UNIVERSITY OF CALIFORNIA

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VIDEOCONFERENCE OF THE ASSEMBLY OF THE ACADEMIC SENATE

Thursday, February 22, 2024
3:00 pm - 6:00 pm

To participate in the videoconference, you may join the video and internet audio at
https://UCOP.zoom.us/j/6568908103
Or by phone: 1 669 900 6833 Meeting ID: 656 890 8103

I. Roll Call

2023-24 Assembly Roll Call – February 22, 2024

President of the University:
Michael Drake

Academic Council Members:
James Steintrager, Chair
Steven Cheung, Vice Chair
Maximilliam Aufhammer, Chair, UCB
Ahmet Palazoglu, Chair, UCD
Arvind Rajaraman, Chair, UCI
Andrea Kasko, Chair, UCLA
Patricia LiWang, Chair, UCM
Sang-Hee Lee, Chair, UCR
John Hildebrand, Chair, UCSD
Steven Hetts, Chair, UCSF
Susannah Scott, Chair, UCSB
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS
Dean Tantillo, Chair, CCGA
Jennifer Burney, Chair, UCAADE
Stefano Profumo, Chair, UCAP
Melanie Cocco, Chair, UCEP
John Heraty, Chair, UCFW
Cynthia Schumann, Chair, UCORP
Donald Senear, Chair, UCPB

Berkeley (5)
Mark Goble
Tyrone Hayes
Lisa Wymore
Jelani Nelson
Dean Toste

Davis (6)
Joseph Chen
Walter Leal
Abigail Thompson
Richard Tucker
Rena Zieve
Karen Zito

Irvine (4)
Noah Askin
John Crawford
Zeev Kain
Bert Winther-Tamaki

Los Angeles (7)
Mekonnen Gebremichael
Tim Groeling
Ronald D. Hays
Jody Kreiman
Reynaldo Macias
Moritz Meyer-ter-Vehn
Robert Zeithammer

Merced (1)
Shilpa Khatri

Riverside (2)
Y. Peter Chung
Jennifer Hughes

San Diego (5)
Niloofar Afari
Kimberly Cooper
Randy Hampton
Gabriella Caballero Hernandez
Deborah Stein

San Francisco (5)
Ifeyinwa Asiodu
Robin Corelli
David Hwang
Kewchang Lee
Soo-Jeong Lee

Santa Barbara (3)
Charles Akemann
Joao Hespanha
Elinor Mason

Santa Cruz (2)
Matthew McCarthy
Rita Mehta

Secretary/Parliamentarian
Andrew Dickson

UNIVERSITY OF CALIFORNIA ACADEMIC SENATE

VIDEOCONFERENCE MEETING OF ASSEMBLY OF THE ACADEMIC SENATE

December 7, 2023

MINUTES OF MEETING

I. ROLL CALL OF MEMBERS

Pursuant to the call, the Assembly of the Academic Senate met on Thursday, December 7, 2023. Academic Senate Chair James Steintrager presided and called the meeting to order at 10:00 am. Senate Executive Director Monica Lin called the roll of Assembly members and confirmed a quorum. Attendance is listed in Appendix A of these minutes.

II. MINUTES

ACTION: The Assembly approved the minutes of June 8, 2023.

III. ANNOUNCEMENTS BY SENATE LEADERSHIP

- **James Steintrager, Chair**
- **Steven Cheung, Vice Chair**

Regents Meeting: The September and November Regents meetings featured public comments from faculty expressing concerns about the performance of the Retirement Administration Service Center, union members advocating for wage increases, and students urging UC to extend employment opportunities to undocumented students. Another significant concern was the Middle East conflict, with many UC community members noting worries about campus safety, anti-Semitism, Islamophobia, free speech, academic freedom, and the response to the crisis by UC leadership. Chair Steintrager, in his November remarks to the full Board, referenced past Senate statements on free speech, academic freedom, and hate speech on campus, as well as the Senate's published recommendations for posting political statements on department websites.

At the November meeting, President Drake announced funding for initiatives and educational programs to combat intolerance and foster constructive dialogue about the crisis, including a "viewpoint-neutral history of the Middle East." Faculty in History and other departments contested the president's "viewpoint-neutral" reference. In response, President Drake reiterated the University's commitment to faculty academic freedom and clarified that participation in the educational programming is entirely voluntary.

In his remarks at Regents meetings, Chair Steintrager also discussed the lingering impact of the pandemic on faculty's ability to balance teaching, research, and service commitments, and highlighted the importance of maintaining competitive total remuneration for faculty. In November, the Regents approved a 4.2% increase in faculty salaries and no change to employee contributions to the UC Retirement Plan.

Health Services: The Senate chair and vice chair attended meetings of the Regents Health Services Committee, which is discussing the implementation of the Presidential Policy on Affiliations with Certain Health Care Organizations. The Senate has expressed concerns about

UC's affiliations with external healthcare affiliates that impose policy-based restrictions on care, particularly those rooted in Ethical and Religious Directives. Following a fall 2023 systemwide review, the Academic Council endorsed the presidential policy and the creation of a Joint Clinical Advisory Committee that is co-chaired by the Senate chair and UC Health Executive Vice President to monitor policy implementation.

Online Undergraduate Degrees: President Drake has approved the formation of a Presidential Task Force on Instructional Modalities and UC Quality Undergraduate Degree Programs that will evaluate instructional modalities and establish criteria for the potential introduction of UC-quality baccalaureate online degree programs. Some Regents and administrators believe that the Assembly-approved revision to Senate 630, which clarified residency requirements by specifying an on-campus experience requirement, is unnecessarily restrictive; they have indicated that they would like to see the regulation rescinded or substantially modified. Regental interest to reduce or remove the Senate's authority over curriculum and degree requirements has raised concerns about overreach and erosion of shared governance. Chair Steintrager communicated that should the Regents act counter to the principles of shared governance, he is prepared to call an emergency meeting of the Assembly.

Workgroups: The Academic Planning Council (APC) Workgroup on the Future of Doctoral Programs at UC, co-chaired by UCSB Division Chair Susannah Scott, is evaluating UC's doctoral education model. In August, the workgroup released interim guidance about delineating expectations for student academic progress from their employment activities. It also presented an interim report at the October 9 systemwide Congress on the Future of Graduate Education. Workgroup co-chair Scott noted that issues under discussion include strategies for addressing the increased cost of the new graduate student contracts, the challenge of mentoring graduate students in a unionized environment, summer enrollment and employment, and how to design graduate program requirements to protect quality. The APC Workgroup on Faculty Work & Recovery Post-Pandemic is co-chaired by UCD Senate Division Chair Palazoglu. Finally, the Senate is forming its own workgroup to discuss challenges and opportunities associated with the use of artificial intelligence (AI) technologies at the University.

Total Remuneration Study: UC Systemwide Human Resources is preparing a request for proposals (RFP) to identify a vendor to assist with a study of UC workforce (faculty and staff) total remuneration against UC's comparator institutions. Two Senate representatives will be part of an administrative working group to review RFPs and shape the study's objectives and methods.

Legislation: Assembly Bill 1291 requires UC to create an Associate Degree for Transfer (ADT) Pilot Program at UCLA by 2026–27, offering community college transfer applicants who complete an ADT priority admission into various UCLA majors. The legislation also requires UC to guarantee that transfer applicants who meet UC admissions criteria but cannot be accommodated at UCLA are admitted to at least one other UC campus.

During the discussion:

- An Assembly member expressed concern about the Senate's June 2022 recommendations for department political statements, arguing that political statements should be prohibited and that departments are not following Senate recommendations.

- An Assembly member expressed concern about comments made by individual regents at a recent meeting: one suggesting that faculty should be barred from expressing political views in the classroom, and another suggesting that the regents take a larger role in faculty discipline.
- An Assembly member expressed concern about recent increases to UC employee health insurance premiums that were not communicated in a timely manner.

V. ANNOUNCEMENTS BY SENIOR UNIVERSITY LEADERS

- **Michael V. Drake, President**
- **Katherine Newman, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

Middle East Conflict and Campus Climate: President Drake noted that the Middle East conflict has exposed raw divisions on campuses. It has been challenging for UC and higher education more broadly to navigate the strongly held and seemingly incompatible points of view while maintaining an inclusive environment. President Drake wants to be proactive in fostering constructive dialogue, and at the November Regents meeting he announced three initiatives:

1. A campus safety enhancement initiative led by UC's Systemwide Director of Community Safety.
2. Establishment of a Systemwide Office of Civil Rights to support and monitor civil rights and anti-discrimination activities on campuses.
3. Funding for mental health resources; training for campus staff and faculty on fostering an inclusive learning environment; and voluntary programs promoting informed and respectful public dialogue. This includes foundational understanding of anti-Semitism and Islamophobia and enhancing understanding of Middle East history rather than advocating for a particular viewpoint.

Presidential Task Force on Instructional Modalities: Provost Newman highlighted the potential for online degrees to expand UC's reach to nontraditional populations. She acknowledged that many online programs originated in the private sector and produced poor student outcomes, but noted that UC can be a leader in the development of a quality online degree that matches a residential degree at an R1 University like UC. She acknowledged that it will not be simple or inexpensive to implement, and the presidential task force will need to examine the resources faculty and students would need to achieve this goal. But once done, it will be a "shot heard round the world."

Student Transfer: President Drake expressed that offering guaranteed admission to more California Community College (CCC) students is challenging because UC has more qualified applicants than available space in transfer cohorts. He explained that increasing transfer admission would affect freshman access to UC and cautioned that a transfer guarantee system could advantage certain CCCs and students and limit opportunities for others.

Mentoring: President Drake recently met with the UC Graduate and Professional Council (UCGPC), who want to work with faculty to improve the student-faculty mentoring relationship. UCGPC asked for assurances that faculty take mentoring activities seriously and have access to resources that will support them in their mentoring roles.

Academic Congresses: Provost Newman is convening a series of systemwide congresses to gather input on important academic issues. As a follow-up to the Congress on the Future of Graduate Education, the provost is planning a one-day online conference in January focusing on ideas for improving undergraduate instruction. In February, she is convening a Congress on the Future of Artificial Intelligence that will address educational, professional, intellectual property, and healthcare impacts of AI. Finally, a Congress on the Future of Online Education is planned for the spring.

Undocumented Students: The University is exploring ways to better support undocumented students, including potentially allowing them to qualify for campus jobs despite legal hurdles.

Consultant Interview: UCOP has hired a consultant to assess UC's academic and labor relations structure, staffing, and practices through interviews with various constituents, including members of the Academic Council.

During the discussion:

- Individual Assembly members noted concerns about the lack of faculty involvement in systemwide labor negotiations that led to the current graduate student contract agreement terms. They also noted concerns about the way the University communicated increased healthcare premium costs, and they conveyed faculty frustrations about user problems associated with the transition to Oracle Alpha Financials software at individual campuses.
- A member criticized the way campuses are handling the Middle East situation, expressing the need for additional measures to address the safety concerns of Jewish and Israeli community members.
- A member asked about UC's plan to address gun violence following a recent incident at the University of Nevada, Las Vegas.
- A member encouraged the University to consult with California State University (CSU) colleagues about any changes being considered for the mathematics (area C) requirement for admission and emphasized the need to monitor more closely for potential conflicts of interest in admissions policy development.
- President Drake acknowledged the national problem of rising healthcare costs and lamented that the University's communication about premium increases were socialized just before open enrollment. He explained the University's efforts to negotiate fair rates with healthcare providers and the steps that have been taken to mitigate the impact of increases on employees, including through higher employer subsidies. The University will conduct a comprehensive examination of health benefits for optimal value and cost effectiveness.
- President Drake acknowledged the safety concerns of Jewish students, faculty, and staff, noting that UCOP is working with campuses to ensure that safety personnel are specifically discussing this issue. He invited faculty to contact him with specific concerns and suggestions for improving the University's response.
- President Drake added that UC's director of community safety is developing a new system to collect data about campus safety incidents that will help inform security forces about interventions to prevent serious crime and promote campus safety. The University is also focusing on de-escalation training for campus safety personnel and adding campus safety ambassadors to address non-criminal issues.

- BOARS Chair Knowlton clarified that the BOARS Area C Workgroup will work with CSU and CCC faculty colleagues directly and through the Intersegmental Committee of the Academic Senates as it examines criteria for area C coursework, including criteria for the Advanced Mathematics categories of area C that can validate the Algebra II/Mathematics III admission requirement.

V. SPECIAL ORDERS

A. Consent Calendar [NONE]

B. Annual Reports [2022-23]

VII. UNIVERSITY AND FACULTY WELFARE REPORT [None]

VIII. SPECIAL ORDERS [None]

IX. REPORTS ON SPECIAL COMMITTEES [None]

X. PETITIONS OF STUDENTS [None]

XI. UNFINISHED BUSINESS [None]

XII. NEW BUSINESS

The meeting adjourned at 12:30 pm
Minutes Prepared by: Michael LaBriola, Assistant Director, Academic Senate
Attest: James Steintrager, Academic Senate Chair

Attachments: Appendix A – Assembly Attendance Record, Meeting of December 7, 2023

Appendix A – 2023-2024 Assembly Attendance Record
Meeting of December 7, 2023

President of the University:
Michael Drake

Academic Council Members:
James Steintrager, Chair
Steven Cheung, Vice Chair
Maximilliam Aufhammer, Chair, UCB
Ahmet Palazoglu, Chair, UCD
Arvind Rajaraman, Chair, UCI
Andrea Kasko, Chair, UCLA
Patricia LiWang, Chair, UCM
Sang-Hee Lee, Chair, UCR (Absent)
John Hildebrand, Chair, UCSD
Steven Hetts, Chair, UCSF
Susannah Scott, Chair, UCSB
Patricia Gallagher, Chair, UCSC
Barbara Knowlton, Chair, BOARS
Dean Tantillo, Chair, CCGA
Jennifer Burney, Chair, UCAADE (Absent)
Stefano Profumo, Chair, UCAP (Absent)
Melanie Cocco, Chair, UCEP
John Heraty, Chair, UCFW
Cynthia Schumann, Chair, UCORP
Donald Senear, Chair, UCPB (Absent)

Berkeley (5)
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Chris Hoofnagle
Jelani Nelson
Dean Toste

Davis (6)
Joseph Chen
Walter Leal
Abigail Thompson
Richard Tucker
Rena Zieve
Karen Zito

Irvine (4)
Noah Askin
John Crawford
Zeev Kain (Absent)
Bert Winther-Tamaki

Los Angeles (7)
Mekonnen Gebremichael (Absent)
Tim Groeling
Ronald D. Hays
Jody Kreiman
Reynaldo Macias (Absent)
Moritz Meyer-ter-Vehn
Robert Zeithammer

Merced (1)
Shilpa Khatri

Riverside (2)
Y. Peter Chung (Absent)
Jennifer Hughes

San Diego (5)
Niloofar Afari
Kimberly Cooper
Randy Hampton (Absent)
Gabriella Caballero Hernandez (Absent)
Deborah Stein

San Francisco (5)
Ifeyinwa Asiodu
Robin Corelli
David Hwang
Kewchang Lee
Soo-Jeong Lee

Santa Barbara (3)
Charles Akemann
Joao Hespanha
Elinor Mason (Absent)

Santa Cruz (2)
Matthew McCarthy
Rita Mehta

Secretary/Parliamentarian
Andrew Dickson

III. ANNOUNCEMENTS BY THE CHAIR

- **James Steintrager**

IV. REPORTS OF STANDING COMMITTEES

A. Academic Council

- **James Steintrager**

1. Proposed Revision to Senate Bylaw 55

Background and Justification: At its December 2023 meeting, following a systemwide Academic Senate review, the Academic Council approved revisions to Senate Bylaw 55. The revisions were proposed by the University Committee on Academic Personnel (UCAP). They would uniformly extend to Teaching Professors/Lecturers with Security of Employment (LSOEs) voting rights within their departments across the UC system. At present, those in the LSOE series may vote only on matters related to colleagues in their own series, but not on those in the Professor series unless approved by a two-thirds vote within a department.

Opinions among Senate reviewers were divided. Advocates for the policy emphasized that the revisions would enhance the equity of departmental governance structures, recognize the expertise of LSOEs, and boost morale. Opponents raised concerns about the ability of LSOEs to evaluate research in the Professor series and suggested that departments should retain the autonomy to decide on voting rights. Council passed a motion to endorse the revisions 9 to 5, with 3 abstentions.

The proposed revisions are provided below. The Council offers as a friendly amendment to the version of the revision circulated for systemwide review a clarification to 55.B.1 and B.8 recommended by several reviewers. The University Committee on. Rules and Jurisdiction has certified that the revisions are consonant with the Code of the Academic Senate. Included below, following the proposed revisions, are the full set of comments we received from Senate divisions and systemwide committees.

ACTION REQUESTED: The Assembly is asked to approve the proposed revisions to Senate Bylaw 55.

55. Departmental Voting Rights

A. General Provisions

1. According to the Standing Orders of the Regents, ". . . the several departments of the University, with the approval of the President, shall determine their own form of administrative organization . . ." No department shall be organized in a way that would deny to any of its non-emeritae/i faculty who are voting members of the Academic Senate, as specified in Standing Order 105.l(a), the right to vote on substantial departmental questions, excepting only certain personnel actions as detailed in Article B of this Bylaw. [See Legislative Ruling 5.67] (Am 4 May 95)

2. In all matters other than those specified in paragraphs 1 to 5 of Article B of this Bylaw, the right to vote may be delegated to duly elected committees.

B. Designation of Voting Rights

1. All ~~tenured~~ faculty in a department with tenure or security of employment have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Prior to such a vote, all the non-emeritae/i departmental members of the Academic Senate must be afforded an opportunity to make their opinions known to the voters.

2. Professors and Teaching Professors/Senior Lecturers SOE have the right to vote on all cases of promotion to the ranks of Professor, Professor-in-Residence, ~~and~~ Professor of Clinical (e.g., Medicine), and Teaching Professor/Senior Lecturer SOE. ~~Professors and Senior Lecturers with Security of Employment (SOE) have the right to vote on all cases of appointment or promotion to the rank of Senior Lecturer (SOE).~~ (Am 5 May 88)

3. Professors, Teaching Professors/Senior Lecturers SOE, ~~and~~ Associate Professors, and Associate Teaching Professors/Lecturers SOE have the right to vote on all cases of promotion to the ranks of Associate Professor, Associate Professor-in- Residence, ~~and~~ Associate Professor of Clinical (e.g. Medicine), and Associate Teaching Professor/Lecturer SOE. ~~Professors, Associate Professors, Senior Lecturers (SOE) and Lecturers (SOE) have the right to vote on all cases of appointment to the rank of Lecturer (SOE).~~ (Am 5 May 88).

4. For voting purposes, all cases that involve the removal of the Acting modifier from the title of a member of the Academic Senate shall be treated as promotions to the rank in question.

