

December 14, 2021

Jody Kreiman, Chair
Academic Senate

Re: (Systemwide Senate Review) Draft Presidential Policy - Abusive Conduct/Bullying in the Workplace

Dear Chair Kreiman,

At its meetings on November 9, 2021 and December 7, 2021, the Council on Academic Personnel (CAP) had opportunities to review the Draft Presidential Policy - Abusive Conduct/Bullying in the Workplace.

CAP supports the principle to promote and maintain a healthy working and learning environment at the University of California. However, members had serious concerns that the draft policy removes the Senate from the review of faculty conduct, which is a core professional right of faculty under shared governance. Members felt that existing policies, specifically the Faculty Code of Conduct ([APM-015](#)), adequately address abusive conduct/bullying in the workplace and that new policies mandating formal investigation independently from faculty evaluation were in conflict with the Faculty Code of Conduct. Some members also found the policy language to be vague and unclear, which may allow for loopholes or abuse.

CAP unanimously voted to support and endorse the recommendations from the Committee on Charges and the Committee on Privilege and Tenure and did not support the proposed Systemwide Policy Abusive Conduct/Bullying in the Workplace.

If you have any questions for us, please do not hesitate to contact me at csternin@ucla.edu or via the Council's analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

Sincerely,



Catia Sternini, Chair
Council on Academic Personnel

cc: Jessica Cattelino, Vice Chair/Chair-Elect, Academic Senate
Shane White, Immediate Past Chair, Academic Senate

April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Senior Policy Analyst, Academic Senate
Members of the Council on Academic Personnel