



University Committee on Academic Personnel (UCAP)
Meeting Minutes
June 10, 2026

Attendance: Nael Abu-Ghazaleh, Chair; Angela Gelli, Vice Chair; Gina Bloom, UCD; Mona Lynch, UCI; Linda Demer, UCLA; Ajay Gopinathan, UCM; Xinping Cui, UCR; Lynn Russell, UCSD; Laury Oaks, UCSB Alternate; Greg Gilbert, UCSC

I. Chair's Announcements and UCAP Business

Action Items

- The committee approved the March 11, 2026 meeting minutes through the consent calendar.

II. Planning for Fall Consultation with Teaching Professors

The committee continued its discussion of Senate Bylaw 55 and the evaluation of Teaching Professors by campus Committees on Academic Personnel (CAPs).

Discussion Highlights

- Members noted that several campus CAPs already include Teaching Professors as members.
- Concerns were raised regarding the evaluation of Teaching Professors at barrier steps and in acceleration cases, particularly because acceleration criteria focus heavily on scholarship rather than teaching.
- UC Merced reported that its next CAP chair will be a Teaching Professor and a UCAP member.
- Members discussed eligibility of Teaching Professors to serve on CAPs and voting-rights policies across campuses.
 - UC Davis reported that approximately 72% of departments have extended voting rights to Teaching Professors.
 - UC Riverside reported similar practices, with annual departmental votes on voting-rights extensions.
- Participants discussed perceptions that differing research expectations may create barriers to Teaching Professor participation in personnel review processes.
- Members emphasized the need for clearer standards regarding scholarship expectations and professional development within the Teaching Professor series.
- Examples from clinical and other specialized review committees were discussed as possible models for CAP participation and models for evaluation.
- The committee agreed that informal discussions with Teaching Professors would be valuable before resubmitting proposed changes to SBL 55.

- Additional systemwide data regarding voting-rights practices may be useful, though such information is not centrally tracked.

III. Member Items and Campus Reports

UCLA

- Continued challenges regarding acceleration cases and associated criteria are being discussed.
- Non-uniform teaching evaluation forms across units complicate and delay personnel reviews.

UC Merced

- Ongoing questions regarding acceleration criteria and evaluation of service excellence are being discussed.
- Continued discussion of expectations for Teaching Professors is occurring.
- Concerns regarding transparency in endowed chair appointments, including documentation requirements, funding sources, selection processes, and potential conflicts of interest have been noted.
- Privacy concerns related to AI-enabled bio-bibliography management systems and potential use of faculty data for AI training are being discussed.

UC Davis

- Questions regarding administrative accelerations and promotions have arisen.
- Concerns that administrators may receive inconsistent guidance regarding expectations for teaching responsibilities have been noted.

UC Santa Cruz

- Concerns about AI use in teaching evaluations and bio-bibliographic systems have been raised here, too.
- Continued discussion of search waivers and recruitment practices, particularly at the assistant professor level, is expected.
- A noted increase in interim administrative appointments has occurred.

UC Santa Barbara

- Transition to a new chancellor and several interim dean appointments are impacting CAP operations.
- Efforts are underway to streamline equity assessment processes through standardized, fillable forms.
- A campus-wide AI task force was established, with academic advancement identified as a key area of focus.
- A recommendation is under consideration to appoint a Teaching Professor to CAP.
- Updates to the online bio-bibliography system now require reporting of stipends.

UC San Diego

- No major updates reported.

UC Irvine

- Discussion is ongoing regarding professional profiles and advancement expectations for Teaching Professors.
- A review of Mid-Career Assessment (MCA) practices for assistant professors is expected.

- A continued focus on documenting broad impact and service contributions in acceleration reviews is anticipated.

UC Riverside

- An increase in extension requests for personnel actions has been noted.
- There is interest in a file-tracking system to improve transparency of the academic advancement review process.
- Questions regarding procedures for multi-step accelerations, off-scale salary actions, and salary placement have arisen.

IV. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Chair, Academic Council

Updates from Academic Council

- Federal digital accessibility compliance deadlines have been extended to May 2027.
- Ongoing federal investigations and litigation involving UCLA, including Title VI-related matters, are in process.
- A discussion of a circulating open letter from STEM faculty advocating reconsideration of SAT requirements, informed in part by recent analyses concerning mathematics preparation, occurred in the context of BOARS' investigation of admission requirements.
- Labor negotiations involving Unit 18 and broader academic employee bargaining issues are occurring and involve concerns regarding academic freedom, job security, and AI-related impacts.
- A proposal to establish a systemwide committee on climate change did not advance after systemwide review.
- The state budget outlook remains stable in the near term, with the Governor's proposal including restoration of previously deferred funding.
- Discussions continue regarding the future of California's Master Plan for Higher Education.
- UCAD+ subcommittees continue to refine their recommendations which will be sent for systemwide review in the fall. A related project on administrative transformation initiatives is also occurring.
- A joint task force has been established to examine the role of Health Sciences faculty in shared governance, and its recommendations are due at the end of August.
- President Milliken has convened a joint task force on artificial intelligence and its scope and deadlines are under development.

Discussion

- Members asked whether UCAP might play a future role in issues related to labor, governance, and academic personnel implications of workforce changes.

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

Vice Provost Monica Varsanyi (FAAP)

Deputy Provost Amy Lee (SWAP)

Faculty Affairs and Academic Programs Updates

- The inaugural Early Career Grant Program awarded 54 grants across campuses and disciplines. Program administrators anticipate continuing the initiative next year.
- Work continues on the expressive activities implementation group, with a report expected in August and review anticipated in September. The task force is examining classroom activities unrelated to course content and extramural speech.

Systemwide Academic Personnel Updates

- A proposed federal increase in H-1B visa costs was halted through court action, though appeals are expected.
- Academic labor negotiations have delayed some policy initiatives.
- APM 500 (Misconduct Disclosures) is expected to be issued before fall in response to California legal requirements.
- APM 360 (Librarians) underwent systemwide review but we have not had time to process all comments. We are aiming to issue late summer/early fall.
- The endowed chair policy is contained in APM 191, while many implementation details remain local unless elevated for systemwide review.

VI. President's Postdoctoral Fellowship Program (PPFP) and Search Waivers

The committee is asked to generate report summarizing:

1. Campus policies and practices concerning search waivers generally.
2. Policies and practices concerning Target of Excellence (TOE) search waivers specifically.
3. Eligibility criteria for TOE candidates, including whether PPFP fellows should be explicitly included or excluded.

Action Item

- UCAP is scheduled to finalize and transmit its report to Academic Council Chair Ahmet Palazoglu consideration at the June 24, 2026 Academic Council meeting, but an extension will be requested.

VII. New Business and Further Discussion

Senate Service Recognition

- Members discussed documentation of Academic Senate service in personnel files.
 - UC Irvine reported that listing service activities on review forms is generally sufficient and that additional letters are not required, and UC Santa Cruz reported discouraging separate service letters due to reviewer workload.
 - Publicly available Senate rosters can be used for verification purposes.
 - Members agreed that faculty should describe the level and significance of service contributions within their dossiers.

Adjournment

The meeting adjourned at 1:30 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Nael Abu-Ghazaleh, UCAP Chair