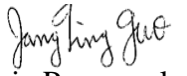


COMMITTEE ON ACADEMIC PERSONNEL

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair 
Committee on Academic Personnel

Re: Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)

In its 11/8/23 meeting, CAP discussed the proposed revisions to Academic Senate Bylaw 55 that grants all LSOEs full voting rights within their departments. The committee commends the effort in codifying equal departmental voting rights for those in the LSOE series and the Professor series. In addition, the committee believes that these Bylaw 55 changes (if approved) will not materially affect CAP's ability to evaluate academic personnel files. Below are our comments and suggestions.

- The attachment "Proposed Bylaw 55 changes (clean version)" of the UCAP memo was mistakenly still the current version of Bylaw 55.
- In Paragraph B.1 of the current/revised Bylaw 55, only the tenured faculty members have the right to vote on all new departmental appointments that confer membership in the Academic Senate. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this voting right will also be extended to all Teaching Professors with security of employment.
- In Paragraph B.2 of the revised Bylaw 55, we believe "SOE" should be changed to "Security of Employment (SOE)" for definitional clarity.
- In Paragraph B.8 of the current/revised Bylaw 55, only the tenured faculty members have the privilege to establish the method by which personnel matters other than those listed in Paragraphs 1 to 6 of Article B are determined. Since "tenure" and "security of employment" refer to distinct statuses, we believe it should be explicitly stated that this privilege will also be extended to all Teaching Professors SOE.
- In addition to the ongoing processes of revising Bylaw 55 and making "Teaching Professor" the official systemwide title, we believe an expedited thorough review of affected APM sections as well as divisional Senate bylaws is clearly warranted. We also believe that promptly making the corresponding changes to relevant APM's and bylaws is critically important such that subsequent inconsistencies and/or confusion may be avoided.

- While the committee is uniformly supportive of the effort in making Teaching Professors SOE as full partners within their departments/colleges and the university, several CAP members are concerned with having LSOEs evaluate the research record of faculty members in the Professor series when some of them may not have been research active. This concern could be exacerbated for a department with a large number of Teaching Professors SOE. Some concerns are also expressed with respect to the potential adverse impacts on the research mission and academic reputation of the UC campuses as a result of these Bylaw 55 changes.