



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

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November 30, 2023

James A. Steintrager, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: (Systemwide Senate Review) Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

Dear Jim,

During their November 20, 2023 meeting the Riverside Executive Council discussed the subject proposed policy along with comments received from local committees.

Executive Council members engaged in robust discussion about the proposed revisions and Bylaw 55 in general. Thoughts on the revision were mixed as some members felt that the revisions are one step to providing better balance among faculty. Other members discussed the need for Bylaw 55 to be overhauled in general to ensure equity and inclusion – or even eliminated. As anyone appointed at the UC should have the wherewithal to assess and comment on files and know when to recuse themselves. While others were completely against the changes to avoid infringing on self-governance.

Responses from local committees that responded to the call for comment is mixed. The most significant comments come from the Committees on Academic Personnel and Faculty Welfare.

The Committee on Academic Personnel commends the effort in codifying equal departmental voting rights for those in the LSOE series and the Professor series. In addition, the committee believes that these Bylaw 55 changes (if approved) will not materially affect CAP's ability to evaluate academic personnel files. CAP's comments and suggestions are excerpted below:

- In Paragraph B.1 of the current/revised Bylaw 55, only the tenured faculty members have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this voting right will also be extended to all Teaching Professors with security of employment.
- In Paragraph B.2 of the revised Bylaw 55, we believe "SOE" should be changed to "Security of Employment (SOE)" for definitional clarity.
- In Paragraph B.8 of the current/revised Bylaw 55, only the tenured faculty members have the privilege to establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of Article B are determined. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this privilege will also be extended to all Teaching Professors SOE.

- In addition to the ongoing processes of revising Bylaw 55 and making “Teaching Professor” the official systemwide title, we believe an expedited thorough review of affected APM sections as well as divisional Senate bylaws is clearly warranted. We also believe that promptly making the corresponding changes to relevant APM’s and bylaws is critically important such that subsequent inconsistencies and/or confusion may be avoided.
- While the committee is uniformly supportive of the effort in making Teaching Professors SOE as full partners within their departments/colleges and the university, several CAP members are concerned with having LSOEs evaluate the research record of faculty members in the Professor series when some of them may not have been research active. This concern could be exacerbated for a department with a large number of Teaching Professors SOE. Some concerns are also expressed with respect to the potential adverse impacts on the research mission and academic reputation of the UC campuses as a result of these Bylaw 55 changes.

Some members of the Committee on Faculty Welfare support the proposed revisions, while other members oppose. The committee notes:

- CFW members who support the proposed revisions to Senate Bylaw 55 assert that something must be done to eliminate the inequity between LSOEs and faculty in the Professor series, as LSOEs contribute just as much to the mission of a department as faculty in the Professor series. In solidarity with other professors across the UC system, these CFW members ask that:
 1. Bylaw 55 is amended to grant equivalent department-level voting rights for faculty in the Professor of Teaching series across the UC system.
 2. The title of LPSOE/LSOE/Senior LSOE faculty is officially changed to Assistant/Associate/Full Professor of Teaching.
 3. The wording throughout Academic Personnel Manual (APM) - 285, “Appointment and Promotion - Lecturer with Security of Employment Series,” should be changed to accurately describe the equivalence of the Professor of Teaching series to the research faculty lines. Thus, change “security of employment” to “tenure;” clarify that Professors of Teaching are both ladder-rank and Senate faculty members; and automatically grant emeritus/emerita status to retired Professors of Teaching.
- CFW members who do not support the proposed revisions to Senate Bylaw 55 contend that LSOEs/Professors of Teaching should not be granted equal departmental voting rights because they are not held to the same rigorous scholarly/research standards and expectations as their colleagues in the Professor series.

The Committee on Diversity, Equity, & Inclusion supports initiatives to broaden Bylaw 55 faculty voting rights in areas of merits and promotions and is in support of the proposed changes.

The local Committee on Rules & Jurisdiction is in agreement with the revisions proposed and finds the justifications given by UCAP and the Academic Council Chair for the proposed change compelling.

The Bourns College of Engineering Faculty Executive Committee unanimously supports these revisions.

The College of Humanities, Arts, and Social Sciences Faculty Executive Committee supports the revisions and recognizes the proposed revision can support equity issues in departments and has no additional comments.

The School of Business Faculty Executive Committee voted unanimously against the proposed revisions. The committee believes that the proposal infringes upon basic principles of self-governance. Through the current Bylaw 55, each unit currently can choose to extend to teaching professors the same voting rights as research professors. The proposal takes away that choice by forcing them to, and the Committee strongly feels that this

constitutes a dangerous overreach. Departments should have the right to determine the voting right for each group of faculty, not only according to rank, but also according to whether they are on the research or teaching track.

The School of Education Faculty Executive Committee is strongly in favor of this change, as they believe that Professors of Teaching should, by default, have the same voting rights as Professors in the Research series.

The School of Medicine Faculty Executive Committee agrees with the expansion of voting rights to the Lecturer with Security of Employment (LSOE) title series / Teaching Professor series.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Sang-Hee Lee".

Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

November 9, 2023

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Victor G. J. Rodgers, Chair
BCOE Executive Committee

RE: Proposed Revision to Senate Bylaw 55

Dr. Lee,

On October 26, 2023, the BCOE Faculty Executive Committee has reviewed the proposed revision to Senate Bylaw 55. The committee unanimously supports these revisions.



October 10, 2023

To: Senate

From: School of Business Executive Committee

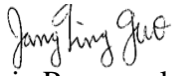
Re: Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

In its October 10, 2023 meeting, the School of Business Executive Committee discussed the proposal and voted unanimously against it. The committee believes that the proposal infringes upon basic principles of self-governance. Through the current Bylaw 55, each unit currently can choose to extend to teaching professors the same voting rights as research professors. The proposal takes away that choice by forcing them to, and the Committee strongly feels that this constitutes an dangerous overreach. Departments should have the right to determine the voting right for each group of faculty, not only according to rank, but also according to whether they are on the research or teaching track.

