

University Council Cabinet Meeting Summary
September 8, 2025
3:30 p.m.
130 Burruss Hall and Zoom

Present: Cyril Clarke (co-chair), Justin Lemkul (co-chair), Amy Sebring, Menah Pratt, Kim O'Rourke, April Myers, Laura Belmonte, Amanda Morris, Marlena Lester, Amber Hagan, Emma Roshioru, and Pooja Bhagawat

Absent with Notice: James Hawdon and Rachel Miles

Guests: Don Taylor, Jill Sible, and Aimée Surprenant

Dr. Clarke called the meeting to order at 3:30 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made, seconded, and approved to adopt the agenda.

2. Announcement of Approval of the March 31, 2025, meeting summary

A motion was made and seconded to approve the March 31, 2025, meeting summary. The motion passed.

Note: Subsequent to the March 31 meeting, the Cabinet took the following actions electronically:

- On April 14, 2025, Cabinet approved the April 21, 2025, University Council agenda
- On April 28, 2025, Cabinet approved the May 5, 2025, University Council agenda

3. Action/Decisions

- a. Provost Clarke shared President Sands' memorandum to UC Cabinet (attached) communicating two actions taken by university leadership under exigent circumstances prompted by legal and compliance risks arising from new federal regulatory requirements coupled with the Board of Visitors' DEI resolution passed on March 25, 2025: (1) PPM 307 and Resolution CGPSP 2017-18A requiring that an inclusion and diversity education component be incorporated into graduate education were repealed in their entirety. (2) Pathways Core Concept 7: Critical Analysis of Identity and Equity in the U.S. was suspended pending the outcome of the review of all Pathways concepts currently under way as part of the Academic Resource Alignment process. Cabinet was asked to provide guidance on how to communicate these actions to the university community and what actions should be taken within the shared governance system.

A motion was introduced for the University Council Cabinet to affirm the President's decision to suspend Pathways 7 and revoke the graduate education requirement. The motion was seconded. A vote was taken, and the motion was approved with 8 in favor, 0 opposed, and 3 abstentions.

Cabinet determined that the Commission on Undergraduate Studies and Policies and the Commission on Graduate and Professional Studies and Policies each should bring a resolution through governance that: (a) affirms the President's action; (b) lays out a vision for the future; and (c) provides context and statistics within the whereas statements. The progression of these two resolutions through the approval process (commissions, senates, and University Council) will be the vehicle through which the university community is notified. The Cabinet recommends that President Sands address this issue at a future University Council meeting, to explain the decision and note the involvement of shared governance in the process.

- b. The Cabinet approved the University Council agenda for September 15, 2025.
- c. The Cabinet voted to confirm that the following resolution proposals fall within the respective commission's charge:
 - CFA Resolution Proposal 2025-26A– Resolution to Revise Faculty Handbook Section on Non-Reappointment of Faculty Members on Regular Appointment
 - CFA Resolution Proposal 2025-26B– Resolution to Revise Faculty Handbook to Defer Tenure Cases with Legal Complications
 - CFA Resolution Proposal 2025-26C – Resolution to Revise Formal Grievance Procedure
 - CFA Resolution Proposal 2025-26D – Resolution to Review and Update Collegiate Faculty Series

4. Adjournment

There being no further business, a motion was made to adjourn the meeting at 4:26 p.m.