

Council on Academic Personnel (CAP) and Academic Personnel (AP) Joint Statement on Evaluating Academic Senate Faculty Files Affected by COVID-19

The Council on Academic Personnel (CAP) has worked with the Office of Academic Personnel (AP) in response to the impact of COVID-19 pandemic on the Academic Personnel Review process. These include:

1. Stop the Clock option (STC-COVID) for eligible faculty at the Assistant rank;
2. One-year review deferral option for faculty at the Associate and Professor rank;
3. The option to exclude Winter 2020 and Spring 2020 teaching evaluations from a file; and watermarked teaching evaluations to denote COVID-19 emergency teaching.

In response to COVID-19's effects on scholarly/creative activity and to support faculty who wish to undertake reviews on schedule, we have added additional flexibility to the normal review period deadline.

Flexibility in Normal Merits, Promotions or Advancements (does not apply to accelerations), in effect for 2020-2021 academic year

1. **File Submission:** All materials must still be submitted by the standard [AP review cycle deadlines](#), higher levels of review will consider an updated status of research/creative materials listed in the [UC-AP-10](#) (for example a finalized book contract or acceptance of an article listed as submitted) through December 31, 2020. Departments should work closely with faculty waiting to hear back from presses or peer review bodies as much as possible.
2. **Tentative Decision:** If CAP tentatively recommends against a normal merit, promotion or advancement due to decreased research/creative activity, a tentative decision will be sent back to the school, at which time faculty will have the option to submit additional scholarly/creative work that was accepted for publication through December 31, 2020. Any new material or changed statuses submitted must be accompanied by an updated [UC-AP-10](#) with those changes highlighted and will follow the normal tentative decision AP submission process.

University's Goals of Diversity, Equity, and Inclusive Excellence

We affirm the high standards of excellence at the University of California alongside a flexibility designed to acknowledge that traditional research may be reduced due to COVID-19. We encourage faculty to address the impact of COVID-19 when appropriate. For example, faculty are encourage to:

1. explain any interrupted productivity and note their production of alternative intellectual or creative work in response to the current pandemic in their statements.

2. list scheduled presentations, invited talks, or artistic productions that were canceled due to COVID-19 with [COVID cancellation] on their [UC-AP-10](#).

CAP and AP will evaluate the review period record to look for markers of excellence before and/or after COVID-19. Reviewers are aware of studies suggesting that disparities in caregiving responsibilities have exacerbated gender inequities in publication rates. CAP and AP will track whether any changes in outcomes can be reasonably traced to these kinds of structural inequities, as well as a range of other possible disparities.

CAP and AP realize that these measures do not entirely remedy the situation, and are particularly aware that COVID-19 may differentially impact faculty members in ways that undermine equity. CAP and AP have had and will continue to have discussions about the effects of COVID-19 on the University's goals of diversity, equity, and inclusive excellence.