

UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

Minutes of Meeting

Friday, June 2, 2023

I. Chair's Comments/Consent Calendar*Julia Simon, Chair***Action Taken: The agenda and minutes were approved as noticed, 6-0-0.**

The Chair said that UCPT's proposal on the handling of simultaneous merit and disciplinary actions went very well at Council. The guidelines are now going to be forwarded to the Provost for possible inclusion in the APM. Until that is determined, the Council recommended that they be used as interim guidance. Currently, said Chair Simon, there are at least five campuses figuring out *ad hoc* solutions to this problem.

II. Consultation with the Systemwide Title IX Director*Julie Lewis, Systemwide Title IX Director*

Director Lewis said that the Department of Education announced that the Title IX regulations will not be finalized and released until October of 2023. The likely reason for the five-month extension is the consideration of regulations on sex-related criteria for athletics. The DOE released the proposed regulations on April 13 and then only gave 30 days for public comment. The University moved quickly to respond within that time frame; the DOE received 140K comments in all.

Director Lewis said that her office would be working with Attorney Adviser Meltzer on training for P&T committee members. She said at this point, it might be better to have the Title IX regulations finalized before She and Mr. Meltzer conduct any trainings.

Members had questions for the Director, and there was discussion.

III. Consultation with the Attorney Adviser to UCPT*Josh Meltzer, UC Legal*

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

IV. Roundtable: Reports from the Divisions

Members reported on P&T matters within their divisions.

V. Review Before Determinations of Prima Facie*Catherine VandeVoort (UCD)*

Professor VandeVoort was not present. Chair Simon briefed members on the situation at the Davis campus. The committee discussed similar issues that had come up on their campuses.

VI. Consultation with the Academic Senate Leadership

Susan Cochran, Academic Senate Chair

James Steintrager, Academic Senate Vice Chair

Senate Chair Cochran reported on a three-day Regents' meeting held at UCLA. Faculty response to compliance issues is low, and the President asked if the compliance trainings were helpful or effective. UCEAP (Education Abroad) gave a presentation. The program is nearly back to pre-Covid enrollment numbers and is also offering a freshman year abroad from some of the campuses. University staff have been granted raises of 4.6 percent; however, faculty off-scale salaries are not included in this raise. Some chancellors will rectify that difference through campus funds. *UC 2050* was presented. The report makes five aspirational recommendations; one of which calls for a fundamental change at UC. The recommendation specifies that campuses should have various physical and virtual locations – and also notes the requisite investment in technology and infrastructure - but says nothing about faculty support. There are several Regents who would like a fully online degree for UC.

Steven Cheung (UCSF) was elected as vice chair of the Senate for next year. Council received an update from the labor team on continuing efforts with graduate students who are members of the union. There is a new APC faculty/administrator workgroup on the future of graduate education that will be thinking about these issues going forward.

VII. Consultation with Academic Personnel and Programs

Kelly Anders, Director, Academic Personnel

Amy K. Lee, Associate Vice Provost, Academic Personnel and Programs

AVP Lee told the committee about some of the discussions that are taking place with regard to graduate students and the contract. APP is also talking to other universities across the country to see how they have managed this issue. Committee members had many questions.

Director Anders updated members about the status of APM 210 and APM 016. APM 210 had substantive changes that expanded the criteria for advancement to give mentoring recognition in the review process. It also now includes references to contributions to diversity and inclusivity. The first systemwide review will be July 31, and then there likely will be a follow-up in the fall. APM 016 deals with the faculty conduct and the administration of discipline. APP is working diligently to have a policy draft revisions ready in the fall term to address simultaneous promotion and disciplinary actions.

VIII. Items for Systemwide Review

- A. Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave
- B. Revisions to APM - 210, Review and Appraisal Committees: Mentoring

IX. Other Topics/ New Business

There was no new business.

The committee adjourned at 1:52 p.m.