

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

Minutes of Meeting

March 13, 2024

I. Consultation with Academic Senate Leadership*James Steintrager, Academic Council Chair**Steve Cheung, Academic Council Vice Chair*

- Proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) are still out for systemwide review.
- Proposed revisions to APM Section 285 (LSOEs) are still out for systemwide review.
- A proposed Regents policy regarding departmental websites is opposed by the Academic Council on the grounds that current guidance is sufficient and that implementation of the proposed policy would be difficult, if not impossible.
- The Regents' response to the Senate's campus experience requirement as articulated in Senate Regulation 630.E will be addressed.
- The Regents will receive a presentation on math preparation, specifically the preparatory value of high school data science and statistics courses. Additionally, varying access to these and other higher level math courses raise concerns about geographic and demographic diversity.
- The state budget projections continue to be grim. Scheduled increases to UC funding may be deferred a year. The Office of the President and the campuses are developing contingency budgets, and Planning and Budget committees should be involved.
- The president's joint task force on instructional modalities and undergraduate academic quality continues its work. It is currently focusing on impacted majors and "stop-outs", those who left the academy for non-academic reasons.

II. UCAP Business**1. Chair's Announcements**

The proposed Area H (Ethnic Studies) requirement for first-year admission continues to be the subject of scrutiny and division. Questions of access and redundancy with the incoming state high school graduation requirement in Ethnic Studies have caused many to hesitate from endorsing the proposal. Others oppose it on philosophical bases.

2. Systemwide Review Item

Final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities

The committee elected not to opine on this item.

3. Campus Updates

San Diego: no update.

Irvine: no update.

Los Angeles: 1) Updated guidance for evaluation of community-based scholarship and the arts have been issued. 2) The lack of LSOEs on campus has led many to view the SBL 55 revisions with suspicion.

Riverside: 1) Better guidance for accelerations and initial placement is needed. 2) Whether to change from assessing the teaching process to teaching outcomes is under consideration.

Davis: 1) The case review workload continues to be high, and difficult cases remain. 2) Consistent orientation for new faculty is needed.

Berkeley: 1) The case review workload is increasing as there are now only 9 members on the local committee. Recommending FTE allocations is labor-intensive and iterative.

Santa Cruz: 1) Locally, Step VI advancement no longer requires outside letters. 2) Career equity reviews and accelerations are underway. 3) The local Rules and Jurisdiction committee advised on handling abstentions in department votes. 4) A joint annual memo with the provost regarding tips for faculty and chairs to prepare for reviews is being updated.

Merced: 1) Guidance for evaluation community-based scholarship is being developed. 2) There are many LSOEs/Teaching Professors on campus, but there is still confusion about research expectations. 3) How to assess teaching efficacy beyond student evaluations is under discussion.

III. Consultation with the Office of the President – Academic Personnel and Programs

Doug Haynes, Vice Provost

Amy Lee, Associate Vice Provost

Kelly Anders, Director

- Visiting Assistant Professors of Math: Changes to the title are still on-hold pending negotiations with their union.
- APM 205 (Recalled Retirees): The Affordable Care Act requires a six-month break for Medicare eligibility for recalled retirees due to secondary payee considerations. However, research and patient care continuity do not always allow for a such a break, so guidance is being developed and reviewed internally. No changes to APM 205 are expected, but impacted individuals should contact the local academic personnel and human resource offices.
- APM 210 (Review and Appraisal Committees): Language regarding Senate service is flexible by design, but examples and standards could help. Flexibility is more important to maintain than following trends.
- Legislative Issues: 1) California law now requires all state employees to receive paid sick leave. This is new to UC faculty. Coding in UCPATH has begun, and how to communicate this change is under consideration. 2) A proposed bill would require additional background checks for sexual violence/sexual harassment confirmation for all employees, including

students and international scholars. Enforcement logistics, including workload and cost, must be addressed. Current requirements are that applicants attest they have not been found guilty of such.

IV. Further Discussion

None.

Adjournment: 1:00 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Stefano Profumo, UCAP Chair

Attendance:

Stefano Profumo, Chair

Sean Malloy, Vice Chair (Merced)

Rachel Morello-Frosch, UCB

Edward Dickinson, UCD

Edward Coulson, UCI

Christopher Colwell, UCLA

Nael Abu-Ghazaleh, UCR

Katerine Semendeferi, UCSD

Kristina Rosbe, UCSF

Susan Gillman, UCSC