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U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
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October 15, 2026

Dr. Sam Hawgood
Chancellor
University of California, San Francisco
550 16th Street, 7th Floor
San Francisco, CA 94143

Dear Dr. Hawgood:

The Committee on Education and Workforce (the Committee) is investigating whether the University of California, San Francisco (UCSF) has illegally discriminated on the basis of race or sex in medical school admissions and hiring. This investigation will aid the Committee in considering whether potential legislative changes, including legislation to provide additional remedies in instances where recipients of federal funding discriminate on the basis of race or sex in violation of federal civil rights law, are needed.

As you know, in August 2025, the Committee opened an investigation into antisemitism at UCSF and other medical schools.¹ As described at the Committee's July 2026 hearing, this investigation revealed a broader pernicious infrastructure at medical schools that perpetuates not only antisemitism but other forms of discrimination.² At this hearing, you testified that at UCSF, "race has not been a factor in admissions" and that UCSF does not "set any quotas at all."³

However, publicly available information indicates that UCSF has for years sought to increase the number of admittees and hires from certain races and sexes. For example, the Department of Justice found in September 2026 that "from 2023 through 2025, UCSF Med consistently accepted white and Asian applicants at far lower rates than black and Hispanic applicants. At the same time, the school admitted black and Hispanic applicants with lower average MCAT scores

¹ *Chairman Walberg Investigates Antisemitism at University of Illinois, UCSF, and UCLA Medical Schools*, H. COMM. ON EDUC. & WORKFORCE (August 25, 2025), <https://edworkforce.house.gov/news/documentsingle.aspx?DocumentID=412693>.

² *Training Activists, Not Physicians: The Impact of DEI on Medical Schools*: Hearing Before the H. COMM. ON EDUC. AND WORKFORCE, 119th Cong. (2026), <https://edworkforce.house.gov/calendar/eventsingle.aspx?EventID=413489>.

³ *Id.*

and undergraduate GPAs than white and Asian applicants.”⁴ In addition, the medical school’s current admissions policy reiterates the school’s “commitment to reflect the population of California in our students.”⁵

With regard to hiring, UCSF has explicitly sought to increase its “underrepresented in medicine”⁶ residents, touting an increase from 10 percent in 2012 to 28 percent in 2019.⁷ In a “best practices” guidebook on “holistic review” for residency programs, UCSF recommended setting a “target number” of “UIM [underrepresented in medicine]” students to interview and to “[a]void using strictly metrics” because “UIM students as a population ... tend to score lower on standardized exams such as the MCAT, NBME and USMLE across the educational spectrum.”⁸ “Holistic review” has been described by the group Do No Harm as a “rebranding or workaround of affirmative action.”⁹ More broadly, UCSF recommended that medical departments set diversity quotas: “We will increase the percentage of UIM residents matching in the program for the intern class of 2018 to 30% creating parity with the School of Medicine’s percentage of 30% UIM in the entire class.”¹⁰

Similarly, UCSF’s “best practices” guidebook for leadership searches and appointments states that the school of medicine requires that search committees be comprised of at least 50 percent

⁴ Letter from Harmeet K. Dhillon, Assistant Att’y Gen. U.S. Dep’t of Justice, Civil Rights Div., to Sam Hawgood, University of California San Francisco (September 22, 2026), <https://www.justice.gov/opa/pr/justice-department-finds-ucsf-medical-school-discriminates-based-race-admissions>.

⁵ UCSF, *Student Selection Admissions Policy*, <https://meded.ucsf.edu/policies-procedures/student-selection-admissions-policy>.

⁶ UCSF has previously defined UIM as “African American, Black, Latino, Hispanic, Native Hawaiian, Pacific Islander, American Indian, Native Alaskan, Samoan, Hmong/Laotian, Cambodian.” *UCSF GME Handbook for Holistic Review and Best Practices for Enhancing Diversity in Residency and Fellowship Programs*, UCSF LIBRARY (archived at

[https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-](https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-FINAL.pdf?version=1&modificationDate=1592508759000&api=v2)

[FINAL.pdf?version=1&modificationDate=1592508759000&api=v2](https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-FINAL.pdf?version=1&modificationDate=1592508759000&api=v2)).

⁷ *Differences Matter Timeline*, UCSF SCH. OF MED. (archived at <https://web.archive.org/web/20250801090757/https://medschool.ucsf.edu/about/diversity-equity-anti-oppression-and-belonging/differences-matter/differences-matter-timeline>); see also *Institutional Interventions to Promote Diversity, Equity, Inclusion, and Accessibility at the University of California, San Francisco*, NATIONAL ASSOCIATION OF SCHOLARS (archived at

<https://web.archive.org/web/20241207115022/https://www.nas.org/storage/app/media/New%20Documents/UCSF%20DEIA%20Prize%20Application.pdf>).

⁸ *UCSF GME Handbook for Holistic Review and Best Practices for Enhancing Diversity in Residency and Fellowship Programs*, UCSF LIBRARY (archived at [https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-](https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-FINAL.pdf?version=1&modificationDate=1592508759000&api=v2)

[FINAL.pdf?version=1&modificationDate=1592508759000&api=v2](https://web.archive.org/web/20210204233918/https://wiki.library.ucsf.edu/download/attachments/456075181/Holistic%20Review%20Best%20Practices%209.21.17-FINAL.pdf?version=1&modificationDate=1592508759000&api=v2)).

