



1 April 2021

To: Jason Stajich, Chair  
Riverside Division

From: Theodore Garland, Jr., Chair, Executive Committee  
College of Natural and Agricultural Science

Re: Campus Review: Proposal for a Dean's Final Merit Delegation at  
UCR  
and  
CAPS response to Senate re Proposal for a Dean's Final Merit  
Delegation at UCR

Committee members said that overall the CAP's response was thoughtful, but most agreed with the CAP minority statements about implementation of restrictions 1 and 2 on page 2 of the CAP response to the Senate:

“While CAP is open to further discussing the changes outlined in VPAP’s proposal, the committee would like to offer suggestions for consideration, more specifically about imposing some restrictions:

1) Restrict the new policy to those normal merit files that receive unanimously positive vote at the department level and have the dean’s support. In addition, the file should have votes from at least 75% of eligible voting members in the department.

2) Limit those merit files involving merit advancement at or below the rank of Full Professor, Step V.

3) A large majority of CAP members suggest that, for those files meeting the requirements described in

1) and 2), we follow a process implemented at UC Irvine, where deans have final merit delegation for all regular merit advancements, and CAP reviews every other merit at or above the rank of Associate Professor. A small minority of CAP members, however, felt that this is not necessary.”

Cheers,

A handwritten signature in black ink that reads "Ted Garland".