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To: Jose Wudka
From: Ameae Walker, Chair SOM executive Committee
Re: Change in CAP bylaws

March 16th, 2014

Due to very full agendas at regular monthly meetings of the executive committee, input on the proposal to allow Associate Professors to serve on CAP was solicited from the committee via e mail. The following therefore represents a summary of those responding.

There was no concern about the inclusion of Associate Professors on CAP, except a concern for those who at the Associate Professor level will opt to serve. We hope that they will be counseled as to the pros and cons. All committees on campus strive to have representation from as many constituents as possible and this has a tendency to overburden women faculty and faculty of color with committee duties.

As an individual, the chair would also like to enthusiastically support any proposal to establish a minimum number of years that a faculty member should have been on campus before they serve on CAP. This would be to ensure they have the perspective to evaluate the accomplishments of those who have made their career at UCR. This is not to malign the abilities of the majority of newcomers who have been willing to serve, but simply to ensure that there is every appearance of true peer evaluation. One detail in the proposal is incorrect in this regard since I believe that Tom Patterson began his career at UCR and then went elsewhere before returning.

Still speaking as an individual, it is unclear what the concern is in regard to fast pace versus slower pace scholarship. There are memberships from many departments and all members have to learn what the "norm" for a particular discipline is. If membership is skewed, the best approach to rectifying this is to encourage appropriate faculty to serve; the problem is usually in finding appropriate people who are willing. Those in related disciplines or disciplines within the same college have at least some perspective on the norm. Representation cannot cover all constituencies. Even within departments there can be a huge range - for example, compare a theoretical physicist with a physicist who works within a large consortium because their research uses equipment only present in one place on earth and for which they have to sign up a year in advance: Both the scholarly output and number of co-authors is likely to be very different. In the latter case, somehow, CAP has to make sense of papers with 250 authors in regard to a merit or promotion. The role of the Chair is crucial in making the case. I think Committee on Committees would welcome any help and ideas for recruiting faculty to serve on this and many other important committees.