5. All cases of nonreappointments or terminations of Assistant Professors, Assistant Professors-in-Residence, ~~and~~ Assistant Professors of Clinical (e.g. Medicine), ~~or~~ and Assistant Teaching Professors/Lecturers PSOE ~~Lecturers and Senior Lecturers,~~ shall be voted upon by those faculty eligible to vote on promotions to the ranks of Associate Professor, Associate Professor-in-Residence, Associate Professor of Clinical (e.g. Medicine), and Associate Teaching Professor/Lecturer~~or appointments to the titles Lecturer (SOE) and Senior Lecturer (SOE~~ SOE~~)~~, respectively. (Am 5 May 88)

6. All cases of advancement within any rank that confers membership in the Academic Senate shall be voted upon by those persons entitled to vote on promotion or non-reappointment to the rank in question under the provisions of Paragraphs 2 to 5 of this Article B. (En 4 May 1995)

7. In none of the instances specified in Paragraphs 1 to 5 of this Article B may the right to vote be delegated to a committee. The actual method of voting shall be determined by the eligible voters; subject, however, to the provision that no voter may be denied the option to require a secret ballot. In cases of advancement within rank, the eligible voters for each rank in question shall either follow the same procedures used for promotions and non-reappointment or may, by two thirds majority vote and subject to the approval of the divisional Committee on Academic Personnel or its equivalent, delegate the authority for

such actions to a duly elected committee or other agency, or adopt some other method acceptable to the divisional Committee on Academic Personnel or its equivalent. Any such method or delegation of authority shall remain in effect for at least one calendar year (twelve months). Thereafter, upon the request of any faculty member entitled to a vote on the cases in question under the provisions of Paragraph 6 of this Article B, the eligible voters shall reconsider the question of how such cases shall be handled. (Am 4 May 1995)

8. The ~~tenured~~ faculty members ~~of~~ in a department with tenure or security of employment shall establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of this Article B are determined. The method adopted must have the approval of the divisional Committee on Academic Personnel or its equivalent.

C. Extension of Voting Privileges to non-Emeritae/i Faculty

Voting privileges on personnel matters within any department may be extended to one or more of the classes of non-Emeritae/i Academic Senate members of that department, as a class, who are not otherwise entitled to vote under the provisions of paragraphs 1 to 6 of Article B of this Bylaw, upon at least a two-thirds majority vote by secret ballot of those faculty entitled to vote on the cases in question under the provisions of paragraphs 1 to 6 of Article B of this Bylaw. Any extensions of the voting privilege under this Article C must remain in effect for at least one calendar year (twelve months); thereafter, any faculty member entitled to a vote on the cases in question under the provisions of paragraphs 1 to 6 of Article B of this Bylaw may request reconsideration. Following a request for reconsideration, and prior to any subsequent vote on the cases in question, the Chair or other appropriate departmental officer shall put the question of renewal of privileges to a vote. An extension of voting privileges will be renewed only upon at least a two-thirds majority vote by secret ballot of those faculty entitled to vote on the cases in question under the provisions of paragraphs 1 to 6 of Article B of this Bylaw. (Am 4 May 95)[See Legislative Ruling 5.67]

D. Rights and Privileges of Emeritae/i Faculty (En 4 May 95)

1. Emeritae/i members of the Academic Senate retain membership in the departments to which they belonged at the time of their retirement. They do not have the right to vote on departmental matters, except as provided in this Article D.

2. With the exception of personnel actions, Emeritae/i members of the department have the right to receive the same notice of meetings as other Academic Senate members. They have the right of access to materials relevant to those meetings, the privilege of the floor at those meetings, and the right to make their opinions known to the voting members.

3. Emeritae/i, while recalled to service in a department from which they have retired, regain voting rights on all departmental matters, except personnel matters, during the period of such service. They may be accorded voting privileges on personnel matters only as a class consisting of all recalled

Emeritae/i and only as specified in paragraph 4.c of this Article D.

4. Additional privileges in a department from which they have retired may be extended, either to all Emeritae/i as a class of the whole, or to all Emeritae/i recalled to active service, during the period of such service, as follows.

    a. Voting privileges on all non-personnel matters may be extended to all Emeritae/i upon a majority vote by secret ballot of the total non-Emeritae/i Academic Senate membership of that department.

    b. The privilege of notice of meeting on personnel actions, access to materials, and/or privilege of the floor may be extended to Emeritae/i upon at least a two-thirds majority vote by secret ballot of those faculty entitled to vote on the cases in question under the provisions of paragraphs 1 to 6 of Article B of this Bylaw.

    c. Voting privileges on personnel matters may be extended to Emeritae/i upon at least a two-thirds majority vote by secret ballot of those faculty entitled to vote on the cases in question under the provisions of paragraphs 1 to 6 of Article B of this Bylaw.

        i. Any extensions of privilege to Emeritae/i under paragraph 4 of this Article D must remain in effect for at least one calendar year (twelve months); thereafter, any faculty member entitled to a vote on the question of an extension of privilege under the provisions of paragraph 4 of this Article D may request reconsideration.

        Following a request for reconsideration, and prior to any subsequent vote on the cases in question, the Chair or other appropriate departmental officer shall put the question of renewal of privileges to a vote. An extension of privilege will be renewed only under the procedures specified for the initial extension of voting privileges by paragraph 4 of this Article D.

            a. Other Units. In Divisions or schools or colleges where the term "department" is not used, this Bylaw refers to those units from which academic appointments and promotions are recommended to administrative officers. (Am 2 Dec 81)

ACADEMIC SENATE
BERKELEY
320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

December 7, 2023

JAMES STEINTRAGER
Chair, Academic Council

Subject: Proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)

Dear Chair Steintrager:

On November 13, 2023, the Council of the Berkeley Division (DIVCO) discussed the proposed revisions to Academic Senate Bylaw 55 on departmental voting rights, informed by written comments by the Committees on Budget and Interdepartmental Relations (BIR) and Rules and Elections (R&E), which DIVCO endorses.

The proposed revisions to Senate Bylaw 55 plans to uniformly offer Teaching Professors/Lecturer with Security of Employment (LSOE) voting rights within their departments across the UC system. At present, those in the Teaching Professor series may vote on matter related to colleagues in their own series but not on those in the Professor series unless approved by two-thirds vote within a department.

DIVCO strongly agrees with the committee comments of BIR and R&E in **their opposition to the proposed revisions**, and we strongly request to maintain the status quo. The main motivation for this opposition is that Teaching Professors have no research obligation, while the regular professor series does. Letting Teaching Professors vote on merits and promotions, which involve judging research, is hence problematic in many departments. Currently, the decision as to who votes on what is left to the academic departments since teaching professors have very different roles in different disciplines. We strongly support the status quo as it allows departments to self select into the proposed voting scheme, instead of forcing it upon departments.

Sincerely,

Maximilian Auffhammer,
Professor of Agricultural & Resource Economics/Political Economy (ARE/PE)
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Amani Allen, Vice Chair, Berkeley Division of the Academic Senate
Rachel Morello-Frosch, Chair, Committee on Budget and Interdepartmental Relations
Terrence Deacon, Chair, Committee on Rules and Elections
Jocelyn Surla Banaria, Executive Director
Sumei Quiggle, Associate Director staffing Committee on Rules and Elections
William Lynch, Manager staffing Committee on Budget and Interdepartmental Relations

University of California, Berkeley

COMMITTEE ON BUDGET AND
INTERDEPARTMENTAL RELATIONS

November 2, 2023

CHAIR MAXIMILIAN AUFFHAMMER
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Request for guidance on proposed amendments to Senate Bylaw 55, pertaining to Teaching Professors (LSOEs)

We write in response to a request for Senate guidance on proposed revisions to Systemwide Senate Bylaw 55, regarding the voting rights of Teaching Professors, or Lecturers with Security of Employment (LSOEs). Currently, Bylaw 55 states that those in the Teaching Professor series may vote on others in their own series but not on those in the Professor series unless approved to do so by a two-thirds vote within a department. This has fostered inconsistencies across campuses and departments in voting privileges extended to Teaching Professors. The proposed amendments to Bylaw 55 would uniformly extend full departmental voting privileges to Teaching Professors for cases of Professors, Professors-in-Residence, and Clinical Professors, in accordance with the same rank-eligibility guidelines accorded to the Professor series.

Previously, Benjamin E. Hermalin, then-Vice Provost for the Faculty, in a memo dated October 2, 2021, asked us for guidance on matters pertaining to Teaching Professors, including the question of voting privileges. In a memo dated January 18, 2022, we shared our views on this issue, and advised that although circumstances "might justify units according Teaching Professors voting privileges on appointments to the ladder series," departments ought to retain the prerogative to decide whether such voting privileges should be extended to Teaching Professors. We acknowledged that, similar to their ladder-rank colleagues, Teaching Professors often engage in core unit activities including teaching, curriculum development, and pedagogical innovation, as well as creative and scholarly activities that include research in their disciplinary fields; we therefore encouraged units to consider expanding the voting privileges of Teaching Professors in light of their potential benefits, including boosting morale and collegiality. We also acknowledged that in some departments, Teaching Professors might have been appointed on the assumption that they would not vote on ladder-rank cases, and that extending their vote on these matters could be viewed as retroactively changing the expectations with which they were originally appointed, or even possibly disincentivize departments from hiring Teaching Professors in the future. In recognition of these differences across departments, including the proportion of Teaching Professors and their specific roles within each unit, we recommended against a uniform, campuswide voting policy.

In the absence of any new justification for the proposed amendments to Senate Bylaw 55, which would promulgate a systemwide, uniform policy on the voting rights of Teaching Professors, we

reaffirm our earlier recommendation that such decisions about the extent of Teaching Professors' voting rights be left to individual departments.

Thank you for the opportunity to convey our views on this issue.

Rachel Morello-Frosch
Chair

RMF/wl

ACADEMIC SENATE
BERKELEY
320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

November 2, 2023

MAXIMILIAN AUFFHAMMER
Chair, Berkeley Division

Re: Proposed amendments to SB 55 (Departmental Voting Rights)

Dear Chair Auffhammer,

At its meeting on October 3, the Committee on Rules and Elections reviewed the proposal from Academic Council and the University Committee on Academic Personnel to amend Senate Bylaw 55 to give those in the Lecturer with Security of Employment (LSOE) title series (also known as Teaching Professors) full departmental voting privileges, including on promotions for the Professor series (up to their respective rank). Currently LSOEs may only vote on others in their own series and rank, unless privileges are extended by the department. We note that in 2021, in response to questions from then-Vice Provost for the Faculty Benjamin Hermalin, DIVCO declined to make a recommendation for whether departments should do so.

R&E defers to BIR's opinion on the merits of the change, but expresses concern about whether professors whose portfolio is predominantly in teaching and pedagogy have appropriate expertise to assess a research portfolio. R&E also notes that while the proposed amendments "seek to address the variability in LSOE voting privileges," such variability, left to the discretion of the unit, is desirable, as noted in DIVCO's 2021 letter, due to "differences in departmental culture and in the expertise and roles of LSOEs in specific units."

We have no other comments about the wording of the proposed amendments.

Sincerely,

Terrence W. Deacon
Chair, Committee on Rules and Elections

TWD/scq

UNIVERSITY OF CALIFORNIA, DAVIS

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December 6, 2023

James Steintrager
Chair, Academic Council

RE: Proposed Revisions to Senate Bylaw 55

The proposed revisions to Senate Bylaw 55 were forwarded to all standing committees of the Davis Division of the Academic Senate. Seven committees responded: Academic Personnel Oversight (CAP), Faculty Welfare (FWC), and the Faculty Executive Committees of the College of Biological Sciences (CBS), College of Engineering (COE), School of Education (SOE), School of Medicine (SOM), and School of Nursing (SON).

Committees support the proposed revisions and feel that affording Lecturer with Security of Employment (LSOE) and others in the title series full voting privileges is a necessary change.

COE and FWC, however, note that those in the LSOE title series are not required to perform peer-reviewed research, raising concerns about their ability to evaluate research in faculty advancements. CAP comments on the inconsistent expectations and responsibilities for faculty in this title series and suggests that "further work needs to be done to standardize expectations and evaluation criteria for this series across academic units."

CAP and FWC also provide suggestions to improve the clarity and conciseness of the proposed revisions:

- (CAP): CAP strongly recommends adding clarifying language to the Bylaw, either by having a blanket statement that specifies the title series included when referring to "Professor" or by spelling out the specific title series that each Bylaw clause is applicable to.
- (FWC): To make the policy more concise, FWC suggests stating the Bylaw applies to "all non-Emeriti faculty with Academic Senate appointments," as opposed to listing individual job titles.

The Davis Division appreciates the opportunity to comment.

Sincerely,

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate

Distinguished Professor of Chemical Engineering
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

October 26, 2023

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate

RE: Proposed Revisions to Senate Bylaw 55

The Committee on Academic Personnel – Oversight (CAP) has reviewed and discussed the Request for Consultation (RFC) on the Proposed Revisions to Senate Bylaw 55. CAP appreciates the effort to address the inconsistent application of Bylaw 55 by making voting privileges more uniform across Academic Senate titles and the opportunity to provide feedback. CAP had the following comments regarding the proposed revisions:

1. Since certain clauses of Bylaw 55 (see B.2 and B.3) articulate the specific Professor series that voting rights apply to (e.g., Professor, Professor-in-Residence, Professor of Clinical) and other parts only use the term "Professor," it was unclear whether the term "Professor" was intended to represent all Senate Professor titles or only ladder rank Professors (which would exclude Professor-in-Residence and Professor of Clinical titles). CAP strongly recommends adding clarifying language to the Bylaw, either by having a blanket statement that specifies the title series included when referring to "Professor" or by spelling out the specific title series that each Bylaw clause is applicable to. For example, clause B.2 could be rewritten as "Professors, Professors-in-Residence, Professor of Clinical (e.g., Medicine), and Teaching Professors/Senior Lecturers SOE have the right to vote on all cases of promotion to the ranks of Professor, Professor-in-Residence, Professor of Clinical (e.g., Medicine), and Teaching Professor/Senior Lecturer SOE."

2. Some concerns were raised about the inconsistent expectations and responsibilities for faculty in the Teaching Professor/LSOE series, which can contribute to inconsistent voting outcomes. Expectations appear to vary widely across departments; in particular, in some departments there appears to be a lack of clarity regarding the distinction between the Teaching Professor/LSOE series and Unit 18 lecturers. These issues cannot be addressed by these revisions to Bylaw 55, but CAP suggests that further work needs to be done to standardize expectations and evaluation criteria for this series across academic units. This work might include clarification of the broader role faculty in this series are expected to take in improving discipline-specific pedagogy, curriculum development, and research and publication on discipline-specific pedagogy; clarification of qualifications required of external referees and of the specific materials to be made available to them; and clarification of the criteria for evaluating exceptional performance in this series in teaching and mentoring, research and publication, and service.

CAP appreciates the opportunity to comment.

Proposed Revisions to Senate Bylaw 55

FEC: College of Agricultural and Environmental Sciences Committee Response

November 17, 2023

The College of Agriculture and Environmental Sciences (CA&ES) Faculty Executive Committee (FEC) has reviewed the Request for Consultation (RFC) pertaining to revisions to Sneate Bylaw 55. Our FEC supports the proposed bylaw amendments to address the variability in Lecturers with Security of Employment (LSOE) voting privileges by granting all LSOE full departmental voting rights.

Proposed Revisions to Senate Bylaw 55

FEC: College of Engineering Committee Response

November 17, 2023

The College of Engineering Faculty Executive Committee met and discussed the proposed revisions to Bylaw 55 in two separate meetings. Representatives also were asked to conduct straw polls of their departmental faculty, which were done by e-mail or at faculty meetings. Results of these polls are shown in the table below. Specific comments gathered during these polls and from the FEC Whiteboard are listed at the end if this document. All departments had a majority of respondents in favor of the proposed revisions. There were 128 respondents: 98 were in favor, 26 were opposed, 4 abstained.

Arguments in favor of the revisions echo those expressed by the accompanying letter from the Teaching Professor Network Steering Committee, supporting recognition of Professors of Teaching as equal members of the Academic Senate who should be afforded that same voting rights. Opposition to the revision of Bylaw 55 stemmed from opinions that the Professors of Teaching are not always equivalent to other Academic Senate members. It was observed that the job description for Professors of Teaching, as well as the titles, have varied through the years and in some departments the Professors of Teaching do little to no research, causing some to question their capability to judge the merits of research in promotion packages.

Comments in favor:

> For starters, I just want to say how fortunate I am to be in a department that from day 1 has supported me and treated me as an equal regardless of the distinction between the Professor series and the L(P)SOE series. In conversations with L(P)SOE colleagues over the years who are in departments that restrict L(P)SOE voting rights, this issue has been the source of a great deal of discontentment and fostered the sentiment that L(P)SOEs are "second-class citizens" in these departments (since Professors can vote on L(P)SOEs but not the other way around).

> When I joined the dept back in 2018, having equal voting rights across the faculty was was a big positive compared to some other schools. I think it creates a sense of collegiality across the department.

> Before the departmental split Subash M. was working hard to break us up and to install a former student of his as chair. I worked hard to oppose him publically in faculty meetings and felt that I had that right because I had equal voting rights. Later when the departments split, I was not clearly in either department and I was still a Jr professor. Having equal voting rights put me on the same footing as the more senior professors. I think that it is important that LPSOE professors have the right to voice their opinions on the same footing as other professors.

“I want to email you a statement of my strong support for the proposed revisions of Senate Bylaw 55. I believe that professors of teaching are invaluable to our educational mission and affording LPSOEs, LSOEs, and SLSOEs equal voting rights to Professor track appointments, such that they can vote on any cases at rank or below, is long overdue. I am glad that all the BME faculty present in our in faculty meeting today were in unanimous support of the proposed revisions.”

"I support the proposed changes and believe that it has been the practice in our department already."

Comments opposed:

"It seems strange to me that departments are allowed to recognize rank (e.g., by preventing assistant professors from voting on full professors) but cannot recognize job responsibility differences (e.g., Professor vs LSOE) when crafting their own bylaws. To me, the job difference is more consequential than the rank difference. There's currently nothing to stop departments from fully including LSOES/LPSOES if they wish, and this policy seems to be uninformed by the perspectives of departments that might wish to do things differently. To the extent that LSOES do have different jobs and responsibilities from Professors, I think departments should be allowed to recognize those differences in their voting processes if they choose to.

"The distinction between Lecturers and Professors is much more consequential, in terms of responsibilities and activities, than the distinction between Assistant and Tenured Professors. Granting extra rights to Lecturers, while restraining the rights of Assistants, makes no sense. Also, the proposed bylaws do not affect the voting in our department: we already give full rights to everyone. This bylaw action asks us to impose our priorities on all other departments in the system. There may be departments somewhere that have good reasons to maintain a voting distinction between Lecturers and Professors, and their policy should not be dictated by us."

"My mixed feelings about granting Teaching Professors full status as Academic Senate members stems mostly from the erosion of the emphasis that UC places on research in it's core mission. The Teaching Professor issue was skillfully broken into parts - designation of Teaching Professors as Academic Senate members, and then granting equal voting rights to Teaching Professors. Soon they will be full voting members of CAP following that same roadmap. My discomfort lies mostly with the initial acceptance into the Senate, but that question has already been settled. The decision to grant Teaching Professors full voting rights has much less consequence in my opinion."

Proposed Revisions to Senate Bylaw 55

FEC: College of Letters and Science Committee Response

November 17, 2023

The College of Letters & Science Faculty Executive Committee (FEC) has reviewed the Request for Consultation (RFC) regarding proposed revisions to Senate Bylaw 55. Our FEC supports the proposed bylaw amendments to address the variability in Lecturers with Security of Employment (LSOE) voting privileges by granting all LSOE full departmental voting rights. Unlike unit 18 lecturers (who often come in part-time) LSOEs go through full faculty searches and are doing pedagogical research that should help inform departments on modern teaching practices, new teaching and learning in their field.

