

## UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

**Minutes of Meeting**  
Friday, February 24, 2023

**I. Chair's Comments/Consent Calendar**

*Julia Simon, Chair*

**Action Taken:** *The agenda was approved as noticed. The minutes were approved with some changes, 9-0-0.*

**II. Consultation with the Systemwide Title IX Deputy Director**

*Julie Lewis, Systemwide Title IX Director*

*Isabel Dees, Systemwide Title IX Deputy Director*

Deputy Director Dees said that she had been working with Attorney Adviser Meltzer to develop training for P&T members. She said that the training could be provided in both an in-person and on-demand online format.

Director Lewis introduced herself and said she had recently arrived from the CSU system, where she worked in civil rights and compliance. She then discussed the Title IX regulation development, and how the new regulations would be implemented at the University. She explained that the final regulations would be released in May and that UC would then determine its course of action.

The committee discussed the new regulations at length.

**III. Consultation with the Academic Senate Leadership**

*Susan Cochran, Academic Senate Chair*

Chair Cochran remarked that the Senate has been working with UC Legal regarding issues with UC Health. She also discussed the recent labor issues and the attestation forms attached to them. Finally, she mentioned other efforts taking place at OP regarding personnel actions and decisions.

**IV. Consultation with Academic Personnel and Programs**

*Douglas Haynes, Vice Provost, Academic Personnel and Programs*

*Kelly Anders, Director, Academic Personnel*

Vice Provost Haynes discussed the proposed changes to the APM to incorporate mentoring efforts into the merits and promotion process for faculty. He said the proposed change had gone out for management consultation now would undergo systemwide review. Committee members had many questions for the Vice Provost on this proposed change.

The Vice Provost spoke about the latest APM policy change, which is revise APM 500 and to rescind APM 501. The intent is to remove the deadline to make an offer for employment to a faculty member who is a member of the Association of American Universities.

Vice Provost Haynes mentioned a third change relevant to the APM which had to do with AB 1041, which allows an employee to use leave to care for a “designated person.” This change will involve updating several relevant policies. The proposed changes will be submitted for review during the week of March 6.

Finally, the Vice Provost mentioned the two presidential policies which were currently under review.

Committee members had question about the redundancy of policies; they felt that the policy overlap was confusing and was hindering their work on P&T committees. Vice Provost Haynes said that his office was working with UC Legal to create a tool to address policy overlap.

#### **V. Roundtable: Reports from the Divisions**

Members reported on P&T matters within their divisions.

#### **VI. Update: Simultaneous Misconduct Charges and Merit and Promotion Considerations**

*Julia Simon, Chair*

Chair Simon explained that Council had recommended that UCPT consult with UCAP and UCAF regarding this issue. The draft document was sent to those committees, and their responses were fairly negative. The Chair reviewed the UCAP and UCAF responses with the committee. After considerable discussion, it was determined that Chair Simon would reach out to the chairs of the other committees to try to get some resolution. If that effort is successful, she will then work to take the proposed changes back to Council.

#### **VII. Proposed Policy Overlap Questions**

*Onuttom Narayan, UCSC*

Professor Narayan stated that he had not yet received a clear answer on why the overlap exists between the various OP policies. Attorney Adviser Meltzer explained some of the feeling regarding the existing OP policies, campus policies, and federal regulations.

The committee discussed the question at length.

#### **VIII. Consultation with the Attorney Adviser to UCPT**

*Josh Meltzer, UC Legal*

Mr. Meltzer provided legal updates and answered questions from members.

#### **IX. Items for Systemwide Review**

A. Proposed Presidential Policy - Anti-Discrimination

Chair Simon will circulate a draft letter for comment.

#### **X. Other Topics/ New Business**

There was no new business.

The committee adjourned at 2:12 p.m.