

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

2018-2019 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had four meetings during the Academic Year 2018-2019 (one at UCOP and three by videoconference) to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

EVALUATIONS OF LECTURERS WITH SECURITY OF EMPLOYMENT SERIES

Following last year's [revisions to APMs 285 and 210-3](#), UCAP began considering potential guidelines for the evaluation of faculty in the LSOE series, now known as Teaching Professors. A number of factors emerged that will bear further discussion before any concrete recommendations are put forward. To ensure the effective and fair evaluation of Teaching Professors, CAPs may wish to utilize ad hoc review committees comprised of faculty in this series or to appoint them to serve on CAPs. A better understanding of how teaching should be assessed and about the distinction between these faculty and Assistant Professors are needed.

The specifics of what is required of an individual Teaching Professor should be documented and made available to CAPs. There is a persistent concern that hiring of Teaching Professors will continue to grow dramatically and that the involvement of ladder rank faculty in teaching will be minimized. Teaching Professors at some campuses have also expressed concerns about increasingly demanding workloads. Questions about the participation of Teaching Professors on CAPs were added to the CAP Practices survey this year and UCAP will monitor developments related to evaluation of these faculty.

STATEMENTS ON CONTRIBUTIONS TO DIVERSITY, EQUITY, AND INCLUSION

UCAP had several discussions about the Statements on Contributions to Diversity, Equity, and Inclusion (DEI) throughout the year. In addition, UCAP's Chair discussed this matter with the chairs of the Affirmative Action, Diversity, and Equity (UCAADE) and Faculty Welfare (UCFW) committees. The committee may eventually develop non-binding best practices or guidelines but campuses have differing views about which personnel actions would entail a statement. Clear definitions of DEI are needed to avoid confusion about the activities which count as contributions versus faculty members' routine job requirements. To make the statements useful and effective, CAPs may need to educate faculty about the meaning of DEI and the significance of the statement. UCAP will consider this topic again next year.

TEACHING BY FACULTY IN SELF-SUPPORTING GRADUATE DEGREE PROGRAMS

The Senate Chair asked UCAP to discuss how CAPs evaluate the teaching of faculty members in Self-Supporting Graduate Degree Programs (SSGDPs). The concern is how to count their teaching and whether it should be included in the evaluation for merits. While some CAPs consider teaching in SSGDPs to be outside activity which may not be counted at all, other CAPs view the teaching as equivalent and qualitative evaluations are part of the personnel file. UCAP might suggest that any teaching requiring a significant amount of time should be considered by CAPs. In general, CAPs may need more guidance about teaching. UCAP will continue to gather information and may ultimately make a recommendation about how this issue should be handled.

INAPPROPRIATE COMMENTS IN STUDENT TEACHING EVALUATIONS

UCAP and several other committees were asked by the Senate Chair to discuss inappropriate comments made by students in course evaluations. The information from students can offer valuable insight but research has raised questions about the reliability of these evaluations as a gauge of teaching and there is evidence that the evaluations can be discriminatory towards women and underrepresented minority groups. There is agreement that students should be educated about the purpose of the teaching evaluations and that CAP members and other faculty should also be educated about how to read the evaluations.

In February, UCAP's Chair recommended to Council that a task force should examine the issues surrounding course evaluations. The Chair subsequently worked with the chairs of the Coordinating Committee on Graduate Affairs, the Committee on Educational Policy, UCAADE and UCFW to create a proposal for a Teaching Evaluation Task Force which was shared with Council in July. Although the specific goals of the task force need to be identified, it may re-envision the way student evaluations are used or explore ideas such as increasing the number of evaluations needed at various thresholds. From UCAP's perspective, it would be helpful to identify best practices for evaluating teaching and to increase CAPs' awareness of bias and other issues.

OTHER ISSUES AND ADDITIONAL BUSINESS

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

- Proposed revised Presidential Policy on Sexual Violence and Sexual Harassment
- Management Review - Proposed Technical Revisions to APMs 710, 715, 730 and 760

The committee briefly discussed issues related to the evaluation of faculty in the Health Sciences series and this topic will be more closely examined next year.

CAMPUS REPORTS

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including the various software used by CAPs for personnel reviews, faculty in the medical centers, and recruitment of faculty to serve on CAPs. The committee also reviewed the information collected in the triennial CAP Practices Survey.

UCAP REPRESENTATION

UCAP Chair Farber represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate, and served on the Provost's Academic Planning Council.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel; Pamela Peterson, Executive Director and Deputy to the Vice Provost, Academic Personnel and Programs; and Kimberly Grant, Director, Academic Policy & Compensation, Academic Personnel and Programs. UCAP occasionally consulted the Academic Senate Chair Robert May and Vice Chair Kum-Kum Bhavnani about issues facing the Senate and UC.

Respectfully submitted,
Daniel Farber, Chair (B)
John Kuriyan (B)
Reza Ahmadi (LA)
Marilyn Westerkamp (SC)
Sharon Block (I)
Sherryl Vint (R)

John Gilbert, Vice Chair (SB)
Susan Tapert (SD)
Charles Langley (D)
Jon Snyder (SB)
Ignacio Lopez-Calvo (M)
David Saloner (SF)

Robert May (Chair, Academic Senate, *Ex Officio*, (D))
Kum-Kum Bhavnani (Vice Chair, Academic Senate, *Ex Officio*, (SB))
Brenda Abrams, Principal Policy Analyst