

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON ACADEMIC PERSONNEL

March 6, 2014

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

From: George Haggerty, Chair 
Committee on Academic Personnel

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

Members of CAP considered Professor Pyke's memo of February 3, 2014. We are immediately struck by the importance of the issues Professor Pyke raises, but we do not feel that there is a quick and easy solution of the kind she recommends.

A survey of other UC CAPS reveals that in every case, whatever their stated policy, only full professors, and often professors only above step VI, serve on CAP. This is for the obvious reason that considerable experience in the personnel process is necessary before serving on CAP. Often CAP members have been department chairs before serving on CAP for this very reason. In any case, most Associate Professors have not had much personnel experience and lack the necessary preparation for the regular workings of CAP.

An even more pressing concern is what we would be asking of Associate Professors, already so overworked in terms of service, if we were to shackle them with the overwhelming burden of CAP service.

Another practical concern emerges if one considers departmental voting practice. According to by-law 55, many departments do not allow Associate Professors to vote on Full Professor files. Whatever one may think of that policy, it does not follow that on a committee like CAP Associate Professors should decide on personnel matters for faculty of the full professor ranks.

Several members of CAP feel sympathy with Professor Pyke's plea for more diversity. CAP becomes more diverse as members of the faculty are advanced, and we all assume that we can look forward to a continually more diverse CAP.

Finally, we feel that we must take issue with the adversarial tone of Professor Pyke's memo. We think mutual respect is the least we can expect from other senate committees and faculty. We are all UCR faculty members working towards goals similar to those that other senate committees and individual faculty members espouse.