March 8, 2016

Professor Leo Estrada  
Chair, UCLA Academic Senate

Re: Committee on Diversity and Equal Opportunity’s Response to the Guiding Principles:  
Search Waivers for Academic Appointees at the University of California

Dear Professor Estrada,

CODEO thanks you for the opportunity to review the Search Waiver document. We understand such waivers are sometimes necessary to recruit exceptional faculty and staff, especially as articulated in circumstances A1 and A2. We are very pleased to see circumstance A3 included: the waiver of searches for UC President’s and Chancellor’s Post-Doctoral Fellowships. We see this as helpful in increasing the diversity of UC faculty.

Sincerely,

Russell Thornton,  
Chair, Committee on Diversity and Equality Opportunity

cc: Members of the Committee on Diversity and Equal Opportunity 
   Linda Mohr, CAO, Academic Senate 
   Christopher Jados, Executive Assistant 
   Annie Speights, Committee Analyst, Committee on Diversity and Equal Opportunity
March 9, 2016

Professor Leo Estrada  
Chair, UCLA Academic Senate

Re: Guiding Principles Search Waivers for Academic Appointees at the University of California

Dear Professor Estrada,

The Committee on Faculty Welfare has received and reviewed the Guiding Principles: Search Waivers for Academic Appointees at the University of California developed by the UC Recruit Governance Board and reviewed by Academic Personnel Directors and Vice Provosts for Academic Personnel/Academic Affairs from all campuses.

Our only comment relates to the consideration of cases where an academic unit may want to use a vacant endowed chair to retain distinguished faculty. The Committee on Faculty Welfare recommends that search waivers also be permitted for filling vacant endowed chairs with internal candidates. We believe that search waivers for endowed chairs in these cases would allow Department Chairs and Divisional Deans the ability to use these positions as powerful tools for retaining distinguished faculty.

On behalf of the Committee on Faculty Welfare, I thank you for the opportunity to comment on the Guiding Principles: Search Waivers for Academic Appointees at the University of California. Please do not hesitate to contact me if I can be of further assistance. I can be reached at 310-206-7290, or by email to msweeney@soc.ucla.edu. Our Committee Analyst, Eric Wells, is also available to assist. He can be reached at 310-206-2070 or by email to ewells@senate.ucla.edu.

Respectfully,

Megan Sweeney  
Chair, Committee on Faculty Welfare

cc: Members of the Committee on Faculty Welfare  
Linda Mohr, CAO, Academic Senate  
Eric Wells, Committee Analyst, Committee on Faculty Welfare
MEMORANDUM

FACULTY EXECUTIVE COMMITTEE  
College of Letters and Science

To: Leo Estrada, Chair, Academic Senate  
Fr: Joseph Bristow, Chair, College Faculty Executive Committee

Date: March 8, 2016

Re: College FEC response to Proposed Guidelines for the Use of Waivers in Academic Hiring

The College FEC appreciates the opportunity to review the draft of the Proposed Guidelines for the Use of Waivers in Academic Hiring. The committee reviewed the document at its meeting on March 4, 2016. We were grateful to have Lauren Na, Assistant Dean, Academic and Staff Personnel, for guiding the committee through the proposed guidelines. Below you will find a summary of the questions and concerns raised during the discussion.

Search Waiver Categories

B.4. Continuation of Training: The document states that the waiver will be made for a limited time period; however, it does not indicate who will be responsible for enforcing this 18 month limit. Will this be monitored by the Graduate Division, the hiring department, UCPath, or within UCRrecruit? Creating a centralized repository of the limit may be helpful when monitoring the progress of these appointments. On the campus-level, if we want UCPath to keep track of the time limit, we should work with the UCPath team to build this feature.

B5. PI/Co-PI/Leadership Status: The guideline suggests that “the candidate will be paid 50% time or more for their total effort” however we have appointments that range from 1% up to 100%.

B6. Research Team: The current document states that, “the waiver is only valid for an individual team member as long as they remain with the same research team and in the same series.” We recommend that the last sentence be revised to, “as long as they remain with the same research team and in the same series or equivalent title.” There are some occasions where team members arrive at UCLA with a title not within our series of titles; we will therefore need to seek an equivalent title.

B7. Multiple Affiliated Employers: The document currently states that, “the appointee may be granted a search waiver for the UC position.” We recommend that the sentence be revised to, “granted a search waiver for the UC position within the same series.” Further clarification may be useful as series may vary among campuses.

Exemptions from Searches and Search Waivers

1) Non-Salaried (0% time) and Without Salary Appointments: If possible, we recommend the UC Path team include a feature that provides a search confirmation (or approved search waiver) for individuals who begin to receive a salary after their initial WOS appointment.
2) True Visitor: To further clarify this series we suggest that the heading for this section be modified as follows, “2) True Visitor (Visiting Series).”

4) Concurrent WOS Appointment: We suggest changing the heading for this section to “4) Concurrent Appointment: A Concurrent Paid or Without Salary Academic Appointment.” We have encountered instances where non-faculty academic appointees and staff occasionally teach with a paid Lecturer title. In these cases, the primary appointment is reduced accordingly based on the teaching appointment’s workload percentage. This is required by the Unit 18 MOU.

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 jbristow@humnet.ucla.edu with questions. Mitsue Yokota, Academic Administrator, is also available to assist you and she can be reached at (310) 794-5665 or myokota@college.ucla.edu.

cc: Lucy Blackmar, Assistant Vice Provost, Division of Undergraduate Education
Linda Mohr, Chief Administrative Officer, Academic Senate
Lauren Na, Assistant Dean, UCLA College