

March 9, 2021

ACADEMIC SENATE CHAIR  
DEANS  
DEPARTMENT AND PROGRAM CHAIRS  
VICE PROVOSTS

Re: Issuance of Revised CAPM 002.015: Faculty Conduct and the Administration of Discipline

Dear Colleagues:

I write to issue revised campus academic personnel policy 002.015: Faculty Conduct and the Administration of Discipline. The revised policy is effective March 1, 2021. It is available at <https://apo.ucsc.edu/policy/capm/002.015.html>. A redline version is available upon request.

In October 2020 I invited your review and feedback on the proposed revisions, which included the following:

- New reference to the UC SVSH Investigation and Adjudication Framework for Senate and Non-Senate Faculty, which shall apply to all allegations of violations by faculty of the UC SVSH policy;
- New reference to the Peer Review Committee's role in adjudicating SVSH complaints, and the Peer Review Committee's make-up;
- Enhanced requirements for keeping a complainant informed of the status of their complaint;
- Revised information about resources for complainants who wish to grieve an alleged abridgement of their rights during the disciplinary process; and
- Revised description of locus of final authority to impose discipline upon a senate faculty member.

In response to specific feedback I received expressing concerns about a proposed revision which would have granted the CP/EVC discretion not to inform a respondent faculty member about a formal complaint filed against them, I have eliminated that proposed revision. Section E.4 of the revised policy now provides that the CP/EVC shall forward any complaint that meets the requirements of CAPM 002.015 Section E.2 to the respondent faculty member, and provide that member with a reasonable opportunity to provide a written response. Then the complaint and response, if any, shall be forwarded to the Charges Committee for their review.

Please direct any questions regarding this revised campus policy to the Academic Personnel Office, [apo@ucsc.edu](mailto:apo@ucsc.edu).

Sincerely,



Lori Kletzer  
Campus Provost and Executive Vice Chancellor

cc: Academic Senate Office  
Administrative Records  
Department and Program Managers  
Divisional Academic Personnel Coordinators