



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

Minutes of Meeting

October 15, 2025

I. Welcome, Introductions, and Chair's Announcements

Nael Abu-Ghazaleh, UCAP Chair

Chair Abu-Ghazaleh highlighted items on UCAP's agenda for the year, including the University Committee on Adaptations to Disruptions (UCAD) interim report (see Item II below) and its potential implications on academic personnel reviews as well as the upcoming joint administration-Senate configuration to explore such issues over the fall and winter. UCAP should also keep up to date with the campus reports of how achievement relative to opportunity (ARO) principles are being enacted at the campuses and whether systemwide guidelines should be developed or even whether the APM should be adapted to reflect such themes. Similarly, how the campuses evaluate and weight Senate service, both locally and systemwide, might deserve further attention. The CAP Practices Survey's three-year administration was completed over the summer, and issues for further analysis should be considered (see Item VI below). Whether and when to revisit possible changes to Senate Bylaw 55 (Departmental Voting Rights) should also be on the agenda for the year.

II. Systemwide Review Items

- Systemwide Senate Review of UCAD Interim Report

Chair Abu Ghazaleh framed the discussion in terms of finding new sustainability for the University given the significant changes in the federal landscape as well as state funding concerns. Main areas of focus include research support, changes to academic personnel evaluation practices, and potential changes to undergraduate and graduate curricula. For research, support available to junior faculty, greater use of philanthropy, and more public/private partnerships are under consideration. Lessons learned from the COVID pandemic and how well individuals performed in the face of adversity are being discussed regarding promotion and merit reviews. The size and scope of graduate and undergraduate programs, as well as increased cross-campus articulation and enrollment options, are being discussed.

Members noted that when the submission of review packets had been delayed, it differentially impacted female faculty, and that local guidelines now encouraged the addition of a personal statement indicating disruptions that

have been encountered. Others noted the gender discrepancy in terms of child care that may have been exacerbated during COVID, as well. How to incorporate flexibility in reviews is also unclear at the campuses- should extra teaching be viewed as loss of research or entrepreneurial initiative or other? Most agreed that structural inequalities are likely to be repeated under any new schema. Members suggested that enabling faculty to maintain their current career and research trajectory would be preferable to research pivots, leading to considerations of short-term adaptations versus long-term restructuring. Regardless, even pivots have a cost in time and effort of which that local reviewers should be mindful. Faculty should not be pressured to pivot, and selective enforcement must be guarded against.

Faculty in the health sciences are often subject to minimum percent time investment, especially those with joint appointments.

UC's mission as a research institution should be safeguarded, but some wondered if STEM fields were being given too much priority. The loss of travel options in many fields should also be considered. Impacts to the mission must be considered from all angles, bottom-up and top-down. Legacy funding arrangements could bend the trajectory unless wisely considered.

As previously, equity monitoring is important, but definitions are still unclear in many areas. ARO requests from deans and chairs are becoming more specific, so more consistency across and within the campuses is needed.

- Interim Systemwide Guidelines on Faculty Discipline and Revisions to APM 015, 016

Chair Abu Ghazaleh noted that these revisions were spurred by a Regent's request to streamline and standardize relevant procedures after the protests and encampments last spring related to events in the Middle East. The changes would set clearer timelines for assessments investigations, charges, and hearing panels being seated. A new systemwide body would be drawn from divisional Privilege and Tenure committees to populate local committees struggling to fill their seats for hearing panels, not for actual findings. Another change would specify extramural expressive activities as something to be monitored by the University, should such activities significantly impact the University.

Members noted that systemwide action may not necessarily be faster than divisional action and that any new systemwide committee's approval would be dependent on its bylaw, charge, and the like. Others noted that many terms throughout the revisions and guidelines were vague and would benefit from specific definitions in the current context. Members agreed that the proposal had a chilling effect on those who had already reviewed the item locally and seemed to challenge conventional understandings of First Amendment and Academic Freedom principles.

Members also noted that classifying "inciting" students to action as a Tier 3 activity, akin to intimidation and detaining, was not only vague but also seemed

intended to curb speech; social movement theory, political science, and history, among others, could all be curtailed under the proposal.

The public context and political circumstances are always factors, but the University should stand by its principles.

