bustamante
Systemwide Title IX Officer Suzanne Taylor
Vice Provost for Academic Personnel and Programs Susan Carlson