

**COMMITTEE ON ACADEMIC PERSONNEL
ANNUAL REPORT
2025-2026**

TO THE MERCED DIVISION OF THE ACADEMIC SENATE:

The Committee on Academic Personnel (CAP) is pleased to report on its activities for the Academic Year 2025-2026.

I. CAP Membership

This year, the CAP membership included eight members from UCM and one external member. The UCM members were Ajay Gopinathan, Chair (School of Natural Sciences); Eileen Camfield, Vice Chair (School of Social Sciences, Humanities, and Arts); Wei-Chun Chin (School of Engineering); Irene Yen (School of Social Sciences, Humanities, and Arts); Clarissa Nobile (School of Natural Sciences); Miguel Carreira-Perpiñán (School of Engineering); Cristián Ricci (School of Social Sciences, Humanities, and Arts); Teamrat Ghezzehei (School of Natural Sciences); and Baki Tezcan (History, UCD).

The CAP analyst this year was Simrin Takhar.

II. CAP Review of Academic Personnel Cases

CAP is charged with making recommendations on all Senate faculty appointments and academic advancements, including merit actions, promotions to tenure, promotions to Professor, and advancements across the barrier steps Professor V to VI and Professor IX to Above Scale. CAP, however, does not review appointment or advancement cases at Assistant Professor III and below, appointment or advancement cases at Assistant Teaching Professor III and below, short-form advancement cases at any rank, or appointment cases for Assistant Adjunct Professors steps I – VI. CAP only does career reviews of Adjunct Professors. These actions are handled at the department/dean level unless there is a disagreement between the department faculty and the dean, or if there is a proposed acceleration; in these situations, the file in question is reviewed by CAP as an independent body.

Policies and Procedures

CAP adheres to systemwide policies and procedures as described in the UC Academic Personnel Manual ([APM](#)). Policies and procedures not outlined in the APM, but practiced at other UC campuses, were observed at Merced.

The Merced Academic Personnel Policies & Procedures ([MAPP](#)) document is also a useful resource for faculty members, administrators and department chairs. The MAPP is an evolving resource. The Academic Personnel Office (APO) issues to the campus any proposed revisions to the MAPP usually on an annual basis. These proposed revisions also undergo Senate review, by all Senate committees, including CAP.

Review Process

CAP's review process begins when the committee receives files from APO, where they have been analyzed, vetted, and classified to facilitate further, efficient processing. The cases, as well as reviewer assignments, are distributed to the committee one week prior to CAP's meeting and ensuing discussion of the files. CAP typically reviews fewer cases in the Fall and many more in the Spring. One lead reviewer and one secondary reviewer are assigned to report on each case; however, all members are expected to

read and discuss the files. Reviewer assignments are made according to members' areas of expertise. Reviewers serve not as advocates of their areas, but as representatives who act in the best long-term interests of the campus. Committee members who participate in a prior level of review for a file are recused from CAP's respective review of the file. CAP members' recusals followed the committee's [conflict of interest statement/recusal policy](#).

CAP convened for two-hour weekly meetings. Reports from the primary and secondary readers on each case are followed by a thorough committee discussion, as well as a vote on the proposed action. CAP's quorum for all personnel actions is half plus one of its membership. On rare occasions, a vote on a case is deferred and the file is returned for further information or clarification. After the meeting, the CAP analyst and Chair prepare draft reports on the dossiers. These are then distributed to the committee for review, consultation, and approval. The final version of the report is sent as a letter to the Executive Vice Chancellor/Provost (EVC/Provost) and to the Vice Provost for Academic Personnel (VPAP). If the EVC/Provost or VPAP determine that no further deliberation is necessary (final decisions on cases are made by either the EVC/Provost or the VPAP in accordance with the [Delegation of Authority](#)), CAP's report and the decision of the EVC/Provost or VPAP are transmitted to the candidate and their department.

For the majority of cases, the above process ends CAP's review of the file. The EVC/Provost and VPAP communicate with CAP to discuss any disagreements with CAP's recommendation on specific cases.

Recommendations

Appendix A provides a simple numerical summary and analysis of the CAP caseload for the 2025-2026 academic year. CAP reviewed a total of 104 cases during the year compared to 85 the year prior. The committee agreed with the departments' or deans' recommendations without modification on 80 (77%) of the reviewed cases (see Table 2). For 8 other cases, CAP voted against the recommendation. For 15 cases, CAP recommended a modification of the proposed action from the department or dean (e.g., a higher or lower step or a higher or lower mid-career appraisal rating) and for 3 cases, CAP did not make a recommendation.

