



**UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL**

**Minutes of Meeting**

**January 14, 2026**

Attendance: Nael Abu-Ghazaleh, Chair (UCR); Gina Bloom, UCD; Mona Lynch, UCI; Linda Demer, UCLA; Lieven VanDenBerghe, UCLA; Eileen Camfield, UCM Alternate; Xinping Cui, UCR; Lynn Russell, UCSD; Ashish Raj, UCSF; Geoffrey Raymond, UCSB; Phoebe Pham, UCSC Alternate

**I. Chair's Announcements**

- Consent Calendar: Minutes of October 15, 2025  
The minutes were approved electronically after the meeting.
- Endorsed preprints: Members should consider whether endorsed preprints should be used in CAP evaluations. The model is new, but it could save on costs. The question highlights the role of peer review versus a closed (campus) network.
- Use of ARO principles in reviews: (See also Item III below.) Some faculty have seen changes to the way they are able to conduct research, and so far, publications have been less impacted. More standardized definitions and practices for CAPs would help ensure equitable outcomes. Another consideration is how/when faculty should "pivot" in their research, teaching, and service priorities and allocations when one is delimited by external events. Sometimes the impacts of such disruptions could impact more than one merit cycle. Some campus CAPs do not see merit reviews, so any guidance would need to reach deans for those instances. Some members noted that there are few borderline cases, so ARO is seldom invoked. Others noted that invoking ARO principles could incur a backlash, depending on the circumstances cited and the reward sought, such as in cases involving above scale considerations. Some campus evaluators continue to view use of ARO principles as a diminution of academic standards or as the assertion of counterfactuals. Some suggested that the number of times ARO can be used be limited during any given time period or its use restricted when considering accelerations or early promotions, for example.

**II. Consultation with Academic Senate Leadership**

*Ahmet Palazoglu, Academic Council Chair*

*Susannah Scott, Academic Council Vice Chair*

- Several federal investigations of the University continue, including of admission practices and teaching content. No new negotiations have occurred, and the legal grounds for appeal are unclear, per UC administration officials.
- The Academic Assembly will consider changes to APM 015 and 016 tomorrow. The outcome represents a positive one for shared governance as Senate suggested solutions and compromised were accepted by the administration. One highlight is that for cases when empaneling a board of local faculty to review charges may prove difficult, colleagues from the system, including emeriti, can be called upon. Extensions can also be allowed for sufficient reasons. Additional guidance for campuses with Charges Committees has been requested.
- The state budget proposal is positive for the University, but the May revise will be more indicative of final outcomes.
- UPTe and CNA reached agreements with the University recently, but negotiations with UAW continue. UAW unions have called for a strike authorization vote.
- The search for a new vice president for systemwide human resources has concluded, and a list of finalists has been sent to COO Nava. A final announcement is expected soon.
- The joint Senate-administration UCAD+ is still working, including its five workgroup, each of which is co-chaired by a Senate member and a campus executive. Provost Newman is sending regular updates, and the next update is expected by the end of the month. The Senate-only UCAD final report is expected later this month, too, and it will include more on DEI considerations and graduate education.
- An interim report from the Performance of Undergraduate Degree Programs (PUDP) joint Senate-administration workgroup is expected later this quarter. The group is focusing on online degree programs, and final recommendations will be sent for systemwide review.

### **III. Member Discussion**

The committee continues its discussion of how best to use ARO principles in academic reviews. Members noted that for faculty in the medical centers, switching to more teaching could be difficult due to limited opportunities. Medical center faculty are also asked to submit specific percentage allocations of effort which could be difficult to change. At least one campus provost has convened faculty and administrators to develop recommendations for ARO implementation. Members noted that defining the end of a temporary or short-term disruption should be clear. Time lags for relevant data may hinder developing and issuing guidelines. How to address half-steps and partial-steps should also be consistent. When disruptions occur, demonstration of effort and action may be more important than immediate outcomes.

While not part of the UCAD+ charge, all disruptions should be considered at the local level, such as family issues or local environmental crises. Moreover, it is likely that new legal and fiscal disruptions will continue to arise on an unpredictable basis. Members noted that better advice to deans regarding when to “stop the clock” would be useful, e.g., in the event of the death of a family member, which could be viewed differently from maternity/paternity leaves. External critics seem to assume that more and more efficient teaching will always be an option for all faculty, regardless of setting, modality, physical plant capacity, or discipline. Permanent changes, such as switching tracks, should be viewed differently from percent changes, which can be temporary. “Soft money” salaries at the medical centers present additional considerations that need to be included in new guidelines.

#### **IV. Consultation with the Office of the President – Systemwide Academic Personnel (SWAP) and Faculty Affairs and Academic Programs (FAAP)**

*Monica Varsanyi, Vice Provost, FAAP*

*Kelly Anders, Executive Director, SWAP*

- VP Varsanyi indicated that there is no new information to be shared regarding the President’s Post-doctoral Fellowship Program at this time.
- ED Anders noted upcoming policy reviews:
  - For APM 036, regarding Academic Employment, feedback regarding Fair Labor Standards Act has been received and will be incorporated prior to the policy issuance by the provost. The relevant toolkit will also be updated, and best practices, mostly for administrators, will be outlined. Meal and rest breaks, including lactation breaks, will be added, and additional guidelines for leaves of absence will be included. APM 036 also governs issuance of Letters of Recommendation, and the new guidelines will better define LORs that reflect a perspective from the institution rather than the opinion of an educator or mentor.
  - For APM 500, regarding Recruitment, the previously tabled discussion regarding misconduct disclosures for new hires has been brought back to active consideration. Feedback is being reviewed, and recommendations to the provost will be developed, along with an updated toolkit. These changes are legal requirements, and so the clarifications will be limited and specific; a second review is unlikely at this point.

#### **V. New Business and Further Discussion**

None.

Adjournment: 12:30pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Nael Abu-Ghazaleh, UCAP Chair