

Monday, December 16, 2024 at 10:58:55 Pacific Standard Time

Subject: Modifications to Academic Hiring Processes, Under SB 791 and AB 810
Date: Monday, December 16, 2024 at 8:51:59 AM Pacific Standard Time
From: Thomas Hansford
To: UCM_SENATE_FACULTY
Attachments: Misconduct Disclosure FAQs.pdf

TO: SENATE FACULTY

Dear Colleagues,

Recent California legislation (SB 791 and AB 810) requires misconduct disclosures and in some cases outreach to prior employers, when hiring academic appointees. This legislation aims to improve the climate and safety of all UC campuses, including ours.

In response to this legislation, the University of California now mandates that:

- All proposed academic hires are required to disclose misconduct information, including any final administrative or judicial decisions issued within the last seven years determining that the proposed hire committed misconduct.
- For all proposed Senate faculty appointments, the hiring campus must also make reasonable attempts to obtain information from the previous/current employer about substantiated violations of conduct policies.

Here are a few important highlights regarding our local implementation of these mandates:

- An Authorization of Information Release will become one of our required application materials.
- Finalists (i.e., proposed hires) will need to complete an Employee Misconduct Disclosure Form before appointments may proceed. The Academic Personnel Office (APO) will take care of this step.
- For Senate faculty hires (and for other academic hires when misconduct information is reported on the Disclosure Form), APO will make a “reasonable attempt” to obtain information from the previous/current employer about misconduct.
- In the rare situations where conduct violations are revealed, the Chair of the Senate’s Privilege & Tenure Committee, Campus Counsel, and, when appropriate, the Director of the Office for the Prevention of Harassment & Discrimination will be consulted by the Vice Provost for Academic Personnel (VPAP). The VPAP will make final decisions about hiring eligibility.
- These changes take effect on January 1, 2025, and do not affect any searches that opened before January 1, 2025.
- These changes will not apply to the future appointments of our current graduate students, but they will apply to new, incoming students who have proposed appointments for Fall 2025.
- Senate leadership, Department Chairs, Graduate Group Chairs, and Deans have been consulted or briefed about these changes.

For additional details on the modifications to our hiring processes, please see our new [Misconduct Disclosure Requirements webpage](#) and attached FAQs.

Thanks and happy holidays!

Tom

Tom Hansford
Vice Provost for Academic Personnel
Professor of Political Science
University of California, Merced
5200 North Lake Rd.
Merced, CA 95343
thansford@ucmerced.edu
<https://sites.ucmerced.edu/hansford>