FACULTY EXECUTIVE COMMITTEE
COLLEGE OF BIOLOGICAL SCIENCES
UNIVERSITY OF CALIFORNIA, DAVIS

November 17, 2023

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate

RE: Proposed Revisions to Senate Bylaw 55

Dear Ahmet:

The College of Biological Sciences Faculty Executive Committee reviewed the proposed revisions to Senate Bylaw 55. The committee overwhelmingly supports the revisions regarding voting privileges of Teaching Professors. This is a needed change to recognize the equal footing and valuable contributions of the Teaching Professor track. Of the responding comments, it was noted that multiple CBS departments have independently already made this change, and that having this equitable rights and responsibilities formalized by revising Senate Bylaw 55 is needed.

The College of Biological Sciences faculty appreciate the opportunity to comment.

Alex Nord
Associate Professor
Department of Neurobiology, Physiology and Behavior
Chair, College of Biological Sciences Faculty Executive Committee
Davis, CA

November 17, 2023

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate

RE: Request for Consultation – Proposed Revisions to Senate Bylaw 55

Dear Ahmet:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to Senate Bylaw 55. Although there are some concerns around departmental autonomy and evaluation of research by persons who may not be required to publish peer reviewed research, the committee was in favor of the revisions to Senate Bylaw 55. The committee feels that the extension of full voting rights for members in the Lecturer with Potential for Security of Employment (LPSOE) and Lecturer with Security of Employment (LSOE) would foster a more inclusive, equitable and democratic procedure for conducting departmental business. To make the policy more concise, the committee suggests stating the Bylaw applies to "all non-Emeriti faculty with Academic Senate appointments," as opposed to listing individual job titles.

Sincerely,

Karen L. Bales
Chair, Committee on Faculty Welfare

Proposed Revisions to Senate Bylaw 55

FEC: School of Education Committee Response

November 17, 2023

The School of Education Faculty welcome and support these changes. Our teaching professors play a vital role across the University and should be afforded the same opportunities to have full voting privileges regarding merit and promotion cases as other members of the Academic Senate.

Proposed Revisions to Senate Bylaw 55

FEC: School of Medicine Committee Response

November 17, 2023

This RFC was reviewed and discussed at the SOM FEC meeting on Oct. 25; no objections were raised. FEC supports these revisions.

Proposed Revisions to Senate Bylaw 55

FEC: School of Nursing Committee Response

November 17, 2023

The SON FEC has reviewed the RFC and supports the revision.

UCI Academic Senate

307 Aldrich Hall
Irvine, CA 92697-1325
(949) 824-7685
www.senate.uci.edu

December 6, 2023

Jim Steintrager, Chair
Academic Council

Re: Systemwide Review – Proposed Revisions to Senate Bylaw 55

Dear Chair Steintrager,

The Irvine Division discussed the proposed revisions to Senate Bylaw (SBL) 55 at its Cabinet meeting on December 5, 2023. The Council on Equity and Inclusion (CEI), Council on Academic Personnel (CAP), and Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) also reviewed the proposal. Feedback from the councils is attached for your review.

CEI, CAP, CFW, and Cabinet all support the proposed revisions to SBL 55. Cabinet members noted that at Irvine most academic units already grant full departmental voting rights to lecturers with security of employment -- also formally known as professors of teaching across our campus -- and were pleased to see this extended systemwide.

The Irvine Division appreciates the opportunity to comment.

Sincerely,

Arvind Rajaraman

Arvind Rajaraman, Chair
Academic Senate, Irvine Division

Enclosures: CEI, CAP, & CFW memos

Cc: Valerie Jenness, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director

UCI Academic Senate

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October 19, 2023

ARVIND RAJARAMAN,
CHAIR, ACADEMIC SENATE, IRVINE DIVISION

RE: Proposed Revisions to Senate Bylaw 55

At its meetings on October 5 and October 19, 2023 the Council on Academic Personnel (CAP) discussed the Proposed Revisions to Senate Bylaw 55.

Members were pleased to see the proposed revisions to Senate Bylaw (SBL) 55, which are very similar to the approach that is already being employed at UCI. However, they had some general questions and suggestions that they hope can be addressed during UCAP's further discussions:

1. When would the proposed revision be implemented? There was concern that some departments may need to adjust their internal practices and align their expectations across series, so having advance notice to calibrate expectations may be helpful.

2. Since the rights and roles of Teaching Professors series are being clearly articulated, some members noted it may be appropriate to do the same for other senate faculty series, such as the Professor of Clinical X and Professor-in-Residence.

CAP particularly appreciated the opportunity to comment on this proposed revision to Senate Bylaw 55, as members have seen the benefits of embracing equality across senate faculty series at UCI.

Sincerely,

Alan L. Goldin, Chair
on behalf of the CAP membership

UCI Academic Senate

307 Aldrich Hall
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(949) 824-7685
www.senate.uci.edu

November 14, 2023

ARVIND RAJARAMAN, CHAIR
ACADEMIC SENATE, IRVINE DIVISION

Re: Proposed Revisions to Senate Bylaw 55

The Council on Equity and Inclusion discussed proposed revisions to Senate Bylaw (SBL) 55 at its meeting on November 6, 2023.

Members support the revisions to SBL 55 that grant all lecturers with security of employment (LSOEs)/professors of teaching (POTs) full departmental voting rights and view this as an important step toward achieving equity between the LSOE/POT and professor series.

The Council on Equity and Inclusion appreciates the opportunity to comment.

Sincerely,

Karen Edwards
Chair, Council on Equity and Inclusion

Cc: Valerie Jenness, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director & CEI Analyst
Stephanie Makhlouf, Senate Analyst

University of California, Irvine

Academic Senate
Council on Faculty Welfare,
Diversity & Academic Freedom
307 Aldrich Hall
Irvine, CA 92697-1325
(949) 824-7685

November 3, 2023

ARVIND RAJARAMAN, CHAIR
ACADEMIC SENATE – IRVINE DIVISION

Re: Systemwide Proposed Revisions to Senate Bylaw 55

Academic Council Chair Steintrager forwarded for systemwide review revisions to Senate Bylaw (SBL) 55 proposed by the University Committee on Academic Personnel (UCAP) and endorsed by the 2022-23 Academic Council. The proposed revisions concern voting privileges of the Lecturer with Security of Employment (LSOE) title series, also known as the "Teaching Professor/Professor of Teaching" series at our division.

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) discussed this issue at its meeting on October 10, 2023, and submits the following comments:

1. Overall, members agreed that these revisions are a logical next step for all equity reasons.
2. However, a member stated that these revisions would be an enormous change in that Research faculty are evaluated on first on their research cross all campuses whereas Professor of Teaching are evaluated on first on their teaching and, therefore, Professors of Teaching may not know how to thoroughly assess the work of Research faculty. The question arose as to how giving Professors of Teaching voting privileges would add to the research excellence?
3. Other members stated that they were supportive of the change to ensure full voting rights to Professors of Teaching as equals with Research faculty. Professors of Teaching provide important perspectives on teaching and learning excellence and can help ensure that Research faculty are maintaining the highest standards for their teaching and mentoring practices in addition to research. In general, the move to this practice would be positive for creating an equitable and inclusive environment for faculty and raise the standards of excellence. The Professors of Teaching are evaluated for the research in the context of pedagogical scholarship, and they are capable of evaluating the work of Research faculty, just as Research faculty are capable of evaluating contributions of Professor of Teaching.

Sincerely,

Lisa Naugle, Chair
Council on Faculty Welfare, Diversity, and Academic Freedom

C: Jisoo Kim, Executive Director
Academic Senate

Gina Anzivino, Associate Director
Academic Senate

Stephanie Makhlouf, Cabinet Analyst
Academic Senate

UCLA Academic Senate
Executive Board

November 14, 2023

James Steintrager
Chair, UC Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

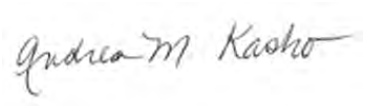
Dear Chair Steintrager,

The divisional Executive Board (EB) appreciated the opportunity to review the (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights). EB reviewed the proposal and divisional committee and council responses at its meeting on November 9, 2023.

Members voted in favor of a motion to report that they were divided on the issue: in principle, they concur with the desire to achieve greater equity for Lecturers with Security of Employment, and they have concerns about both the dangers and the unintended consequences of implementation of this policy as it is written. Members recognized that this proposed revision impacts UCLA differently than other UC campuses.

The Executive Board respectfully requests close review of the enclosed divisional committee and council letters that detail the reasons for both supporting and opposing the current proposal.

Sincerely,



Andrea Kasko
Chair
UCLA Academic Senate

Encl.

Cc: Kathleen Bawn, Vice Chair/Chair Elect, UCLA Academic Senate
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Adriana Rosalez, Administrative Analyst, UCLA Academic Senate

UCLA Academic Senate
Graduate Council

3125 Murphy Hall
410 Charles E. Young Drive East
Los Angeles, California 90095

November 3, 2023

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Brooke Scelza, Chair, Graduate Council

Re: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

At its meeting on October 27, 2023, the Graduate Council discussed the *(Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)* to give academic appointees in the Lecturer with Security of Employment Series/Teaching Professor with departmental voting rights.

Members support the proposed revisions to give Lecturers with Security of Employment departmental voting rights.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council Analyst, Emily Le, at ele@senate.ucla.edu.

UCLA Academic Senate
Undergraduate Council

3125 Murphy Hall
410 Charles E. Young Drive East
Los Angeles, California 90095

October 26, 2023

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Catherine Sugar, Chair, Undergraduate Council

Re: **(Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)**

At its meeting on October 20, 2023, the Undergraduate Council discussed the systemwide Senate review of the proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) to provide Teaching Professors / Senior Lecturers SOE with departmental voting rights.

Members expressed support for the proposed revisions. While one member noted that certain tenure-track faculty may be opposed to the bylaw change, most felt strongly that the proposed revisions represent an important and positive step towards valuing the voices of all colleagues who contribute to the University's academic mission.

Thank you for the opportunity to review and comment. If you have any questions, please contact me via the Undergraduate Council analyst, Julia Nelsen, at jnelsen@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Julia Nelsen, Principal Policy Analyst, UCLA Academic Senate

UCLA Academic Senate
Council on Academic Personnel

To: Andrea Kasko, Chair, Academic Senate

From: Christopher Colwell, Chair, Council on Academic Personnel

Date: October 25, 2023

Re: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

At its meeting on October 10, 2023, the Council on Academic Personnel (CAP) discussed the systemwide Senate review of the proposed revisions to Senate Bylaw 55 (departmental voting rights). Members unanimously opposed the proposed revisions to Senate Bylaw 55. Per APM-210, faculty in the Lecturer with Security of Employment (LSOE) series are expected to have "[s]uperior intellectual attainment, as evidenced particularly in excellent teaching and **secondarily in professional and/or scholarly achievement and activity**" (emphasis added). Most commonly, their "[p]rofessional and/or scholarly activities may be related to the underlying discipline itself or to the pedagogy." Whereas faculty in the (regular) Professor series are expected to have "[s]uperior intellectual attainment, as evidenced **both** in teaching and in research or other creative achievement" (emphasis added). Members were concerned that LSOE faculty, who have a secondary focus on scholarly achievement (more commonly in pedagogy, rather than in the discipline), may not be appropriately qualified to assess the achievement of faculty in the (regular) Professor series. Due to differences in department implementation and expectations of LSOE faculty, members expressed that the current bylaw empowers department faculty to extend voting rights when appropriate for their department.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at CColwell@mednet.ucla.edu or via the Council's analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, Academic Senate
Jessica Cattelino, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Senior Policy Analyst, Academic Senate
Members of the Council on Academic Personnel

UCLA Academic Senate
Rules & Jurisdiction

To: Andrea Kasko, Chair, Academic Senate

From: Shane White, Chair, Committee on Rules and Jurisdiction

Date: October 13, 2023

Re: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

At its meeting on October 11, 2023, the Committee on Rules and Jurisdiction (CR&J) discussed the systemwide Senate review of the proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) to provide Teaching Professors / Senior Lecturers SOE with departmental voting rights.

Members unanimously supported the proposed revisions.

Members additionally recommended for Systemwide Bylaw 55 to be further revised to codify equal departmental voting rights for all Senate members.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at snwhite@dentistry.ucla.edu or via the Committee's analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, Academic Senate
Jessica Cattelino, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Senior Policy Analyst, Academic Senate
Members of the Committee on Rules and Jurisdiction

OFFICE OF THE ACADEMIC SENATE
PATTI LIWANG, CHAIR, ACADEMIC SENATE
senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

November 3, 2023

To: James A. Steintrager, Chair, Academic Council

Re: Senate Review of Proposed Amendments to Bylaw 55 (Departmental Voting Rights)

The proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) were distributed for comment to the Merced Division Senate Committees and School Executive Committees. The following committees offered comments for consideration. Their comments are appended to this memo.

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee for Equity, Diversity, and Inclusion (EDI)
- Committee on Faculty Welfare and Academic Freedom (FWAF)
- Graduate Council (GC)
- UC STEM Tenure-Track Teaching Professor Network Steering Committee (T^3PN)

CAP endorsed the proposed revisions and found that the draft Bylaws were clear, concise, and address the variance and inequities in voting rights that affect some in the Teaching Professor/LSOE/SOE series.

CRE found the proposed amendments to be straightforward and unambiguous. The proper procedures for proposing changes to a Systemwide Bylaw were followed. CRE did note that the memo from UCAP states that the changes will enable Teaching Professors to be full partners in shaping their Departments. CRE believed it is worth considering how "full partner" might be interpreted by different constituents.

EDI supported the amendments as they will enfranchise all faculty in all Departments, in particular, members belonging to the Teaching Faculty series, on all campuses.

FWAF endorsed the revisions for three main reasons: 1) the proposed revisions would make departmental governance structures more equitable and just; 2) the proposed revisions would also better acknowledge and make better use of Teaching Professor expertise; and 3) several Departments at UC Merced have already extended symmetrical voting rights to faculty in the Teaching Professor line with great success. FWAF suggested further changes to Bylaw 55 to make it consistent with the spirit of the proposed revisions. As it currently stands, Section B.1 and 8 of Bylaw 55 refer to rights and privileges held specifically (and presumably exclusively) by "tenured faculty." But since faculty in the Teaching

Professor line have, in place of tenure, “security of employment”, FWAF recommended altering the language to “tenure or security of employment” in those sections.

GC believed that faculty in the Teaching Professor series who contribute well to the mentoring of their graduate students in courses or in research should be recognized for their efforts. GC wondered if, along with this expansion of voting rights, may come an expectation for members of the Teaching Professor series to engage or engage more extensively in graduate training; may that be in graduate courses, graduate pedagogical training, and/or graduate research, such as discipline-specific education research. If so, GC wondered if these efforts will be adequately recognized in merit and promotion cases. And if not, an imbalance - whether real or perceived - exists with regard to the expected duties and recognition, and tension may be put on those who are participating in graduate education but are not given equitable recognition.

T^{3}PN supported the proposed revisions. Per their appended memo, they stated that the proposed revisions to SB 55 would 1) resolve inequities in voting rights between LSOEs and Research Professors at the department level, 2) resolve discrepancies in voting rights between LSOEs whose departments have granted expanded rights and LSOEs whose departments have not, and 3) resolve the inconsistency in LSOE representation in division CAPs and Faculty Personnel Committees (FPCs).

DivCo discussed the committees’ comments and supports their various points and suggestions. DivCo voted in favor of endorsing the proposed Bylaw amendments (11 in favor; 2 opposed; 0 abstention).

The Merced Division thanks you for the opportunity to comment on these proposed Bylaw amendments.

CC: Divisional Council
Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Senate Office

U N I V E R S I T Y O F C A L I F O R N I A , M E R C E D

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON ACADEMIC PERSONNEL (CAP)
SEAN MALLOY, CHAIR
smalloy@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

October 20, 2023

To: Patti LiWang, Senate Chair

From: Sean Malloy, Chair, Committee on Academic Personnel (CAP)

Re: Amendments to Senate Bylaw 55 – Departmental Voting Rights

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CAP reviewed the amendments to Senate Bylaw 55 pertaining to departmental voting rights and offer the below comments.

The proposed bylaw changes were suggested by last year's University Committee on Academic Personnel (UCAP) and would extend to Teaching Professors (or LSOE/SOEs) the same default voting rights as those in the tenure-track professor series. By default, Teaching Professors, like their equivalents in the professor series, would therefore have guaranteed voting rights for all cases at their rank or below.

The proposed change seems to be wise and necessary to ensure that our colleagues in the Teaching Professor series are guaranteed the rights originally intended during establishment of the Teaching Professor series. CAP finds that the draft policy is clear, concise, and addresses the variance and inequities in voting rights that affected some in the Teaching Professor/LSOE/SOE series.

We appreciate the opportunity to opine.

cc: Senate Office

UNIVERSITY OF CALIFORNIA, MERCED

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

October 19, 2023

To: Patti LiWang, Chair, Divisional Council

From: Christopher Viney, Chair, Committee on Rules and Elections (CRE)

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

The Committee on Rules and Elections evaluated the proposed amendments to Senate Bylaw 55 (Departmental Voting Rights) and offers the following comments.

The proposed amendments are straightforward and unambiguous. The proper procedures for proposing changes to a Systemwide Bylaw were followed.

The memo from UCAP states that the changes will enable Teaching Professors to be full partners in shaping their departments. It is worth considering how "full partner" might be interpreted by different constituents. In the evolution towards Bylaw 55 democracy, we retain the default state of voting rights being differentiated by rank. An argument for such differentiation is that faculty at a lower rank do not have experience of the context in which faculty at a higher rank are evaluated. Given this absence of equal voting rights across all ranks, it would be difficult to claim that all faculty are full partners in the Departmental enterprise without some elusively subtle distinction between "equal" and "full".

It will be extremely helpful if UCAP can provide perspective on how Departments can best continue to maintain the research focus that is a UC hallmark if the proposed Bylaw changes are adopted.

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office

UNIVERSITY OF CALIFORNIA, MERCED

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

October 11, 2023

To: Patti LiWang, Chair, Divisional Council

From: Committee for Equity, Diversity and Inclusion (EDI)

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

The Committee for Equity, Diversity and Inclusion evaluated the proposed amendments to Senate Bylaw 55 (Departmental Voting Rights) and offers the following comments.

The proposed amendments will enfranchise all faculty in all departments, in particular, members belonging to the Teaching Faculty series, on all campuses. This is a step in the right direction, granting Teaching Faculty the same voting rights as research faculty. Therefore, the Committee for Equity, Diversity and Inclusion supports these amendments, addressing an inequality faced by many of our colleagues in the Teaching Faculty series.

We thank you for the opportunity to review and comment.

Cc: EDI Members
Senate Office

ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM (FWAF)

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

October 20, 2023

To: Patti LiWang, Chair, Divisional Council

From: Committee on Faculty Welfare and Academic Freedom (FWAF)

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

The Committee on Faculty Welfare and Academic Freedom evaluated the proposed amendments to Senate Bylaw 55 (Departmental Voting Rights) and offers the following comments.

The proposed revisions to Senate Bylaw 55 would guarantee faculty in the Teaching Professor series full and equal voting rights in their departments.

The current wording of the Bylaw gives asymmetrical rights to faculty across different lines: those in the ordinary Professor line are granted voting rights on merit and promotion cases of all faculty that are at or above their rank, while those in the Teaching Professor line are guaranteed only the right to vote on merit and promotion cases of those within their same line who are at or above rank but not on the cases of those in the ordinary Professor line.

