

Colleagues,

Some of you have asked me about the consultation process associated with the proposal to streamline the academic personnel process, now known as Step Plus. I am therefore providing a summary of the official Academic Senate consultation concerning this proposal before I discuss the next steps in our consultation process.

During the June 3, 2011 meeting, the Representative Assembly passed the following resolution: "The Representative Assembly wishes to form a task force to determine the feasibility of potential simplifications of the academic personnel process that will result in reducing the amount of staff and faculty time invested in that process. This Task Force will report back to this Assembly one year hence." In response, the Special Committee on Streamlining the Academic Personnel Process (STAPP) was formed fall quarter 2011. STAPP worked through the academic year and presented its report, one year later, during the June 8, 2012 Representative Assembly Meeting. The STAPP report is available at: [http://academicssenate.ucdavis.edu/documents/final\\_STAPP\\_report\\_with\\_attachments\\_for\\_EC.pdf](http://academicssenate.ucdavis.edu/documents/final_STAPP_report_with_attachments_for_EC.pdf). In early fall quarter 2012, the STAPP report was forwarded to all standing committees and the Faculty Executive Committees in each college and school for consultation and feedback. A summary of the feedback received is available at: <http://academicssenate.ucdavis.edu/rfc/view.cfm?rfc=142>. Based on this feedback, the Academic Senate advised the Chancellor and Provost on January 18, 2013 of its "position on the report's recommendations and the best course forward for our campus." The full text of the Academic Senate's advice is available at: <http://academicssenate.ucdavis.edu/rfc/view.cfm?asr&id=142>.

The Office of the Vice Provost for Academic Affairs responded by putting together the Academic Personnel Streamlining Implementation Workgroup (APSIW). APSIW's membership included official Academic Senate representatives. The APSIW report was received by the Academic Senate and distributed to all standing committees and the Faculty Executive Committees from each college and school on December 6, 2013. The Vice Provost and APSIW co-chairs also discussed their report with the Executive Council on December 13, 2013. The APSIW report was revised and re-distributed on January 14, 2014 (available at: <http://academicssenate.ucdavis.edu/rfc/view.cfm?or&id=201>). Based on the responses received (available at: <http://academicssenate.ucdavis.edu/rfc/view.cfm?rfc=201>), the Academic Senate officially responded to the APSIW report on February 24, 2014. The official response is available at: <http://academicssenate.ucdavis.edu/rfc/view.cfm?asr&id=201>.

The proposal, if implemented, is estimated to reduce academic personnel actions by 25%. The Representative Assembly's original goal could be achieved. As I mentioned to Departmental Representatives during the February 28<sup>th</sup> Representative Assembly Meeting, we often complete proposal discussion before working toward implementation. However, we recognize the benefit of swift implementation in saving faculty and staff time quickly. Thus, we agreed to support the recommendation to implement effective July 1, 2014.

In an effort to facilitate meaningful proposal discussion, Vice Provost Stanton arranged a briefing for department chairs, MSOs, and CAOs on March 5, 2014. During the briefing I encouraged attendees to return to their departments to discuss the proposal. Further, the Academic Senate will soon be announcing town halls, scheduled in April 2014, to discuss the proposal with interested faculty. The main focus of our April 29, 2014, Representative Assembly Meeting will be discussion of the proposal. I ask all of you to take time now to study the proposal, attend a town hall, and discuss within your departments. We will be asking your Departmental Representative to the Representative Assembly to

vote on whether or not we continue to support this proposal during the June 3, 2014, Representative Assembly Meeting.

Sincerely,  
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Davis Division of the Academic Senate  
Professor: Mathematics

Sent on March 14, 2014