



**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT 2024-2025**

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had four videoconferences during the Academic Year 2024-2025 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:

RESPONSES TO EXTERNAL CIRCUMSTANCES

UCAP spent considerable time consulting with the Office of the President regarding practices and policies that were required to change in order to remain in compliance with new state and federal laws and expectations. New state laws involved sick leave accrual and reporting – something which was new to the faculty ranks, and more comprehensive background checks for all levels of employee hiring. Another significant topic was how UC can best adapt to the changing labor landscape in California. Labor issues continue to impact research and teaching outcomes, as well as job classifications and expectations. Academic Personnel considerations for faculty in Veterinary Medicine (APM 675) and for Librarians (APM 360) were also weighed.

The use of diversity statements in hiring and promotion, the former which was discontinued by order of the Provost and latter of which continues according to previously approved past practices, was a frequent discussion point.

UCAP has partnered with the University Committee on Faculty Welfare (UCFW) and the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) to learn more about campus practices for evaluating faculty performance through the lens of Achievement Relative to Opportunity (ARO) principles which calibrate performance delivery with performance opportunity, such as the of loss of grant funding or other circumstances.

UCAP leadership represented the group on the Senate's ad hoc University Committee on Adaptations to Disruptions (UCAD). This group is considering UCAP-related topics such as research focus and productivity vis-a-vis new federal funding options and ARO usage in advancement.

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 APM 230 (Visiting Appointments)
- Proposed revisions to APM 500 (Recruitment – General)

UCAP fulfilled its role in the University Professor appointment process as outlined in APM 260.

CAMPUS REPORTS

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

The divisional CAP analysts completed the triennial CAP Practices Survey which enables local committees to better derive best practices from the other campuses.

UCAP REPRESENTATION

UCAP Chairs Malloy and Abu-Ghazaleh also 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). The APC investigation into a single systemwide academic calendar was frequently discussed.

COMMITTEE CONSULTATIONS AND ACKNOWLEDGMENTS

UCAP benefited from regular consultation and reports from Douglas Haynes, Interim Vice Provost, Faculty Affairs and Academic Planning (FAAP); Amy K. Lee, Deputy Provost, Systemwide Academic Personnel (SWAP); and Kelly Anders, Executive Director, SWAP.

UCAP occasionally consulted the Academic Senate Chair Steven Cheung and Vice Chair Ahmet Palazoglu about issues facing the Senate and UC, such as the on-going evaluation of the University's faculty discipline procedures.

Respectfully submitted,
Sean Malloy, Chair – Fall/Winter (M)
Naul Abu-Ghazaleh, Chair – Spring/Summer (R)
Samuel Otter (B)
Angela Gelli (D)
Virginia Jackson (I)
Reza Ahmadi (LA)
Miriam Barlow (M)
Nael Abu-Ghazaleh (R)
Veronica Shubayev (SD)
Cathy Lomen-Hoerth (SF)
Mark Meadow (SB)
Susan Gillman (SC)
Greg Gilbert (SC)

Kenneth Feer, Principal Policy Analyst