January 07, 2014

TO: Jan Reiff
   Chair of Academic Senate

FROM: Council on Academic Personnel

RE: Comments on Proposed Amendment to By-law 55

CAP received the request for comment on the proposal to amend Senate Bylaw 55 to extend voting rights on academic review actions to two specific classes of non-Senate faculty (NSF) members in Health Sciences – “career” salaried faculty in the Adjunct Professor and Health Sciences Clinical Professor series who hold appointments of 50% or more. The Council discussed the proposal and supports the right of each academic unit to vote on whether to extend voting rights to their NSF members and note that this would be reviewed annually. The Council feels that this decision does not impact the current CAP process.
December 2, 2013

Professor Jan Reiff  
Chair, UCLA Academic Senate

Re: Senate Item for Review: Senate Bylaw 55

Dear Professor Reiff,

The Faculty Welfare Committee reviewed Senate Item for Review: Senate Bylaw 55.

Although no issues were identified with the proposed revisions; the committee noted that because departments’ practices vary across campus, approval of this proposal will vary by department.

We appreciate the opportunity to review the proposal. If you have additional questions, please do not hesitate to contact me at kominski@ucla.edu.

Sincerely,

Gerald Kominski  
Chair, Faculty Welfare Committee

cc: Joel Aberbach, Vice Chair, Academic Senate  
Linda Sarna, Immediate Past Chair, Academic Senate  
Linda Mohr, Interim Chief Administrative Officer, Academic Senate  
Maya Moore, FWC Policy Specialist  
Members of the Faculty Welfare Committee
The College FEC appreciates the opportunity to review the proposal to amend Senate Bylaw 55, which if approved, would allow the extension of departmental voting rights on academic appointment and promotion actions to salaried (>50%) non-Senate faculty in the Adjunct Professor or Health Sciences Clinical Professor series in the Health Sciences. We held discussions about this proposal at the FEC’s November 15, 2013 and December 6, 2013 meetings. While the committee elected to endorse some of the changes with a formal vote (8 approve, 3 oppose, 0 abstain), I recount here a brief summary of the points that were made during our discussion:

1. The committee recognizes that these proposed changes are salient to the UC System Health Sciences in general, and more specifically, they are salient to our colleagues in the UCLA Health Sciences. According to the FEC chair of the School of Medicine, approximately 55 percent of UCLA Medical School faculty are clinician-teachers in the Health Sciences Series (non-Academic Senate), who are critical to the education of medical students, especially those in their third and fourth years, and as Residents. While faculty include Senate members (Regular Professor, Professor in Residence, Clinical X Professor), a large percentage of these faculty are non-Senate members in the Health Sciences Clinical Professor series. We have heard anecdotally and read in the memos related to this proposed amendment that these non-Senate faculty are disenfranchised from departmental promotions, and that allowing them to vote on hiring and promotion decisions would help ameliorate this issue, and lead to fuller engagement of all departmental faculty members. In short, it is viewed as a form of shared governance. In addition, many departments already are doing this in practice, and this motion memorializes this practice on this campus. The involvement of Adjunct series faculty may be more challenging to enact, as their funding sources, activities, and longevity in the system are significantly different from the Health Sciences faculty, who are lifelong faculty and vital to the function of most clinical departments.

2. The committee also recognizes that the proposed change allows for Health Sciences departments to decide independently whether they will allow these categories of non-Senate faculty to become voting members in their department. Several Committee members expressed support for the principle of decision-making at the departmental level, and were supportive of this proposed amendment because the decision of whether or not to include these particular categories of non-Senate faculty members in departmental hiring and promotion decisions is determined by each department within the Health Sciences.

3. Several members expressed concern that although this proposed amendment is specific to the Health Sciences, that if passed, it might introduce future amendments to include this practice in the College, where Adjunct faculty participate in a different educational activity that is not comparable to the Health Sciences.
Sciences. A majority of the committee would have fewer concerns about the proposed changes if the Adjunct Professor series was dropped from the proposal. By limiting the changes to individuals in the Health Sciences Clinical Professor series, this would ensure that the proposed changes do not apply outside of the Health Sciences.

4. In general, the committee was sympathetic to the tensions that might exist between Senate faculty and Adjunct faculty in a department due to instabilities in employment, benefits, and differences in rights, and responsibilities. There was concern that these instabilities and differences would preclude Adjunct faculty members from making fully informed decisions in departmental hiring and promotion. Moreover, there are concerns that the expectation of departmental voting would in effect create additional burden on Adjunct faculty. There was a strong feeling that rather than making piecemeal amendments to address areas where this tension plays out, that efforts to hire these individuals into more stable positions should take priority.

After considerable discussion, the committee would feel more comfortable endorsing the proposed bylaw changes if the above concerns are addressed and in particular felt a pilot or trial period should be considered before any formal changes to the Senate regulations are adopted. If a pilot produces desirable results, Bylaw 55 should be amended.

As always, our membership appreciates the consultative process and welcomes the opportunity to opine on important matters like this. You are welcome to contact me at cpalmer@mednet.ucla.edu with questions. Kyle Stewart McJunkin, Academic Administrator, is also available to assist you and he can be reached at (310) 825-3223 or kmcjunkin@college.ucla.edu.

cc: Lucy Blackmar, Associate College Dean, College of Letters and Science
    Linda Mohr, Interim Chief Administrative Officer, Academic Senate
January 8, 2014

To: Jan Reiff, Chair
Academic Senate

From: Anahid Jewett, Chair
Committee on Rules and Jurisdiction

Re: Proposed Changes to Senate Bylaw 55

The Committee on Rules and Jurisdiction (CR&J) reviewed the proposed amendments to Senate Bylaw 55 that would allow the extension of departmental voting rights on academic appointment and promotion actions to salaried non-Senate faculty in the Adjunct Professor or Health Sciences Clinical Professor series. The proposed revisions would permit Senate members in an academic unit to vote on whether to extend Bylaw 55 rights to non-Senate titles and would require that a decision to do so must be reconsidered annually.

CR&J voted to disapprove the proposed amendments to Senate Bylaw 55, objecting to such an option of extending departmental voting rights to non-Senate faculty for academic appointments and promotion actions. CR&J’s concerns are similar to those raised by both UCAP and UCFW. In addition CR&J has concerns regarding the fact that this may change the standard and culture of departments if non-Senate faculty did not value scholarship, innovative research, teaching, and University and public service equally as Senate faculty members, since the duties and responsibilities of non-Senate faculties for employment—along with the standards by which they are evaluated for employment—are different from those of Senate faculty.

Cc: Linda Mohr, Assistant Chief Administrative Officer, Academic Senate
Carolynne Hogg, Principal Policy Analyst, Academic Senate
Serge Chenkerian, Management Services Officer/Executive Assistant, Academic Senate
John Leary, Senior Policy Analyst, Committee on Rules and Jurisdiction