



March 20, 2019

PROVOST MICHAEL T. BROWN
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dear Michael,

On behalf of the Working Group on Privileges and Responsibilities of Non-Faculty Academic Appointees, we are submitting our final report. The report itself contains two parts, a proposed new section to the Academic Personnel Manual labeled APM-011 (Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees) and a set of accompanying FAQs. The Working Group is forwarding these documents to you with a single recommendation:

Recommendation: That APM-011 (Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees) be adopted as University policy

The Working Group requests that the review process of the proposed new section of the APM, leading to the adoption of the Recommendation, commence immediately.

In way of background, the Working Group met four times starting in January, 2019. Aside from its internal deliberations, the Working Group reached out to a range of individuals and stakeholder groups for their input on the content of a policy on academic freedom for non-faculty academic appointees. Among those whom the Working Group consulted were the Council of University Librarians, Vice Chancellors for Research, Vice Provosts for Academic Personnel, Academic Personnel Directors, Librarians Association of the University of California, the ANR Academic Assembly Council Executive Board, the UC Davis Academic Federation, UC-AFT Librarians, UAW Postdoctoral Scholars and Academic Researchers, and the nominees from the Chancellors. The Working Group carefully weighed the views of those with whom we spoke, and endeavored to factor their concerns into the fashioning of the draft policy.

In developing the draft policy APM-011, the Working Group affirmed the position of APM-010 (Academic Freedom), along with APM-015 (Faculty Code of Conduct) as the cornerstones of the University of California's academic freedom policy. APM-011 affirms that the protections and responsibilities under these policies extend to all academic appointees when they are engaged in teaching, research, scholarship, or the public dissemination of knowledge. APM-011 additionally extends to non-faculty academic appointees protections for work not in these categories, but which nevertheless contributes to and supports the academic mission of the University. These protections, and the associated responsibilities, are founded on recognized professional standards, as are the protections otherwise afforded under APM-010. Additionally, APM-011 specifies procedures for the adjudication of grievances of alleged violations of the protections adumbrated by the policy.

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In anticipation of questions that might arise regarding the intent and application of the proposed policy, the Working Group has developed a set of FAQs. The FAQs are intended to accompany the draft policy in the review process, with the potential to serve as the basis of a guidance document to stand alongside the policy when adopted.


The Working Group intends to reconvene once the review of the proposed policy has been completed to consider the comments received, and make any final proposed revisions to the policy that may be appropriate.

Thank you very much for your consideration.

Sincerely,



George R. Blumenthal, Chancellor
University of California, Santa Cruz



Robert C. May, Chair
Academic Council

Attachments

Working Group on Privileges and Responsibilities of Non-Faculty Academic Appointees

George Blumenthal, Chancellor, UC Santa Cruz, co-chair
Robert May, Chair, UC Academic Senate, co-chair
Gayle Binion, Past Chair, Academic Senate
Susan Carlson, Vice Provost, Academic Personnel and Programs
Gail Hershatter, Representative, University Committee on Academic Freedom
Eric Rauchway, Chair, University Committee on Academic Freedom
Roger Smith, President, Librarians Association of the University of California
Brian Soucek, Representative, University Committee on Academic Freedom
Katherine Soule, President, UCANR Academic Assembly Council

Working Group Advisors

Robert Post, Sterling Professor of Law, Yale University
Martha Kim, Senior Counsel, Office of General Counsel