

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2020-2021**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2020-2021 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:

APM 210 AND MENTORING

This year, UCAP continued to collaborate with the Coordinating Committee on Graduate Affairs (CCGA) on how best to increase the prominence of mentoring in APM 210. Based on feedback from Academic Personnel to the committees' 2020 proposal to simply rename the Teaching category in the Criteria for Appointment, Promotion, and Appraisal section to "Teaching and Mentoring," UCAP and CCGA worked on a more comprehensive set of revisions to multiple sections of APM 210. The revisions included a focus on mentoring of faculty as well as students, distinguishing between the mentoring that falls under "Teaching" and mentoring that falls under "University and Public Service," and providing a more substantial description of what should be considered mentoring in the file review process. In July, UCAP approved the proposed revisions and transmitted them to Academic Council. [Council endorsed the proposal](#), which was then submitted to Academic Personnel with a request for a systemwide review in fall 2021.

COVID-19 IMPACTS

In January and March, the committee discussed providing guidance to divisional CAPs about reviewing files that include the period of the COVID-19 pandemic because of how it is likely to impact research, teaching and service. Given the variability across the campuses, UCAP's goals were to promote some uniformity and equity in faculty reviews and to ensure CAPs appreciate that the pandemic will impact certain faculty more than others. The committee's thinking was informed by ideas put forth by the Committee on Faculty Welfare and the Committee on Affirmative Action, Diversity and Equity in a [July 2020 memo](#) to Council. UCAP's guidelines highlight issues campuses should consider during file review, and were a useful follow-up to Council's January 2021 [Recommendations for Mitigating COVID-19 Impacts on Campuses](#). [The guidelines](#) were endorsed by Council in March and transmitted to divisional Senate chairs. In addition, UCAP's vice chair was appointed to the Provost's Mitigating COVID Impacts Work Group, which began meeting in the spring and is expected to complete its work in the fall.

OPEN ACCESS PUBLICATIONS AND CAP EVALUATIONS

Following last year's discussions about open access publications and personnel evaluations, UCAP considered the need for equitable access to funds across disciplines and how to encourage junior faculty to publish in open access venues. The committee consulted with the California Digital Library to learn about the funding UC Libraries provide to faculty who need funding to support publishing in open access and about the transformative agreements that have been established with certain publishers. In the next academic year, UCAP will look at how to help CAPs assess the quality of open access publications.

RECOGNITION FOR INTERNATIONAL ACTIVITIES

The Committee on International Education (UCIE) asked UCAP to consider how to recognize international activities in personnel reviews. The APM currently has language about international activities in the review criteria for promotion to full professor and for above scale, but UCIE suggested that international activities should be a factor at earlier steps as well. After consulting with the divisional CAPs about this matter, UCAP concluded that the existing framework for file evaluation includes

mechanisms to reward achievements in the international realm, and that these activities should not be a separate category of their own. A memo to UCIE recommended that faculty should delineate any challenges particular to their discipline or due to the pandemic that may have affected their international work or should be factored into how their work is assessed by CAPs, and that files should include evaluations and other concrete objective measures of international teaching.

OTHER ISSUES AND ADDITIONAL BUSINESS

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

- Proposed curtailment program for 2020-2021
- Proposed revisions to the leave-related policies of APM 700 series
- Systemwide review of the Faculty Salary Scales Task Force Report
- Report on the second year of the Negotiated Salary Trial Program Phase Two

CAMPUS REPORTS

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including dual appointments on divisional Senate committees and changing the merit review cycle for full professor to four years instead of three.

UCAP REPRESENTATION

UCAP Chair Tapert represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate, and served on the Provost's Academic Planning Council, as well as a Strategic Planning Task Force on furlough and curtailment and her campus Senate Administration and Senate Councils.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

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

Respectfully submitted,
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