

September 22, 2023

ACADEMIC SENATE  
DEANS  
DEPARTMENT CHAIRS  
SENATE FACULTY

RE: Issuance of Revised Campus Academic Personnel Manual (CAPM) 412.000  
Career Equity Review

Dear Colleagues:

I write to issue revised campus academic personnel policy (CAPM) 412.000, Career Equity Review. The revised policy is effective immediately, and is applicable to senate academic personnel reviews in 2023-24. The policy has been updated in the campus CAPM which may be found online at <https://apo.ucsc.edu/policy/capm/412.000.html>.

The primary changes to this policy remain the same as the revisions that were put out for review on April 26, 2023, which are as follows:

- Expanded eligibility to include the Teaching Professor (Lecturer with Security of Employment) series.
- Opened review period to time served in a senate position at another UC campus immediately prior to UCSC appointment, when applicable.
- CER Advisor qualifications should be faculty who have served on the Committee on Academic Personnel only. The policy no longer recommends faculty who have served on the Committee on Privilege and Tenure.
- Revisions to non-substantive language for clarity.

The proposed changes were supported by the Academic Senate.

As a result of the revised policy, I recommend that Teaching Professors with Security of Employment take the opportunity to review the policy prior to submitting their 2023-24 review files. In cases where departmental file deadlines are approaching (or have already passed) and a Teaching Professor intends to request a CER alongside their review, departments and deans are encouraged to consider an extension to the materials deadline. Questions about eligibility or extensions as a result of this revised policy should be directed to your divisional academic personnel office.

Questions about the policy itself may be directed 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  
Academic Personnel Office  
Administrative Records  
Divisional Academic Personnel Coordinators