- Systemwide Review of Proposed Revisions to the Academic Personnel Manual Section 036, General University Policy Regarding Academic Appointees/Employment

Chair Abu Ghazaleh reported that there are two sections to the proposed revisions: 1) to clarify the University practice regarding official letters of reference, and 2) to implement conforming amendments to bring the University into compliance with new provisions issued by the Fair Labor Standards Act. For the former, most faculty will not be impacted when writing LORs for students or academic employees; only those writing on behalf of the University assessing someone's impact on the University will be impacted. Scholarly capacity is not subject to this policy's purview. For the latter, issues such as access to lactation rooms are being clarified.

- Systemwide Review of Proposed Presidential Policy on Responding to Allegations of Research Misconduct

Chair Abu Ghazaleh noted that these changes were in response to new directives from the federal Department of Health and Human Services, mostly intended for compliance and conformity having little impact on academic personnel and advancement considerations.

Members indicated that the precise federal policies governing the policy should be clear since there have been many changes in process and funding recently. Who and what is "grandfathered" may require clarification.

- Presidential Interim Policy for the University of California's Use of Online Program Management Companies

The committee elected not to opine on this item.

- Systemwide Review of Proposed Presidential Policy on Sustainable Practices

The committee elected not to opine on this item.

- Systemwide Review of Proposed Presidential Policy IMT-1300 Information Technology Accessibility

The committee elected not to opine on this item.

- Systemwide Senate Review of Proposed Revisions to Senate Bylaw 140

The committee elected not to opine on this item.

III. Consultation with Academic Senate Leadership

Ahmet Palazoglu, Academic Council Chair

Susannah Scott, Academic Council Vice Chair

- The Academic Assembly met recently, off cycle in order to 1) meet a California Public Employee Relations Bureau (PERB) deadline to enact changes to Senate Regulation 750 removing Visiting Professors of Math and adding Math Fellows, which passed unanimously and 2) engage with President Milliken. Topics such

as federal demands on UCLA and a proposed compact among universities in defense of academic freedom were discussed. The Academic Council recently issued a statement of “redlines” that must not be crossed. The Incident Report disclosures were presented as consistent with past practice. 3) The Assembly also heard from Chief Financial Office Brostrom, who reported that the state budget is looking better due to stock market increases. Next steps for the final year of the budget compact with the state are under consideration as several items were deferred. The state has proposed establishment of a foundation to address research funding shortfalls. Revisions to the tuition stability plan will be presented to the Regents in November.

- The Senate is involved in two joint task forces this fall. 1) The University Committee on Adaptations to Disruptions (UCAD) has issued an interim report addressing four categories of change the University must consider in light of the changing federal landscape. A joint task force will add senior leaders to the faculty roster and be known as UCAD+. Chair Palazoglu, Provost Newman, and UCI EVCP Stern are the steering committee. UCAP Chair Abu Ghazaleh and Vice Chair Gelli are also members. 2) Council Vice Chair Scott is co-chair of the Performance of Undergraduate Degree Programs (PUDP) Task Force with Vice Provost Varsanyi from Faculty Affairs and Academic Programs (FAAP). PUDP is the successor to the instructional modalities task force that recently ended its work. The type of programs to be developed and the rate at which to do so, as well as success metrics, will all be discussed.
- New guidelines for APM 015 and 016 are out for systemwide review (see also Item V below). The Academic Assembly is expected to discuss the review feedback ahead of the January Regents meeting. The University Committee on Privilege and Tenure (UCPT) also has a workgroup reviewing in detail the proposals, and the University Committee on Rules and Jurisdiction (UCRJ) is considering conforming amendments that would be needed elsewhere in Senate regulations, etc. The University Committee on Academic Freedom (UCAF) is looking closely at the expressive activities presented in Appendix B.
- The Senate is closely involved in the on-going and upcoming academic labor negotiations. The boundary of students conducting research versus academic employees assisting faculty research remains under discussion.

IV. Consultation with the Office of the President – Systemwide Academic Personnel and Faculty Affairs and Academic Programs

Monica Varsanyi, Vice Provost, FAAP

Amy Lee, Deputy Provost, SWAP

Kelly Anders, Executive Director, SWAP

- Deputy Provost Lee highlighted the two policies currently out for systemwide reviews.
 1. APM 036 has two parts for consideration: A) Who may and how they should provide Letters of Recommendation. An official LOR would be issued by a chancellor or dean, for example, to describe the referent’s impact to the

University. B) To update University policies to comply with the Fair Labor Standards Act, including access to lactation rooms among other issues.