FWAF strongly endorses the revisions, which would make these rights symmetrical. It would grant Teaching Professors the same right to vote on merit and promotion cases as those held by those in the ordinary Professor series. Three main reasons support our endorsement.

First, the proposed revisions would make department governance structures more equitable and just. Teaching Professors are members of the Academic Senate, with full voting rights in its structure, because they contribute equally to the mission of the University. Similarly, Teaching Professors equally contribute to the mission of the department and so should have equal voice in its governance.

Second, the proposed revisions would also better acknowledge and make better use of Teaching Professor expertise. Teaching Professors are at least equally well positioned to their ordinary Professor counterparts to assess other faculty's contributions to teaching, to service, and to diversity, equity, and inclusion. And though they do not have the same research expectations, Teaching Professors are nevertheless experts in their field and many of them engage in either disciplinary or pedagogical research. They are accordingly capable of assessing the substance, quality and creativity of research contributions, of comparing individual research portfolios with comparable ones or with general expectations, and of listening intelligently and open-mindedly to others who have more experience or more specialized expertise.

Third, several departments on our campus have already extended symmetrical voting rights to faculty in the Teaching Professor line with great success. There are reports of increased collegiality and collaboration. Fears that extending full voting rights to these faculty would harm the research mission of a department appear to be unfounded.

FWAF suggests further changes to Bylaw 55 to make it consistent with the spirit of the proposed revisions. As it currently stands, Section B.1 and 8 of Bylaw 55 refer to rights and privileges held specifically (and presumably exclusively) by "tenured faculty." But since faculty in the Teaching Professor line have, in place of tenure, "security of employment", we recommend altering the language to "tenure or security of employment" in those sections.

We thank you for the opportunity to review and comment.

Cc: FWAF Members
Senate Office

ACADEMIC SENATE, MERCED DIVISION
GRADUATE COUNCIL (GC)

UNIVERSITY OF CALIFORNIA, MERCED

October 18, 2023

To: **Patti LiWang, Chair, Divisional Council**

From: **Michael Scheibner, Chair, Graduate Council (GC)**

Re: **Amendments to Senate Bylaw 55 - Departmental Voting Rights**

Graduate Council (GC) has reviewed the proposed amendments to Senate Bylaw 55 - Departmental Voting Rights and offers the following comments:

GC believes that faculty in the Teaching Professor series (formerly L(P)SOE series) who contribute well to the mentoring of their graduate students in courses or in research should be recognized for their efforts. GC wonders if, along with this expansion of voting rights, may come an expectation for members of the Teaching Professor series (or L(P)SOE series) to engage or engage more extensively in graduate training; may that be in graduate courses, graduate pedagogical training, and/or graduate research, such as discipline-specific education research. If so, GC wonders if these efforts will be adequately recognized in merit and promotion cases. And if not, an imbalance - whether real or perceived - exists with regard to the expected duties and recognition, and tension may be put on those who are participating in graduate education but are not given equitable recognition.

GC thanks you for the opportunity to review the proposed amendments to Senate Bylaw 55 - Departmental Voting Rights.

Cc: Graduate Council
Senate Office

UNIVERSITY OF CALIFORNIA ACADEMIC SENATE

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

Dear Systemwide Academic Senate,

The University Committee on Academic Personnel (UCAP) recently proposed revisions to Senate Bylaw 55 relating to voting privileges for the "Lecturer with Security of Employment (LSOE)" title series. For the reasons outlined in this letter, we support these proposed revisions and encourage division Academic Senates and Committees on Academic Personnel to endorse the revisions.

The current language of SB55 has the following negative impacts on faculty in the LSOE series:

Inequitable Voting Rights Under Senate Bylaw 55
As currently worded, SB 55 grants inequitable voting rights to Academic Senate faculty based on title. Research Professors (by which we refer to as the UC Senate faculty whose merit and promotion is based primarily on research excellence) may vote on personnel matters for both Research Professors and LSOEs while LSOEs may only vote on LSOEs. This inequity relegates faculty in LSOE lines to an inferior status in representation of our perspectives in merit and promotions.

Discrepancies in Voting Rights
Under the provisions of Senate Bylaw 55.c, many departments across the UC system have granted LSOEs voting rights beyond those guaranteed. While we commend these departments for resolving the inequities outlined in the previous section, the patchwork nature of this solution creates a scenario in which faculty of the same title and rank on the same campus have different rights and representation within their departments. These discrepancies serve to further the inequities and isolation for the LSOEs who have not been granted equitable voting rights by putting into sharp relief the lack of respect and enfranchisement bestowed upon them by their department colleagues and leadership.

Inconsistent Inclusion on Division Committees on Academic Personnel (CAPs)
In a 2022 memo, UCAP and Academic Council clearly stated that Bylaw 55 only pertains to department-level voting rights and does not prevent the enfranchisement of LSOEs as voting members of Division CAPs. Divisions who have followed UCAP's recommendation and included LSOEs on CAP have lauded the valuable contributions of LSOEs to CAP deliberations. The Santa Cruz Division stated that "[t]he appointment of a Teaching Professor to UCSC's CAP this year has helped not only with the evaluation of other Teaching Professors' files but also with the

evaluation of the teaching and research of regular research faculty." Even so, many divisions continue to exclude LSOEs from serving on CAP, citing the perceived conflict with departmental voting rights guaranteed under SB 55. Additionally, many divisions prevent LSOEs from serving on Faculty Personnel Committees (FPCs) appointed by CAP, or allow LSOEs only as non-voting members. These exclusions serve to reinforce the department-level disenfranchisement of LSOEs at division-level decision making.

The proposed revisions to SB 55 would 1) resolve inequities in voting rights between LSOEs and Research Professors at the department level, 2) resolve discrepancies in voting rights between LSOEs whose departments have granted expanded rights and LSOEs whose departments have not, and 3) resolve the inconsistency in LSOE representation in division CAPs and FPCs. System-wide, the LSOE community has been rapidly expanding and plays an increasingly large role in supporting the academic mission of the divisions and the UC System. The proposed changes would illustrate to the LSOE community that our contributions and our perspectives are valued and valid. Consequently, we encourage Academic Senates and CAPs to endorse the revisions proposed by UCAP and Academic Council to SB 55.

Sincerely,

The UC STEM Tenure-Track Teaching Professor Network Steering Committee
www.TPN.ucop.edu

Dr. Brian Sato
Professor of Teaching
UC Irvine, Molecular Biology & Biochemistry

Dr. Daniel Pirutinsky
Assistant Teaching Professor
UC Berkeley, Industrial Engineering & Operations Research

Dr. Marina Ellefson
Associate Professor of Teaching
UC Davis, Molecular & Cellular Biology

Dr. Laura Beaster-Jones
Associate Teaching Professor
UC Merced, Molecular & Cell Biology

Dr. Estela Gavosto
Professor of Teaching
UC Riverside, Mathematics

Dr. Laci Gerhart
Associate Teaching Professor
UC Davis, Evolution and Ecology

Dr. Stanley Lo
Teaching Professor
UC San Diego, Cell & Developmental Biology

Dr. Mike Wilton
Associate Teaching Professor
UC Santa Barbara, Molecular, Cellular & Developmental Biology

Dr. Alegra Eroy-Reveles
Associate Teaching Professor
UC Santa Cruz, Chemistry & Biochemistry

Dr. Jeffrey Maloy
Associate Teaching Professor
UC Los Angeles, Molecular Cell and Developmental Biology

Supporting Teaching-Faculty

Name	Title	UC Campus	Department
Dan Garcia	Teaching Professor	UC Berkeley	EECS
Brian Harvey	Teaching Professor Emeritus	UC Berkeley	EECS
Dr. Matthew Hough	Associate Professor (Teaching)	UC Berkeley	Music
Narges Norouzi	Assistant Teaching Professor	UC Berkeley	Electrical Engineering and Computer Sciences
Jeffrey Selbin	Chancellor's Clinical Professor of Law	UC Berkeley	Law
Zvezdelina Stankova	Teaching Professor	UC Berkeley	Mathematics
Kara Wittman	Associate Teaching Professor of English	UC Berkeley	English
Wei Cheng	Associate Teaching Professor	UC Berkeley	Music
Robyn Jensen	Assistant Teaching Professor	UC Berkeley	Department of Slavic Languages and Literatures
Dr. Steven Ross Murray	Professor of Teaching	UC Berkeley	Physical Education
Joyce S Dorado	Assistant Teaching Professor; Associate Dean for Research-Practice Partnerships	UC Berkeley	School of Social Welfare
Elisabeth Semel	Chancellor's Clinical Professor of Law	UC Berkeley	Law School
Claudia Polsky	Clinical Professor of Law	UC Berkeley	School of Law
Laurel E. Fletcher	Chancellor's Clinical Professor of Law	UC Berkeley	Law School
Jennifer Urban	Clinical Professor of Law	UC Berkeley	Law
Catherine Crump	Clinical Professor	UC Berkeley	Law
Debbie Fetter	Assistant Professor of Teaching	UC Davis	Nutrition
Victoria Cross	Associate Teaching Professor	UC Davis	Psychology
Ozcan Gulacar	Associate Professor of Teaching	UC Davis	Chemistry

Joël Porquet-Lupine	Assistant Professor of Teaching	UC Davis	Computer Science
Colleen E. Bronner	Associate Professor of Teaching	UC Davis	Civil and Environmental Engineering
Susan Gentry	Associate Professor of Teaching, Vice Chair of Materials Science and Engineering	UC Davis	Materials Science and Engineering
Ali Moghimi	Assistant Professor of Teaching	UC Davis	Biological and Agricultural Engineering
Brie Tripp	Assistant Professor of Teaching	UC Davis	Neurobiology, Physiology, and Behavior
Sam Nichols	Professor of Teaching, Senior Lecturer SOE, Chair of Music	UC Davis	Music
Miriam Markum	Associate Professor of Teaching	UC Davis	Microbiology and Molecular Genetics
Christopher Nitta	Associate Professor of Teaching	UC Davis	Computer Science
Cheri Ross	Professor of Teaching	UC Davis	Comparative Literature
Anne Iaccopucci	Assistant Professor of Teaching	UC Davis	Human Ecology
Amanda Crump	Associate Professor of Teaching	UC Davis	Plant Sciences
Jeanette B Ruiz	Associate Professor of Teaching	UC Davis	Communication
Amir Saeidi	Assistant Professor of Teaching	UC Davis	Materials Science and Engineering
Kurt Eiselt	Professor of Teaching	UC Davis	Computer Science
Kathryn Teixeira	Assistant Professor of Teaching	UC Davis	Animal Science
Dr. Mona Monfared	Associate Professor of Teaching	UC Davis	Molecular and Cellular Biology
Robert Furrow	Assistant Teaching Professor	UC Davis	Wildlife, Fish and Conservation Biology
Joel Ledford	Associate Professor of Teaching (LSOE)	UC Davis	Plant Biology
Whitney Duim	Assistant Professor of Teaching	UC Davis	Chemistry
Kenjiro Quides	Assistant Professor of Teaching	UC Davis	Microbiology and Molecular Genetics

Marshall McMunn	Assistant Professor of Teaching	UC Davis	Entomology and Nematology
Bwalya Lungu	Associate Professor of Teaching	UC Davis	Food Science and Technology
Xianglong Wang	Assistant Professor of Teaching	UC Davis	Biomedical Engineering
Sara Dye	Assistant Professor of Teaching	UC Davis	Plant Pathology
Talitha van der Meulen	Assistant Professor of Teaching	UC Davis	Neurobiology, Physiology, & Behavior
Jason White	Associate Professor of Teaching Chemical Engineering	UC Davis	Chemical Engineering
Susan L. Keen	Professor of Teaching	UC Davis	Evolution and Ecology
Dr. Allen Pettey	Associate Teaching Professor	UC Davis	Animal Science
Matt Wallace	Associate Professor of Teaching	UC Davis	School of Education
Jennifer Wong-Ma	Assoc Professor of Teaching	UC Irvine	Computer Science
Mohammad Moshirpour	Associate Professor of Teaching	UC Irvine	Informatics
Michael Shindler	Associate Professor of Teaching	UC Irvine	Computer Science
Mine Dogucu	Assistant Professor of Teaching	UC Irvine	Statistics
Angela Jenks	Associate Professor of Teaching	UC Irvine	Anthropology
Pavan Kadandale	Professor of Teaching	UC Irvine	Molecular biology and Biochemistry
Jessica Pratt	Associate Professor of Teaching	UC Irvine	Ecology and Evolutionary Biology
Star Lee	Assistant Professor of Teaching	UC Irvine	Developmental and Cell Biology
Nancy Aguilar-Roca	Associate Professor of Teaching	UC Irvine	Ecology & Evolutionary Biology
Renée Link	Professor of Teaching	UC Irvine	Chemistry
Catherine Loudon	Professor of Teaching and Vice Chair	UC Irvine	Ecology and Evolutionary Biology
Emily Carian	Assistant Professor of Teaching	UC Irvine	Sociology

Ana Elisa Garcia Vedrenne	Assistant Professor of Teaching (LPSOE)	UC Irvine	Ecology and Evolutionary Biology
Rachael Barry	Assistant Professor of Teaching	UC Irvine	Molecular Biology & Biochemistry
Adrienne Williams	Assistant Professor of Teaching	UC Irvine	Developmental and Cell Biology
Amanda Mireles	Assistant Teaching Professor	UC Merced	Sociology
Santosh Chandrasekhar	Assistant Teaching Professor	UC Merced	Computer Science and Engineering
Ayush Pandey	Assistant Teaching Professor	UC Merced	Electrical Engineering
Dr. Rosemarie Bongers	Assistant Teaching Professor	UC Merced	Applied Mathematics
Justin Hicks	Associate Teaching Professor (LSOE)	UC Merced	Economics & Business Management
Dmytro V. Zagrebelnyy	Assistant Professor of Teaching	UC Riverside	Mechanical Engineering
Annie S. Ditta	Assistant Professor of Teaching	UC Riverside	Psychology
Paea LePendu	Associate Professor of Teaching	UC Riverside	Computer Science & Engineering
Dr. Sanjoy Moulik	Assistant Professor of Teaching - Information Systems	UC Riverside	Information Systems, School of Business.
Joshua M. Wood	Assistant Professor of Teaching	UC Riverside	Philosophy and Political Science
Shana Welles	Assistant Professor of Teaching	UC Riverside	Evolution, Ecology and Organismal Biology
Catherine Lussier	Associate Professor of Teaching	UC Riverside	School of Education
Mariam Salloum	Associate Teaching Professor	UC Riverside	Computer Science & Engineering
Sarah Radi	Assistant Professor of Teaching	UC Riverside	Biochemistry
Linda Lemus	Assistant Professor of Teaching	UC Riverside	Hispanic Studies
Amos Lee	Assistant Professor of Teaching	UC Riverside	School of Education
Matthew Casselman	Associate Professor of Teaching	UC Riverside	Chemistry

Annika Speer	Associate Professor of Teaching	UC Riverside	Theatre, Film, and Digital Production
Melinda T. Owens	Assistant Teaching Professor	UC San Diego	Neurobiology
Melissa Famulari	SLSOE	UC San Diego	Economics
Katherine Petrie	Associate Teaching Professor (LSOE)	UC San Diego	Ecology, Behavior, and Evolution
Sarah Stockwell	Associate Teaching Professor	UC San Diego	Ecology, Behavior, and Evolution
Brian Shotwell	LPSOE / Assistant Teaching Professor	UC San Diego	Physics
Curt Schurgers	Teaching Professor	UC San Diego	Electrical and Computer Engineering
Dr. Claire Meaders	Assistant Teaching Professor	UC San Diego	Cell & Developmental Biology
Dr. Thomas J. Bussey	Associate Teaching Professor	UC San Diego	Chemistry and Biochemistry
Ashley Juavinett	Associate Teaching Professor	UC San Diego	Neurobiology
Lisa McDonnell	Teaching Professor	UC San Diego	Cell & Developmental Biology
Beth Simon	Teaching Professor	UC San Diego	Education Studies
Matthew Herbst	Director/Teaching Professor	UC San Diego	Making of the Modern World Program - Eleanor Roosevelt College
Amy Bintliff	Assistant Teaching Professor	UC San Diego	Education Studies
Dr. Katharina Brandl	Teaching Professor	UC San Diego	Skaggs School of Pharmacy and Pharmaceutical Sciences
Kate Antonovics	Senior Lecturer SOE, Provost of Seventh College	UC San Diego	Economics
Emma Geller	Associate Teaching Professor (LSOE)	UC San Diego	Psychology
Aaron Coleman	Teaching Professor	UC San Diego	Molecular Biology
Keefe Reuther	Assistant Teaching Professor	UC San Diego	Ecology, Behavior & Evolution
Celeste Pilegard	Associate Teaching Professor	UC San Diego	Psychology
Iris Holzer	Assistant Teaching Professor	UC Santa Barbara	Environmental Studies

Vanessa Woods	Associate Teaching Professor (LSOE)	UC Santa Barbara	Psychological and Brain Sciences
Ilan Ben-Yaacov	Teaching Professor (Senior LSOE)	UC Santa Barbara	ECE
Peter M Garfield	Associate Teaching Professor	UC Santa Barbara	Mathematics
Eduardo J. Gonzalez Nino	Associate Teaching Professor	UC Santa Barbara	Molecular Cellular and Developmental Biology
Petra Kranzfelder	Assistant Teaching Professor	UC Santa Barbara	Molecular, Cellular & Developmental Biology
Tim Dewar	Teaching Professor/Senior LSOE	UC Santa Barbara	Education
Rolf Christoffersen	Teaching Professor	UC Santa Barbara	Molecular, Cellular, & Developmental Biology
Jack Miller	Teaching Professor	UC Santa Barbara	Statistics and Applied Probability
Maryam Majedi	Assistant Teaching Professor	UC Santa Barbara	Computer Science
Sagnik Nath	Teaching Professor	UC Santa Cruz	Computer Science and Engineering
Amy Furniss	Associate Teaching Professor	UC Santa Cruz	Physics
Amy Vidali	Chair, Associate Teaching Professor	UC Santa Cruz	Writing
Dr. Dev Kumar Bose	Associate Teaching Professor	UC Santa Cruz	Writing Program
Alison Alkon	Associate Teaching Professor	UC Santa Cruz	Sociology
Soleste Hilberg	Assistant Teaching Professor, LPSOE	UC Santa Cruz	Education
Abraham Borker	Assistant Teaching Professor	UC Santa Cruz	Ecology and Evolutionary Biology
Niloofar Montazeri	Assistant Teaching Professor	UC Santa Cruz	CS
Dr. Heather Shearer	Teaching Professor (SLSOE)	UC Santa Cruz	Writing Program
Grant Whipple	Assistant Teaching Professor	UC Santa Cruz	Art
Michael John	Associate Teaching Professor	UC Santa Cruz	Computational Media

Kimberly Adilia Helmer	Teaching Professor	UC Santa Cruz	Writing Program
Giulia J Gurun	Assistant Teaching Professor	UC Santa Cruz	MCD Biology
Nathan Altice	Associate Teaching Professor	UC Santa Cruz	Computational Media
Tanner WouldGo	Teaching Professor	UC Santa Cruz	Writing Program
Robert Gould	Senior Lecturer SOE	UCLA	Statistics and Data Science
Steve Bennoun	Assistant Teaching Professor	UCLA	Psychology

UNIVERSITY OF CALIFORNIA, RIVERSIDE

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CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

SANG-HEE LEE
PROFESSOR OF ANTHROPOLOGY
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November 30, 2023
Revised December 5, 2023

James A. Steintrager, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

Dear Jim,

During their November 20, 2023 meeting the Riverside Executive Council discussed the subject proposed policy along with comments received from local committees.

