



Davis Division Academic Senate

Request for Consultation Responses

APM 133, 210, 220, 760 proposed revisions

November 21, 2014

DEADLINE EXTENDED SYSTEMWIDE: The policy proposals were originally forwarded late spring 2014. The UC Academic Senate requested an extension to provide ample opportunity for review and comment by all Academic Senate Divisions. A few Divisions were specifically interested in the revisions proposed to APM 210. **NOTE:** Davis distributed last spring and collected comments. In extending the commentary period for this item, we have made sure the comments submitted last spring remain available. We encourage all committees to review the proposal and if comments were submitted last spring to review and resubmit if desired.

Affirmative Action & Diversity

June 23, 2014 8:38 AM

AA&D approves of proposed APM Revisions - 133, 210, 220 and 760.

CAP Oversight Committee

November 13, 2014 4:00 PM

APM 133, 210, 220 and 760 Revisions

The Committee on Academic Personnel (CAP) has reviewed the proposed systemwide changes specified above, and comments as follows:

APM 210-1-d contains wording that we find ambiguous. The third sentence is unclear. It appears to suggest that a fourth category of evaluation is to be initiated “They should be given the same weight in the evaluation . . . as any other contribution in these areas”. But this is clearly not what is meant, as the rest of the paragraph makes clear. “These areas” (above) must refer to teaching, research and service, and the sentence must intend to say that diversity contributions *within* each of teaching, research and service are to be given the same weight as other components. But the point is still not clear. The same weight as what, exactly? As, perhaps, high scores in teaching evaluations, or as developing new courses, or as serving on a time-consuming committee, or as publishing in a top journal or with a top press? How can anything be given the “same weight” as anything else, in some a priori way, given that all contributions may not be equally important, that the weights ascribed to criteria vary according to a candidate’s appointment title (s), and that the personnel process requires CAP’s judgment about the relative “weight” of everything, both within each category and between them? Attempting to prescribe in the abstract how much something is to be weighted pre-empts the judgment CAP is supposed to be making.

Since this sentence only adds confusion, we recommend deleting it completely. The rest of the paragraph adequately covers the issue.

In the final sentence, the word “diverse” is ambiguous and unnecessary. The point is surely that mentoring of all faculty and students is to be encouraged and recognized. By definition this will include e.g. underrepresented minority (URM) faculty and students. The deletion we suggest avoids the (surely unintended) impression that only mentoring of URM faculty and students is to be recognized.

Council of School & College Faculty Chairs (BIOLOGICAL SCIENCES)

October 27, 2014 9:25 AM

There is ambiguity in the wording of 210-1 d. "They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas." Specifically, "these areas" should state the areas specified. The current wording could be construed as meaning that a faculty member with excellent research, excellent teaching and excellent service might be denied promotion because of substandard contribution to diversity.

On page 5 of the draft of APM-133. In the last sentence on the page, it should read "his or her research activities". The "or her" is missing.

Council of School & College Faculty Chairs (LS: HACCS)

November 19, 2014 4:08 PM

The changes seem fine. Our only comment has to do with APM 210-1-d, which contains wording that we find a bit ambiguous. Perhaps all that we need to say is "encouraged and rewarded."

Council of School & College Faculty Chairs (LS: MATH/PHY SCI)

June 2, 2014 4:46 PM

The L&S Executive Committee supports the changes.

Council of School & College Faculty Chairs (MANAGEMENT)

November 20, 2014 9:34 PM

We have no further comments.

Council of School & College Faculty Chairs (VETERINARY MEDICINE)

November 8, 2014 11:58 AM

We have no further comments.

Faculty Welfare

November 17, 2014 1:50 PM

The statement in APM 210-1 d (on page1) that reads "They should be given the same weight in the evaluation of the candidate's qualifications during Academic Personnel actions as any other contributions in these areas." is vague and impossible to interpret as it is unclear to what "They" and "these" are referring.

Graduate Council

May 27, 2014 3:41 PM

No response at this time.