



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

Minutes of Meeting

May 14, 2025

Attendance: Nael Abu-Ghazaleh, Chair (UCR); Sam Otter, UCB; Angela Gelli, UCD; Mona Lynch, UCI Alternate; Reza Ahmadi, UCLA; Veronica Subayev, UCSD; Cathy Lomen-Hoerth, UCSF Susan Gilman, UCSC; Greg Gilbert, UCSC

I. Chair's Announcements

Nael Abu-Ghazaleh, Chair

- The April Academic Council meeting featured discussion of EDI-related business in academic reviews and in other situations at the University. Some members noted that local offices and programs have already changed their names to "Inclusive Excellence" in response to federal repositioning. Chair Abu-Ghazaleh noted that the University Committee on Affirmative Action, Diversity and Equity (UCAADE) was requesting from the divisions more specific information regarding their implementation of achievement relative to opportunity (ARO) principles post-COVID; some still seem to conflate a loss of opportunity with a loss of quality. Many faculty feel that greater contextualization is needed in faculty reviews.
Chair Abu-Ghazaleh also noted that some faculty may have to undertake research pivots or taken a greater teaching load in the short-term. Members concurred, reporting that many faculty, especially junior faculty, feel vulnerable and worry about impacts to their academic advancement. At least one campus has established a pool for bridge funding, and others may look more closely at funds functioning as endowments or orphaned endowments as sources for bridge or pivot-training funds.
- The University Committee on Adaptations to Disruptions (UCAD) continues its work and aims to issue an interim report in early summer. The group is still in the information collection phase. Members noted the importance of all members of the University community putting aside old rivalries and presenting a united front and supporting each other.

II. Consultation with the Office of the President – Systemwide Academic Personnel (SWAP)

Amy Lee, Deputy Provost

Kelly Anders, Executive Director

- **Senate Regulation 750:** Deputy Provost Lee reminded the committee that the group formerly known as Visiting Assistant Professors of Math had been accreted into a UAW-led labor union. Because faculty who hold the title “Professor” should not be in a bargaining unit, lest their dealings with the administration risk becoming “direct dealing”, UC proposed to rename that group “Math Fellows”. The California Public Employee Relations Board (PERB) has imposed a deadline of October 31, 2025, for implementation of necessary changes. Conforming amendments are suggested as needed.
- **Personally Identifiable Information Disclosures:** Members raised the concern that federal requests for information could target certain fields or individuals and that University compliance with such requests could jeopardize personal privacy or even safety, in the longer run. Deputy Provost Lee noted that University responses to such requests are always coordinated with UC Legal, but options to redact could be limited depending on the terms of the request – whether through FOIA or other, for example, or whether they are for personnel files (confidential) or other documents or types of information.

III. Systemwide Review Items

With SWAP

- **Proposed Revisions to APM 500 (Recruitment):** Executive Director Anders noted that the proposed revisions were in response to new state law requiring academic or athletics applicants to disclose any substantiated findings of misconduct from the previous 7 years of employment. “Misconduct” is defined in the labor code, but some find it broad. A disclosure is not necessarily a prohibition to hire. Members asked when in the recruitment process applicants should be asked to make this disclosure, and who would verify the claims.
 - Analyst Feer will draft a response memo.
- **Proposed Revisions to APM 360 (Librarian Series):** These revisions seek to clarify whether librarian activities constitute instruction, research, and/or creative activity on the level expected of faculty. Librarians at other institutions have faculty status. Members noted that librarians at UC do not give grades and that the UC librarians are unionized already, so giving them faculty status could invoke “direct dealing” as indicated above regarding SR 750. The union’s definition and the academy’s definition of research and creative activity do not necessarily align, as was learned through the graduate student strike and its on-going ramifications.
 - Chair Abu-Ghazaleh and Analyst Feer will draft a response memo.

IV. Campus Updates

UCD- 1) DEI accomplishments are not reported in a stand-alone section, but relevant accomplishments can be included in the other sections of merit and advancement review files. 2) COVID-era ARO principles remain in place, and the provost supports the continuation. A single impact statement can include years-long reflections and outcomes. Evaluating the impact of the work done should be more important than outright productivity.

UCI- Campus use of “inclusive excellence” is long-standing. The Vice Provost for Academic Personnel is developing updated guidance, and local Senate committees are involved. Meetings will occur with schools and departments to ensure awareness is wide-spread. How best to quantify research loss due to funding cuts is under discussion.

UCR- 1) DEI statements are treated as described above. 2) Some faculty oppose the use of ARO principles, citing assumed loss of quality.

UCLA- The local CAP is under pressure to cut the number of accelerations granted, but CAP finds merit in continuing the practice. Internal politics seems to be a factor, but more information is needed.

UCB- 1) Administration recommendations regarding merits are supported more than 90% of the time, while accelerations vary by discipline and dean. Staff shortages and departmental delays are contributing factors in longer turn-around times. 2) Limits on faculty hiring due to budget concerns are starting to have noticeable impacts on many areas of campus.

UCSF- 1) Proposed changes to the travel policy are being viewed through lenses of global climate change and access issues due to recent federal actions. 2) No new guidance has been issued regarding evaluation of DEI-related activities in personnel reviews, but the COVID-era guidelines are being applied in different manners across campus.

UCSD- 1) Disagreements regarding advancements between the deans and CAP seem to be increasing. 2) Current DEI contribution evaluation practices are expected to continue. 3) A local equivalent of UCAD is being convened. 4) Practices regarding accelerations need to be reevaluated due to irreversible changes from COVID. 5) A united University front is needed now more than previously.

UCSC- 1) How best to update ARO guidance for the current circumstances is under discussion. 2) Departmental delays in submitting files for review caused about 25 carry-over cases last year, but projections are better this year. 3) Greater standardization of special salary practices (half-steps, accelerations, etc.) across departments is needed.

V. New Business and Further Discussion

Members noted that better recognition of and reward for Senate service in personnel reviews is needed.

Adjournment 12:00pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Nael Abu-Ghazaleh, UCAP Chair