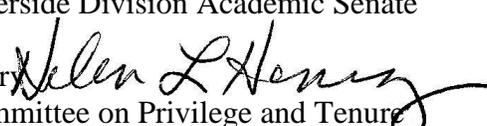




Committee on Privilege and Tenure

March 12, 2014

To: Jose Wudka
Chair, Riverside Division Academic Senate

From: Helen Henry 
Chair, Committee on Privilege and Tenure

Re: Proposal to Consider a Change to the CAP Bylaws

The Committee on Privilege and Tenure met on February 19 to discuss the proposal by Professor Pyke that our CAP Bylaw be modified to allow the appointment of Associate Professors to this Committee. Although there was some agreement with the rationale behind such a change, our committee was, overall, opposed to it. Below are some of the reasons that we reached this conclusion:

1. As we can see from the summary of practices and Bylaws on our sister campuses, changing the bylaw is unlikely to change practice in making COC appointments to CAP, regardless of what is stated in the Bylaws. The practice of having the very best senior professors undertake this task is as deeply ingrained at UCR as it is on the other campuses. We certainly do not want to start down the pathway of defining in Bylaws how many of each kind of professor (rank, step and field) should serve on CAP. We question the wisdom of our deliberately having a bylaw which is unlikely to be followed in practice.
2. Those with working knowledge of CAP felt that workload issues would be confusing and difficult to handle. Limiting Associate Professors to files below their own rank might be difficult and yet the majority of Departments on campus have exactly this restriction on the participation of Associate Professors in their decisions on Academic Personnel files.
3. We discussed the various forms of potential bias that are presented in the proposal and the degree to which the composition of the membership of CAP might contribute to them. The evidence that CAP composition is a causative factor was not persuasive. We were not convinced that such a change, even if smoothly implemented, would actually correct these perceived forms of bias; certainly not the forms of disciplinary bias discussed in the proposal.

Thank you for the opportunity to review this interesting proposal.