

**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL  
ANNUAL REPORT 2021-2022**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had four regular and one informal videoconferences during the Academic Year 2021-2022 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

**THE REGENTS' REPORT ON INNOVATION AND ENTREPRENEURSHIP**

In November, Academic Council charged UCAP and the systemwide Committee on Research Policy (UCORP) to address two recommendations from the May 2021 Regents' Report on Innovation and Entrepreneurship ("Regents' Report"): to revise promotion and tenure guidelines to include consideration of innovation and entrepreneurship and to revise academic personnel policy regarding leaves of absence to include pursuit of innovation and entrepreneurship activities. In addition to consulting with UCORP, UCAP reviewed its 2014 discussions related to these issues and discussed the merits of the Regents' Report.

In January, the committee [submitted a response to Council](#) indicating that UCAP does not consider the current evaluation process a significant impediment to the translation of UC research by faculty into commercial products and that it would be beneficial to have a formal and accessible pathway for faculty to take leaves of absence to pursue opportunities in the commercial sector. Council's agreement with the analysis by UCAP and UCORP was transmitted to President Drake in January.

**LECTURERS WITH SECURITY OF EMPLOYMENT SERVING ON DIVISIONAL CAPs**

Council asked UCAP to study issues related to Lecturers with Security of Employment (LSOEs, Teaching Professors, Professors of Teaching) serving on divisional Committees on Academic Personnel (CAPs) including whether CAPs should allow LSOEs the right to vote on all cases and whether LSOEs should be disallowed from service on CAPs absent a Senate Bylaw 55 amendment that specifically authorizes such appointments. UCAP consulted with the chair of the systemwide Committee on Rules and Jurisdiction and members solicited input from their divisional CAPs.

During UCAP's deliberations, the consensus emerged that the decision as to whether CAPs should include LSOEs as full voting members should be left to the individual divisional Senates. The committee noted that Senate Bylaw 55 is concerned with departmental voting rights and there is a fundamental difference between the right to vote on departmental actions and voting on cases being considered by CAPs. [Council endorsed UCAP's recommendations](#) in May and forwarded them to Provost Brown and Vice Provost Carlson.

**MITIGATING THE IMPACT OF COVID-19 IN FILE REVIEW**

In March 2021, UCAP issued "Guidance for Review of Academic Personnel Impacted by the COVID-19 Pandemic" with the goal of promoting uniformity and equity across campuses in reviewing the files of faculty impacted by the COVID-19 pandemic and similar major external events that dramatically hinder academic activity. This year, the committee discussed what was happening at the campuses with respect to adoption of the principle of achievement relative to opportunity (ARO), which was put forth by the Work Group on Mitigating the Impact of COVID-19 on Faculty. Challenges related to implementation of ARO include resistance from faculty and departments, faculty concerns about disclosing personal and sensitive details regarding their situations, and the

ability for CAPs to understand the expectations associated with different series. It will be important for UCAP to closely monitor the implementation of ARO in the coming academic year.

#### **OHER ISSUES AND ADDITIONAL BUSINESS**

In response to requests for formal comments from the Academic Council, UCAP submitted views on the following:

- The proposed revision to APM 759
- The proposed revisions to APM 025 and APM 671
- The proposed academic salary program for 2022-2023
- The report of the Negotiated Salary Trial Program Phase 2 Taskforce
- The proposed revisions to APM 715 and APM 760

#### **CAMPUS REPORTS**

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including Team Science.

#### **UCAP REPRESENTATION**

UCAP Chair Kuriyan represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate, and served on the Provost's Academic Planning Council as well as the Work Group on Mitigating the Impact of COVID-19 on Faculty and the Advancing Faculty Diversity Advisory Group.

#### **COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS**

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel; Amy K. Lee Associate Vice Provost for Academic Personnel and Programs, Academic Personnel and Programs; and Kimberly Grant, Director, Academic Policy & Compensation, Academic Personnel and Programs. UCAP occasionally consulted the Academic Senate Chair Robert Horwitz and Vice Chair Susan Cochran about issues facing the Senate and UC.

Respectfully submitted,  
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