Re: Proposed Changes to Systemwide APMs: 133-17-g-j; 210-1-c-d; 220-18-b; 760-30-a

Dear Chair Chehab and Assistant Vice Provost Leathers,


Proposed revisions focused on revisions of language on extending the eight-year limitation on service, and separately, on evaluating contributions to diversity.

Upon discussion at the June 4, 2014 and Jun 11, 2014 UCSF CAP meetings, the Committee offers the following responses:

On Revisions of Language on Extending the Eight-Year Limitation on Service
Overall, the Committee on Academic Personnel, UCSF, applauds these proposed changes.

In re APM-133-17-g-(3), APM 220-18-b, and APM-760-25-30, committee members recognize that it is also incumbent upon the specific campus Academic Personnel Manuals to develop procedures to establish how a faculty member may seek to apply for an extension of the eight-year rule in cases of serious personal health, or illness of, or for bereavement of a family member, or other significant circumstance or event, and how the request will be evaluated.

UCSF CAP inquires if a timeline has been developed by when the respective campuses must have developed such procedures?
On Revisions of Language on Evaluating Contributions to Diversity

The Committee on Academic Personnel, UCSF, had strong objections to the proposed changes for APM 210-1-d and suggests the below new proposed revisions:

Current Systemwide Proposed Revisions: click here

New UCSF Proposed Revisions:

210-1 Instructions to Review Committees Which Advise on Actions Concerning Appointees in the Professor and Corresponding Series

d. Criteria for Appointment, Promotion, and Appraisal

The University of California is committed to excellence and equity in every facet of its mission. Contributions in teaching, mentoring, research, and other creative work, professional activity, and University and public service that promote diversity are to be encouraged. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance research, teaching, equitable access to education, and public service that addresses the needs of California’s diverse populations. Mentoring and advising of diverse students or new faculty members are to be encouraged and given due recognition in the teaching or service categories of the Academic Personnel process.

Justification for Proposed Revisions

(1) CAP members at UCSF found the final sentence redundant if the word ‘mentoring’ was added to the second sentence.

(2) Separately, the third and entirely new sentence was too open for interpretation for faculty to support it. Even within UCSF CAP itself, the sentence’s meaning was interpreted in widely disparate ways – that diversity efforts were to considered separate and equal to teaching, or mentoring, or research funding; or that diversity efforts were to be acknowledged as part of each component and not receive any separate praise—leading overall consensus to be that unless additional language is added to further delineate exactly how such a sentence is to be viewed, it should be removed entirely.

Overall UCSF Committee on Academic Personnel does not support diversity efforts being considered separate and equal to teaching, mentoring, research, and other creative work. It is already part of the UCSF effort that diversity be included in each component of the school mission – and listing them as a separate body of work is unnecessary.

Sincerely,

UCSF Academic Senate Committee on Academic Personnel
Judy Yee, MD, Chair
Arthur Miller, PhD, Vice Chair
Linda Chafetz, RN, PhD
David Glidden, PhD
Steven Kayser, PharmD
Jacqueline Leung, MD
Jeffrey Lotz, PhD
Octavia Plesh, DDS, MS
Lynn Pulliam, PhD
Robert Rushakoff, MD, MS