TO:    Jason Stajich, Chair
          Riverside Division

FR:    Richard M. Carpiano, Chair
          Executive Committee, School of Public Policy

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

Date:   April 1, 2021

The Executive Committee of the School of Public Policy reviewed and discussed the document "[Campus Review] Proposal: Proposal for a Dean's Final Merit Delegation at UCR" as well as the Committee on Academic Personnel's (CAP) response ("Proposal for a Dean's Final Merit Delegation at UCR -- CAP's Response").

Overall, the Committee noted that the proposal report is very thorough. Based on the evidence presented, we are strongly supportive of this revision to the merit review process for normal (non-accelerated, one-step) increases. We see no reason for the Committee on Academic Personnel (CAP) to micromanage these files. Likewise, this will also help to make the merit/promotion process more efficient and reduce the merit workload for CAP and the Provost/Executive Vice Chancellor.

As for the CAP response to this proposal, our committee members noted that the strongest argument that CAP makes against the proposed policy is that their reviews create some uniformity across campus—that they can iron out if some departments are more generous than others, and also, if it is true, that they take equity into consideration.

That said, it was also raised that, through their response, CAP is essentially trying to resist giving up its power and supervision. Citing the VPAP's proposal statistics, their response document noted that "approximately 8% of merit files with unanimous support at the department and college levels received negative recommendations by CAP." However, approximately 1 out of every 12 files is a statistic that CAP should not be terribly proud of. If anything, this raises questions about CAP's procedures and even its disciplinary/topical area representation for properly evaluating the files its receives.

Sincerely,

Richard M. Carpiano, Ph.D., M.P.H.
Professor of Public Policy and Sociology