

UNIVERSITY COMMITTEE ON PRIVILEGE AND TENURE

Minutes of Meeting

Friday, November 17, 2023

I. Approval of the Agenda

Action Requested: *The agenda was approved as noticed 11-0-0.*

II. Chair's Welcome and Report

Chair Irene Tucker

The Chair welcomed members and had them introduce themselves.

Chair Tucker reminded the committee that last year it had taken up the issue of simultaneous merit and disciplinary actions. Currently, there is not clear guidance how such issues should be handled. UCPT recommended that a pause be placed on the promotion action until the disciplinary issue is resolved. In the event that the person is found to be without fault, the promotion would be conferred retroactively. Currently, Academic Personnel and Programs (APP) is reviewing UCPT's proposed language for inclusion into the APM.

Members had some questions and there was discussion.

III. Roundtable: Reports from the Divisions

Members reported on P&T matters within their divisions.

IV. P&T Activity Survey – Suggested Change

Analyst Harms explained the simplification of the P&T Activity Survey. Members voted unanimously to accept the changed form and use it going forward.

V. Article: Chronicle of Higher Education

The committee determined that it would not discuss this item as it might come to UCPT in the future.

VI. Consultation with the Systemwide Title IX Office

Isabel Dees, Title IX Deputy Director

The Deputy Director explained that her office has been preparing a review of its policies and operations to identify best practices and areas of concern.

The new Title IX guidelines have not yet been released; they were due out in October, and the DOE has been silent on the revised timeline.

Deputy Director Dees said that she and Attorney Advisor Meltzer have been working to develop a statement explaining that service on P&T committees and participation in SVSH hearings is part of University service. She said that faculty have indicated that they are unsupported in their P&T work. She shared information on training and support resources for faculty, and her office is following up with a training plan. Usually training for P&T is done by the local Title IX offices, but the systemwide office is working develop modules that will be available on-demand in the fall.

Members had questions for the Deputy Director.

VII. Consultation with the Academic Senate Leadership

James Steintrager, Academic Senate Chair

Steven Cheung, Academic Senate Vice Chair

Senate Chair Steintrager told the committee that a number of items related to faculty remuneration were presented at the Regents' meeting. A 4.2 percent increase to the base for faculty salaries was approved. Part of the increase was intended to address the increase in employee benefit costs. He said that the Senate Vice Chair is working with the chair of UCFW and other groups to create a subcommittee to better understand what happened with the benefit costs this year and determine better ways to approach these costs in the future.

Senate Vice Chair Cheung explained that faculty are experiencing stress on many fronts. He asked if faculty would be willing to look at fewer choices in healthcare if they had more predictability. There are opportunities where the University can get more predictable and better terms. UC needs a central partnership with the health centers which are now in control of contracts with the big players.

Chair Steintrager said that there will be no increase in employee contributions to the retirement plan, although there will be ongoing pressure from some Regents to increase them to be in line with state employees, who have a 50/50 split. CFO Brostrom has been able to stem this push to date, but it will continue to be a problem going forward. The Senate Chair told the group that his remarks to the Regents started off with a discussion of faculty competitiveness and how the Regents need to pay attention to faculty salaries and benefits (among other things). UC needs to become more competitive than it currently is. There is going to be a total remuneration study headed by HR soon. The RFP for that may not reflect faculty concerns and may instead reflect chancellors' desires, which may favor lower salaries.

There is a lot of Regental interest in doing something in response to the Middle East conflict. Certain things that faculty have done and said have raised the interest - and in some cases the ire - of some Regents, and they would like to act on their displeasure. This raises concerns about academic freedom and freedom of expression. This topic was of considerable interest to members, and there was lengthy discussion.

VIII. Items Under Systemwide Review

- A. Proposed Revisions to Academic Senate Bylaw 55 (Departmental Voting Rights)
Members discussed the item and determined to write a letter to Council with UCPT's thoughts.
- B. Proposed Revisions to the Presidential Policy on Vaccination Programs
Members declined to comment on this item.
- C. Proposed Academic Personnel Manual (APM) Section 672, Negotiated Salary Program
Members discussed the item.

IX. Consultation with Academic Personnel and Programs

Amy K. Lee, Associate Vice Provost for APP
Kelly Anders, Director, Academic Personnel

AVP Lee informed the group that her office has started bargaining with the librarians.

Director Anders said that the systemwide review of APM 210 concluded, and that APP is in the final stages of reviewing the comments and developing next steps. The intent is for it to be issued after the new year with an effective date of July 1, 2024. She noted that APM 710 (sick leave) has been under review for quite some time. It needed technical edits and language clarification. Another policy currently under review is the negotiated salary program; the deadline for comments is December 15. APP will review the feedback in January with a goal of issuing the policy by July 1, 2024. Director Anders explained that there are additional upcoming policy reviews: APM 016 (faculty conduct and administration of discipline) should be sent out soon for management consultation. In addition, changes to APM 285 (LSOE) are being considered to change the title to Professor of Teaching. Finally, APM 758 (leave with pay) has just gone out for legal review and management consultation this morning. The goal is to issue it by December 15 with an effective date of January 1.

Members had questions for the APP consultants and there was discussion.

X. Consultation with the Attorney Advisor to UCPT

Josh Meltzer, UC Legal

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

XI. New Business

There was no new business.

XII. Executive Session

Minutes are not taken during Executive Session.

The committee adjourned at 2:15 p.m.



Academic Senate