2. Proposed revisions to and guidelines for APM 015, 016: Considerable feedback has already been received, but since this is a Regents' request, comments must be submitted sooner rather than later. 1) Appendix B introduces the concept of "extramural speech", which was developed in concert with faculty experts and UC Legal. 2) Some have raised concerns about the proposed MOU with the UC Police Departments about information sharing. In context, the provision is to provide faculty reviewers better access to UCPD information, not the other way around. The only current MOU is regarding SVSH investigations when information can be shared by UCPD without impeding their investigation. The goal is to broaden the coverage and access. 3) A systemwide Privilege and Tenure network, pending development and adoption of relevant bylaws, should exist in order to facilitate seating panels to review charges, not conduct investigations or hearings. The Regents imposed a January deadline, so the proposal is incomplete but indicative of intent.
- Vice Provost Varsanyi noted upcoming program changes: 1) The new Early Career Faculty Research Excellence Awards pilot program is intended to assist junior faculty in hiring, retention, and mentoring, and will try to replicate the most successful aspects of the Advancing Faculty Diversity program which is sunsetting. 2) The President's Post-doctoral Fellowship Program is expanding its eligibility options to match a recent Supreme Court ruling, but UC's compliance with Prop 209 suggests minimal impacts.
 - Executive Director Anders noted upcoming policy issuances: 1) The Provost has approved verbiage for the change to APM 230 regarding the change to Math Fellows, per PERB requirements and the Academic Assembly's recent vote. 2) Changes to APM 500 (Recruitment) to comply with state requirements for a disclosure of any final administrative decisions for SVSH misconduct from academic and certain other applicants from the last seven years. Any disclosures will trigger follow up investigation by UC, but only if the applicant meets the basic qualifications of the position.

V. Member Discussion and Campus Updates

- Analyst Feer referred members to the confidentiality guidelines in the Committee Member handbook posted online.
- Campus Updates:
 - UCLA is updating its ARO guidelines.
 - UCM is developing 1) ARO guidelines with the Vice Provost for Academic Personnel, and 2) standards for advancement to departments to improve cases analysis, especially for junior faculty.
 - UCSF is 1) considering how to review adjunct and non-medical faculty files in the academic medicine context, and 2) how and whether to

review statements outlining contributions to diversity. Many campuses have eschewed stand-alone statements, but welcome them in the context of other mission goals. “Inclusive excellence” may be one way to incorporate and reward such efforts.

- UCSB is 1) handling ~20 carry over cases from the last academic year, 2) investigating ways to improve case review turn around times, but has yet to identify delays in the Senate process, 3) also considering how “inclusive excellence” can be operationalized beyond current expectations regarding mentoring and teaching.
- UCSC is 1) developing an ARO policy and will hold a forum in November to gather feedback from the wider faculty community, and 2) considering how to improve efficiency, despite the Senate not being the cause of delays in the current system.
- UCI 1) implemented delegations to the dean for regular merits versus accelerations (which still come to CAP) in 2024-25. If faculty prefer, they may still have CAP review their proposed regular merit; 2) discussed ARO guidance.
- UCR is 1) training new members due to heavy turnover, 2) working with chairs to streamline review processes, and 3) considering revisions to the Call for review packets in response to external circumstances.
- UCD is 1) training new members, 2) incorporating changes caused by new state and federal regulations, 3) discussing how to evaluate options statements, and 4) how to provide feedback in letters to candidates in a helpful not incriminating manner.

VI. CAP Practices Survey

Analyst Feer provided an overview of the triennial CAP practices survey which is intended to share best practices and local hints to other divisions. Staff support, stipends, course buy-outs, external letter solicitations, delegations, and rates of agreement with the administration, among other factors, are reported.

Members requested more information regarding vice chairs, the cause of late submissions, the number of carryover cases on average, and the submission calendar by campus. Discussion will continue at subsequent meetings.

VII. New Business and Further Discussion

None.

Adjournment: 2:30pm

Attest: Nael Abu-Ghazaleh, UCAP Chair

Minutes Prepared by Kenneth Feer, Principal Policy Analyst