

April 1, 2021

TO: Jason Stajich, Chair  
Academic Senate

FROM: Philip Brisk, Chair   
BCOE Executive Committee

RE: Proposal for a Dean's final Merit Delegation at UCR

Dear Jason,

The BCOE Executive Committee reviewed the Administration's Proposal for a Final Dean's Merit Delegation, as well as the response from CAP. The primary objective of the proposal was to reduce the workload of both CAP and the VPAP; CAP's response suggested that a reduction in workload was not a major priority. In response, the Executive Committee defers to CAP's judgment.

As it is not yet clear if this proposal will be implemented, the Committee would like to offer one specific opinion, and ask a few clarifying questions:

- The opinion arises from the fact that that many Departments on campus are contentious, and 100% agreement on any voting item will never be achieved; for this reason, the Committee expresses a preference for Alternative 2 (as outlined in the proposal), and suggests that CAP's expectation of a unanimous Departmental vote be relaxed accordingly.
- The first question is how this proposal correlates with the proposed transition of the VPAP role at UCR, which the Committee is reviewing concurrently? Under this proposal, the VPAP will review the disciplinary record of faculty members who are being evaluated for merit and promotion. It is unclear how this review will be carried out for a merit case whose final delegation rests with the Dean. If both proposals move forward, this issue will need to be reconciled.
- The second question is who writes the official letter to the candidate when the merit delegation rests with the Dean? Does the Dean write the letter on behalf of the upper administration? Or does the Dean communicate the decision to the VPAP or Provost, who would then write the letter.