March 19, 2025

Subject: Charge for Senate-Administration Workgroup on Academic Peer Review Process

Purpose

UC San Diego's policies and processes for academic peer review, including the Senate Committee on Academic Personnel (CAP), should be periodically revisited and reconsidered to reflect the growth of the faculty and the implementation of revised campus academic personnel policies and procedures. The last comprehensive review was in 2011 when then-Executive Vice Chancellor Suresh Subramani and San Diego Divisional Senate Chair Frank L. Powell convened the Senate Task Force on Faculty Reward System II. Considering the significant transformation that the University and our faculty have undergone since that time, a Senate-Administration Workgroup is being convened both to evaluate our system's efficacy in rewarding activities that contribute to the educational and scholarly mission of the University and also to recommend any appropriate updates.

Charge

In the course of evaluating the academic peer review process, we ask that this workgroup pay particular attention to the following issues:

- Identify which actions, per systemwide AP policies, require CAP review of individual files as opposed to CAP review of aggregated file information by department or school (and gender or minority status, if possible). Compare and contrast what UC San Diego requires versus other UC campuses. The workgroup should make recommendations on actions that UC San Diego's CAP could potentially review annually for aggregated assessment of equity or waive, consistent with policy and in alignment with what other campuses do.

- Assess best practices for utilizing CAP in the academic peer review process, in a way that prioritizes equitable review and maximizes efficiency for individual file review as the University expands. Do all actions require review by all CAP members? Are there actions that could be delegated to a subset of CAP members? What practices are used by other UCs?

- Consult with the Holistic Teaching Oversight Committee (HTOC) to identify existing departmental standards that align with or incorporate our new holistic teaching criteria. Consider how these exemplars can help us inform departments about implementing the new holistic teaching criteria and potentially serve as the basis for updating departmental standards to incorporate HTOC recommendations for teaching.

- Evaluate UC San Diego's expectations for service at various ranks and steps compared to those expectations at other UC campuses to determine if UC San Diego's CAP expectations are properly calibrated. The workgroup should also make recommendations on how these service expectations can be incorporated into departmental standards, including explicitly identifying the increased expectations with rank and step.

- CAP has observed a significant uptick in the number of accelerated merit requests and this workgroup is asked to help identify what may be contributing to the increase. We request this workgroup first examine aggregate data on accelerated merit requests over the last ~5 years to see whether these requests are concentrated in particular units and/or whether there are significant differences by unit in the rate at which such requests are successful. If such patterns do exist, the workgroup should examine whether the quantitative department standards for research productivity appear to be consistently calibrated across departments with differing rates of requests and/or request success. If significant differences in the rate of requests, the rate of request success, and/or the calibration of department standards are observed, this workgroup is asked to recommend possible ways the Senate and Administration might follow up on this information.

- Recommend possible revisions to the PPM to clarify the distinctions between 50% and 100% merit advancement further Above Scale, as well as expectations for acceleration further Above Scale. Merit advancement and accelerations at the Above Scale rank continue to be a difficult target to calibrate in light of vague policy language, and the perceived discontinuity between requirements for lower rank and step merit advancements/accelerations and those Above Scale.

Timeline

The workgroup will meet from March through December 2025, with a report submitted to 2025-26 Senate Chair Rebecca Jo Plant and EVC Simmons by December 12, 2025. Support for the workgroup will be provided jointly by Academic Affairs and the Academic Senate.

Composition

Academic Senate
- Frank Biess, Professor, History, Workgroup Co-Chair
- Stacey Brydges, Teaching Professor, Chemistry & Biochemistry
- Wendy Campana, Professor, Anesthesiology
- Gert Cauwenberghs, Professor, Bioengineering
- Lane Kenworthy, Professor, Sociology
- Philip Roeder, Professor, Political Science
- William Tronzo, Teaching Professor, Visual Arts

Administration
- Marianne Beckett, Assistant Vice Chancellor – Academic Personnel Services, Workgroup Co-Chair
- Jennifer Johnson, Academic Personnel Manager, School of Arts & Humanities
- Rob Rome, Assistant Dean, School of Physical Sciences
- Patrick Anderson, Department Chair, Communication
- David Danks, HDSI Faculty Council Chair, School of Computing, Information and Data Sciences
- John Moore, Dean, Division of Undergraduate Education
- Suzi Hong, Associate Dean for Faculty Affairs, School of Public Health

With best regards,
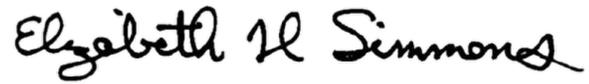
Elizabeth H. Simmons
Executive Vice Chancellor

Olivia Graeve
Chair, Academic Senate

Cc: Robert Continetti, Senior Associate Vice Chancellor
Lori Hullings, Executive Director, Academic Senate
Rebecca Jo Plant, Vice Chair, Academic Senate
Alison Sanders, Assistant Vice Chancellor and Chief of Staff