



Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

June 24, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Jingsong Zhang, Chair 
Committee on Academic Personnel

Re: **[Campus Review] (Consultation): Revision of Retention Processes at UCR (2025)**

In its June 18, 2025 meeting, CAP discussed the proposed revision for the Faculty Retention Processes at UCR (2025). CAP in general supports the elimination of the option for a "tryout" period for faculty members who decline retention offers. Furthermore, CAP seeks to ascertain whether previous data from faculty retention tryouts in other colleges besides CHASS also substantiate the case for this elimination. Additionally, CAP wishes to point out the need for clarification regarding the potential for exceptions to be made within this policy. Moving forward it will be helpful for VPAP to report regularly on the number of exceptions made and the rationale for them.