



COMMITTEE ON PRIVILEGE & TENURE

December 3, 2020

To: Jason Stajich, Chair
Riverside Division

From: Roya Zandi, Chair
Committee on Privilege & Tenure

Re: [Campus Review] 2nd Round-Transition of Vice Provost for Administrative Resolution
(VPAR) Role at UCR

The Committee on Privilege and Tenure reviewed the revised version of the Proposed Transition of Vice Provost for Administrative Resolution (VPAR) at UCR. While the majority of committee members approve the proposal for changing the position of VPAR to VPAP and the addition of the AVPAR position, all members believe that special care has to be taken in the handling of personnel files in the M/P process. Since some cases evaluated by P&T turned out to be frivolous accusations in the past, any delay in the merit and promotion process when a case has just been brought up to the committee needs to be done in a fair manner. Before delaying the M&P process, there should be a clear determination of probable cause (via UCR Appendix 5) that the abuse has occurred. Moreover, P&T recommends that the final decision to deny a M/P action be made by the Chancellor in consultation with the Provost.