

**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2023-2024****TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2023-2024 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

DEPARTMENTAL VOTING RIGHTS OF LECTURERS WITH SECURITY OF EMPLOYMENT

Last year, UCAP submitted proposed changes to SB 55 to codify equal departmental voting rights for those in the LSOE series and the Teaching Professor series. UCAP also requested a title change for the LSOE series to the Teaching Professor series in the Academic Personnel Manual. The proposals were disseminated for systemwide review in the fall. The Academic Council approved the APM title change to section 285, and it advanced the SBL 55 item to the Academic Assembly. The Assembly, however, did not reach the 2/3 majority necessary for a by-law change. The matter may be resubmitted in the future.

OTHER ISSUES AND ADDITIONAL BUSINESS

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

- Proposed revisions to the Presidential Policy on Affiliations with Certain Health Care Organizations
- Proposed new section APM 672 (Negotiated Salary Program)
- Proposed revisions to SBL 55 (Departmental Voting Rights)
- Proposed revisions to APM 016 (Faculty Code of Conduct)

CAMPUS REPORTS

UCAP devoted part of each regular meeting to a discussion of issues facing local committees including workload and backlog.

UCAP REPRESENTATION

UCAP Chair Profumo represented the committee at meetings of the Academic Council and the Assembly of the Academic Senate and served on the Provost's Academic Planning Council (APC).

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

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

Respectfully submitted,
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Sean Malloy, Vice Chair (M)
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