

ACADEMIC ASSEMBLY COUNCIL

April 19, 2016

2801 Second Street, ANR Building

Coast Room

Attending:

Larry Forero, Chair

Allison Ferry-Abee, Secretary

Julie Finzel, Advisor Committee Chair

Van Butsic, UC Berkeley Advisor Committee Chair

John Karlik, Welfare and Benefits Committee Chair

Jim Farrar, Academic Coordinator Committee Chair

Eta Takele, Rules and Elections Committee Chair, attending by telecom

Guests:

Chris Greer, Vice Provost for Cooperative Extension

Kit Alvez, Office of Program Planning and Evaluation

John Fox, Executive Director of Human Resources

Business Meeting

I. Approval of Previous Minutes

There was not a quorum to accept the minutes from the previous meeting, approval will be delayed until the next meeting.

II. Officer Reports

a. President

The three-year budget was submitted, and an adjustment was made for additional travel funds.

b. Secretary, Allison Ferry-Abee

No report. A request was made for all committee chairs to submit an updated list of their committee members.

III. Committee Reports

a. Rules and Elections, Eta Takele

Eta requested that she be replaced as the chair of the Rules and Elections committee. Chris Greer noted that the elections for this position should be conducted as soon as possible.

b. Personnel

No report.

c. Program Committee (report sent by Becky Westerdahl)

1. There are 2 openings on the Program committee that need to be filled.
2. There were some concerns about participation for awards nominations; for example, only 2 advisors were nominated for the 'Outstanding Extension' Award.

d. Welfare and Benefits, John Karlik

Presented an overview of the differences between advisor, specialist and professorial salary scales over time compared to inflation rates since 1990. In 1997, salary scales for specialists were adjusted to compare more favorably to professorial salary scales. Since this shift, the salary gap between advisors, specialists and professors has remained consistent in accordance with inflation. This is in discord with a common belief among advisors that the salary gap between advisors and specialists has widened over time.

e. Advisors, Julie Finzel

1. Three advisors have rotated off the committee; these positions will need to be filled.
2. Julie Finzel went over the list of concerns presented by advisors in the advisor survey this year. Most concerns were minor, and recurring from previous surveys because they are either difficult to solve, or solutions would have negative repercussions if implemented.

f. Academic Coordinators

No report.

g. Specialist Reports

i. UCR

No report.

ii. UCB, Van Butsic

1. There have been three new specialist positions at UCB; two have been filled, one is in negotiations.
2. Van Butsic put forth the idea that the policy for specialist advisor funds be expanded to include advisors to travel to visit specialists. This is especially advantageous if advisors can visit multiple faculty at one time.

iii. UCD

No report.

IV. Administrative Updates

i. Chris Greer

1. Was able to secure and justify a 1.5% across the board salary increase for academic employees and an additional 1.5% increase for advisors.
 2. Is developing a long term plan to propose equivalent status for UC ANR CE specialists and CE advisors within the UC systemwide Academic Policy Manual, and to further reduce the pay gap between advisors and specialists.
 3. The process to replace Bill Frost's position is underway.
 4. The Office of Contracts and Grants will be hiring a coordinator for large, multi-person grant submissions.
- ii. **Kit Alviz, Office of Program Planning and Evaluation**, gave an overview of Project Board, which will replace DANRIS-X as a reporting tool to federal funders. The goal is for Project Board to be streamlined, and better integrated with advisor merit and promotions packets.
- iii. **John Fox, Executive Director of Human Resources**, gave an overview of the changes to the UC Retirement Plan for new hires (academics hired after July 1, 2017). Based on budget negotiations with the state, the pension formula will be now be capped at a maximum salary of \$117,000 (may be adjusted for inflation, etc over time). In return, the state will increase their contribution into the UC pension program. New hires will continue to have a choice between a defined contribution vs pension plan.

V. Old Business

No old business

VI. New Business

Larry Forero and Chris Greer will update the AAC by-laws before the next meeting.