



Office of the Dean
Riverside, CA 92521
Tel 951.827.5190
Fax 951.827.3188
www.engr.ucr.edu

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TO: Jose Wudka, Chair
Riverside Division

FR: Akula Venkatram, Chair
Executive Committee, Bourns College of Engineering

RE: Revise CAP bylaws to allow participation of Associate Professors

We note that CAP has always included at least two members from fields such as English, Art, Music, and History that generally employ qualitative research methods.

The point regarding disenfranchisement of women and minority faculty is important, and is a concern if there is a statistically significant difference in the rates of advancement to Full Professor between members of these groups and others. The Senate could look into this issue. It would also be useful to know to what extent the other UCs, regardless of membership policies, actually include Associate Professors in their Committees on Academic Personnel.

Most important among the attributes of CAP members is an understanding of the highest standards of scholarship, breadth within and across disciplines, and an ability to objectively evaluate the accomplishments of peers disregarding personal opinions or biases. Regardless of any change to regulations, these should remain the only standards by which eligibility for CAP is judged. If needed, the Committee on Committees could implement measures to ensure that CAP members represent the range of scholarly methods used across UCR's academic disciplines.

The rank of Associate Professor is typically achieved in six years, but not everyone can also expect to simultaneously achieve the breadth needed for CAP service, even within his or her own discipline. Promotion to Full Professor typically serves to verify such breadth in addition to depth.