



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

October 25, 2023

To: Sarah Depaoli, Chair, Committee on Committees

From: Committee on Rules and Elections (CRE)

Re: Addition of Teaching Professors on CAP

Dear CoC Chair Depaoli,

Thank you for your request for a CRE ruling on the question of whether Teaching Professors are eligible for service on the Committee on Academic Personnel (CAP).

CRE discussed this matter at its October 23 meeting. The committee's analysis and opinion on this matter follow below.

Analysis

- i There has been a long contention about representation of Teaching Professors series on CAP and there has been some degree of resistance in many respects from some Senate faculty ("regular faculty" series) for various reasons, because some may feel that the Teaching Professors are not in the position to evaluate the career of "regular" Senate faculty whose careers are focused on research. Other concerns were related to preserving the anonymity of Teaching Professors reviewing cases on CAP. On the other hand, the membership of CAP is published on the Senate website, so one can easily determine which CAP member is reviewing the CAP dossiers, based on members' disciplinary expertise.
- ii Teaching Professors are Senate members¹.
- iii The CAP Bylaw does not explicitly state that full Teaching Professors should not serve on CAP.
- iv The CAP Bylaw states that "...This Committee has seven or more members who may be members of other Divisions of the Senate. Members will be full professors."
- v Thus, it is very challenging to argue against including full Teaching Professors on CAP given the current language of the CAP Bylaw.

CRE's Ruling on the Interpretation of Senate Bylaw II. III. 2. A. (Committee on Academic Personnel)

The UCM Bylaw referenced above states that the membership of the Committee on Academic Personnel (CAP) consists of full professors ("[...] Members will be full professors." The Bylaw does not explicitly state that full Teaching Professors are not eligible to serve on CAP. CRE interprets "full professors" as including "full Teaching Professors". Without explicit Bylaw language regarding the membership of CAP, it is implicit that full Teaching Professors should be eligible to serve on CAP.

¹ <https://regents.universityofcalifornia.edu/governance/standing-orders/so1051.html>

In reviewing the CAP Bylaws, CRE notes that [Senate Bylaw II. III. 3. A](#) (Reserve CAP membership) will need to be revised to a) eliminate any potential ambiguities regarding the RCAP membership and b) reflect CRE's ruling regarding the CAP membership.

CC: CRE Members
Senate Office

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September 21, 2023

To: Sarah Depaoli, Chair, Committee on Committees (CoC)

From: Jayson Beaster-Jones, Chair, Committee on Faculty Welfare and Academic Freedom (FWAF)

Re: Addition of Teaching Professors on the Committee on Academic Personnel (CAP)

For a number of years, the Committee on Faculty Welfare and Academic Freedom has heard from faculty in the Teaching Professor series that criteria for evaluation of their merit and promotion dossiers have been unevenly applied in the Committee on Academic Personnel. This unevenness apparently stems from incomplete understanding of the responsibilities and expectations of faculty in this series. For this reason, FWAF has long advocated for inclusion of a faculty member in the Teaching Professor series to be included on CAP in order to ensure the equitable evaluation of Teaching Professor series faculty across the schools at UC Merced.

FWAF would like to formally request that the Committee on Committees make this Teaching Professor appointment in Academic Year 2023-24. This can be implemented as a practice this year until the corresponding Bylaws are amended. In addition, we would recommend that this is an external appointment, that is, from another University of California campus as there are relatively few full Teaching Professors on the UC Merced campus, and as a way of calibrating the merit and promotion criteria with other UC campuses.

Provided as background information, appended to this memo are past FWAF memos on this matter.

CC: FWAF Members
CAP Chair Malloy

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March 10, 2021

To: Robin DeLugan, Chair, Divisional Council

From: Carolin Frank, Chair, Committee on Faculty Welfare and Academic Freedom (FWAF)

Re: Teaching Professors

At its March 10 meeting, FWAF discussed the inclusion of Teaching Professors in Senate committees in general, and in the Committee on Academic Personnel (CAP) in particular. The chairs of the Committee on Committee (CoC), Committee on Rules and Elections (CRE), and the Committee for Diversity and Equity (D&E), and the Vice Chair of CAP were in attendance for consultation. All were in general agreement that the Senate Bylaws should make it explicit that "Professors" is interpreted to include Teaching Professors. While the discussion did not reach a consensus on the manner in which this clarification can be best made, FWAF finds this an opportune moment to bring this issue to DivCo's attention, given the ongoing efforts to revise the UC Merced Senate Bylaws.

FWAF would also request that CoC take it as a best practice to include Teaching Professors in their efforts to select the CAP membership. As the campus seeks to achieve further equity and fairness, and a more diverse representation of schools and genders, it would seem advisable to ensure equitable representation from a full range of the Senate Faculty lines. As recognized in the [UCAP's 2018-19 report](#), such best practice may be employed to ensure the effective and fair evaluation of Teaching Professors.

FWAF appreciates the Divisional Council's consideration of this matter.

cc: FWAF members
Senate Office
Fatima Paul, Senate Executive Director
Ramesh Balasubramaniam, Vice Chair, CAP
Wei-Chun Chin, Chair, CoC
Christopher Viney, Chair, CRE
Jesus Sandoval-Hernandez, D&E

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February 13, 2020

To: Tom Hansford, Chair, Division Council

From: Committee on Faculty Welfare and Academic Freedom (FWAF)

Re: Proposed Addition of a Teaching Professor on CAP

There is an increasing number of faculty in the Teaching-Professor line in the University of California, and the line now constitutes 6% of Senate lines at UC Merced. The Committee on Academic Personnel (CAP) considers cases of merit and promotion for faculty in that line; however, since CAP does not have Teaching Professors as members, it lacks some of the expertise that they could provide it in evaluating cases of merit and promotion for other faculty in that line. With the implementation of APM 285 (July 2019), which puts the Teaching-Professor line on a step-salary system, now is a good time to include this Senate title on CAP, thereby supplying it with a full range of expertise in reviews and enhancing equity.

We ask that the Academic Senate consider our proposal that the Committee on Committees adopt a policy of placing a Full Teaching Professor on CAP or, whenever that does not occur, that CAP adopt a policy of inviting a Full Teaching Professor as an ad hoc member to consult on cases of merit and promotion for other faculty in that line. Including Teaching Professors, who are a highly diverse group of faculty, would help CAP realize its mission "to *represent the Division* in all matters and policies relating to appointments, promotions, and academic personnel matters" (our emphasis).

We can see several advantages of this proposed policy to the Division and CAP: It would (1) integrate the expertise that tenured Teaching Professors have in teaching and, by extension, assessing teaching quality; (2) provide CAP with another member who would have first-hand insight about the challenges and expectations for faculty in that line; and (3) advance the goals of equity and inclusivity that are central to ideals of faculty self-governance. Recognizing these advantages, one of the UC campuses already includes a Full Teaching Professor as a member of CAP.

We appreciate Division Council's consideration of this proposal.

cc: Senate office