TO: UCLA Academic Senate

FROM: Professor Ramesh Srinivasan, Chair, Faculty Executive Committee Meeting
UCLA School of Education & Information Studies

DATE: May 30, 2024

In response to the below (email received 4/19/24):

Dear Faculty Executive Committee Chairs and Analysts,

The issue, **(Systemwide Senate Review) Proposed Revisions to APM - 016, University Policy on Faculty Conduct and the Administration of Discipline**, is now available in DMS for FEC review, and will be discussed at the Executive Board meeting on 6/6/24.

In order to formulate the divisional response, we ask that you submit comments no later than **5/31/24**.

**Brief issue summary:**

This is another important systemwide review with a short review window. The proposed revisions are substantive because they seek to codify that the Chancellor (or designee, which currently is the Vice Chancellor of Academic Affairs and Personnel) may “pause” (aka put on hold) academic personnel review actions when there is an investigation of allegations of misconduct. The “pause” would remain in effect until the conclusion of the investigation, which in current practice, may take a year or more. Also, it is worth noting that, in practice, it is also possible that the allegation of misconduct may be related to an administrative role held by the faculty member in question and not in their main faculty role. Lastly, it appears that the imposition of the “pause” is not required, but at the discretion of the Chancellor (or designee). Your committee or council may want to consider whether this revision is appropriate and warranted. Also, what are the implications of this new policy for faculty at different stages of their careers? What types of investigations of “alleged misconduct” would be/should be included? Would the types of included investigations or criteria have a differential impact on various groups of faculty? To what degree, should the Chancellor (or designee) have discretion? Is there a time frame beyond which it would not seem reasonable to “pause” an academic personnel action? What topics or aspects should be addressed in this policy revision that are not already?

**Please note:**

- FECs may opine at their discretion.
- FEC Analysts must submit their FEC’s response (including “Does Not Wish to Opine”) through the Academic Senate DMS. Please do not email your FEC response.
- **FEC Chairs and Analysts can now access the materials in DMS (please see attached guide).**
- FEC comments must be submitted by the assigned deadline for review by the Executive Board and inclusion in the divisional response.

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Based on discussion held at UCLA School of Education & Information Studies FEC Meeting held on May 10, 2024:

**FEC COMMENTS:**

Our main feedback is: We would want to know clarity on what the change length would be, want clarification on the 'local procedures', want to know the maximum length of the pause based on indefinite review of faculty action/investigation.