



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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May 15, 2019

Robert May, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: [Systemwide Senate Review] New APM - 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees

Dear Robert:

I write to convey the Riverside Division's consultative response to the review of APM - 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees.

The reviewing committees provided mixed feedback, with several committees supporting the policy with no additional comment. Others, however, raise substantial questions and hold significant reservations about the current draft of the policy. Among these questions and concerns, the Committee on Academic Freedom expressed that the policy lacks clarity and specificity to such an extent that it is difficult for their members to understand it. Thus, the committee cannot offer an informed position on recommendation or non-recommendation. The Committee on Diversity, Equity, and Inclusion raises three concerns, one of which entails a specific question over whether the change in policy might create a concentration of power in the hands of the systemwide Provost. Another serious concern entails the escalation process at the systemwide level, at which point it seems control of the process is transferred from the Senate to the Administration. It is unclear how or why the Academic Senate is removed from the process at this point. The Committee on Faculty Welfare raises questions for clarification along similar lines, and suggests that if the motivation of this policy is to protect the academic freedom of Librarians, it be drafted in a manner that is more explicit on this point.

Executive Council discussed this policy at its regular meeting of May 13, 2019, and did not provide additional comment, choosing instead to review and affirm the feedback of the standing committees. The Riverside Division appreciates the opportunity to provide feedback on this issue.

Peace
dylan

A handwritten signature in black ink, appearing to read "Dylan Rodríguez", is written over the typed name "dylan".

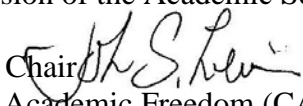
Dylan Rodríguez
Professor of Media & Cultural Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON ACADEMIC FREEDOM

May 1, 2019

To: Dylan Rodriguez, Chair
Riverside Division of the Academic Senate

From: John S. Levin, Chair 
Committee on Academic Freedom (CAF)

Re: New APM: APM - 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees

The Committee on Academic Freedom reviewed “New APM: APM - 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees,” but briefly and with some confusion and diversity of opinions. Although one member viewed the policy language as clear, others did not. One member noted that if the intention was to include librarians as covered by UC academic freedom policy, then the policy should be more specific. But this same member noted that librarians do conduct research, and thus the need for the policy was dubious. Another member questioned why those who do not teach or conduct research should be protected by academic freedom policies (“When non-faculty academic appointees with titles listed in APM - 112-4(b) perform work that contributes to or supports the fundamental mission of the University, but that is not teaching, research, scholarship, or the public dissemination of knowledge, they must be free to pursue this work according to applicable, acknowledged, national, professional standards, if such standards exist, and are obligated by the responsibilities established by these standards”). Finally, one comment conceded that the policy is broad enough to cover all potential threats to academic freedom for as many UC employees as could be considered.


In short, the policy lacks general clarity and specificity so that a group of Senate committee members (Academic Freedom committee) could understand the policy, initially, and then determine whether or not to recommend it.



COMMITTEE ON ACADEMIC PERSONNEL

April 23, 2019

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Rajiv Gupta, Chair 
Committee on Academic Personnel

Re: Systemwide Review. Proposed New APM-011

The Committee on Academic Personnel considered the proposed new APM-011 (Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees). The Committee has no objections to the proposed APM. However, it notes the need for clarification on the modification to include at least one academic appointee in the same job title series as a reviewer. It is unclear whether this person will serve as an individual reviewer or be part of review panel.

UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

May 3, 2019

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Johannes Endres, Chair
CHASS Executive Committee

RE: Systemwide Review of Proposed New Academic Personnel Manual (APM), Section 011,
Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-
Faculty Academic Appointees (APM- 011)

The CHASS Executive Committee discussed the Systemwide Review of Proposed New Academic Personnel Manual (APM), Section 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees (APM- 011) at the regular meeting on April 24, 2019. There were no objections and our committee approved the proposed changes.

Johannes Endres, Chair

CHASS Executive Committee



April 24, 2019

To: Dylan Rodriguez, Chair
Riverside Division

From: Louis Santiago, Chair, Executive Committee
College of Natural and Agricultural Science

A handwritten signature in black ink that reads "Louis Santiago".

Re: Comments on New APM – 011 *Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees*

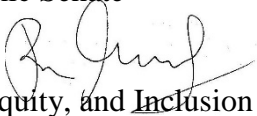
The CNAS Executive Committee discussed the new APM – 011. We are in agreement with the policy and have no further comments.



COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

May 3, 2019

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Boris Maciejovsky, Chair 
Committee on Diversity, Equity, and Inclusion

Re: Systemwide Review. New APM: APM – 011, Academic freedom,
protection of professional standards, and responsibilities of non-faculty
academic appointees

CoDEI would like to request additional information and clarification regarding several aspects of the change in APM policy.

First, for the last two questions (regarding “outside of norms relevant to APM – 010” and “for a grievance under APM – 140-32”), does this imply that the issue(s) is(are) beyond the purview of the Academic Senate? This change leads to a power concentration for the systemwide provost, and thus might be susceptible to biasedness.