Tables 1A – 1F detail caseloads and their respective outcomes according to the proposed personnel actions. Table 2 provides aggregate recommendations on the proposed actions.

CAP recommendations are transmitted to the EVC/Provost and VPAP for a final level of review and approval. If the EVC/Provost or VPAP disagree with CAP's recommendation, they meet with CAP to discuss their decision to disagree with the committee's recommendation. This year, the EVC/Provost or VPAP disagreed with 3 of CAP's recommendations. For 3 other cases, the EVC/Provost or VPAP agreed with CAP's recommendation but with a modified step.

III. Counsel to EVC/Provost and VPAP

The CAP Chair briefly discusses each week's cases, after CAP has voted on its recommendations, with the EVC/Provost and VPAP. These discussions mostly focus on individual cases.

IV. Academic Personnel Meetings

Workshops

At the VPAP's invitation, this year the CAP chair participated in department chair meetings.

V. CAP Suggested Guidelines for Writing Case Analyses (Case Review Files)

This academic year, with input from the VPAP, the Academic Senate Committee on Faculty Welfare, and the Academic Senate Committee for Equity, Diversity, and Inclusion, CAP drafted suggested guidelines for writing case analyses. The suggested guidelines were reviewed by Divisional Council, distributed widely to the campus, and available on the [CAP webpage](#).

VI. Academic Senate Review Items

The Divisional Council transmitted to CAP various campus and systemwide proposals and documents for review including:

- Proposed Revisions to APM 015, APM 016 and Review of Interim Systemwide Guidelines on Faculty Discipline
- Proposed Revisions to APM-036, General University Policy Regarding Academic Appointees/Employment
- Interim report of the Academic Senate Task Force on UC Adaptation to Disruptions
- Proposed Revisions to MAPP 016, 2012, 6001

VII. Acknowledgments

CAP would like to acknowledge its working relationship with EVC/Provost Betsy Dumont and VPAP Tom Hansford. The committee would also like to acknowledge APO, the deans, the department chairs, and the AP staff in each school for their dedication to excellence in the personnel review process at UC Merced, as well as the Senate analyst whose invaluable work and expertise makes CAP's work possible.

Respectfully,

Ajay Gopinathan, Chair (UCM)
Eileen Camfield, Vice Chair (UCM)
Irene Yen (UCM)
Clarissa Nobile (UCM)
Miguel Carreira-Perpiñán (UCM)
Cristián Ricci (UCM)
Teamrat Ghezzehei (UCM)
Eileen Camfield (UCM)
Baki Tezcan (UCD)

APPENDIX A

2025-2026 COMMITTEE ON ACADEMIC PERSONNEL TABLES 1A-1F FINAL RECOMMENDATIONS BY ACTION TYPE

	CAP Recommendation				Pending	TOTAL
	Agreed	Modification	Disagreed	No Recommendation		
TOTAL PERSONNEL CASES	78	15	8	3	0	104

	CAP Recommendation				TOTAL
TABLE 1A APPOINTMENTS	Agreed	Modification	Disagreed	Pending	
Associate Teaching Professor	0	1	0	0	1
Associate Adjunct Professor	1	0	0	0	1
Full Adjunct Professor	1	0	0	0	1
Professor	1	0	0	0	1
Endowed Chairs	6	0	1	0	7
Total	9	1	1	0	11
% CAP Agreed with Proposal					82
% CAP Agreed or Modified Proposal					91

	CAP Recommendation				TOTAL
TABLE 1B RE-APPOINTMENTS	Agreed	Modification	Disagreed	Pending	
Assistant Professors	1	1	0	0	2
Assistant Teaching Professors	0	1	0	0	1
Endowed Chairs	1	0	1	0	2
Total	2	2	1	0	5
% CAP Agreed with Proposal					40
% CAP Agreed or Modified Proposal					80

	CAP Recommendation				TOTAL
TABLE 1C PROMOTIONS	Agreed	Modification	Disagreed	Pending	
Associate Professor	8	2	0	0	10
Associate Teaching Professor	1	0	0	0	1
Full Adjunct Professor	1	0	0	0	1
Full Teaching Professor	1	0	0	0	1
Professor	10	1	3	0	14
Total	21	3	3	0	27
% CAP Agreed with Proposal					78
% CAP Agreed or Modified Proposal					89

