

February 21, 2024

Michael Levine
Vice Chancellor for Academic Affairs and Personnel, UCLA

Re: Notifications Related to Involuntary Leave with Pay

Dear Vice Chancellor Levine,

At the January 11, 2024, meeting of the Executive Board (EB), members reviewed both the October 30, 2023 letter from Vice Chancellor Mazziotta and you, which addressed the redelegation by Vice Chancellor John C. Mazziotta of the authority to place Health Sciences Clinical Faculty members on involuntary leave (aka interim suspension with pay or investigatory leave) to Vice Dean for Faculty Affairs at David Geffen School of Medicine (DGSOM) Joaquin Madrenas, and feedback from Academic Senate committees.

As noted in a separate response letter to the Chancellor on which you were copied, EB members voted unanimously in favor of a motion to acknowledge Vice Chancellor Mazziotta's conflict of interest and further support the Executive Board's prior position (see attached letter dated November 16, 2020) to not delegate or re-delegate authority beyond the Vice Chancellor of Academic Affairs and Personnel. UCLA is an outlier compared to the other UC campuses with re-delegation of authority to place non-Senate faculty on investigatory leave. While several campuses delegate authority to the Vice Chancellor for Academic Personnel (or similar titles), none appear to re-delegate the authority beyond that initial delegation, including those campuses with medical centers.

Importantly, the unanimous motion also expressed concern about a lack of transparency and shared governance. The attached letters from the Committee on Privilege and Tenure and the Charges Committee raised disturbing concerns that EB hopes you will address with all due diligence. This letter addresses these specific concerns.

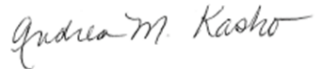
The Charges Committee indicated it has no record of a Vice Chancellor consulting with the Charges Committee or its chair prior to imposing an involuntary leave with pay despite the requirement to do so in Divisional Senate Bylaws (see Section 4. Interim Suspension in [Appendix XII](#)). EB members requested that you begin to do so in compliance with Appendix XII by emailing both the Chair of the Charges Committee and associated staff Analyst.

EB members were disturbed by the lack of transparency and shared governance documented in the letter reported by the Committee on Privilege and Tenure (P&T). They requested a response from you to address the issues raised in the P&T letter. Further, members affirmed the need for absolute certainty that Administration include information about the grievance process in each involuntary leave letter so that faculty understand their rights. They also affirmed the necessity of consistent notification, asking

you to copy the P&T Chair and Analyst on each notification of involuntary leave, including all cases involving clinical care.

We look forward to your response and learning about the steps you will take to address these concerns.

Sincerely,

A handwritten signature in cursive script that reads "Andrea M. Kasko".

Andrea Kasko
Chair
UCLA Academic Senate

Encl.

Cc: Kathy Bawn, Vice Chair/Chair Elect, UCLA Academic Senate
Gene Block, Chancellor, UCLA
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
Erika Chau, Assistant Vice Chancellor for Academic Affairs and Personnel, UCLA
April de Stefano, Executive Director, UCLA Academic Senate
Yolanda Gorman, Senior Advisor and Chief of Staff to the Chancellor, UCLA
Joaquin Madrenas, Vice Dean for Faculty Affairs, UCLA David Geffen School of Medicine
John Mazziotta, CEO and Vice Chancellor, UCLA Health
Diana Messadi, Chair, Committee on Privilege and Tenure, UCLA Academic Senate
Marian Olivas, Principal Policy Analyst, UCLA Academic Senate
Brett Trueman, Chair, Charges Committee, UCLA Academic Senate