Executive Council members engaged in robust discussion about the proposed revisions and Bylaw 55 in general. Thoughts on the revision were mixed as some members felt that the revisions are one step to providing better balance among faculty. Other members discussed the need for Bylaw 55 to be overhauled in general to ensure equity and inclusion – or even eliminated. As anyone appointed at the UC should have the wherewithal to assess and comment on files and know when to recuse themselves. While others were completely against the changes to avoid infringing on self-governance.

Responses from local committees that responded to the call for comment is mixed. The most significant comments come from the Committees on Academic Personnel and Faculty Welfare.

The Committee on Academic Personnel commends the effort in codifying equal departmental voting rights for those in the LSOE series and the Professor series. In addition, the committee believes that these Bylaw 55 changes (if approved) will not materially affect CAP's ability to evaluate academic personnel files. CAP's comments and suggestions are excerpted below:

- In Paragraph B.1 of the current/revised Bylaw 55, only the tenured faculty members have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this voting right will also be extended to all Teaching Professors with security of employment.

- In Paragraph B.2 of the revised Bylaw 55, we believe "SOE" should be changed to "Security of Employment (SOE)" for definitional clarity.

- In Paragraph B.8 of the current/revised Bylaw 55, only the tenured faculty members have the privilege to establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of Article B are determined. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this privilege will also be extended to all Teaching Professors SOE.

- In addition to the ongoing processes of revising Bylaw 55 and making "Teaching Professor" the official systemwide title, we believe an expedited thorough review of affected APM sections as well as divisional Senate bylaws is clearly warranted. We also believe that promptly making the corresponding changes to relevant APM's and bylaws is critically important such that subsequent inconsistencies and/or confusion may be avoided.

- While the committee is uniformly supportive of the effort in making Teaching Professors SOE as full partners within their departments/colleges and the university, several CAP members are concerned with having LSOEs evaluate the research record of faculty members in the Professor series when some of them may not have been research active. This concern could be exacerbated for a department with a large number of Teaching Professors SOE. Some concerns are also expressed with respect to the potential adverse impacts on the research mission and academic reputation of the UC campuses as a result of these Bylaw 55 changes.

Some members of the Committee on Faculty Welfare support the proposed revisions, while other members oppose. The committee notes:

- CFW members who support the proposed revisions to Senate Bylaw 55 assert that something must be done to eliminate the inequity between LSOEs and faculty in the Professor series, as LSOEs contribute just as much to the mission of a department as faculty in the Professor series. In solidarity with other professors across the UC system, these CFW members ask that:
    1. Bylaw 55 is amended to grant equivalent department-level voting rights for faculty in the Professor of Teaching series across the UC system.
    2. The title of LPSOE/LSOE/Senior LSOE faculty is officially changed to Assistant/Associate/Full Professor of Teaching.
    3. The wording throughout Academic Personnel Manual (APM) - 285, "Appointment and Promotion - Lecturer with Security of Employment Series," should be changed to accurately describe the equivalence of the Professor of Teaching series to the research faculty lines. Thus, change "security of employment" to "tenure;" clarify that Professors of Teaching are both ladder-rank and Senate faculty members; and automatically grant emeritus/emerita status to retired Professors of Teaching.

- CFW members who do not support the proposed revisions to Senate Bylaw 55 contend that LSOEs/Professors of Teaching should not be granted equal departmental voting rights because they are not held to the same rigorous scholarly/research standards and expectations as their colleagues in the Professor series.

The Committee on Diversity, Equity, & Inclusion supports initiatives to broaden Bylaw 55 faculty voting rights in areas of merits and promotions and is in support of the proposed changes.

The local Committee on Rules & Jurisdiction is in agreement with the revisions proposed and finds the justifications given by UCAP and the Academic Council Chair for the proposed change compelling.

The Bourns College of Engineering Faculty Executive Committee unanimously supports these revisions.

The College of Humanities, Arts, and Social Sciences Faculty Executive Committee supports the revisions and recognizes the proposed revision can support equity issues in departments and has no additional comments.

The School of Business Faculty Executive Committee voted unanimously against the proposed revisions. The committee believes that the proposal infringes upon basic principles of self-governance. Through the current Bylaw 55, each unit currently can choose to extend to teaching professors the same voting rights as research professors. The proposal takes away that choice by forcing them to, and the Committee strongly feels that this

constitutes a dangerous overreach. Departments should have the right to determine the voting right for each group of faculty, not only according to rank, but also according to whether they are on the research or teaching track.

The School of Education Faculty Executive Committee is strongly in favor of this change, as they believe that Professors of Teaching should, by default, have the same voting rights as Professors in the Research series.
The School of Medicine Faculty Executive Committee agrees with the expansion of voting rights to the Lecturer with Security of Employment (LSOE) title series / Teaching Professor series.

Though not tasked with review the Committee on Privilege and Tenure notes in the attached memo that a majority of members felt that the extension of voting privileges should be determined by the individual departments as provided in the current language of Bylaw 55. Further, given the difference in expectations and focus of the two series, it may not be reasonable to have Professors of Teaching vote on Professor Series personnel files. However, members commented that appointees in the Teaching Professor series can provide useful comments, insights, and valuable feedback on teaching achievements and encouraged their participation in discussion of files across the department faculty.
Academic Senate

Sincerely yours,

Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

UC RIVERSIDE
Marlan and Rosemary Bourns College of Engineering

November 9, 2023

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Victor G. J. Rodgers, Chair
BCOE Executive Committee

RE: Proposed Revision to Senate Bylaw 55

Dr. Lee,

On October 26, 2023, the BCOE Faculty Executive Committee has reviewed the proposed revision to Senate Bylaw 55. The committee unanimously supports these revisions.

UNIVERSITY OF CALIFORNIA
UC RIVERSIDE | School of Business
A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT

October 10, 2023

To: Senate

From: School of Business Executive Committee

Re: Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

In its October 10, 2023 meeting, the School of Business Executive Committee discussed the proposal and voted unanimously against it. The committee believes that the proposal infringes upon basic principles of self-governance. Through the current Bylaw 55, each unit currently can choose to extend to teaching professors the same voting rights as research professors. The proposal takes away that choice by forcing them to, and the Committee strongly feels that this constitutes an dangerous overreach. Departments should have the right to determine the voting right for each group of faculty, not only according to rank, but also according to whether they are on the research or teaching track.

UC RIVERSIDE Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair
Committee on Academic Personnel

Re: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

In its 11/8/23 meeting, CAP discussed the proposed revisions to Academic Senate Bylaw 55 that grants all LSOEs full voting rights within their departments. The committee commends the effort in codifying equal departmental voting rights for those in the LSOE series and the Professor series. In addition, the committee believes that these Bylaw 55 changes (if approved) will not materially affect CAP's ability to evaluate academic personnel files. Below are our comments and suggestions.

- The attachment "Proposed Bylaw 55 changes (clean version)" of the UCAP memo was mistakenly still the current version of Bylaw 55.

- In Paragraph B.1 of the current/revised Bylaw 55, only the tenured faculty members have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this voting right will also be extended to all Teaching Professors with security of employment.

- In Paragraph B.2 of the revised Bylaw 55, we believe "SOE" should be changed to "Security of Employment (SOE)" for definitional clarity.

- In Paragraph B.8 of the current/revised Bylaw 55, only the tenured faculty members have the privilege to establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of Article B are determined. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this privilege will also be extended to all Teaching Professors SOE.

- In addition to the ongoing processes of revising Bylaw 55 and making "Teaching Professor" the official systemwide title, we believe an expedited thorough review of affected APM sections as well as divisional Senate bylaws is clearly warranted. We also believe that promptly making the corresponding changes to relevant APM's and bylaws is critically important such that subsequent inconsistencies and/or confusion may be avoided.

- While the committee is uniformly supportive of the effort in making Teaching Professors SOE as full partners within their departments/colleges and the university, several CAP members are concerned with having LSOEs evaluate the research record of faculty members in the Professor series when some of them may not have been research active. This concern could be exacerbated for a department with a large number of Teaching Professors SOE. Some concerns are also expressed with respect to the potential adverse impacts on the research mission and academic reputation of the UC campuses as a result of these Bylaw 55 changes.

UC RIVERSIDE

College of Humanities, Arts, and Social Sciences
EXECUTIVE COMMITTEE

October 25, 2023

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair
CHASS Executive Committee

RE: Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The CHASS Executive Committee supports the Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights). The committee recognizes the proposed revision can support equity issues in departments and has no additional comments.

UC RIVERSIDE Academic Senate

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Gareth Funning, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Diversity, Equity, and Inclusion reviewed the proposed revisions to Senate Bylaw 55 regarding department voting rights related to voting privileges for Lecture of Security of Employment. The Committee supports initiatives to broaden Bylaw 55 faculty voting rights in areas of merits and promotions, and is in support of the proposed changes.

UC RIVERSIDE Academic Senate

FACULTY WELFARE

November 8, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Committee on Faculty Welfare

RE: [Systemwide Review] Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Faculty Welfare (CFW) reviewed the proposed revisions to Academic Senate Bylaw 55 which seek to address the variability in Lecturer with Security of Employment (LSOE) voting privileges by granting all LSOEs full departmental voting rights. Some CFW members support the proposed revisions, while other members oppose the proposed revisions.

- CFW members who support the proposed revisions to Senate Bylaw 55 assert that something must be done to eliminate the inequity between LSOEs and faculty in the Professor series, as LSOEs contribute just as much to the mission of a department as faculty in the Professor series. In solidarity with other professors across the UC system, these CFW members ask that:

    1) Bylaw 55 is amended to grant equivalent department-level voting rights for faculty in the Professor of Teaching series across the UC system.

    2) The title of LPSOE/LSOE/Senior LSOE faculty is officially changed to Assistant/Associate/Full Professor of Teaching.

    3) The wording throughout Academic Personnel Manual (APM) - 285, "Appointment and Promotion - Lecturer with Security of Employment Series," should be changed to accurately describe the equivalence of the Professor of Teaching series to the research faculty lines. Thus, change "security of employment" to "tenure;" clarify that Professors of Teaching are both ladder-rank and Senate faculty members; and automatically grant emeritus/emerita status to retired Professors of Teaching.

- CFW members who do not support the proposed revisions to Senate Bylaw 55 contend that LSOEs/Professors of Teaching should not be granted equal departmental voting rights because they are not held to the same rigorous scholarly/research standards and expectations as their colleagues in the Professor series.

UC RIVERSIDE Academic Senate

COMMITTEE ON RULES AND JURISDICTION

Date: November 6, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Kathleen Montgomery
Chair, Committee on Rules and Jurisdiction

Re: [Systemwide Review] (Proposed Bylaw Revision): Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Rules and Jurisdiction has reviewed the proposed revisions to *Senate Bylaw 55 (Departmental Voting Rights)*. The Committee is in agreement with the revisions proposed and finds the justifications given by UCAP and the Academic Council Chair for the proposed change compelling.

11/4/2023

To: Sang-Hee Lee, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: SOE FEC response to Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The SOE Executive Committee reviewed Revisions the Proposed Bylaw Revisions to Senate Bylaw 55. Comments/feedback were solicited at our executive committee meeting and via email.

The SOE FEC is strongly in favor of this change, as we believe that Professors of Teaching should, by default, have the same voting rights as Professors in the Research series.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside

UC RIVERSIDE | School of Medicine

November 29, 2023

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

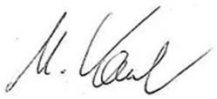
SUBJECT: Response to [Systemwide Review] Proposed Bylaw Revision: *Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)*

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights).

The committee agrees with the expansion of voting rights to the Lecturer with Security of Employment (LSOE) title series / Teaching Professor series and has no further comments.

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine

UC RIVERSIDE Academic Senate

COMMITTEE ON PRIVILEGE & TENURE

December 5, 2023

To: Sang-Hee Lee, Chair
Riverside Division

Fr: Y. Peter Chung, Chair
Committee on Privilege & Tenure

Re: [Systemwide Review] Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Privilege and Tenure reviewed the proposed revisions to Senate Bylaw 55 for the voting rights of academic appointees in the Lecturer with Security of Employment (SOE) series (Professors of Teaching). A majority of members felt that the extension of voting privileges should be determined by the individual departments as provided in the current language of Bylaw 55. Further, given the difference in expectations and focus of the two series, it may not be reasonable to have Professors of Teaching vote on Professor Series personnel files. However, members commented that appointees in the Teaching Professor series can provide useful comments, insights, and valuable feedback on teaching achievements and encouraged their participation in discussion of files across the department faculty.

UNIVERSITY OF CALIFORNIA, SAN DIEGO UCSD

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OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

November 27, 2023

Professor James Steintrager
Chair, Academic Senate
University of California
VIA EMAIL

Re: Divisional Review of Revisions to Systemwide Bylaw 55

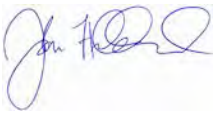
Dear Chair Steintrager,

The revisions to Systemwide Bylaw 55 were distributed to San Diego Divisional Senate standing committees and discussed at the November 6, 2023 Divisional Senate Council meeting. Senate Council endorsed the proposal. Senate Council received 22 messages from UC San Diego faculty and the majority were also in favor of the revisions; a small minority expressed concern over the ability of appointees in the Lecturer with Security of Employment (Teaching Professor) series to evaluate research contributions for Ladder-Rank faculty (LRF) since the promotion criteria are different between the two series and Teaching Professors may not have the same postdoctoral and lab leadership experience as LRF. The majority of Council members did not agree with the concerns raised by the minority and instead, noted that the revisions promoted fairness and equity among faculty and acknowledged the important contributions of Teaching Professors.

Council noted that Bylaw 55.B.1 states that "all tenured faculty in a department have the right to vote on all new departmental appointments that confer membership in the Academic Senate." Given that Teaching Professors do not receive tenure but rather security of employment, Council recommended that if the Bylaw 55 revisions are approved, this sentence should also be revised to be explicit that it would also apply to Teaching Professors. Section B.8 also refers to "tenured faculty members" so it may also need to be revised.

The responses from the Divisional Committee on Academic Personnel, Committee on Faculty Welfare, and Undergraduate Council are attached.

Sincerely,



John A. Hildebrand
Chair
San Diego Divisional Academic Senate

Attachments

cc: Olivia A. Graeve, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate

ACADEMIC SENATE: SAN DIEGO DIVISION, 0002
UCSD, LA JOLLA, CA 92093-0002
(858) 534-3640
FAX (858) 534-4528

October 17, 2023

JOHN HILDEBRAND
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to Senate Bylaw 55

The Committee on Academic Personnel (CAP) appreciates the opportunity to provide comments on the proposed revisions to Senate Bylaw 55. The committee discussed the proposal at its October 11, 2023 meeting. CAP wholeheartedly supports the proposed revisions to Senate Bylaw 55, which aim to codify equal departmental voting rights for those in the Teaching Professor (LSOE) series and the Professor series. CAP recognizes the significance of these changes and finds it essential in promoting fairness, equity, and inclusivity within our academic community.

As it stands, the current Senate Bylaw 55 does not grant the Teaching Professors series the same voting rights as their colleagues in the Professor series. While those in the Teaching Professor series can vote on others within their own series, they do not have the same privilege when it comes to those in the Professor series, unless the department has elected to extend voting privileges via a two-thirds vote within the department. This disparity has contributed to, in CAP's view, an inequitable review process that does not reflect the valuable contributions made by Teaching Professors to our University.

Teaching Professors play a crucial role in the academic life of our institution. They excel in teaching and shoulder a large teaching load for their department, contribute significantly to University service, and like Professors, engage in scholarly activities related to their discipline or pedagogy. Given the contributions of Teaching Professors to our academic community, CAP members opined that it is only just and equitable to provide them with full voting rights within their departments. Granting these rights not only acknowledges the contributions of Teaching Professors but also ensures that they have an equal say in shaping the future of their departments and the University as a whole.

Wendy M. Campana, Chair
Committee on Academic Personnel

Cc: O. Graeve
L. Hullings
J. Coomer

October 26, 2023

JOHN HILDEBRAND, CHAIR
Academic Senate, San Diego Division

SUBJECT: Senate Bylaw 55 Proposed Revisions

The Committee on Faculty Welfare discussed the proposed revision to Senate Bylaw 55 at its October meeting. UCAP proposes that Senate Bylaw 55 be revised to give Teaching Professors/LSOEs voting rights within their departments. At present, those in the Teaching Professor series may vote on others in their own series but not on those in the Professor series unless so approved by two thirds vote within the department. The Committee on Faculty Welfare strongly endorses the adoption of the proposed revision.

Sincerely,

Juan Pablo Pardo-Guerra, Chair
Committee on Faculty Welfare

cc: O. Graeve

ACADEMIC SENATE: SAN DIEGO DIVISION
UCSD, LA JOLLA, CA 92093-0002
(858) 534-3640
FAX (858) 534-4528

October 25, 2023

PROFESSOR JOHN HILDEBRAND, Chair
Academic Senate, San Diego Division

SUBJECT: Review of the Proposed Revisions to Systemwide Bylaw 55 for the Lecturer with Security of Employment (Teaching) Professor Series

Dear Chair Hildebrand,

At its October 13, 2023 meeting, the Undergraduate Council reviewed the proposed revisions to Systemwide Bylaw 55 for the Lecturer with Security of Employment (Teaching) Professor Series. The Council strongly supports the move to standardize the LSOE position by codifying equal departmental voting rights and making "Teaching Professor" the official systemwide title for this series. The Council believes the teaching professors are critical to departmental ecosystems and undergraduate education and therefore, should be given equal voice amongst their peers.

The Council thanks the Academic Senate for an opportunity to opine on these proposed changes.

Sincerely,

Mirle Rabinowitz Bussell, Chair
Undergraduate Council

cc: J. Cooke
O. Graeve
L. Hullings
J. Lucius

UCSF Academic Senate

http://senate.ucsf.edu

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Wayne & Gladys Valley Center for Vision
490 Illinois Street, 5th Floor
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Steve Hetts, MD, Chair
Errol Lobo, MD, PhD, Vice Chair
Thomas Chi, MD, Secretary
Kathy Yang, PharmD, MPH, Parliamentarian

December 6, 2023

James Steintrager
Chair, Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin St., 12th Floor
Oakland, CA 94607-5200

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

Dear Chair Steintrager:

The San Francisco Division of the Academic Senate is pleased to opine on the Systemwide Senate Review of the proposed revisions to Senate Bylaw 55. UCSF appreciates the proposed changes to this Bylaw, which aim to grant departmental voting rights to Teaching Professors/Lecturers with Security of Employment (LSOEs). The Clinical Affairs Committee (CAC), Committee on Faculty Welfare (CFW), Committee on Research (COR), Committee on Academic Personnel (CAP), Committee on Rules and Jurisdiction (R&J), Committee on Space (ASCOS), and the School of Medicine Faculty Council (SOMFC) have formally submitted comments on this systemwide review.

On the whole, we support extending equal departmental voting rights to faculty in the Teaching Professor/LSOE series. These faculty contribute significantly to their departments in teaching, service, and scholarly activity, and should have full voting rights within their departments (ASCOS, CAC, CAP, CFW, COR, R&J, & SOMFC). A more inclusive approach to departmental voting rights is not only commendable, but also essential, in the context of our evolving academic environment.