Second, it seems that for an escalation process at the campus level, the Academic Senate is in control, but control transfers to the administration at the systemwide level. It is unclear how or why the Academic Senate is removed from the process at this point. CoDEI would like to request some clarification about this transfer of control.

Third, to have confidence in the unbiasedness of the process with regards to DEI issues, CoDEI would like to know more about how the Committee on Committees considers DEI issues when staffing the Committee on Privilege and Tenure.

COMMITTEE ON FACULTY WELFARE

May 1, 2019

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Daniel Jeske, Chair 
Committee on Faculty Welfare

Re: New APM: APM - 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees

The Committee on Faculty Welfare (CFW) met on April 16, 2019 to discuss the new APM-011. We have the following comments that are aimed toward seeking clarification of the relationship of the new APM and APM-010.

1. Why does the new APM mention it applies to job titles such as professor series which are already covered in APM-010? Specifically, the new APM points to APM - 112-4(b).
2. If TAs are protected by the new APM, does it cause potential for conflict with the protection professors have from APM-010? For example, could a TA object to the way in which a subject is taught and cite the new APM for their right to do so?

Our comments suggest the relationship between the new APM and APM-010 has some ambiguity. It was suggested by some on our committee that the motivation for the new APM is to protect the academic freedom of Librarians. If that is true, perhaps the scope of the new APM could be more focused in that direction.

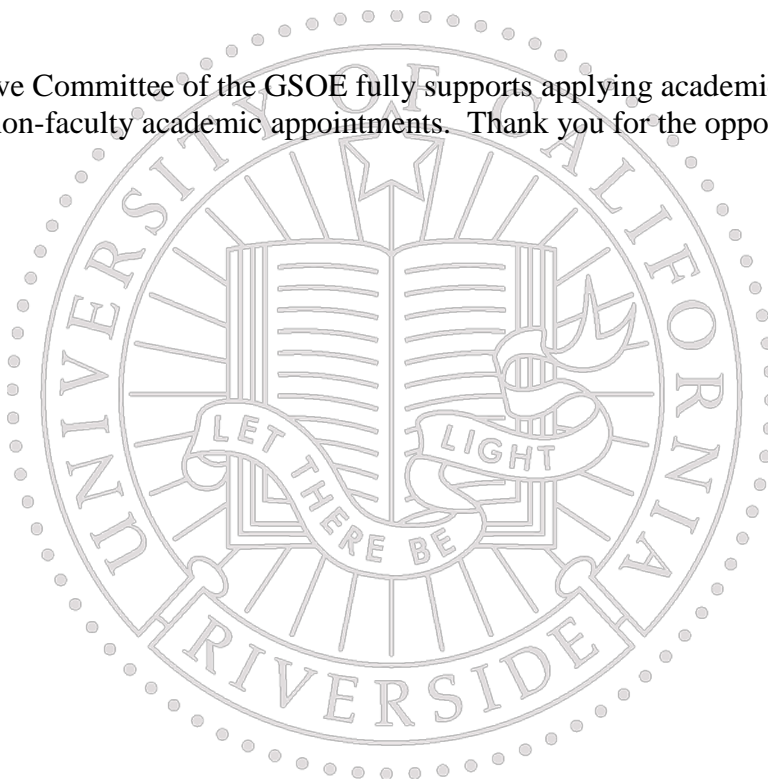
TO: Dylan Rodriguez, Chair
UCR Academic Senate

FROM: Margaret A. Nash, Chair
GSOE Executive Committee

DATE: October 15, 2018

SUBJ: APM-011, Academic Freedom

The Executive Committee of the GSOE fully supports applying academic freedom to non-faculty academic appointments. Thank you for the opportunity to respond.

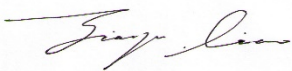


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April 22, 2019

To: Dylan Rodriguez, Chair
Riverside Division

From: Jiayu Liao 
Committee on Library and Information Technology

Re: Systemwide Review: APM-011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees.

The Committee on Library and Information Technology reviewed APM-011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees at their April 18, 2019 meeting and note that all ten of the UC University Librarians support this clarification of the academic freedom rights of the librarians. The committee support the APM-11 to Non-Faculty Academic Appointees in general with the suggestion that the committee wants to ensure all non-academic appointees follow the university professional conduct standards.

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic
Senate**
Committee on Privilege & Tenure

May 3, 2019

To: Dylan Rodriguez
Chair, Riverside Division Academic Senate

Fr: Michael Adams 
Chair, Committee on Privilege and Tenure

Re: Systemwide Review of Proposed New APM-011

The Committee on Privilege and Tenure reviewed the proposed new APM-011 (Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees). The Committee is in support of the revisions with no further recommendations.

May 1, 2019

TO: Dylan Rodriguez, Chair
Riverside Division

FR: Steven Brint, Chair
SPP Executive Committee

RE: Systemwide Review of Proposed New Academic Personnel Manual (APM),
Section 011, Academic Freedom, Protection of Professional Standards, and
Responsibilities of NonFaculty Academic Appointees (APM- 011)

The SPP Executive Committee reviewed the proposed new academic personnel manual, section 011. The Committee supports the new section, as drafted.