COMMITTEE ON ACADEMIC PERSONNEL

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair 
Committee on Academic Personnel

Re: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

In its 11/8/23 meeting, CAP discussed the proposed revisions to Academic Senate Bylaw 55 that grants all LSOEs full voting rights within their departments. The committee commends the effort in codifying equal departmental voting rights for those in the LSOE series and the Professor series. In addition, the committee believes that these Bylaw 55 changes (if approved) will not materially affect CAP's ability to evaluate academic personnel files. Below are our comments and suggestions.

- The attachment "Proposed Bylaw 55 changes (clean version)" of the UCAP memo was mistakenly still the current version of Bylaw 55.
- In Paragraph B.1 of the current/revised Bylaw 55, only the tenured faculty members have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this voting right will also be extended to all Teaching Professors with security of employment.
- In Paragraph B.2 of the revised Bylaw 55, we believe "SOE" should be changed to "Security of Employment (SOE)" for definitional clarity.
- In Paragraph B.8 of the current/revised Bylaw 55, only the tenured faculty members have the privilege to establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of Article B are determined. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this privilege will also be extended to all Teaching Professors SOE.
- In addition to the ongoing processes of revising Bylaw 55 and making "Teaching Professor" the official systemwide title, we believe an expedited thorough review of affected APM sections as well as divisional Senate bylaws is clearly warranted. We also believe that promptly making the corresponding changes to relevant APM's and bylaws is critically important such that subsequent inconsistencies and/or confusion may be avoided.

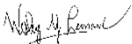
- While the committee is uniformly supportive of the effort in making Teaching Professors SOE as full partners within their departments/colleges and the university, several CAP members are concerned with having LSOEs evaluate the research record of faculty members in the Professor series when some of them may not have been research active. This concern could be exacerbated for a department with a large number of Teaching Professors SOE. Some concerns are also expressed with respect to the potential adverse impacts on the research mission and academic reputation of the UC campuses as a result of these Bylaw 55 changes.



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

October 25, 2023

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The CHASS Executive Committee supports the Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights). The committee recognizes the proposed revision can support equity issues in departments and has no additional comments.



Academic Senate

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Gareth Funning, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] Proposed Bylaw Revision: Proposed Revisions to Senate
Bylaw 55 (Departmental Voting Rights)

The Committee on Diversity, Equity, and Inclusion reviewed the proposed revisions to Senate Bylaw 55 regarding department voting rights related to voting privileges for Lecture of Security of Employment. The Committee supports initiatives to broaden Bylaw 55 faculty voting rights in areas of merits and promotions, and is in support of the proposed changes.

FACULTY WELFARE

November 8, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Committee on Faculty Welfare

RE: [Systemwide Review] Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Faculty Welfare (CFW) reviewed the proposed revisions to Academic Senate Bylaw 55 which seek to address the variability in Lecturer with Security of Employment (LSOE) voting privileges by granting all LSOEs full departmental voting rights. Some CFW members support the proposed revisions, while other members oppose the proposed revisions.

- CFW members who support the proposed revisions to Senate Bylaw 55 assert that something must be done to eliminate the inequity between LSOEs and faculty in the Professor series, as LSOEs contribute just as much to the mission of a department as faculty in the Professor series. In solidarity with other professors across the UC system, these CFW members ask that:
 - 1) Bylaw 55 is amended to grant equivalent department-level voting rights for faculty in the Professor of Teaching series across the UC system.
 - 2) The title of LPSOE/LSOE/Senior LSOE faculty is officially changed to Assistant/Associate/Full Professor of Teaching.
 - 3) The wording throughout Academic Personnel Manual (APM) - 285, "Appointment and Promotion - Lecturer with Security of Employment Series," should be changed to accurately describe the equivalence of the Professor of Teaching series to the research faculty lines. Thus, change "security of employment" to "tenure;" clarify that Professors of Teaching are both ladder-rank and Senate faculty members; and automatically grant emeritus/emerita status to retired Professors of Teaching.
- CFW members who do not support the proposed revisions to Senate Bylaw 55 contend that LSOEs/Professors of Teaching should not be granted equal departmental voting rights because they are not held to the same rigorous scholarly/research standards and expectations as their colleagues in the Professor series.




Academic Senate

COMMITTEE ON RULES AND JURISDICTION

Date: November 6, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Kathleen Montgomery 
Chair, Committee on Rules and Jurisdiction

Re: [Systemwide Review] (Proposed Bylaw Revision): Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The Committee on Rules and Jurisdiction has reviewed the proposed revisions to *Senate Bylaw 55 (Departmental Voting Rights)*. The Committee is in agreement with the revisions proposed and finds the justifications given by UCAP and the Academic Council Chair for the proposed change compelling.



11/4/2023

To: Sang-Hee Lee, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: SOE FEC response to Proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

The SOE Executive Committee reviewed Revisions the Proposed Bylaw Revisions to Senate Bylaw 55. Comments/feedback were solicited at our executive committee meeting and via email.

The SOE FEC is strongly in favor of this change, as we believe that Professors of Teaching should, by default, have the same voting rights as Professors in the Research series.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside



November 29, 2023

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: Response to [Systemwide Review] Proposed Bylaw Revision: *Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)*

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the proposed Bylaw Revision: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights).

The committee agrees with the expansion of voting rights to the Lecturer with Security of Employment (LSOE) title series / Teaching Professor series and has no further comments.

Yours sincerely,

A handwritten signature in black ink, appearing to read "M. Kaul".

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine