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*Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200*

February 1, 2023

## ACADEMIC SENATE DIVISION CHAIRS

### **Re: Guidance for Review of Academic Personnel Affected by the Academic Employee Strike**

Dear Colleagues:

At its January 25 meeting, the Academic Council endorsed the attached letter from the University Committee on Academic Personnel (UCAP). The letter offers guidance to campus Committees on Academic Personnel (CAPs), departments, faculty, and academic administrators about merit and promotion reviews for faculty candidates whose research and/or teaching were adversely affected by the academic employee strike.

I ask you to circulate the UCAP document to all participants in the academic personnel review chain as appropriate.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Cochran".

Susan Cochran, Chair  
Academic Council

Cc: Vice Provost Haynes  
Academic Council  
UCAP  
Campus Senate Executive Directors  
Executive Director Lin



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
*Francis Dunn, Chair*  
fuzzy@ucsb.edu

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200  
Phone: (510) 987-9466

January 17, 2023

SUSAN COCHRAN, CHAIR  
ACADEMIC COUNCIL

**RE: Guidance for Review of Academic Personnel Impacted by the Academic Employee Strike**

Dear Susan,

UCAP recommends accommodations as appropriate in the wake of the strike by academic employees of the university. Although impacts on faculty were much briefer than those of the pandemic, there will nevertheless be some candidates whose research and/or teaching were adversely affected. UCAP therefore recommends 1) that faculty at the time of review have an opportunity to describe impacts of the strike on their research and/or teaching, and 2) that reviewing agencies make appropriate allowances when evaluating dossiers.

The committee asks that Academic Council distribute this memo as widely as possible to all those involved in the review process: individual faculty members, department and program chairs, deans, committees on academic personnel, and vice chancellors for academic personnel.

Please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Francis M. Dunn".

Francis Dunn, Chair  
UCAP