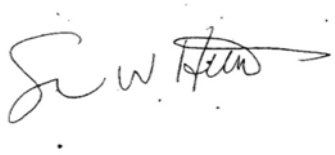
Most of the commenting UCSF Senate committees, however, feel that the current proposal does not go far enough and argue for greater inclusivity largely based on equity considerations (ASCOS, CAC, CFW, COR, R&J, & SOMFC). We fundamentally agree with the principle, stated in the proposal, that faculty who make important contributions to their departments in teaching, service, and scholarly activity should have full voting rights within their departments, and should be full partners in shaping their departments. For that reason, the San Francisco Division encourages the University to further amend Senate Bylaw 55 to also grant Health Sciences Clinical and Adjunct faculty departmental voting rights. Faculty in these series also make important contributions to education, research, and service and, thus, should be granted departmental voting rights. As only one example, researchers in the Adjunct and Health Sciences Clinical series have a long history of distinguished service to UCSF's Committee on Research.

Additionally, the Health Sciences Clinical and Adjunct series have a higher proportion of female faculty than the Senate series do; providing these series with voting rights therefore helps to address a significant gender inequity. Health Sciences Clinical and Adjunct faculty are the fastest growing groups of professors, now constituting 64% of the total faculty at UCSF. As integral members of our academic community, their expertise, perspectives, and commitment to our institution's mission are invaluable. As such, Health Sciences Clinical and Adjunct faculty should be granted equal standing to faculty in other series not only at our campus, but also at all UC campuses with medical centers or health systems.

The additional inclusion of Health Sciences Clinical and Adjunct faculty, under Bylaw 55, has the potential to reduce administrative burdens. As one case in point, whenever a Health Sciences Clinical or Adjunct faculty member is appointed to a departmental leadership position with responsibility over academic affairs on a health sciences campus, a two-thirds majority vote by secret ballot of those faculty entitled to vote is required before the appointee can begin their job.

The San Francisco Division therefore strongly encourages the systemwide Senate to consider further amendments to Senate Bylaw 55 that would also grant Health Sciences Clinical and Adjunct faculty departmental voting rights (ASCOS, CAC, CFW, COR, R&J, & SOMFC). Indeed, a more inclusive version of Senate Bylaw 55 would improve the University by removing administrative barriers that currently prevent a large, diverse, and talented group of faculty from participating in departmental decision-making.

Thank you for the opportunity to opine on the revisions to this important policy. If you have any questions, please let me know.



Steven Hetts, MD, 2023-25 Chair
UCSF Academic Senate

Enclosures (7)
Cc: Malini Singh, Chair, Clinical Affairs Committee (CAC)
Elizabeth Rogers, Chair, Committee on Faculty Welfare (CFW)
Kartika Palar, Chair, Committee on Research (COR)
Hannah Glass, Chair, Committee on Academic Personnel – Blue (CAP)
Richard Souza, Chair, Committee on Academic Personnel – Gold (CAP)
Spencer Behr, Chair, Committee on Rules & Jurisdiction (R&J)
Brian Graham, Chair, Committee on Space (ASCOS)
Sara Whetstone, Chair, School of Medicine Faculty Council (SOMFC)

UCSF Academic Senate

https://senate.ucsf.edu

Clinical Affairs Committee
Malini Singh, MD, MPH, MBA, Chair

November 15, 2023

Steven Hetts, MD
Division Chair
UCSF Academic Senate

Re: Comments on the Systemwide Review of the Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)

Dear Chair Hetts:

The Clinical Affairs Committee (CAC) writes to comment on the Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) that is out for systemwide review. CAC supports the proposed changes because CAC values the voice and vote of all faculty within the University of California. CAC recommends that the proposed changes go further and extend departmental voting rights to all faculty in the Health Sciences Clinical series and the Adjunct series.

At UCSF, there are approximately 4,684 faculty[1] 332 (7%) are Ladder Rank; 609 (13%) are In Residence; 770 (16%) are Clinical X; 763 (16%) are Adjunct; and 2,210 (47%) are Health Sciences Clinical. This means 63% of UCSF's faculty are not members of the Academic Senate because they are in the Health Sciences Clinical or Adjunct series.

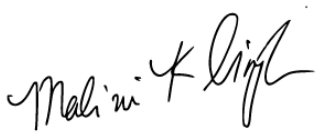
At the Division level, UCSF does everything it can to include faculty from all series in Senate activities, including serving and leading committees and voting in Division matters. Unfortunately, pursuant to Regents Standing Order 105.1, which does not include Health Sciences Clinical or Adjunct faculty as members of the Senate, systemwide restrictions prevent UCSF's faculty in the Health Sciences Clinical and Adjunct series from fully participating and voting in matters large and small.

CAC is made up of clinical faculty from various faculty series and benefits from the contributions of our "Non-Senate" faculty. Health Sciences Clinical and Adjunct faculty make tremendous contributions to the University at large and to our departments as researchers, educators, and clinicians. Amending Senate Bylaw 55 to enable Health Sciences Clinical and Adjunct faculty to more easily vote in departmental matters would be a way of recognizing their contributions and valuing their voices. A more inclusive version of Senate Bylaw 55 would improve the University by removing administrative barriers that currently prevent a large, diverse, and talented group of faculty from participating in departmental decision-making.

[1] This estimate comes from a search of the UCSF Academic Senate's directory on 10/24/23 of faculty from the Schools of Dentistry, Medicine, Nursing, and Pharmacy in the Ladder Rank, In Residence, Clinical X, Adjunct, and Health Sciences Clinical series. UCSF does not routinely use Lecturer series, neither Lecturers with Security of Employment nor Unit 18 Lecturers. A search of the Senate directory on 10/24/23 showed one person as a Lecturer.

CAC appreciates the opportunity to comment on the proposed changes to Senate Bylaw 55, and CAC hopes this review will prompt further changes to make the Senate more inclusive of its full faculty. If you have any questions about CAC's comments, please contact me or our Senate Analyst Kristie.Tappan@ucsf.edu.

Sincerely,



Malini Singh, MD, MPH, MBA
Clinical Affairs Committee Chair

UCSF Academic Senate

http://senate.ucsf.edu

Communication from the Committee on Academic Personnel
Hannah Glass, MD, MAS, Chair, Blue CAP
Richard Souza, PhD, PT, Chair, Gold CAP

November 1, 2023

TO: Steven Hetts, Chair of the UCSF Division of the Academic Senate

FROM: Hannah Glass, Chair, Committee on Academic Personnel – Blue
Richard Souza, Chair, Committee on Academic Personnel – Gold

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Systemwide Review of Proposed Revisions to Senate Bylaw 55

Dear Chair Hetts:

The Blue and Gold Committees on Academic Personnel write to briefly comment on the Systemwide Review of Proposed Revisions to Senate Bylaw 55. Both committees support the proposal to extend equal departmental voting rights to faculty in the Lecturer with Security of Employment series. We agree with the principle, stated in the proposal, that faculty who make important contributions to their departments in teaching, service, and scholarly activity should have full voting rights within their departments and should be full partners in shaping their departments.

Thank you for the opportunity to comment on this important issue. If you have any questions on these comments, please contact us or Academic Senate Analyst Liz Greenwood (liz.greenwood@ucsf.edu).

UCSF Academic Senate

http://senate.ucsf.edu

Committee on Faculty Welfare
Elizabeth Rogers, MD, Chair

November 17, 2023
Steven Hetts, MD
Division Chair
UCSF Academic Senate

Re: Academic Senate Bylaw 55 (Departmental Voting Rights) Systemwide Review

Dear Chair Hetts:

The Committee on Faculty Welfare (CFW) writes to comment on the Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) that is out for systemwide review. CFW supports the proposed revisions and offers the following additional comments and suggestions.

CFW supports expanding departmental voting rights to Teaching Professors/Lecturers with Security of Employment because all faculty should be able to vote in their departments.

CFW finds the distinctions between "Senate" and "Non-Senate" faculty to be arbitrary, and the distinction results in the unfair exclusion of faculty from shared governance. There are differences between the faculty series, but all faculty contribute to the University of California's tripartite missions of education, research, and service. All faculty should be able to participate in governance. It follows that CFW supports providing Teaching Professors/Lecturers with Security of Employment with departmental voting rights.

CFW encourages the University to further amend Senate Bylaw 55 to also grant Health Sciences Clinical and Adjunct faculty departmental voting rights. UCSF has approximately 4,683 faculty members, of which 64% (2,975) are in the Health Sciences Clinical and Adjunct series. UCSF does what it can to include these faculty members in its Divisional Senate and to enable them to vote in Campus, School, and Departmental matters, but rules like Bylaw 55 make this administratively burdensome by requiring "at least a two-thirds majority vote by secret ballot" and can be reconsidered upon request of any faculty member. (See Senate Bylaw 55 at https://senate.universityofcalifornia.edu/bylaws-regulations/bylaws/blpart1.html#bl55.) Additional revisions to Bylaw 55 to include Health Sciences Clinical and Adjunct faculty as faculty who have departmental voting rights would be a welcome change and would facilitate UCSF's efforts to include its full faculty in decision-making and governance.

Please contact me or our Senate analyst Kristie.Tappan@ucsf.edu if you have questions about CFW's comments.

Sincerely,

Elizabeth Rogers, MD
Committee on Faculty Welfare Chair

cc: Todd Giedt, Senate Executive Director, Sophia Bahar Root, Senate Analyst, Cat Mosti, Committee on Faculty Welfare Vice Chair

UCSF Academic Senate

http://senate.ucsf.edu

Communication from the Academic Senate Committee on Research

Kartika Palar, PhD, Chair

November 6, 2023

TO: Steven Hetts, Chair of the UCSF Division of the Academic Senate

FROM: Kartika Palar, Chair, UCSF Committee on Research

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Systemwide Review of Proposed Revisions to Senate Bylaw 55

Dear Chair Hetts:

The Committee on Research (COR) writes to briefly comment on the Systemwide Review of Proposed Revisions to Senate Bylaw 55. The committee supports the proposal to extend equal departmental voting rights to faculty in the Lecturer with Security of Employment series but would like to recommend additional changes to the bylaw.

COR agrees with the principle, stated in the proposal, that faculty who make important contributions to their departments in teaching, service, and scholarly activity should have full voting rights within their departments and should be full partners in shaping their departments. For that reason, COR encourages the University to **further amend Senate Bylaw 55 to also grant Health Sciences Clinical and Adjunct faculty departmental voting rights.** Faculty in these series also make important contributions to education, research, and service and, thus, should be equal participants in shared governance. Indeed, researchers in the Adjunct and Health Sciences Clinical series have a long history of distinguished service to UCSF's Committee on Research. Additionally, the Health Sciences Clinical and Adjunct series have a higher proportion of female faculty than the Senate series do; providing these series with voting rights therefore helps to address a significant gender inequity in representation in shared governance.

In short, COR views faculty in the Adjunct and Health Sciences Clinical series, in addition to Lecturers with Security of Employment, as critical to fulfilling the University of California's mission of delivering world-class education, research, public service, and health care to Californians, the nation, and the world. As such, they should be granted equal standing to faculty in other series.

Thank you for the opportunity to comment on this important issue. If you have any questions on the Academic Senate Committee on Research's comments, please contact me or Academic Senate Analyst Liz Greenwood (liz.greenwood@ucsf.edu).

UCSF Academic Senate

https://senate.ucsf.edu

Committee on Rules and Jurisdiction
Spencer Behr, MD, Chair

November 21, 2023

Steven Hetts, MD
Division Chair
UCSF Academic Senate

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55

Dear Chair Hetts:

The Committee on Rules and Jurisdiction (R&J) at UCSF appreciates the opportunity to provide its perspectives regarding the Systemwide Senate Review of Proposed Revisions to Senate Bylaw 55. Our commentary is drawn from our collective belief in the fundamental principles of inclusivity, fairness, and shared governance.

R&J expresses its support for the proposed amendments to Senate Bylaw 55. We concur with the assertion that a broader, more inclusive approach to departmental voting rights is not only commendable but also essential in the context of our evolving academic environment. In line with this belief, we advocate for the inclusion of Teaching Professors and Lecturers with Security of Employment in the expanded voting policy.

Furthermore, we wish to highlight the significant presence and contributions of Health Sciences Clinical and Adjunct faculty within our institution. These faculty members, comprising an impressive 64% of the total faculty at UCSF, represent an integral part of our academic community. Their expertise, perspectives, and commitment to our institution's mission are invaluable. As such, we strongly recommend that the proposed revisions to Senate Bylaw 55 extend to include the Health Sciences Clinical and Adjunct faculty.

Thank you for the opportunity to comment on this review. Please contact me or Senate Analyst Kristie Tappan (kristie.tappan@ucsf.edu) and Sophia Root (sophia.root@ucsf.edu) with any questions.

Sincerely,

Spencer Behr, MD
Committee on Rules and Jurisdiction Chair

Cc: Todd Giedt, UCSF Academic Senate Executive Director
Sophia Bahar Root, UCSF Academic Senate Analyst

UCSF Academic Senate

https://senate.ucsf.edu

School of Medicine Faculty Council
Sara Whetstone, MD, MHS, Chair

November 17, 2023

Steven Hetts, M.D.
Division Chair
UCSF Academic Senate

Re: Senate Bylaw 55 Systemwide Review

Dear Chair Hetts:

The School of Medicine Faculty Council (SOMFC) writes to comment on the proposed revisions to Senate Bylaw 55 that are out for systemwide review. The SOMFC believes that the University and the Academic Senate should be more inclusive of its entire faculty. Expanding voting rights to excluded faculty is an important part of being inclusive. Accordingly, the SOMFC supports the proposed changes to Senate Bylaw 55 that give Teaching Professors/Lecturers with Security of Employment departmental voting rights.

The SOMFC's only criticism of the proposed changes is that they do not go far enough. Senate Bylaw 55 should also be amended to give the same voting rights to faculty in the Health Sciences Clinical series and the Adjunct series.

Thank you for the opportunity to comment on this review. Please contact me or Senate Analyst Kristie Tappan if you have questions about the SOMFC's comments.

Sincerely,

Sara Whetstone, MD, MHS
Chair of the School of Medicine Faculty Council

cc: Sophia Bahar Root, UCSF Academic Senate Analyst
Todd Giedt, UCSF Academic Senate Executive Director
David Hwang, School of Medicine Faculty Council Vice Chair

UCSF Academic Senate

http://senate.ucsf.edu

Communication from the Academic Senate Committee on Space

Brian Graham, MD, Chair

November 22, 2023

TO: Steven Hetts, Chair of the UCSF Division of the Academic Senate

FROM: Brian Graham, Chair, UCSF Committee on Space

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Systemwide Review of Proposed Revisions to Senate Bylaw 55

Dear Chair Hetts:

The Academic Senate Committee on Space (ASCOS) writes to comment on the Systemwide Review of Proposed Revisions to Senate Bylaw 55. The committee supports the proposal to extend equal departmental voting rights to faculty in the Lecturer with Security of Employment series but would like to recommend additional changes to the bylaw.

ASCOS agrees with the principle, stated in the proposal, that faculty who make important contributions to their departments in teaching, service, and scholarly activity should have full voting rights within their departments and should be full partners in shaping their departments. For that reason, ASCOS encourages the University to **further amend Senate Bylaw 55 to also grant Health Sciences Clinical and Adjunct faculty departmental voting rights.**

ASCOS is a strong advocate for equity at UCSF and throughout the UC system. Faculty in the Health Sciences Clinical and Adjunct series have a long history of service to ASCOS and other UCSF Senate Committees, and ASCOS advocates for faculty in all series at UCSF. Additionally, the Health Sciences Clinical and Adjunct series have a higher proportion of female faculty than the Senate series do; providing these series with voting rights therefore helps to address a significant gender inequity in representation in shared governance.

In short, ASCOS views faculty in the Adjunct and Health Sciences Clinical series, in addition to Lecturers with Security of Employment, as critical to fulfilling the University of California's mission of delivering world-class education, research, public service, and health care to Californians, the nation, and the world. As such, faculty in these series should be granted equal standing to faculty in other series.

Thank you for the opportunity to comment on this important issue. If you have any questions on the Academic Senate Committee on Space's comments, please contact me or Academic Senate Analyst Liz Greenwood (liz.greenwood@ucsf.edu).

UC SANTA BARBARA

Academic Senate
Susannah Scott, Chair
Shasta Delp, Executive Director

1233 Girvetz Hall
Santa Barbara, CA 93106-3050
http://www.senate.ucsb.edu

December 4, 2023

To: Jim Steintrager, Chair
Academic Senate

From: Susannah Scott, Chair
Santa Barbara Division

Re: Systemwide Review of Proposed Revisions to Senate Bylaw 55 - Departmental Voting Rights

The Santa Barbara Division distributed the proposed revisions to Bylaw 55 regarding departmental voting rights to to the Committee on Academic Personnel (CAP), Council on Faculty Welfare, Academic Freedom, and Awards (CFW), Committee on Diversity and Equity (CDE), the Committee on Rules, Jurisdiction, and Elections (RJ&E) and the Faculty Executive Committees (FEC) of the College of Letters and Science (L&S), College of Engineering (ENGR), College of Creative Studies (CCS), Gevirtz Graduate School of Education (GGSE) and the Bren School (BREN). The L&S and CCS FECs opted not to opine.

There is general support for the motivation behind the proposed changes to Senate Bylaw 55, which would grant voting rights to faculty in the Lecturer with Security of Employment (LSOE) series. Taking that into consideration, the reviewing groups raise pertinent practical issues as the University navigates this transition period following the 2018 changes to APM 285. Several reviewing groups (CAP, CFW, Bren FEC) indicate that faculty in the LSOE series, given the nature of their appointments, may not possess sufficient experience to evaluate the research of faculty in the Professor series in hiring and merit and promotion cases. Indeed, Academic Personnel Manual (APM) 285-4 a. defines the LSOE series as appointees "whose primary responsibility is teaching and teaching-related tasks and secondary responsibility is professional and/or scholarly achievement and activity, including creative activity, *especially as they relate to instruction and pedagogy*." Along these lines, the Bren FEC notes that when UC faculty evaluate their peers, "it is incontrovertible that these evaluations be done by faculty who have the requisite qualifications to judge all aspects of a promotion case." They further note that there are "other ways in which LSOEs can provide valuable input to ladder faculty on aspects of their job (such as teaching) outside of promotion cases." CDE, however, anticipates that the changes will aid in addressing existing voting inconsistencies between departments.

For full comments, please refer to the attached reviewing group memos. We thank you for the opportunity to comment.

DATE: November 29, 2023

TO: Susannah Scott, Chair of the Academic Senate - UC Santa Barbara Division

FROM: Committee on Academic Personnel

RE: CAP Response to Proposed Revisions to Senate Bylaw 55 - Departmental Voting Rights

The Committee on Academic Personnel (CAP) has reviewed the proposed revisions to Senate Bylaw 55.

CAP is cognizant of the increased percentage of Teaching Professors/LSOEs both at UCSB and in the system as a whole, and recognizes that changes in policies and practices will be required as a result. Members of CAP generally expressed strong support for the proposed changes that would grant voting rights to faculty in the LSOE track. Nonetheless some concerns were raised. These include:

- That LSOE faculty may be hired using different criteria than faculty in the Professor series, and may lack the expertise (especially in research) to evaluate research-focused faculty and make hiring decisions about such faculty.
- That this change in policy may affect certain disciplines and departments in unanticipated ways, leading to the question as to whether an attempt has been made to consult the full range of departments concerning their perspectives on the potential impact of this bylaw change.

