

## UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

## Minutes of Meeting

October 11, 2023

**I. Welcome and Introductions***Chair Stefano Profumo*

Chair Profumo reviewed UCAP's charge and noted that all of the committee's meetings will be held virtually this year. He added that review items for the LSOE/Teaching Professor series are on the docket this year.

**II. Consultation with Academic Senate Leadership***James Steintrager, Academic Council Chair**Steven Cheung, Academic Council Vice Chair*

- Chair Steintrager highlighted items from the recent Regents meeting. 1) The Special Committee on Innovation, Transfer, and Entrepreneurship sunsetted, passing the work to a new presidential entrepreneurship council. Accomplishments include improvements to the patent tracking system and a recommendation for increased funding for proof of concept efforts. 2) The Board's annual retreat included discussions on admissions and online education and degrees. Courseload calculations and successful educational delivery are issues important to the Senate. 3) Chair Steintrager's remarks to the Board covered, among other topics, the need to rebalance faculty time post-COVID. Advancement has been impacted, and increasing calls for student accommodations increase faculty workload. Administrative support is also needed to meet student demands.
- Concerns about access to restricted research by nationality limit publication and peer review options.
- The Academic Planning Council (APC) work group developing guidelines for incorporating Achievement Relative to Opportunity (ARO) principles into faculty reviews is expected to complete its work soon.

**III. Campus Reports and Member Business**

Merced: 1) The local committee had its orientation and assigned the first round of cases. 2) Teaching Professor expectations, especially in research, are being clarified. 3) An increase in poorly prepared review packets is a new concern. 4) Many DEI statements are also poorly prepared.

San Diego: 1) The local committee is meeting today, too. 2) Discussion of SBL 55 is scheduled.

Santa Barbara: 1) The local committee has approved new searches for posting.

Irvine: 1) Work will continue on projects from last year: a) guidance on mentoring, particularly for new, junior, and female faculty, as well as those from underrepresented groups; b) codifying new categories for above scale merit; and c) clarifying review of administrative faculty.

Davis: 1) Personnel reviews face familiar challenges regarding above scales and “invisible” mentoring.

Los Angeles: 1) There were over 1,000 case reviews last year. The workload is overwhelming. 2) Guidance for recognizing “team science” is being reviewed. Similar guidance for the arts and community-based scholarship are also planned.

Santa Cruz: 1) Last year’s local committee issued guidelines for evaluating community-based scholarship. 2) The use of monographs is being questioned by some. The promulgation process of policy changes needs more transparency.

San Francisco: 1) Ending the COVID statement option is under consideration. 2) There are now two local CAPs due to workload, but now training and support are needed.

Riverside: 1) Guidelines for endowed chairs continue to be developed. 2) A meeting with the deans is planned to ensure that all have the same interpretation of recent APM changes. 3) Best practices regarding “inappropriate” items in personal statements are sought.

#### IV. Systemwide Review Items

- Proposed Revisions to the Presidential Policy on Affiliations with Certain Health Care Organizations

This item is not about UC’s insurance offerings, but about where trainees and clinicians can be placed and how their rights can best be communicated and protected. While most affiliate contracts have been renegotiated per Regent policy, listing the possible requirement to sign ethical and religious directives (ERDs) on page 11 is concerning. The definition of “emergency” seems open to interpretation and should be clarified. The policy helpfully distinguishes between federal agents that cannot by law provide certain care and private entities that choose not to.

Analyst Feer will work with interested faculty to draft a committee response for electronic approval.

- Proposed Revisions to Academic Senate Bylaw 55 (Department Voting Rights)

Last year’s UCAP submitted these revisions, and members are asked to report on local review discussions.

San Diego: The proposal was initially well-received, and discussion will occur today.

Santa Cruz: Generally, the proposal is supported. Concerns include variations in departmental practices, Teaching Professors ability to evaluate research, and inconsistent recusal policies.

Los Angeles: There is opposition, perhaps because there are only 12 LSOEs at UCLA, so the position is not well understood.

Riverside: The proposal is supported, but the 2/3 threshold for amendment will be difficult to achieve. The LSOE/Teaching Professors at Riverside have earned respect.

San Francisco: The issue is viewed from an equity lens, and the revisions are supported.

Davis: The position is relatively new at Davis, and more education is needed.

Santa Barbara: Research into pedagogy is genuine research. The local committee supports the revisions.

Analyst Feer will work with Chair Profumo to draft a memo for electronic approval.

- Proposed Revisions to Presidential Policy on Vaccination Programs

The committee elected not to opine on this item.

- Proposed Academic Personnel Manual (APM) Section 672 (Negotiated Salary Program)

This iteration of the previous pilot program suffers from the same flaws as its predecessor, but it may be viewed in new light post-strike.

Analyst Feer will update previous feedback for electronic approval.

## **V. Consultation with the Office of the President – Academic Personnel and Programs**

*Doug Haynes, Vice Provost*

*Amy K. Lee, Associate Vice Provost*

- The joint workgroup on ARO principles has seen much debate, but no agreement yet. There is an October 27 deadline, though.
- A new joint workgroup on post-pandemic workload adjustments will meet for the first time in a few weeks and has been given a 6-month timeline. Members noted that the Oracle financial system software is increasing faculty workload as associate staff turnover is growing.
- Updates to APM 210 regarding mentoring are being reviewed and should be in place for the 24-25 review cycle. Related changes to the librarians' APM are also under development.
- Proposed changes to APM 285 to rename formally the LSOE series as Professor of Teaching are undergoing internal review and should be systemwide review soon.

## **VI. Further Discussion**

None.

Adjournment at 12:35.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Stefano Profumo, UCAP Chair

Attendance:

Stefano Profumo, Chair

Sean Malloy, Vice Chair

Edward Dickinson, Davis

Edward Coulson, Irvine

Christopher Colwell, Los Angeles

Nael Abu-Ghazaleh, Riverside

Katerina Semendeferi, San Diego

Kristina Rosbe, San Francisco

Geoffrey Raymond, Santa Barbara

Susan Gillman, Santa Cruz

Maureen Callanan, Santa Cruz