



University Committee on Academic Personnel (UCAP)

**Meeting Minutes
March 11, 2026**

Attendance: Nael Abu-Ghazaleh, Chair; Angela Gelli, Vice Chair; Christine Parlour, UCB; Gina Bloom, UCD; Mona Lynch, UCI; Linda Demer, UCLA; Ajay Gopinathan, UCM; Xinpeng Cui, UCR; Lynn Russell, UCSD; Geoffrey Raymond, UCSB; Greg Gilbert, UCSC

I. Call to Order & Chair's Announcements

Nael Abu-Ghazaleh, UCAP Chair

- Consent Calendar: The January 14, 2026 minutes were approved as noticed.
- UCAD+ Workgroup 2 Draft Report

The workgroup goals, membership, and four primary recommendations were presented:

1. Increase ARO flexibility at merit steps
2. Maintain quality standards at promotion gates
3. Allow exceptional/voluntary series changes
4. Provide active support and coaching for career pivots

Discussion focused on: 1) concerns about temporary use of ARO and whether it should be limited or reusable, 2) rebate on quality vs. quantity in evaluation standards, 3) clarification that off-scale compensation is funded locally, not by the state, 4) challenges for assistant professors regarding promotion timelines, and 4) the importance of clear guidance and training in applying ARO policies.

Members further noted that ARO principles were applicable to teaching, clinical work, and service, not just research. Members suggested development of discipline-specific guidance and templates, and they noted the broader system impacts, such as graduate education changes, program restructuring, and external disruptions (e.g., international student enrollment changes). Lastly, members noted the importance of maintaining flexibility for the campuses.

- SBL 55 (Departmental Voting Rights)

Previously, UCAP had submitted revisions to SBL 55 which would allow Teaching Professors as defined in APM 285 full voting rights in departmental matters. The proposal passed systemwide review, but it was not endorsed by the Academic Assembly, ultimately failing by a single vote. UCAP is asked whether it is time to resubmit the proposal for consideration in the next academic year.

Members noted the variation across campuses in implementation of authority and review practices for Teaching Professors. There is a need for clearer criteria and definitions, especially for national recognition and research expectations given the limited recognition opportunities Teaching Professors enjoy compared to traditional research faculty.

Members suggested updating implementation guidelines in collaboration with SWAP.

Members also suggesting inviting some Teaching Professors to provide feedback for UCAP's next meeting.

II. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Academic Council Chair

Susannah Scott, Academic Council Vice Chair

- The state budget outlook remains aligned with early projections which is good for UC's funding prospects. The next decision point is the revised budget that will be submitted in May. The Academic Senate has limited opportunities to provide input regarding capital planning and projects.
- SB 895 would establish a California-based version of the National Institutes of Health to provide research funding for certain science and health research. Systemwide External Relations is developing advocacy tools.
- The federal lawsuit involving UCLA's alleged antisemitic practices is ongoing.
- The Senate's undergraduate admissions committee is planning a review of admissions policies and preparedness expectations.
- Labor updates:
 - UAW strike authorization passed, and final contract negotiations continue.
 - Multiple bargaining units involved in the current negotiations, including Academic Student Employees.
 - Preparation is underway for Unit 18 contract negotiations as their contract expires in June.
- Adequately funding graduate students and graduate student researchers is a continuing concern.
- The UCAD+ final report is expected by the May deadline.

III. Consultation with Office of the President (SWAP & FAAP)

Monica Varsanyi, Vice Provost (FAAP)

Kelly Anders, Executive Director (SWAP)

- Policy Updates:
 - Revisions to policies (015, 016) passed in January 2026. Implementation guidelines and FAQs are in development, and a systemwide review expected.
- Additional Updates:
 - Potential changes to the Mortgage Origination Program (MOP) are targeted for a July 1 roll-out.
 - The Presidential Post-doctoral Fellowship Program (PPFP) removed search waiver exemptions, but other options, such as the Target of Excellence program, remain.

IV. New Business & Further Discussion

- The use of AI in research and evaluation submissions continues to grow, and many question whether AI constitutes a collaborator and how best to note its usage in the processes. Discipline-specific guidelines may be necessary, and at least one campus has formed a joint Senate-administration task force to evaluate current practices and expected changes. Soon, two campuses have closed-circuit AI "chat" assistants, too.
- Members noted that above-scale salary metrics (e.g., Step IX increases) would benefit from greater clarity and consistency across the divisions. In particular, concerns about rigidity and equity in percentage-based systems were noted.

- At the campus level, workload and onboarding of new members consistency would be useful. Some campuses have agenda setting guidelines, and local CAPs might usefully consider the use of technology tools (e.g., LMS, SharePoint, Box) or of a consent calendar approach for efficiency when non-controversial files are being reviewed.

Adjournment: 1:00 pm

Minutes prepared by Kenneth Feer, Principal Policy Analyst

Attest: Nael Abu-Ghazaleh, UCAP Chair, and Angela Gelli, UCAP Vice Chair