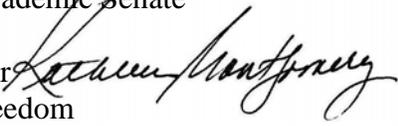


 UNIVERSITY OF CALIFORNIA
UCRIVERSIDE | **Academic Senate**
COMMITTEE ON ACADEMIC FREEDOM

March 6, 2014

To: Jose Wudka, Chair
Riverside Division of the Academic Senate

From: Kathleen Montgomery, Chair 
Committee on Academic Freedom

Re: Request to revise CAP bylaws to allow participation of Associate Professors

The Committee on Academic Freedom met on February 25, 2014, to discuss the proposal to expand eligibility for CAP membership to Associate Professors.

There was consensus on CAF not to support such a change.

Following are some of the points raised by CAF members:

- Seniority and vulnerability issues: Having Associate Professors on CAP could be contrary to Senate Bylaw 55 with regard to not voting on personnel cases above one's own rank, which is the policy in the majority of departments across campus. There also was reluctance to subject an Associate Professor, who was not himself/herself already beyond the promotion hurdle of Full Professor, to the burdens of serving on CAP, both in terms of managing the excessive workload while maintaining one's own research program toward promotion, and in terms of managing the political vulnerability to which CAP members may be subject.
- Credibility and experience issues: The credibility of CAP recommendations depends heavily on having its members represent some of the most accomplished and experienced faculty on campus. A survey of practices at sister campuses demonstrates that the eligibility of potential CAP members is more stringent than at UCR, with a preference for Full Professors at a minimum of Step III, IV, or VI and above. Some on CAF argued for tightening the eligibility criteria at UCR as well, but this suggestion was not formally considered.
- Bias and diversity issues: It was pointed out that the current CAP bylaws require that the membership on CAP "shall represent the variety of disciplines and fields across campus" and that women have routinely served on CAP. Although several potential sources of bias are raised in the proposal, there is no substantive evidence that such biases are in fact systemic at UCR or on our sister campuses. To the contrary, former CAP members now on CAF reported on the determined efforts during CAP deliberations to respect the scholarship of all faculty, regardless of discipline, methodological approach, or personal characteristics of candidates.