

**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2022-2023****TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2022-2023 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:

DEPARTMENTAL VOTING RIGHTS OF LECTURERS WITH SECURITY OF EMPLOYMENT

Last year, UCAP discussed the issue of Lecturers with Security of Employment (LSOEs) serving and voting on divisional Academic Personnel committees (CAPs) and transmitted a set of recommendations to Academic Council in June. The recommendations underscored that that the Senate Bylaw (SB) 55 restriction on LSOE voting is not a reason to prevent LSOEs from serving on CAPs, and that decisions about giving LSOEs full voting rights should be left to divisional Senates, who should maintain the ultimate authority over who can be a member of CAP. In October, the committee agreed to suggest changing SB 55 to grant this series departmental voting rights, and in March UCAP submitted proposed changes to SB 55 to codify equal departmental voting rights for those in the LSOE series and the Teaching Professor series. UCAP also requested a title change for the LSOE series to the Teaching Professor series in the Academic Personnel Manual. The proposals will be disseminated for systemwide review in the fall.

SIMULTANEOUS ACADEMIC MISCONDUCT AND PERSONNEL ACTIONS

The University Committee on Privilege and Tenure (UCPT) asked UCAP to opine on a proposal to change Senate bylaws to guide the handling of simultaneous academic misconduct and personnel actions. The committee offered feedback about the rationale for making a major change in personnel review procedures, the potential unfairness of delaying a personnel action for reasons extrinsic to the personnel review process, and the differences in campus review procedures that could make one systemwide approach unfeasible. UCAP met with the chair of UCPT in March and expressed support for a revised proposal, and UCAP members appreciated that the new policy aims to balance transparency, accountability and faculty rights.

TRIENNIAL CAP PRACTICES SURVEY

The divisional CAP analysts began providing the 2020-2021 data for the Triennial CAP Practices Survey last year but responses from all the campuses was not available until March 2023. As always, UCAP members found that the survey provides valuable insight into how each CAP operates, including the differences. Members discussed challenges related to securing course releases as well as the various ways CAPs interact with campus administrators. Committee members may share the survey with their divisional CAPs and relevant administrators and acknowledged the CAP analysts' efforts to compile the survey data.

OTHER ISSUES AND ADDITIONAL BUSINESS

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

- Second systemwide review of proposed revisions to APM 025 and APM 671

- Second systemwide review of the proposed Presidential Abusive Conduct policy
- Management consultation and systemwide review of proposed revisions to APM 210
- Systemwide review of proposed revisions to the Presidential Policy on Inventions, Patents, and Innovation Transfer
- Management consultation of technical revisions to APM 500 and 501
- Management consultation of proposed revisions to APM 710, APM 715, and APM 760
- Systemwide review of proposed revisions to APM 710

CAMPUS REPORTS

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including the impact of the graduate student researcher strike.

UCAP REPRESENTATION

UCAP Chair Dunn 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 (APC). Chair Dunn will co-chair the APC's Achievement Relative to Opportunities (ARO) Workgroup in 2023-2024.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

UCAP benefited from regular consultation and reports from Douglas Haynes, Vice Provost, Academic Personnel, Academic Personnel and Programs (APP); Amy K. Lee, Associate Vice Provost for Academic Personnel and Programs, APP; and Kelly Anders, Director, Academic Policy and Compensation, APP. UCAP occasionally consulted the Academic Senate Chair Susan Cochran and Vice Chair James Steintrager about issues facing the Senate and UC.

Respectfully submitted,
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Susan Cochran (Chair, Academic Senate, *Ex Officio*, (LA))
 James Steintrager (Vice Chair, Academic Senate, *Ex Officio*, (I))
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