

From: [AS00](#) on behalf of [Academic Senate](#)
To: AS00@uci.edu
Subject: Guidance for the Review of Academic Personnel affected by the Academic Employee Strike
Date: Thursday, March 16, 2023 9:53:04 AM
Attachments: [ATT00001.txt](#)

Dear Colleagues,

The message below is sent on behalf of Vice Provost for Academic Personnel Diane O'Dowd and Council on Academic Personnel Chair Michelle Garfinkel.

Best wishes,

Georg Striedter, Chair
Academic Senate, Irvine Division

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The Council on Academic Personnel (CAP) and Vice Provost for Academic Personnel (VPAP) support the systemwide Academic Council's endorsement of the University Committee on Academic Personnel's guidance for the review of academic personnel affected by the academic employee strike ([see link](#)).

We strongly encourage faculty to document any negative impacts of the strike on professional achievements in their self-statements (teaching, research, service, and/or inclusive excellence). While faculty are not expected to provide personal details about difficult individual circumstances, the impact of these circumstances can be included and contextualized so all levels of review (including the department, school, and CAP) may conduct an equitable evaluation of merit and promotion cases that considers how they were impacted by the strike.

As a reminder, CAP and VPAP had already worked together to add watermarks to teaching evaluations for Fall 2022. While these evaluations are not optional in review files, the watermark allows them to be presented in the appropriate context to all levels of review.

CAP and VPAP are aware that the new academic employee contracts may cause some changes to faculty activities and opportunities going forward, such as mentoring Ph.D. students, and will provide further guidance as those campus changes unfold.

Sincerely,

Diane O'Dowd
Vice Provost, Academic Personnel
HHMI Professor, Developmental and Cell Biology

Michelle Garfinkel
Chair, Council on Academic Personnel
Professor, Economics