

June 2, 2023

LORI KLETZER
Campus Provost and Executive Vice Chancellor

**RE: Formal Review of Proposed Revisions to Campus Academic Personnel Manual (CAPM)
412.000 - Career Equity Review**

Dear Lori,

The Academic Senate has reviewed the Proposed Revisions to Campus Academic Personnel Manual (CAPM) 412.000—Career Equity Review. The Committees on Affirmative Action and Diversity (CAAD), Academic Personnel (CAP), Career Advising (CCA), and Planning and Budget (CPB) have reviewed and responded. Their communications are enclosed for your consideration, and include some specific comments about clarity in the proposed policy language and the commentary summarized below.

The expanded eligibility for a Career Equity Review (CER) to include Teaching Professors (Lecturer with Security of Employment) was broadly supported with CAAD, CAP, CCA, and CPB. Likewise, there was support from CAAD, CAP, CPB, and CFW for the extension of the review period to consider time employed at another UC location. CAAD noted they would also support the inclusion of prior appointments at non-UC institutions. CFW recommended allowing faculty to request a CER at their first review. They noted that the argument for C.2 does not apply to those who transferred to UCSC from another UC campus and the limited times a CER can be requested.

While they had no concerns, CAP observed that the revision to the CER Advisor qualifications to “former CAP member” only, will reduce the number of qualified faculty members and this may add to the difficulty in finding CER Advisors.

Thank you for the opportunity to provide comments on this campus policy.

Sincerely,



Patty Gallagher, Chair
Academic Senate

Enc: Committee Responses bundle

cc: Herbie Lee, Vice Provost Academic Affairs
Grace McClintock, Assistant Vice Provost for Academic Personnel
Sylvanna Falcón, Chair, Committee on Affirmative Action and Diversity
Stefano Profumo, Chair, Committee on Academic Personnel
Steven Ritz, Chair, Committee on Career
Alexander Sher, Chair, Committee on Faculty Welfare
Dard Neuman, Chair, Committee on Planning and Budget
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Executive Director, Academic Senate

May 19, 2023

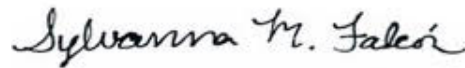
Patty Gallagher, Chair
Academic Senate

Re: Formal Review of Proposed Revisions to Campus Academic Personnel Manual (CAPM) 412.000— Career Equity Review

Dear Patty,

The Committee on Affirmative Action and Diversity (CAAD) has reviewed the Proposed Revisions to CAPM 412.000—Career Equity Review, and has no concerns about the changes. We support including Teaching Professors and to expand the review period to include prior appointments at other UC campuses. We would also support inclusion of prior appointments at other non-UC institutions.

Sincerely,



Sylvanna Falcón, Chair
Committee on Affirmative Action and Diversity

cc: Stefano Profumo, Chair, Committee on Academic Personnel
Steven Ritz, Chair, Committee on Career
Dard Neuman, Chair, Committee on Planning and Budget
Alexander Sher, Chair, Committee on Faculty Welfare
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Senate Executive Committee

May 22, 2023

Patty Gallagher, Chair
Academic Senate

**Re: Formal Review of Proposed Revisions to Campus Academic Personnel Manual
(CAPM) 412.000—Career Equity Review**

Dear Patty,

During its meeting of May 11, 2023, the Committee on Academic Personnel (CAP) discussed CPEVC Kletzer's request for formal review of proposed revisions to CAPM 412.000—Career Equity Review.

CAP found the expanded eligibility to include the Teaching Professor (Lecturer with Security of Employment) series a welcome and important update. CAP applauds as well the extension of the review period to include time at a prior UC campus when a CER candidate was hired from a senate faculty position elsewhere in the UC system. No concerns were voiced regarding the suggested CER Advisor qualifications from "former member of CAP or P&T" to "former member of CAP", although historically it has been challenging to find senate members willing to serve as CER advisors, and this restriction may make the situation even more difficult. CAP found the non-substantive language edits unproblematic.

Thank you for the opportunity to opine.

Sincerely,



Stefano Profumo, Chair
Committee on Academic Personnel

cc: Sylvanna Falcón, Chair, Committee on Affirmative Action and Diversity
Steven Ritz, Chair, Committee on Career Advising
Alexander Sher, Chair, Committee on Faculty Welfare
Dard Neuman, Chair, Committee on Planning and Budget
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleanora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Executive Director, Academic Senate

May 24, 2023

Patty Gallagher, Chair
Academic Senate

Re: Formal Review of Proposed Revisions to Campus Academic Personnel Manual (CAPM) 412.000 — Career Equity Review

Dea Patty,

The Committee on Career Advising (CCA) has discussed the Formal Review of Proposed Revisions to Campus Academic Personnel Manual (CAPM) 412.000- Career Equity Review (CER). Thank you for the opportunity to comment.

CCA fully supports the revised language which now includes all senate faculty (ladder-rank faculty and teaching professors).

CCA members were unclear about two aspects:

1. Why a CER may not be based on the argument that a faculty member was overqualified for the rank at which they applied and were hired. CCA felt this section could be clarified.
2. The modifier, “tenured”, was struck from the start of section A, suggesting the policy might apply to all faculty, but section B on Eligibility is explicit that the policy applies to tenured ladder-rank faculty. While the two sections are not inconsistent, the reason for the change in section A is unclear.

Overall CCA supports the revision.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Ritz", with a large, stylized flourish at the end.

Steve Ritz, Chair
Committee on Career Advising

cc: Stefano Profumo, Chair, Committee on Academic Personnel
Kirsten Silva Gruesz, Chair, Committee on Affirmative Action and Diversity
Dard Neuman, Chair, Committee on Planning and Budget
Alexander Sher, Chair, Committee on Faculty Welfare
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleanora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections

Matthew Mednick, Director, Academic Senate, Senate Executive Committee

May 25, 2023

Patty Gallagher, Chair
Academic Senate

RE: Proposed Revision to Campus Academic Personnel Manual (CAPM) 412.000—Career Equity Review

Dear Patty,

At its meeting of May 18, 2023, the Committee on Planning and Budget reviewed the proposed revisions to CAPM 412.000—Career Equity Review. This review was transmitted separately, and thus responded to separately, from the related request from CP/EVC Kletzer to review a set of proposed equity-based modifications for faculty review processes (including Career Equity Review, Special Salary Practice, and Salary Equity Review components).

CPB supports all of the proposed changes for the CER. Specifically:

- Expanding qualifications to all Senate faculty, which would include Teaching Professors with security of employment;
- Expanding the review period to include time at other UC campuses (if relevant).

CPB also supports the proposed restriction of CER Advisor qualifications to former members of CAP, though notes that no rationale was provided for that change.

Sincerely,



Dard Neuman, Chair
Committee on Planning and Budget

cc: CAAD Chair Falcón
CAP Chair Profumo
CCA Chair Ritz
CFW Chair Sher
P&T Chair Narayan
RJ&E Chair Pasotti