⁹ *Skirting Scotus*, DO NO HARM, <https://donoharmmedicine.org/wp-content/uploads/2024/05/Skirting-SCOTUS-How-Medical-Schools-Will-Continue-to-Practice-Racially-Conscious-Admissions.pdf>.

¹⁰ *UCSF GME Handbook for Holistic Review and Best Practices for Enhancing Diversity in Residency and Fellowship Programs*, *supra* note 8.

women or “UIM.”¹¹ The guide also states that applicants for leadership positions should submit a “dedicated diversity statement” that allows the search committee to evaluate a candidate’s knowledge, track record, and plans to advance diversity, equity, and inclusion.¹²

As you are aware, in 1996, California prohibited race-based preference programs by public universities.¹³ In 2023, the Supreme Court ruled that race-based admissions—where race is used as a “plus” factor—are unconstitutional and violate Title VI of the *Civil Rights Act of 1964* (Title VI).¹⁴ Similarly, discriminating on the basis of race in hiring is illegal under Title VII of the *Civil Rights Act of 1964* (Title VII), and discriminating on the basis of sex is illegal under Title IX of the *Education Amendments of 1972* (Title IX) and Title VII. The Committee is concerned about whether UCSF, as a recipient of federal funds, is complying with these laws and decisions, and the Committee is considering legislative changes relevant to this investigation.

In light of the concerns unearthed by the Committee’s prior investigation and confirmed by your July 2026 testimony and publicly available information, the Committee requests the following materials by October 29, 2026:

1. Documents and communications in the possession of UCSF, including the Office of Opportunity and Outreach and the Office of Admissions, referring or relating to efforts to increase the number of students, faculty, staff, or residents of a certain race or sex, from 2015 to present. This includes documents and communications referring or relating to the implementation of “Differences Matter” or related initiatives, including progress reports, handbooks, guidelines, or assessments.
2. Documents and communications referring or relating to the phrases “underrepresented in medicine,” “UIM,” or “UriM” in the possession of UCSF, including the Office of Opportunity and Outreach and Office of Admissions, since 2020.
3. Documents and communications referring or relating to “holistic review” in admissions or hiring in the possession of UCSF, including the Office of Opportunity and Outreach and Office of Admissions, since 2020.

When producing documents, do not alter them in any way, including but not limited to the application of redactions or watermarks. Additionally, digital copies should be provided in a format that enables their printing and copying. Please only provide non-public documents and communications, unless otherwise specified. Please do not provide newsletters.

¹¹ Sanziana Roman et al., *Best Practices for Diversity, Equity, and Inclusion for Leadership Searches and Appointments in the School of Medicine*, UCSF Box, <https://ucsf.app.box.com/s/wrtabil69uzxrei6loyal5lwglahyxi>.

¹² *Id.*

¹³ *Proposition 209 and the Courts: A Legal History*, <https://sor.senate.ca.gov/sites/sor.senate.ca.gov/files/%7B9B228323-7833-4431-91F0-1617AFA60A8E%7D.PDF>. See also Cal. Legislative Analyst’s Office, *Proposition 209: Prohibition Against Discrimination or Preferential Treatment by State and Other Public Entities* (Nov. 1996), https://lao.ca.gov/ballot/1996/prop209_11_1996.html.

¹⁴ *Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.*, 600 U.S. 181 (2023).

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Congress's oversight powers are derived from the U.S. Constitution and have been repeatedly affirmed by the United States Supreme Court. Under House Rule X, the Committee's legislative and oversight jurisdiction is broad, extending to "education generally" and "laws, programs, and Government activities relating to domestic educational programs and institutions and programs of student assistance within the jurisdiction of other committees."¹⁵ This includes enforcement of Title VI, Title VII, Title IX, and other nondiscrimination laws by the Department of Education and other federal agencies. Further, as set forth in House Rule X, the Committee "shall review and study on a continuing basis the application, administration, execution, and effectiveness of laws and programs addressing subjects within its jurisdiction."¹⁶ The information gathered will aid the Committee in considering whether potential legislative changes, including legislation to provide additional remedies to address discrimination by recipients of federal funds, are needed.

Should you have any questions please contact jenna.berger@mail.house.gov.

Sincerely,

A handwritten signature in black ink, reading "Tim Walberg". The signature is fluid and cursive, with the first name "Tim" and last name "Walberg" clearly legible.

Tim Walberg
Chairman
Committee on Education and Workforce

¹⁵ RULES OF THE HOUSE OF REPRESENTATIVES, 119th Cong. at 7, 10 (Jan. 16, 2025), <https://rules.house.gov/sites/evo-subsites/rules.house.gov/files/documents/houserules119thupdated.pdf>.

¹⁶ RULES OF THE HOUSE OF REPRESENTATIVES, 119th Cong., Rule X cl. 1(e)(6); cl. 2(b)(1)(A) (2025).