



COMMITTEE ON FACULTY WELFARE

April 5, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Campus Review] Proposal: Proposal for a Dean's Final Merit Delegation
at UCR

The Committee on Faculty Welfare met on March 16, 2020 to consider the proposed Dean's Final Merit Delegation Initiative. The VPAP proposes that The Dean of each College will have the final decision on one-step, within rank, when there is no change in O/S merits and when both the department and the Dean give positive evaluation. Files that do not meet these criteria will automatically be sent through the normal process of evaluation. The goal of this proposal is to reduce the workload of the CAP, APO and Provost by ~25% (~100 files) which represents 50-100hrs (without counting Staff hours) per merit cycle. This approach will also shorten the time of return of the outcome to the faculty seeking regular merits. The Committee strongly support this change because all other UC campuses have a version of the Dean's Final.

We also discussed the content of a letter sent to us by CAP describing their concerns with this new approach to judging merits at UCR. CAP is particularly concerned that the different Colleges interpret The CALL differently. The advantage of having all files go through them is that CAP applies the same interpretation and standards to all files which makes the process fair. CAP is also concerned that sometimes the departments and the Dean do not appreciate that some files should be considered for higher levels. FWC does not disagree with this view but is not concerned because only a few specific merits would qualify for Dean's final (see also below our proposal to mitigate these concerns).

In addition, FWC noticed that CAP seems to like the UCI process where there is a Dean's Final Merit Delegation for all regular merit advancements, except that CAP reviews every other merit at Associate Professor rank and above. Taking this consideration from CAP, FWC proposed the following changes to the Dean's Final Delegation. The Dean will have the final decision on one-step, within rank, when there is no change in O/S merits and when both the department and the Dean give positive evaluation except for:

1. Advancements from Assistant IV-V or Associate IV-V. This would allow CAP to comment on appropriate progress to promotion to tenure or to promotion to professor.
2. Advancement on merit from Professor IV to V. This would allow CAP to comment on the potential trajectory to advancement to Professor VI.
3. Advancement on merit from Professor VIII to IX. This would allow CAP to comment on the potential trajectory to advancement to Above Scale.
4. Audited by CAP of the Dean's final delegation files in the following year and the feedback being used to help maintain consistency.

Finally, the Committee would like to emphasize that any faculty member has the right to request a review through the normal process that includes CAP at any time for any merit.