

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

Minutes of Meeting

May 8, 2024

I. UCAP Business

- Chair's Announcements

The proposed revisions to Senate Bylaw 55 (Departmental Voting Rights) required a 2/3 majority vote by the Academic Assembly, but failed to pass by a single vote. The revisions can be resubmitted in the future.

The proposed changes to APM 285 (LSOEs/Professors of Teaching) did pass systemwide review and received Council endorsement.

- Systemwide Review Item

Proposed Revisions to APM 016 (Faculty Code of Conduct and the Administration of Discipline)

The simultaneous consideration of faculty discipline processes and academic review processes is in question: whether the former should pre-empt the latter is posed. Many question whether an investigation is sufficient to pause reviews, but a formal filing could be sufficient. The length of the pause to a review could be lengthy as investigations could last a long time. Specific guidance, perhaps even a glossary, will be needed regardless of the outcome of the review. Confidentiality considerations seem to preclude the collection of data that would illustrate the severity of the suggested issue.

Analyst Feer will draft a memo for electronic endorsement.

- Campus Updates

Merced: 1) Guidance for evaluating community-based scholarship continues to be developed. 2) Late submission of cases for review has added to the backlog. Poorly prepared packets, especially for Teaching Professors, have complicated reviews. 3) How research funding should be weighted in reviews is under discussion. Similar concerns about major publications and how starting salaries factor in have also been raised.

Riverside: The case review workload is high; about 70% have been completed.

Santa Barbara: 1) Only about half of the reviews have been completed, partially due to late submissions. Work is expected to continue into the summer. 2) New processes for evaluating research and professional activities are being developed by the local administration. Conforming amendments to relevant Senate documents may be required.

San Diego: The workload is nearly overwhelming.

Irvine: 1) Changes to merit approval process should lighten the local CAP workload. 2) On-campus and off-campus presentations will be distinguished in review going forward.

Los Angeles: Case reviews are also expected to continue into the summer. 2) Guidance for reviews in the arts and those focusing on community-based scholarship have been issued. An analysis of the “Step VI barrier” will follow.

Santa Cruz: 1) Only about half of the submitted cases have been reviewed. 2) The local Faculty Association is voicing concerns about the campus climate and labor issues.

Davis: 1) Case reviews are proceeding apace; the provost has encouraged timely submission of packets. 2) Annual meetings with department chairs regarding packet preparation are being considered.

II. 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: Negotiations continue with the relevant unions. This situation is unique to math discipline.
- APM 210 (Review and Appraisal Committees): The revised policy was issued March 25 and includes new language for the review of mentoring. The divisions will be asked to develop their own guidelines.
- Legislative Update: Pending legislation could limit retreat rights for administrators and expand sexual harassment/sexual violence background checks. Current UC procedures may be rigorous enough, though. APP is coordinating the state government relations on a response.

III. Consultation with Academic Senate Leadership

James Steintrager, Academic Council Chair

Steve Cheung, Academic Council Vice Chair

- Senate Bylaw 55 (Departmental Voting Rights): The need for more consistency in the evaluations and incorporation of the newly renamed Professors of Teaching remains and discussions will continue. A future reconsideration of the issue may have a different outcome.
- Labor Issues: Union-represented student academic workers may vote to strike in support of campus demonstrations and encampments supporting civilian Palestinians in the current conflict. Recent events involving local municipal law enforcement have revealed and reflect deep divisions on the campuses. Safety should be an easy priority to agree upon. The Senate is developing strike guidance for faculty, should it be necessary.
- Regents proposed policy on website usage: This item is on the agenda for next week’s meeting, but the previously identified implementation issues have not been resolved. External events may further influence the discussion and decision.

IV. New Business

None.

Adjournment 1:45 pm.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Stefano Profumo, UCAP Chair

Attendance:

Stefano Profumo, Chair

Sean Malloy, Vice Chair (Merced)

Edward Dickinson, UCD

Edward Coulson, UCI

Christopher Colwell, UCLA

Nael Abu-Ghazaleh, UCR

Katerina Semendeferi, UCSD

Geoffrey Raymond, UCSB

Susan Gillman, UCSC

Maureen Callanan, UCSC