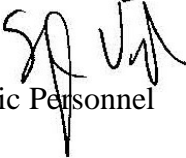


COMMITTEE ON ACADEMIC PERSONNEL

July 22, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Sherryl Vint, Chair 
Committee on Academic Personnel

Re: [Campus Review] Proposed Policy: Prohibition on Bullying and Abusive
Conduct by Employees and Non-Affiliates

At its meeting on July 15, 2020, CAP considered the proposed policy against bullying. The Committee is supportive of the intent behind the policy, including provisions in Appendix B that outline the personnel review process as one possible remedial action in the case of policy violations. At the same time, however, CAP believes that significant clarification is required regarding procedure and levels of responsibility for this policy to be effective.

Most significantly, while CAP believes that it is appropriate for policy violations to play a role in the merit and promotion process, the Committee does not believe that CAP should be adjudicating such matters. Rather, CAP recommends that, in conjunction with the policy against bullying, a new committee be established to hear cases related to allegations of policy violations. CAP feels that it is appropriate that information related to faculty conduct (whether violations of this policy, of the Faculty Code of Conduct, or of other relevant policies) become part of a personnel file only after the Committee on Charges, the Privilege and Tenure Committee, or the new committee established in relation to this policy makes a judgment about the merits of the case. Before such an adjudication, it is not appropriate to have material included in personnel actions considered by CAP. As currently written, the policy conflates the merit and promotion process with adjudication of allegations made in relation to this policy (in the provisions under Section 2, Appendix B).

CAP also recommends the development of a revised policy document that would indicate in detail the rules and procedures to be followed by such a committee. In relation to the proposed policy language, CAP has some concerns about how the effects of violations might be documented (for example related to changed lines of research, or recruitment efforts).

Finally, CAP is concerned about the central role given to a department Chair. The current policy language may subject the process to bias on the part of certain Chairs, or for to factional divisions within departments; both are unfortunate occurrences that one hopes would not be an issue in most cases, but CAP has seen such phenomena have an impact on personnel files in the past.

Finally, CAP encourages more education about the Faculty Code of Conduct to be included in the orientation process for all faculty, especially for new faculty, to ensure that its existing provisions are more widely understood.