



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

DYLAN RODRIGUEZ
PROFESSOR OF MEDIA & CULTURAL STUDIES
RIVERSIDE, CA 92521-0217
TEL: (951) 827-6193
EMAIL: DYLAN.RODRIGUEZ@UCR.EDU

February 18, 2020

Kum-Kum Bhavnani, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

**RE: (Systemwide Senate Review) Proposed Revisions to Academic Personnel Manual (APM)
Sections 240 and 246**

Dear Kum-Kum,

The UCR Division's Executive Council affirms the existing standing committee responses and chooses not to add additional comment. The full Divisional review yielded a few questions for clarification, but otherwise did not result in major concerns. The Committee on Faculty Welfare is requesting clarification on the language in Section 20-c-3 regarding "maximum" calendar days of outside professional activity. The Faculty Executive Committee of the College of Humanities and Social Sciences made a number of comments regarding APM 240-80, section b, APM Section 246-4, section c, and APM Section 246-80 Review Procedures. It also raises a question about possible inconsistencies in faculty appointments to administrative positions. Other committee reviews did not result in substantive input.

I trust this review will be helpful to the consideration of these proposed revisions.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Dylan Rodríguez".

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

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COMMITTEE ON ACADEMIC FREEDOM

January 30, 2020

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

From: Dmitri Maslov, Chair 
Committee on Academic Freedom (CAF)

Re: Proposed Revisions to Academic Personnel Manual (APM): *APM Sections 240 and 246*

The Committee on Academic Freedom considered the "Proposed Revisions to Academic Personnel Manual (APM): *APM Sections 240 and 246*" submitted for Systemwide Review on November 26, 2019.

The Committee regards this proposal as acceptable. The proposed changes do not raise any academic freedom issues.

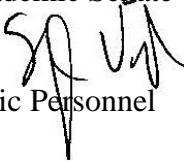
On a side note, some committee members find that the language of the section 240-20 c (3) "Outside Professional Activities" might need to include a clear indication that the referred compensation for such activities represents a compensation from outside sources and not a university salary.



COMMITTEE ON ACADEMIC PERSONNEL

January 9, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Sherryl Vint, Chair 
Committee on Academic Personnel

Re: Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240
(*Deans*) and 246 (*Administrators 100% Time*)

CAP reviewed the proposed revisions to the Academic Personnel Manual Section 240 – Deans and Section 246 – Faculty Administrators (100% Time) and has no substantial comments to offer.



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

RIVERSIDE, CALIFORNIA 92521-0132

January 31, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Lucille Chia, Chair *Lucille Chia*
CHASS Executive Committee

RE: Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240 and 246

The CHASS Executive Committee discussed the Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240 and 246 at the regular meeting on January 15, 2020. The CHASS Executive Committee offers the following comments:

1. APM 240-80, section b

--“Five-Year Review and Reappointment” (p. 9 of this part, p. 21 of the entire pdf) does NOT mention the need for a five-year review of deans who are leaving their positions. It would be beneficial for the university to have a five-year review of deans who are leaving their posts.

--Are the annual and five-year reviews of the Deans considered part of their personnel files and thus confidential? This poses a problem in that it deprives the Senate or any other group of the university of useful information about the governance of the school.

--in part (2): Suggest adding to part (2) that “The Chancellor shall develop with consultation with the Senate the criteria and procedures for conducting five-year Faculty Administrative reviews.”

--in part (3): How would the Senate or any other group of the university understand fully whether or not the Dean’s overall performance is judged as “distinguished” or “highly meritorious”?

2. APM Section 246-4, Section C: What does it mean that the Chancellor can designate additional eligible titles as appropriate? Examples?

3. APM Section 246-80 Review Procedures

--Are the annual and five-year reviews of the Faculty Administrators considered part of their personnel files and thus confidential? This poses a problem in that it deprives the Senate or any other group of the university of useful information about the governance of the school.

--Part b. Five-Year Review and Reappointment: Suggest that *all* Faculty Administrators, including those leaving their posts (and not just those up for reappointment) go through a Five-Year

Review, again because such a review, which should be made public, would contain useful information about the governance of the school.

--Suggest adding to part (2) that "The Chancellor shall develop with consultation with the Senate the criteria and procedures for conducting five-year Faculty Administrative reviews."

4. The Committee also wonders about possible inconsistencies in the appointments of faculty members to administrative positions. APM 246 applies only to Faculty Administrators who have a 100% appointment, but not to faculty members who have appointments less than 100%. One observation of the Committee is that although the percentage of the appointment may vary, it seems that the duties/work load did not. We would appreciate an explanation for these variations.

From: [Louis SANTIAGO](#)
To: [Cherysa P Cortez](#); [Senate: dylanr@ucr.edu](#)
Cc: [Michelle Butler](#)
Subject: Re: [Reminder] Executive Council Meeting on February 10, 2020
Date: Monday, February 3, 2020 3:29:23 PM

Dear Dylan and Cherysa,

I wanted to let you know that I did not submit a comment from the CNAS EC on either Section 120 Emeritia/Emeritus Titles, or the Sections 240 Academic Personnel Manual, which I know were due Friday, because there were no comments from the committee. They thought it was fine and that's it.

Thanks,
Lou.

Louis Santiago
Professor of Botany & Plant Sciences
Chair, CNAS Executive Committee
3113 Batchelor Hall
x2-4951

On Feb 3, 2020, at 2:16 PM, Cherysa P Cortez <cherysa.cortez@ucr.edu> wrote:

Dear Members of Executive Council,

Our next meeting is Monday, February 10, 2020 from 1-3PM in 220 University Office Building. Guests include:

- AKA Strategy (UCR strategic planning consultants)
- Members of the General Education Review Committee who will provide a progress report

The agenda is forthcoming.

Best,

Cherysa Cortez
Executive Director, Academic Senate
University Office Building 221
951.827.6154 | cherysac@ucr.edu

UNIVERSITY OF CALIFORNIA RIVERSIDE

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COMMITTEE ON FACULTY WELFARE

January 30, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: Proposed Revisions to Academic Personnel Manual (APM): *APM Sections 240 and 246*

A specific 'Conditions of Employment' as written in both APMs is not clear to the CFW. Section 20-c-3 says, "...a Faculty Administrator who has a concurrent Health Sciences Compensation Plan appointment may in each fiscal year engage in a maximum of twenty-one (21) to forty-eight (48) calendar days of compensated and uncompensated outside professional activity...". We seek clarification as to what is the maximum number of calendar days of compensated and uncompensated outside professional activity are allowed? Is it one or two fixed numbers? Or a range? The language makes it ambiguous.



PLANNING & BUDGET

January 28, 2020

To: Dylan Rodriguez, Chair
Riverside Division

From: Harry Tom, Chair
Committee on Planning and Budget

A handwritten signature in black ink that reads "Harry WK Tom".

Re: Proposed Revisions to APM Sections 240 and 246

The Committee on Planning & Budget (P&B) reviewed the proposed revisions to APM Sections 240 and 246 at their January 28, 2020 meeting and did not have any concerns with the proposed changes.

From: [Andrea Morales](#)
To: [Senate](#)
Cc: [Declan F McCole](#)
Subject: RE: [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240 and 246
Date: Thursday, January 23, 2020 4:29:02 PM

Hello,

The School of Medicine Executive Committee has reviewed the Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240 and 246 at their January 23rd meeting. SOM has no comments to add.

Best,
Andrea Morales
Executive Assistant Specialist
951-827-7687

From: Senate <senate@ucr.edu>
Sent: Thursday, November 21, 2019 4:40 PM
To: Genie Mulari <genie.mulari@ucr.edu>; Veronica Quesada <veronica.quesada@ucr.edu>; Sarah Miller <sarah.miller@ucr.edu>; Ana Kafie <ana.kafie@ucr.edu>; Roderick Smith <rsmith@enr.ucr.edu>; Michelle Butler <michelle.butler@ucr.edu>; Gabrielle Brewer <gabrielle.brewer@ucr.edu>; Andrea Morales <Andrea.Morales@medsch.ucr.edu>; Jennifer Kelsheimer <jennifer.kelsheimer@ucr.edu>
Subject: [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240 and 246



[Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM): *APM Sections 240 and 246*

Distributed for Review: 11/21/19
Committee Due Date: 01/31/20

On behalf of Senate Division Chair Dylan Rodriguez I attached proposed revisions to APM sections 240 (Deans) and 246 (Faculty Administrators 100%).

Summarized below are the proposed key revisions that are being distributed for systemwide review.

- To align with previous revisions to APM - 025, Conflict of Commitment and Outside Activities of Faculty Members, language has been added in Sections 240-20-c and 246-20-c to clarify that both uncompensated and compensated activities are reported and

count toward the time limit, but that vacation days are deducted only for compensated activities;

- Language has been added to clarify that Deans and Faculty Administrators who hold concurrent Health Sciences Compensation Plan appointments are subject to APM - 670, Health Sciences Compensation Plan, and APM - 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants; and
- Since faculty administrative salaries should be greater than the underlying faculty appointments, the language in Sections 240-18-a(5) and 246-18-a(4) has been revised to refer to the salary of the underlying faculty appointment.

Please submit comments via IMS or senate@ucr.edu by January 31, 2020. As always, any committee that considers these matters outside its jurisdiction or charge may decline to comment.

Tasked Committees:

- Academic Freedom
- Academic Personnel
- Diversity, Equity, and Inclusion
- Executive Committee - College of Engineering
- Executive Committee - College of Humanities, Arts and Social Sciences
- Executive Committee - College of Natural and Agricultural Sciences
- Executive Committee - Graduate School of Education
- Executive Committee - School of Business
- Executive Committee - School of Medicine
- Executive Committee - School of Public Policy
- Faculty Welfare
- Planning and Budget

TO: Dylan Rodriguez, Chair
Riverside Division

FR: Richard M. Carpiano, Chair
Executive Committee, School of Public Policy

RE: Proposed Revisions to Academic Personnel Manual (APM): APM Sections 240
and 246

Date: January 31, 2020

The Executive Committee of the School of Public Policy received the proposed revision to the APM sections 240 (Deans) and 246 (Faculty Administrators 100%). Following review, we have no comments to offer on these proposed changes.