For the Committee,

Mark Meadow, Chair

Academic Senate
Santa Barbara Division

November 16, 2023

To: Susannah Scott, Divisional Chair
Academic Senate

From: John W.I. Lee, Chair
Council on Faculty Welfare, Academic Freedom and Awards

Re: Proposed Revisions to Senate Bylaw 55 - Departmental Voting Rights

At its meeting of November 1, 2023, the Council on Faculty Welfare, Academic Freedom and Awards (CFW) discussed the proposed revisions to Senate Bylaw 55 - Departmental Voting Rights. CFW supports granting equal voting rights to faculty colleagues in the categories of Teaching Professor and Lecturer with Security of Employment, as described in the proposed revisions. However, there was consensus that Teaching Professors without significant research activity may lack the experience and insight necessary to assess research contributions in merit and promotion cases.

CC: Shasta Delp, Executive Director, Academic Senate

Academic Senate
Santa Barbara Division

October 16, 2023

To: Susannah Scott, Divisional Chair
Academic Senate

From: Jean Beaman, Chair
Committee on Diversity & Equity

Re: Proposed Revisions to Senate Bylaw 55 - Departmental Voting Rights

At its meeting of October 16, 2023, CDE reviewed the proposed revisions to Senate Bylaw 55, which concern departmental voting rights. The Committee supports the revisions and feels this will help address previous inconsistencies in departmental voting. The Committee also feels the revisions will allow more voices to be included in departmental voting going forward, which will benefit the UC system as a whole.

CC: Shasta Delp, Executive Director, Academic Senate

Academic Senate
Santa Barbara Division

November 8, 2023

To: Susannah Scott, Divisional Chair
Academic Senate

From: Kevin W. Plaxco, Chair
Committee on Rules, Jurisdiction & Elections

Re: Proposed Revisions to Senate Bylaw 55 - Departmental Voting Rights

The Committee on Rules, Jurisdiction, and Elections (RJE) discussed the proposed revision of Senate Bylaw 55 to ensure that Teaching Professors (LSOEs) are granted full departmental voting rights.

The Committee would like to point out a possible issue with the proposal. Specifically, the word “tenured” is used in both B.1 and B.8. Leaving this unedited appears to violate the spirt of the proposed bylaw changes, as only ladder faculty can achieve tenure. Thus, as they are currently written, B.1 and B.8 could be interpreted as limiting the ability of LSOEs to vote on new departmental hires and on the establishment of methods of dealing with personnel issues not otherwise proscribed by rules B1-6. To reconcile this, the Committee suggests the word "tenured" in B.1 and B.8 be replaced with "tenured or with security of employment."

Otherwise, the Committee finds the proposal to be compliant with other existing rules and regulations of the Academic Senate and approves the revision.

Cc: Shasta Delp, Executive Director, Academic Senate

November 2, 2023

TO: Susannah Scott
Divisional Chair, Academic Senate

FROM: Chris Bates, Chair
College of Engineering, Faculty Executive Committee

DocuSigned by:
Chris Bates
FCDE6BBDA0FD47F...

RE: Proposed Revisions to Senate Bylaw 55 – Departmental Voting Rights

The College of Engineering FEC met on Tuesday, October 3rd and reviewed the proposed changes. The committee appreciates the need for equity in this area and is supportive of the proposed changes.

The College of Engineering FEC met on Tuesday, October 31st and requested to submit a revised final response to this issue after committee member Bultan highlighted subsection B, Designation of Voting Rights, item #1 regarding new departmental appointments. This item states, “All tenured faculty in a department….” Bultan and other committee members said that not all departments interpret “tenured faculty” the same way. The committee unanimously agreed this sentence should be clarified along with the other proposed revisions. The committee members agreed “tenured faculty” should include “Professors and Teaching Professors/Senior Lecturers SOE” and this should be specified as it is in item #2.

UC SANTA BARBARA

Faculty Executive Committee
Gevirtz Graduate School of Education

October 19, 2023

To: Susannah Scott, Chair
Academic Senate

From: Tarek Azzam, Chair
Faculty Executive Committee, GGSE

Re: Proposed Revisions to Senate Bylaw 55 – Departmental Voting Rights

The GGSE FEC reviewed and supports the proposed revisions to Senate Bylaw 55 – Departmental Voting Rights.

DocuSigned by:
Tarek Azzam
B6E16D43CA25459...

Tarek Azzam, Professor
Faculty Executive Committee Chair
Gevirtz Graduate School of Education
UC SANTA BARBARA

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ANDREW PLANTINGA, PROFESSORSANTA BARBARA, CA 93106
http://www.bren.ucsb.edu/

November 2, 2023

To Whom It May Concern:

In my role as the Chair of the Faculty Executive Committee, I represent the faculty of the Bren School of Environmental Science and Management at the University of California, Santa Barbara. At a recent faculty meeting, we discussed the proposed amendments to Senate Bylaw 55 that would grant all LSOE's full departmental voting rights. I am writing to voice our opposition to these amendments.

One of the most important activities of UC faculty is to evaluate their peers for promotion. It is incontrovertible that these evaluations be done by faculty who have the requisite qualifications to judge all aspects of a promotion case. The amendments to Bylaw 55 would allow teaching faculty to evaluate the research of ladder faculty. The primary responsibility of LSOEs is teaching and there is no reason to expect that teaching faculty will be in a position to judge the research of ladder faculty. For this reason, we oppose the amendments.

Our opposition in no way negates or diminishes the important role played by LSOEs in the university. Furthermore, it does not preclude other ways in which LSOEs can provide valuable input to ladder faculty on aspects of their job (such as teaching) outside of promotion cases.

Sincerely,

Andrew Plantinga

PHONE: (805) 893-2788 •EMAIL PLANTINGA@BREN.UCSB.EDU • FAX: (805) 893-7612

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Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

December 6, 2023

JAMES STEINTRAGER
Chair, Academic Council

Re: **Systemwide Review of Proposed Revisions to Senate Bylaw 55**

Dear Jim,

The Santa Cruz Academic Senate has reviewed your request for feedback on revisions to Senate Bylaw 55 proposed by the University Committee on Academic Personnel (UCAP), and endorsed by the 2022-23 Academic Council. The Committees on Academic Freedom (CAF), Academic Personnel (CAP), Career Advising (CCA), Diversity, Equity, and Inclusion (CODEI), Faculty Welfare (CFW), Planning and Budget (CPB), Privilege and Tenure (CPT), and Rules, Jurisdiction, and Elections (CRJE) responded. Our Division was split on its support of the proposed revisions: some committees enthusiastically endorsed, one committee did not support, and several committees had split levels of support.

Committees in support applaud the desire to align voting rights with existing Senate equity principles, and agree that the inclusion of Teaching Professors/LSOEs in personnel decisions at departmental, divisional, and campus levels can be of great benefit to all. CODEI suggested that failing to grant full departmental voting rights to Teaching Professors/LSOEs raises equity and diversity issues, especially for those divisions with significantly higher percentages of female faculty in the Teaching Professor series. CCA suggested that the current unequal participatory treatment of Teaching Professors/LSOEs sends a message of marginalization and unwarranted stratification between divisional colleagues, and this disparity can lead to alienation, disenfranchisement, job dissatisfaction, and potential attrition. The committee further notes that denying Teaching Professors/LSOEs the experience of reviewing and evaluating personnel files also denies them a valuable learning opportunity, thus weakening their own cases for merit increases and promotions.

The CAP response pointed out that since 2019-20 the Teaching Professor/LSOE series has been evaluated in a process that parallels that of ladder rank faculty. CAP members felt that the parallel in the research aspect of personnel review is especially significant. Teaching Professors/LSOEs engage in research that is disciplinary- and/or pedagogy-based, and as such, their ability to assess the research of all faculty colleagues parallels that of ladder faculty, who evaluate research from diverse disciplines

in the personnel review process. As such, the committee feels that the proposed revision of Bylaw 55 is a somewhat overdue but consistent change that logically follows from the previous formal acknowledgement of Teaching Professors/LSOEs as Academic Senate members with equal privileges and a parallel review process.

CPT did not feel that the case for the proposed changes was made in the review materials, and as such, does not support the proposed revisions. The committee suggested that the only explicit argument for the change, included in the review cover sheet, is that the current wording of Bylaw 55 "has fostered inconsistencies", but suggested that this is not the only inconsistency that Bylaw 55 allows. For example, voting rights for Associate Professors may be extended in one department, but not in another. As such, the committee sees no obvious reason why the inconsistency that concerns Teaching Professors/LSOEs is singled out as problematic. In the committee's opinion, "the case has not been made that there is a problem to solve, and that it is worth solving." As criteria for the category of research and creative work for which Teaching Professor/LSOE are evaluated varies from department to department, the committee suggests that departments should make their own decisions about voting rights.

CPT was not the only committee to raise these concerns. CFW and CAF members were split in their support. However, CFW noted the considerable variability across campus in the voting rights afforded Teaching Professors/LSOEs vis-a-vis the personnel review process, and recognized that the variability in rights may be due to the variability in how these positions are configured for diverse pedagogical needs. Therefore, the committee could see the rationale of the status quo of departmental autonomy in the provision of voting rights. Similarly, some members of CAF noted that Teaching Professors and Research Professors are recruited, reviewed, and promoted according to different criteria, and the two series are distinct and perform different functions. CAF noted that the difference could introduce an academic freedom concern, given that a core tenet of academic freedom (as defined in APM-10) is that faculty are evaluated by their peers.

At the same time, CFW members recognized that differential treatment of faculty in the Teaching Professor series (in the current version of Bylaw 55) may codify the sense of hierarchical relations between faculty in the two series, potentially negatively impacting the morale of Teaching Professor/LSOEs. The committee suggested that the positive impact of the proposed changes to Bylaw 55 might outweigh the downsides of eliminating the autonomy of individual departments. However, the committee noted that possible effects of the proposed changes are difficult to determine without data, and given that the influx of Teaching Professors is relatively recent. The committee further suggested that a campus study of the experiences and overall welfare of Teaching Professors/LSOEs would be highly informative to determine the relative benefit of the proposed changes.

Although some members had concerns about the potential impact of the proposed revisions, CAF supported the move to create equity between the two series, and suggested that the change was an excellent step toward mitigating an unnecessary (and increasingly irrelevant) perception of hierarchy in Senate faculty roles. The committee claimed that it is time to put aside a structural difference in voting rights that dates to an era when the term "lecturer" generally connoted an adjunct relationship to the institution.

In this review, committees raised concerns about implementation. Responding committees noted that at UC Santa Cruz, many departments have delegated voting rights across the ranks and to Teaching

Professors/LSOEs, though the degree of delegation is inconsistent across the disciplines. The change contemplated by the proposal will have a differential impact on the departmental cultures across our campus and our sister campuses. As such, the Santa Cruz Division would welcome an implementation plan, as well as a statement regarding the flexibility (if any) that departments would have in their interpretation and implementation of the proposed Bylaw.

In addition, there is one revision we recommend to the wording of the proposed policy. Rather than "All tenured faculty…" we believe that 55.B.1 should be modified to read: "All faculty in a department with tenure or security of employment…". We believe this change would preserve the spirit of the proposed bylaw while conforming more faithfully to the goal of equal consideration for ladder faculty and Teaching Professors.

Thank you for the opportunity to comment.

Sincerely,

P. Gallagher

Patty Gallagher, Chair
Academic Senate, Santa Cruz Division

cc: Roger Schoenman, Chair, Committee on Academic Freedom
Maureen Callanan, Co-Chair, Committee on Academic Personnel
Susan Gillman, Co-Chair, Committee on Academic Personnel
Kimberly Helmer, Chair, Committee on Career Advising
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Alexander Sher, Chair, Committee on Faculty Welfare
Raphael Kudela, Chair, Committee on Planning and Budget
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Executive Director, Academic Senate

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION,
DIVERSITY,AND EQUITY (UCAADE)
Jennifer Burney, Chair
jburney@ucsd.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th
Oakland, California 94607-5200

December 6, 2022

JAMES STEINTRAGER
CHAIR, ACADEMIC COUNCIL

RE: PROPOSED REVISIONS TO ACADEMIC SENATE BYLAW 55 (DEPARTMENTAL VOTING RIGHTS)

Dear Jim,

UCAADE discussed the proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights) at the October 26, 2023 meeting. The committee is broadly supportive of equal departmental voting rights for Teaching Professor series faculty. The committee noted that much of the pedagogical innovation across UC departments is now being led by these faculty, and this includes key EDI dimensions of pushing the frontiers of inclusive classroom practices, and building connections and mentoring students in community-engaged research.

UCAADE is fortunate to include several members who are in the Teaching Professor series; these faculty have had a front-row seat to the types of discussions – some wonderful, some unsavory – that have surrounded this question. The principal worry by those who oppose equal voting rights seems to be one of 'weakening' the research strength of departments; UCAADE finds this uncompelling to deny voting rights, largely because departments have the authority to specify their review and promotion standards to ensure that teaching (by Teaching professors and all department members) meets learning and curriculum objectives. A secondary worry seems to be that Teaching Professor series faculty may not be qualified to evaluate their peers' research and scholarly achievements when those colleagues' files are reviewed. The committee was also unmoved by this argument, since most departments contain substantial scholarly diversity within the standard professor series (e.g., experimental/observation vs. theoretical branches in many disciplines), and thus already contend with navigating these questions in file review. It is therefore the committee's opinion that the best way to meet the research and teaching excellence objectives of any department is to ensure equivalent voting rights for the Teaching Professor series faculty.

UCAADE members did raise one issue that merits longer-run follow-up by UC Academic Senate: there is a sense that the Teaching Professor series faculty are a more diverse group on several campuses than standard professor series faculty. This may be in part due to legacy effects (better / less biased hiring practices since the advent of the series have resulted in a

more representative group of Teaching Professors). However, UCAADE would advocate for continued examination of data to ensure that departments and campuses are not *only* working to diversify the professoriate through the Teaching Professor series, and that best practices are being used for all faculty searches, reviews, and promotions.

Sincerely,

Jennifer Burney
Chair, UCAADE

cc: UCAADE

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UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE
Irene Tucker, Chair
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Oakland, California 94607-5200

December 6, 2023

ACADEMIC SENATE CHAIR JAMES STEINTRAGER

Dear Chair Steintrager,

At its November 17 meeting, UCPT discussed the proposed revisions to Senate Bylaw 55.

The committee feels that Bylaw 55 (as it stands now) should not be changed. Members strongly believe that decisions regarding which categories of faculty should be afforded the right to vote should be left to individual departments rather than being determined by systemwide regulations. As your own memo makes clear, this question regarding voting rights has emerged in the context of the 2018 systemwide decision to revise the description and review criteria for the Lecturer with Security of Employment (LSOE) series so that it more closely parallels the standard, more research-centered Professor series. While UCPT members largely applauded the decision to afford LSOEs equivalent sabbatical privileges for their labor, expectations that include a greater emphasis on instruction and pedagogy and teaching excellence, members expressed their concerns that the differences in focus and specialization between faculty in the Professor series and those in the LSOE series might in certain contexts limit the qualifications of members of one series to pass judgment on the scholarly and pedagogical accomplishments of members of the other series. While UCPT members also envisioned many circumstances in which members of both series would be fully qualified to evaluate the work of members of the other series, members nonetheless felt that the context-specific nature of many occasions for voting means that the decisions regarding who is qualified to pass judgment on the professional activities of their colleagues should be determined at the department level, rather than being standardized in the form of systemwide regulations.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Irene Tucker
Chair, UCPT

c: Steven Cheung, Academic Senate Vice Chair
Monica Lin, Academic Senate Executive Director
Michael LaBriola, Academic Senate Assistant Director
UCPT Members

UNIVERSITY COMMITTEE ON ACADEMIC FREEDOM (UCAF)
Farrell Ackerman, Chair
fackerman@ucsd.edu

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December 7, 2023

JAMES STEINTRAGER, ACADEMIC SENATE CHAIR

Dear Chair Steintrager,

UCAF had an animated and substantive discussion of the Proposed Revisions to Senate Bylaw 55, to extend voting privileges of faculty in the Professor Series concerning prospective hires and promotions to faculty in the Teaching Professor Series. Several UCAF members support the proposed revisions, finding them well reasoned and conducive to equity between the Professor and Teaching Professor series. However, many UCAF members argued that, despite the clearly well-intentioned motivation for these revisions, there are serious concerns about several potential non-obvious and negative consequences which need to be considered before adoption.

We stress at the outset that all UCAF members unanimously and sincerely value the contributions of Teaching Professors to the university. Our concerns about the proposed revisions as expressed here in no way suggest that these contributions are less than those of faculty in the Professor series, or less than those of any other category of colleagues. We view the two series as conceptually and practically distinct, serving quite different functions, and we construe the Bylaws simply as a tool to achieve the university's mission of excellence in research, teaching, and service. UCAF deliberations suggest reason for concern about the proposed revisions on these grounds**.**

We now articulate the concerns raised in UCAF.

I.
First, the proposal raises problems for academic freedom of faculty in the Professor Series. In the spirit of APM-10, UCAF holds that a core tenet of academic freedom is that standards for evaluating scholarship are determined and applied by scholars as codified in Bylaw 55. The rationale for this tenet is that only faculty whose obligation is to be actively involved in scholarly research in a specific field of inquiry can fully and adequately adjudicate the methods and conclusions of peers in that field. Accordingly, APM-10 vests authority for scholarly evaluation in the academic senate as a body; in turn, for cases in the Professor series, universal practice in divisional senates grants significant authority for evaluation of scholarship within a given field or discipline to faculty in that discipline. This practice ensures that scholarship is evaluated by subject matter experts at the forefront of research in their fields or related fields and by colleagues likewise evaluated in terms of their contributions to primary scholarship in relevant areas. This is constitutive of academic freedom, both ensuring and sustaining the quality of the UC as a research enterprise.

The proposed revision significantly changes this longstanding practice. This is because the criteria for appointment and evaluation in the Teaching Professor series (cf. APM 210-3) do not require achievement in disciplinary scholarship or research. Though some colleagues in the Teaching Professor series may be active researchers, contributions to disciplinary scholarship is not required.[1] Instead, the Teaching Professor standard for "Professional and/or Scholarly Achievement" can be attained entirely by activities related to pedagogy or research on pedagogy in a discipline (as distinct from scholarship in "the underlying discipline itself"), evidence of leadership in this area exclusively on one's own campus, and "certain administrative work (e.g., of learning centers)." Therefore, under the proposed revision, evaluation of scholarship in, *inter alia*, faculty appointment and promotion may be determined by colleagues with no record of scholarly achievement or active engagement in disciplinary research**.** This, we believe, contravenes a core tenet of academic freedom as UCAF construes it.

In sum, it seems important to consider that this change has potentially far-reaching implications for academic freedom and the research quality of the university. Current practice assures scholars that the risks, qualities, achievements, and prospects of their research will be judged in the first instance by peers who are experts in the process of creating disciplinary scholarship. The proposed revisions imply that, in some cases, standards of scholarly evaluation may be determined by colleagues who are not themselves experts in this process, or in the methods and currents of disciplinary scholarship. Plainly, this can affect the standards applied and in turn the evaluation of scholarship relative to disciplinary frontiers. Departments where Teaching Professors already possess the relevant voting rights have evidently decided that there are no deleterious impacts on research quality or standards. But, the practicability of this decision in one department does not license an assumption of its appropriateness in all departments. Thus, the proposal allows departure from the longstanding practice that has sustained research excellence across the UC system, and raises concern for the research mission of the university.