	CAP Recommendation					
TABLE 1D Advancements/Merits	Agreed	Modification	Disagreed	No Recommendation	Pending	TOTAL
Assistant Professor	5	0	0	0	0	5
Assistant Teaching Professor	0	1	0	0	0	1
Associate Professor (1 included a Quinquennial Review)	9	0	1	0	0	10
Associate Teaching Professor	1	0	0	0	0	1
Full Teaching Professor	1	0	0	1	0	2
Professor (1 included a Quinquennial Review)	14	0	1	0	0	15
Professor VI (1 included a Quinquennial Review)	8	0	0	1	0	9
Total	38	1	2	2	0	43
% CAP Agreed with Proposal						88
% CAP Agreed or Modified Proposal						91

	CAP Recommendation					
TABLE 1E MID-CAREER APPRAISALS	Agreed	Modification	Disagreed	No Recomm endation	Pending	TOTAL
Assistant Professor	5	7	0	0	0	12
Assistant Teaching Professor	1	1	0	1	0	3
Total	6	8	0	1	0	15
% CAP Agreed with Proposal						40
% CAP Agreed or Modified Proposal						93

	CAP Recommendation				
TABLE 1F OTHER	Agreed	Modification	Disagreed	Pending	TOTAL
Career Equity Review	1	0	1	0	2
Emeritus Status – University Librarian	1	0	0	0	1
Total	2	0	1	0	3
% CAP Agreed with Proposal					67
% CAP Agreed or Modified Proposal					67

TABLE 2
FINAL RECOMMENDATIONS ON PROPOSALS
2025-2026

School or Unit	Number Proposed	CAP Recommendation						% CAP agreed w/dept. or dean without modification	% CAP agreed w/dept. or dean or modified up or down
		Agree	Modify-Up	Modify-Down	Disagree	No Recommendation	Pending		
Engineering	29	24	0	2	2	1	0	83	90
(MCA)	4								
Natural Sciences	29	20	0	6	3	0	0	69	90
(MCA)	6								
Social Sciences, Humanities, and Arts	45	35	1	4	3	2	0	78	89
(MCA)	5								
Library	1	1	0	0	0	0	0	100	100
TOTALS	104	80	1	12	8	3	0	77	89
(MCA)	15								

TABLE 3
CASES REVIEWED BY CAP 2005-2026

	2005-2006	2006-2007	2007-2008	2008-2009
Total Cases	61	56	82	61
Total Appointments	43	32	45	22
Total Promotions	3	2	2	3
Total Merit Increases	14	22	35	33
Total Other	1	0	0	3

	2009-2010	2010-2011	2011-2012	2012-2013
Total Cases	63	96	90	98
Total Appointments	13	34	33	30
Total Promotions	10	17	18	13
Total Merit Increases	40	39	38	47
Total Other	0	6	1	0

	2013-2104	2014-2015	2015-2016
Total Cases	128*	92	148
Total Appointments	50	16	38
Total Promotions	16	16	22
Total Merit Increases	58	57	87
Total Other	4 1 MCA only 3 reappointments *1 case pending	3 reappointments	1 reappointment

	2016-2017	2017-2018
Total Cases	105	95
Total Appointments	20	10
Total Promotions	20	26
Total Merit Increases	59	30
Total Other	6 4 MCA only 2 Endowed Chair reappointments	29 26 MCA only 2 reappointments 1 Performance Improvement Plan review

	2018-2019	2019-2020	2020-2021
Total Cases	74	77	102
Total Appointments	18	15	10
Total Reappointments	0	2	1
Total Promotions	25	26	32
Total Advancements/Merits	22	21	35
Total Mid-Career Appraisals	8	12	22
Total Other	1 (Career Equity Review)	1 (Career Equity Review)	2 (Performance Improvement Plan, Career Equity Review)

	2021-2022	2022-2023	2023-2024	2024-2025
Total Cases	80	100	100	85
Total Appointments	8	13	6	8
Total Reappointments	0	3	1	4
Total Promotions	21	28	24	20
Total Advancements/Merits	34	31	43	38
Total Mid-Career Appraisals	16	15	26	12
Total Other	1 (Career Equity Review)	10 (Career Equity Reviews, Quinquennial Reviews, Emeritus Status – Associate Librarian)	0	3 (Performance Improvement Plan, Career Equity Review, Emeritus Status – Academic Coordinator)

	2025-2026
Total Cases	104
Total Appointments	11
Total Reappointments	5
Total Promotions	27
Total Advancements/Merits	43
Total Mid-Career Appraisals	15
Total Other	3 (Career Equity Reviews, Emeritus Status – University Librarian)