

**UNIVERSITY COMMITTEE  
ON  
ACADEMIC PERSONNEL**

**2013-2014 ANNUAL REPORT**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had three meetings during the Academic Year 2013-2014 to conduct business with respect to its duties as outlined in Senate Bylaw 135 to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

**Moreno Report**

In 2012, UCLA's Chancellor asked former California Supreme Court Justice Carlos Moreno to chair an external panel of academic and community members to review incidents of racial and ethnic bias and discrimination experienced by faculty. The review, launched after Chancellor Gene D. Block was approached by a group of concerned faculty, found that university policies regarding racial bias and discrimination were vague and insufficient. It found that the university's procedures for addressing such complaints were practically nonexistent and that the university had "failed to adequately record, investigate, or provide for disciplinary sanctions for incidents which, if substantiated, would constitute violations of university nondiscrimination policy."

On October 25, 2013, President Napolitano charged Provost Dorr and Academic Council Chair Jacob with forming a joint Senate-Administration Work Group regarding the Moreno Report. Chair Green was a member of the workgroup which also included the Chair of UCP&T, and the UCB representative to UCAAD. The [Work Group's report](#) addressed the president's three charges and was submitted to the President, Academic Council, and Chancellors by the end of December. The President and working group identified a set of five measures that will ensure the campuses are addressing incidents of discrimination, bias, or harassment in a robust, fair, and transparent manner. The Chancellors were given latitude to create their own campus structures for responding to reports of harassment and discrimination. UCAP will monitor the implementation of the recommendations in the coming year.

**Senate Bylaw 55**

Last year the majority of UCAP members opposed a UCSD proposal to allow departments to give the vote to certain groups of non-Senate faculty so they may vote equally with Senate faculty on merits, promotions, and hiring. Council considered feedback from UCAP and the Committee on Faculty Welfare and decided to issue this proposal for a systemwide review in October. The committee voted seven to five in favor of this proposal in October. In the meanwhile, UCSD revised its proposal and, in February, Council agreed to conduct a second review of two alternative versions before deciding whether or not to put the amendment forward to the Assembly as legislation. One version of the proposal addresses only the medical school and the other addresses the entire campus. The key issue is that the votes by Senate and non-Senate voters will not be comingled, but separated out and identified. UCAP members considered the factor that there are some units where non-Senate faculty are approximately 70% of the faculty, which is one of the arguments against revising the bylaw. The committee also considered the argument in support of the change which is that it will give the non-Senate faculty a stamp of approval. UCAP members recognized the flexibility that SB 55 currently affords departments as well as the potential need for a set of core principles that will be consistent across the CAPs. The committee reviewed the two proposals in March and voted in support of both.

**Other Issues and Additional Business**

In response to requests for formal comment from the Academic Council, UCAP submitted views on the following:

- APM 600
- Proposed Revisions to APMs 025, 670 and 671
- Proposed Revisions to APM 035 Appendices A-1 & A-2
- Proposed Revision to APM-190, Appendix A-2

**Campus Reports**

UCAP devoted part of each regular meeting to discussion of issues facing local committees and comparison of individual campus practices

**UCAP Representation**

UCAP Chair Harry Green represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate. He also served on the Provost's Academic Planning Council.

**Committee Consultations and Acknowledgements**

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel and Janet Lockwood, Manager-Academic Policy and Compensation, Academic Personnel. UCAP occasionally consulted the Academic Senate Chair Bill Jacob and Vice Chair Mary Gilly about issues facing the Senate and UC, and the Senate Executive Director Martha Winnacker about Senate office procedures and committee business. President Napolitano was invited to the UCAP meeting in January and again in June but in both cases her duties as president prevented her from attending.

Respectfully submittedP

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