We also note that Bylaw 55 as currently constituted does not pose a symmetric threat of academic freedom to faculty in the Teaching Professor series. Faculty in the Professor series are selected and evaluated on the basis of teaching capability and excellence, and therefore are competent to judge the pedagogical achievements of faculty in the Teaching Professor series.

We note, finally, that the concern raised above was not shared by all members of UCAF. Dissenting members observed that it already is not necessarily true that all faculty voting on a given case are subject matter experts on the candidate's scholarship. It was reasoned that the extension of Bylaw 55 voting privileges to Teaching Professors is not meaningfully distinct from this.

---

[1] APM 285-9 identifies the evaluation criteria for advancement in the Teaching Professor series as:

1. (1) Teaching excellence: The demonstration and maintenance of teaching excellence is the primary criterion for the series.
2. (2) Professional and/or scholarly achievement and activity, including creative activity.
3. (3) University and public service.

It is important to note that contributions to "disciplinary scholarship" as identified above is distinct from criterion (2) in 285-9. Though some Teaching Professors may contribute to disciplinary scholarship they can satisfy criterion (2) by active participation in pedagogical research and activities of the sorts precluded to those in the Professor Series.

II.

A second concern is that the rationale for the policy is not adequately explained, particularly in view of the significant change and potentially far-reaching implications discussed above. Council's proposal references equity and standardization across campuses and units as the rationale. In our view these rationales require further scrutiny. Two series of employees can be said to be treated inequitably when they perform the same functions but are treated differently under UC policy; and when two series do perform the same functions then uniform standards are warranted. Yet faculty in the Professor and Teaching Professor series do not perform the same functions; their functional differences are codified in APM-210. According to APM 285-9, teaching professors are evaluated based on three criteria: (1) Teaching excellence, (2) professional and creative activity (3) University and public service. Unlike in the research faculty series, teaching excellence is the main criterion in this series. Professional and creative activity encompass a wide range of activities, including peer- reviewed articles (either in pedagogy or in the candidate's discipline) but also conference proceedings, invited talks, and textbooks. The different hiring and promotion criteria for the two series indicate that expectations for their affiliated faculty are quite distinct. There is nothing inherently inequitable about allocating different privileges and responsibilities to different categories of faculty; indeed doing so is essential to ensure that these categories can each fully contribute to the shared mission of the university according to their unique capabilities.

A compelling argument for change would show, *inter alia*, that (1) the change is necessary or helpful for the university to better execute its core missions, and (2) the change will not work against the university's core missions in other ways. Regarding (1), for example, has UC experienced difficulty in faculty recruitment or retention (either in the Professor or Teaching Professor series) because of voting rights in Bylaw 55? Evidence on this point would help to explain the proposed change. Regarding (2), our concerns in the vein of academic freedom are summarized above.

Moreover, the proposed change restricts the flexibility of extending voting rights that is enabled under current policy. UCAF recognizes there may well be reasons for a department, school, or division to extend voting rights under Bylaw 55 to faculty in the Teaching Professor series. At the same time, there may be important and reasonable motivations for restricting voting privileges as presently specified in Bylaw 55. For example, such motivations may stem from the pedagogical vs. scholarly-research focus of Teaching Professor faculty in a given unit. Imposition of single standard does not recognize the diversity of needs across departments, thereby removing a useful ability to adapt policy to local circumstances.

The inflexibility of the proposed policy change could have particularly important, unanticipated consequences in the future. Given projected undergraduate enrollment growth and differences in campus authorization practices for new hiring in the Teaching Professor series, there are likely to be sizable increases in the number of Teaching Professors in some units. In these units, Teaching Professor faculty may have a large influence on the research direction and mission of the unit, despite the fact that they are not themselves evaluated in terms of disciplinary scholarship. Participation in discussions and in voting concerning departmental research directions and associated prospective hires may adversely affect the profile of UC as a research University. It is not clear why faculty hired on the basis of teaching and servicing the needs of departments should participate in decisions directly bearing on research, unless a department develops its own reasons to do so.

III.

In sum, UCAF concludes that the proposed changes to Bylaw 55 concerning voting privileges of Teaching Professor faculty have serious implications for the singular role of scholars in evaluating scholarship, and in turn for academic freedom at a research University. The perceived inequities motivating the proposed change seem more appropriately and effectively resolved by the Professor Series faculty in each department, school, or division.

Accordingly, UCAF suggests that the spirit of the proposed change can be accomplished simply by suggesting to departments and schools to review the voting privileges of faculty in the different series, and consider extending the Bylaw 55 voting privileges to Teaching Professors if they see reason to do so. Arguments concerning equity of current practice, reflecting the motivations driving the present policy revision, could accompany this guidance. We consider this an improvement for ensuring that the scholarship and research direction of a department are evaluated in the first instance by the leading scholars in that field on each campus.

IV.

By way of postscript, I should note that I have, perhaps, a somewhat unique perspective concerning the development of the Teaching Professor Series: as UCSD Division Chair in 2018 I was designated as facilitator and primary defender of the Series in the final discussion of the proposal in Academic Council. While there were several objections to the creation of the Series, perhaps the most relevant for the present discussion was a concern that those hired into the Teaching Professor Series and evaluated for promotions based on criteria different than those hired into the Professor Series might try to over time to switch their status into the Professor Series.[2] In response it was observed that while there was evidence that some faculty in the Professor Series had converted their status to Teaching Professors at UCSD, there were no known efforts to change status from Teaching Professor to Professor. Though this possibility was not definitively precluded, it was clear that the differences in rights and responsibilities between the two Series would create a high bar dependent in each case on the Professor Series faculty within different departments. Additionally, any desire for reaffiliation from the Teaching to the Professor series might be mitigated in many instances according to the degree to which each department, determined by its own needs and concerns, integrated Teaching Professors into the departmental operating structure. In other words, as suggested above, there was recognition that these two series would be distinct and serve different purposes: the Professor Series faculty engaged in research and deciding which courses need to be taught, based on curricular desiderata, and determining which voting privileges as specified in Bylaw 55 should be extended to those in the Teaching Series.

In sum, expressed worries about possible status changes for Teaching Professors were assuaged by reassuring concerned representatives at Academic Council of the continued independence of Professor Series faculty in each department and their autonomy in determining the rights and privileges of their Teaching Professor colleagues beyond the conditions specified in APM 285. It was recognized that different departments, reflecting their own specific requirements, would make different decisions about the degree and nature of integration of Teaching Professor Series faculty. Crucially, it was not contemplated that Bylaw 55 would be revised in ways that would effectively eradicate the differences between the two Series in two consequential areas: equal status in determining what positions departments should hire in as well as who gets hired and equal status in the evaluation of files, even though, as previously mentioned, a crucial criterion for promotion within the Professor Series, research, is not a hiring criterion or promotion criterion within the Teaching Professor Series. At the time the differences in roles and functions seemed

[2] This issue is reflected in APM-285-9b.

clear and logically related to associated differences in rights and responsibilities.

It is arguably the case, in retrospect, that in our deliberations about the Teaching Professor Series Academic Council did not sufficiently explore potentially radical consequences for certain foundational issues in the operation of a research University. These consequences need to contemplated, if all departments are going to be obligated to grant Teaching Professor Series faculty the same voting privileges as those in the Professor Series. I say this, personally, as a strong advocate and supporter of the new series at the time it was developed. Accordingly, UCAF believes that the present revision requires careful assessment so that imaginable adverse consequences are avoidable.

Sincerely,

Farrell Ackerman
Chair, UCAF

Sean Gailmard
Vice Chair, UCAF

COORDINATING COMMITTEE ON GRADUATE AFFAIRS (CCGA)
Dean J. Tantillo, Chair
deanjtantillo@ucdavis.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 7, 2023

ACADEMIC SENATE CHAIR JAMES STEINTRAGER

Dear Chair Steintrager,

Members of CCGA had a variety of opinions on this issue. Given the range of views, we append all comments below but summarize two issues here, the first a recurring theme and the second a perspective on graduate education – the purview of CCGA.

1. *Review by peers.* The importance of this issue is clear to CCGA, but how to deal with it is not clear. There was general agreement that those in the LSOE series have different expertise than those in the Professor series. Some members expressed the opinion that this factor could rightfully be used to disqualify them from voting. Others expressed opinions to the contrary, noting for example that Professors in the same department often have different areas of expertise, those in the LSOE series can vote on other issues, both Professors and those in the LSOE series are members of the Academic Senate. The Clinical X series was mentioned as a group for comparison.

2. *Graduate education.* The committee expressed a desire that implications/opportunities for graduate education associated with such a change be discussed in that making a change, or not, may affect the sense of belonging of those in the LSOE series and their ability to mentor graduate students (e.g., in research and pedagogy) in different departments.

   While under the current policy individual departments may or may not consider graduate education when they determine voting rights, the proposed broad, across the system extension of voting rights should include if not require such a discussion, as the ability as well as the expectations of those in the LSOE series to participate in and contribute to graduate education vary across departments. Clarity on this aspect in form of policy guidance may be needed.

Specific comments with names redacted:

I believe we should maintain the current policy that the Teaching Professor series may vote on others in their own series but not on those in the Professor series unless approved by a two-thirds vote within the department. In many cases, these proposed changes may not be consistent with Faculty Review and Compensation at the University of California. A foundational principle

in this policy is review by peers. By definition, Teaching Professor/Senior Lecturers SOE are not guaranteed to be peers of professors in their contributions and activities:

The Lecturer with Security of Employment (LSOE) series is used for appointees who are members of the faculty of an academic or professional college, school, division, department, or program of the University whose primary responsibility is teaching and teaching-related tasks and secondary responsibility is professional and/or scholarly achievement and activity, including creative activity, especially as they relate to instruction and pedagogy. The faculty in this series also have responsibility for University and public service. (285-4)

In many departments, Teaching Professor/Senior Lecturers SOE primarily teach undergraduate courses and master-level courses in some programs. Though this is not required, they sometimes mentor graduate students but are not major professors for PhD students. Evaluation of Teaching Professor/Senior Lecturers SOE is primarily undergraduate teaching-focused, and their scholarly activities often focus on undergraduate pedagogy, which often differs from the scholarly activities conducted by all other department faculty. Thus, while I completely agree that Teaching Professor/Senior Lecturers SOE make important contributions to teaching, service, and scholarly activities to their departments, the nature and limitations of these contributions and activities may result in them not being peers with professors. There are cases where Teaching Professor/Senior Lecturers SOE are peers in their departments, but this determination should remain at the level of the department.

[redacted] There certainly exist different levels of engagement in graduate education of Teaching Professors. Some do engage in the full range of graduate education, and when they do so that needs to be recognized adequately, including with the extension of voting rights and of course during merit and promotion. Implementing a general expansion of voting rights without careful consideration of the principle of review by peers may cause tensions in some departments due to a, perceived or real, imbalance between responsibilities and rights. But it also seems to miss opportunities for enhancing graduate education, which may even out such imbalances.

That is, I am wondering:
* If the difference between the two series is in the extent to which they teach at the graduate level and whether they serve as major professors for PhD students (i.e., as their dissertation advisors), would tying to the voting rights an explicit and general expectation for teaching professors to engage in the full range of graduate education in a form which includes focus on providing training in graduate-level pedagogy, and/or performing (discipline specific) education research, balance out that difference?

* Would more broadly offering opportunities for graduate students to learn pedagogy and engage in education research under the guidance of Teaching Professors help elevate the quality and maybe the status of teaching? Are there opportunities, for example, in workforce development through up-skilling professionals at postbac/graduate levels that could be addressed that way?

* In that sense, are pedagogy and education research at the graduate level additional means to increase attention to graduate education in general and create more awareness and traction for research at UC on the board of Regents, in Sacramento and the public, especially among those who care about teaching and the quality thereof?

I think it is worth remembering that the Professor in Clinical (X) series is already included in these votes and their balance of service, research and teaching is often quite different to regular series faculty. To me, the proposal represents a move to have more equitable rights across senate faculty.
I, personally, also think that we (the UC) should prioritize excellence in teaching more than we (at least at [redacted]) currently do. A brilliant researcher can get away with doing very little teaching (or doing their fair share, but doing it poorly), yet they get to vote on those in the LSOE track. So I am in favor of the change.

[redacted] currently has 40+ professors in this category. The group is organized with their piers systemwide and since 2018 they have collectively expressed unease with several unclear polices in the LSOE Teaching Professor series. My department does allow the 2 LSOE Teaching Professors to vote.

Fixing one important issue like departmental voting is not going to resolve the larger issues surrounding roles and responsibilities in the LSOE Teaching Professor series more generally. Careful reconsideration on a number of points is probably being done, but it seems more analysis may be in order, and more coordination between policy documents might be needed. For example, what about eligibility for campus grants and funded Chairs in the LSOE Teaching Professor series? Sabbaticals were answered, but there are more issues in the mix.

[redacted] This voting privilege means different things for different departments in the system. Perhaps the committees involved might revisit their analysis in an effort to address comprehensively the full array of issues involved. I would have found such most helpful when I was Chair of my department in 2018.

Several colleagues have commented, and the results are mixed—the Professors of Teaching and Research Faculty are each senate faculty. The research faculty vote on everyone. The teaching series faculty vote on themselves in some schools and in others all vote on everyone. It seems that the fair approach is for senate faculty to vote on senate faculty with a clear understanding that senate faculty understanding expectations by track and level.

[redacted] we convened a group to discuss this, and multiple considerations came up that I'll describe here.

1. The asymmetry in voting powers (Research Professors can vote on Teaching Professor files but not vice versa) has had a negative impact on morale in some departments and therefore comes at a cost, which may worsen as the number of Teaching Professors increases over time.
2. The chief rationale for this asymmetry is a difference in expertise: Research Professors are understood to be expert teachers as well as expert researchers, whereas Teaching Professors are only understood to be expert teachers.
3. However, this rationale is not applied in a principled manner. Research Professors very often lack expertise required to critically evaluate the work of other researchers within their own unit, and therefore must rely on the advice of ad hoc committees or of individuals with related expertise to inform their decision making. However, there is no general principle at the UC that only individuals with a particular threshold of expertise should be able to evaluate files (e.g., we don't require a vote of 2/3 to permit certain Research Professors who lack expertise to vote on

files). The policy therefore differentiates individuals on the basis of their employment status, not on the basis of their expertise. Such differences in the expertise of Research Professors can be found in departments in the sciences but also in the arts and humanities (e.g., where acting professors or visual artists may evaluate the work of a historian or theorist). There is thus already considerable precedent for the practice of evaluating files beyond our range of expertise.
4. Bylaw 55 ascribes rights that are already much more consequential than the right to vote on promotion files, and in particular the right to vote on new Research Professor hires. Notably, this includes hiring into the Associate and Full ranks, and therefore involves voting on tenure files. The Bylaw therefore selectively prevents Teaching Professors from voting on the files of existing faculty, but not on the files of new faculty.
5. Some have voiced the view that given the above, units/depts might consider the expertise and ability of candidate Teaching Professors to vote on files prior to hiring them into these positions, so that they can be integrated as complete members of the community and trusted with equal rights and responsibilities.

[redacted] the sum of conversations I've had here suggest that the current policy has negative impacts, isn't principled in how it ascribes rights, and doesn't differentiate UC Faculty on the basis of expertise, but instead on the basis of their employment status. I therefore favor its revision.

I collected only a few comments from [redacted] colleagues. But those who did respond to my call for comments think that Teaching Professors/LSOEs should have the same voting rights as other faculty.

Here's a comment that captures the spirit: If Teaching Professors are to be truly integrated into every aspect of what it means to be Senate Faculty, then it makes sense their merit/promotion voting rights should be similarly integrated.

CCGA appreciates the opportunity to opine on this matter. Please feel free to reach out to me if you have any questions.

Sincerely,

Dean J. Tantillo
Chair, CCGA

c: Steven Cheung, Academic Senate Vice Chair
Monica Lin, Academic Senate Executive Director
Michael LaBriola, Academic Senate Assistant Director
CCGA Members

University Committee on Rules and Jurisdiction
Mijung Park, Chair
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Academic Senate
1111 Franklin Street, 12th Floor
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November 15, 2023

JAMES STEINTRAGER, CHAIR
ACADEMIC COUNCIL

Re: Proposed Revision to Senate Bylaw 55

Dear Chair Steintrager:

Thank you for the opportunity to review the proposed revisions to Senate Bylaw 55.

Our only suggestion is to modify 55.B.1 to read "All faculty in a department with tenure or security of employment…"

We believe this change preserves the spirit of the proposed bylaw while conforming more faithfully to the terms defined in Regents Standing Orders 40.3.(c) and (d).

Please do not hesitate to contact me if you have questions.

Sincerely,

Mijung Park, Chair
University Committee on Rules and Jurisdiction

Cc: UCRJ
Monica Lin, Academic Senate Executive Director

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UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
John Heraty, Chair
heraty@ucr.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

December 6, 2023

JAMES STEINTRAGER, CHAIR
ACADEMIC COUNCIL

RE: Proposed revisions to Academic Senate Bylaw 55, Departmental Voting Rights

Dear Jim,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed revisions to the Academic Senate Bylaw 55, Departmental Voting Rights, and we have several comments. The committee overall supports standardization of Departmental Voting Rights for Teach Professors and PSOEs/LPSOEs. Some members relayed questions about the timing of implementation and whether a ramp-up period might be useful. Others noted widely varying numbers of such Professors by campus, making it hard to project long-term impacts, despite the positive contributions made by them. Familiar concerns about voting on files outside of one's specialty were also reported.

Thank you for your attention to this important matter.

Sincerely,

John Heraty, UCFW Chair

Copy: UCFW
Monica Lin, Executive Director, Academic Senate
Steven W. Cheung, Academic Council Vice Chair

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UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
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Phone: (510) 987-9466

December 6, 2023

JAMES STEINTRAGER, CHAIR
ACADEMIC COUNCIL

RE: Proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)

Dear Jim,

The University Committee on Academic Personnel (UCAP) has discussed the proposed revisions to Academic Senate Bylaw 55 (Departmental Voting Rights). Please note that it was a previous UCAP that suggested these amendments, and the current UCAP supports them. Still, we are compelled to offer a few comments for clarification.

While several divisional representatives reported varying degrees of opposition, UCAP found that the underpinning considerations do not refute the evidence of Teaching Professors/LSOEs' valuable contributions to the university's enterprise and their worthiness of inclusion in the governance process.

Although we are hopeful the proposed revisions will be adopted, regardless of the outcome, we encourage further education to "demystify" the Teaching Professor/LSOE category such that extant practices on some campuses can be replicated as needed on others.

UCAP appreciates the opportunity to comment on this important matter.

Sincerely,

Stefano Profumo, Chair
UCAP

cc: UCAP Members
Steven W. Cheung, Academic Council Vice Chair
Monica Lin, Executive Director, Academic Senate

V. ANNOUNCEMENTS BY SENIOR UC MANAGERS (4:00 pm)

- **Katherine S. Newman, Provost and Executive Vice President**
- **Nathan Brostrom, Executive Vice President and Chief Financial Officer**

VI. UNIVERSITY AND FACULTY WELFARE REPORT

- **John Heraty, UCFW Chair**

VII. SPECIAL ORDERS [NONE]

A. Consent Calendar

VIII. REPORTS ON SPECIAL COMMITTEES [NONE]

IX. PETITIONS OF STUDENTS [NONE]

X. UNFINISHED BUSINESS [NONE]