

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

Minutes of Meeting

January 10, 2024

I. Consultation with the Office of the President – Academic Personnel and Programs*Doug Haynes, Vice Provost**Amy K. Lee, Associate Vice Provost*

- Visiting Assistant Professors in Math may be converting to a new title, Math Fellows, due to labor considerations. They would be expected to maintain their duties as instructors of record, but not any service duties. This position is unique in the academy due to disciplinary limitations. If the change occurs, Senate Regulation 750 (Persons in Charge of Courses) would need conforming amendments.
- APM 016 (Faculty Code of Conduct): The Senate committee on Affirmative Action, Diversity, and Equity (UCAADE) asks APP to review the treatment of simultaneous Privilege and Tenure investigations and personnel review actions is being reconsidered. Feedback from the campus academic personnel directors is being reviewed, and draft revisions will be submitted to the Senate for evaluation.
- APM 285 (LSOE/Professor of Teaching): A formal change of title is out for systemwide review, and if passed, conforming amendments to relevant documents will follow. See also Item II below.
- APM 210 (Review and Promotion): Mentoring is being added to the review criteria, and similar additions are made for librarians. Feedback from systemwide review is being incorporated in final language. As described, mentoring can be for students, junior faculty, and research colleagues, and reporting is voluntary.

II. UCAP Business

- Senate Bylaw 55 (Departmental Voting Rights): The Academic Council reviewed the feedback from the systemwide review, which varied widely. The Council narrowly advanced the item to the Academic Assembly. Reservations included the rapidity of change, the potential dilution of the power of ladder rank faculty, a possible diminution in the importance of research, and the current ability of departments to opt-in to the proposed practice. A need to educate certain constituencies was noted. Members are encouraged to lobby local Assembly members.
- Proposed Revisions to Academic Personnel Manual (APM) Section 285 (Lecturer with Security of Employment)

Members supported formally changing the name of the series to Professors of Teaching (Teaching Professors). Conforming amendments to relevant documents will be needed.

Analyst Feer will draft a memo of support for electronic approval.

- Campus Updates:

Merced: 1) MCA and tenure cases from the pandemic are difficult to evaluate, and resistance to Achievement Relative to Opportunity (ARO) principles has led to challenging local discussions. That the Academic Planning Council (APC) group working on ARO guidance did not issue useful recommendations is unfortunate.

San Diego: 1) The local committee will discuss APM 285 this month, remains in favor of SBL 55 changes, and still opposed the proposed APM 672.

Santa Barbara: 1) Proposed local changes in case review processes are framed as alignments with other campuses, but some see a solution in search of a problem.

Los Angeles: 1) New guidance for evaluating colleagues in the arts has been finalized. Similar guidance for community-based scholarship is being developed. 2) Impacts of world events are being felt on campus. Some deadlines may be extended by the institution.

San Francisco: 1) Better guidance on the use of DEI statements is sought since submissions are inconsistent. 2) Differences in the justifications for accelerations have raised equity concerns, and best practices are sought. Deans and the Senate will likely have to cooperate to address the issue. 3) The number of 5-year reviews is increasing as they seem to have been neglected during the pandemic. 4) How to incorporate affiliated faculty into the UCSF culture is under discussion.

Riverside: 1) Local APM revisions seem frequent, but many echo ARO principles. 2) How to evaluate community-based scholarship and other forms of non-traditional scholarship is under consideration here, as well.

Berkeley: 1) Reviews are progressing quickly, but the backlog remains. Staff shortages contribute to the problem. 2) Retentions and new appointments have both increased. 3) A plan to address off-scale inequities is being developed. 4) FTE justifications are being finalized. 5) There has been a slight decline in COVID off-set requests.

Irvine: 1) How to evaluate scholarship that is “in progress” is under discussion. 2) A proposal to streamline merit reviews is being developed by some in the administration.

Davis: 1) The workload locally remains high and unabated. 2) Acceleration gaps have been noticed here, as well. 3) Compression at the associate level is being an issue. 4) Guidance regarding the evaluation of informal mentoring desired, even though consensus has so far been easy to achieve.

Documentation requirements could prove onerous, though.

Santa Cruz: 1) A review backlog persists, and understaffing is a contributing factor. 2) Best practices for service contributions and scholarship “in progress” are sought. 3) Compression at the associate level has equity impacts, too. Access to Step 5 and whether ½ steps are an option further contribute to observed issues. Self-deselection may also be a factor.

III. Consultation with Academic Senate Leadership

James Steintrager, Academic Council Chair

Steve Cheung, Academic Council Vice Chair

- Senate Bylaw 55 (Departmental Voting Rights): If the proposal passes the Academic Assembly, conforming amendments will be needed, both for systemwide and local manuals. The variety of responses seem to reflect the inconsistent use of the title.
- Labor Considerations: The Provost is hiring a consultant to advise on the after-action analysis and the next round of negotiations. The Senate is working to ensure it has a voice going forward.
- State Budget: The governor's initial proposal was just released. The 5-year budget compact remains in place, but delivery of funds may be delayed by a year due to low tax returns.
- Instructional Modalities: The president has convened a working group to investigate instructional modalities through the lens of UC quality education. Council Vice Chair Cheung is a co-chair, and there will be 10 members each from the Senate and the administration. Conversations about fully online degree programs are part of the impetus, as are changes following the pandemic and the Senate's proposal to revise the campus experience requirement, which the Regents are scheduled to consider later this month.
- Political Statements on Department Websites: The Senate thinks its previously issued guidelines are sufficient, but others disagree. Draft language is still being developed, and the Senate expects regular consultation and review.

IV. Further Discussion

None.

Adjournment: 12:30 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Stefano Profumo, UCAP Chair

Attendance:

Stefano Profumo, Chair

Sean Malloy, Vice Chair (UCM)

Rachel Morello-Frosch, UCB

Edward Dickinson, UCD

Edward Coulson, UCI

Christopher Colwell, UCLA

Nael Abu-Ghazaleh, UCR

Katerina Semendeferi, UCSD

Kristina Rosbe, UCSF

Susan Gillman, UCSC

Maureen Callanan, UCSC