



Mary Gauvain
Telephone: (510) 987-0887
Email: mary.gauvain@ucop.edu

Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

September 28, 2020

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

Re: Recommendation to Modify APM 210-1(d)

Dear Susan,

At its September 23, 2020 meeting, the Academic Council unanimously endorsed the attached joint recommendation from the Coordinating Committee on Graduate Affairs (CCGA) and the University Committee on Academic Personnel (UCAP) to rename APM section 210-1.d (1) (Criteria for Appointment, Promotion, and Appraisal—"Teaching"), to "Teaching and Mentoring."

The new title will bring much-needed attention to faculty mentoring activities by emphasizing that teaching and mentorship are interrelated and that mentoring is important for educational delivery at both the undergraduate and graduate level. It does not affect existing language defining mentorship in APM 210, and it is not intended to change the content of the CAP review. In proposing the change, we also recognize that contributions to mentoring, a largely invisible labor, can fall disproportionately on women faculty and faculty of color. Finally, we believe that emphasizing mentorship in the APM will also help motivate campuses, departments, and schools to provide more professional development resources to help faculty be better mentors.

We ask the Office of Academic Personnel to initiate a systemwide review of the proposed extension. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script that reads "Mary Gauvain".

Mary Gauvain, Chair
Academic Council

cc: Academic Council
Senate Division Chairs

Encl.



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
John Gilbert, Chair
gilbert@cs.ucsb.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

August 18, 2020

MARY GAUVAIN, CHAIR
ACADEMIC COUNCIL

RE: PROPOSED REVISION TO APM 210.1.D - CRITERIA FOR APPOINTMENT, PROMOTION, AND APPRAISAL

Dear Mary,

Last year, the Coordinating Committee on Graduate Affairs (CCGA) sought UCAP's support for more explicit acknowledgement of faculty mentoring of graduate and undergraduate students in the merit review process. Mentoring is an important part of what faculty do, however many faculty, especially women and faculty from underrepresented groups, do not receive any credit for this activity. The Instructions to Review Committees That Advise on Actions Concerning Appointees in the Professor and Corresponding Series in APM 210.1 refer to mentoring, but UCAP agreed with CCGA's goal of highlighting it more prominently.

UCAP and CCGA are jointly proposing that the "Teaching" category, APM 210-1.d.(1), in the Criteria for Appointment, Promotion, and Appraisal be renamed "Teaching and Mentoring." We believe that this will both encourage faculty to document their mentoring in concrete and visible ways and ensure that CAPs recognize this invaluable contribution.

Please don't hesitate to contact any of us if you have questions about this matter.

Sincerely,

John Gilbert, Chair
UCAP

Susan Tapert, Incoming Chair
UCAP

Ramesh Balasubramaniam, Chair
CCGA

Amr El Abbadi, Incoming Chair
CCGA