

ACADEMIC ASSEMBLY COUNCIL AGENDA

May 6, 2019

9-3pm

UC ANR Building, San Joaquin Valley Room
Davis, CA

I. Begin Business Meeting (9am)

A. Roll Call

- i) President Katherine Soule, President-Elect Van Butsic, Past President Jim Downer via Zoom, Rules and Elections Chair Surendra Dara via Zoom, Program Council Liaison Chris Greer, Academic Coordinator Committee member Kendra Lewis, Academic Coordinator Committee Chair-Elect Derrick Robinson via Zoom, UC Berkeley Specialist Representative Jodi Axelson via Zoom, UC Riverside Specialist Representative Chair Mark Hoddle, Advisor Representative Chair Betsy Karle, Secretary Tunyalee Martin, Welfare & Benefits Chair John Karlik, Personnel Committee Chair-Elect Steven Worker, Multiple Academic Titles Chair Karina Diaz-Rios. Guests: Mark Lagrimini and Wendy Powers.

B. Approval of Previous Minutes: approved with no corrections

II. Preliminary Discussion (9:05am)

- A) Review Advisor Representative Committee Report
- B) Program Council Liaison:
- C) Other items?

III. Discussion with Leadership (10am)

A) Leadership Open Hours and AAC listening role

AAC asked to participate. Do we want to continue? Wendy appreciates the participation. Tabled for future discussion/decision.

B) Program Council Liaison

Two new representatives needed starting in July and January. Qualifications are advisor or specialist with indefinite status and other titles with 6 years of service; on an AAC committee for two terms or chair of a committee. Then to Wendy for consideration. Role: attending Program Council meeting each month for 1.5 days in-person or via Zoom. Meetings are cancelled if not needed. Representatives are required to be at the meeting. In the past, participated in the review of position proposals or competitive grants. Report: Rules & Elections Committee has short list of people that meet that qualifications. It's challenging to find folks that meet the criteria in the bylaws.

***Will send out communication to ask for self-nomination (but may be too big a role/time commitment so, in addition, have the short-list of potential folks [question for Wendy: add AES faculty? vs just CE academics? Task force? wants to be involved in Program Council and AES may be represented then. Deans represent AES, but in a different role]

C) New Academic Expectations by Rank

Personnel committee just got the expectations by rank and is now gathering feedback. For advisors only right now, but should develop for other titles as well (those that have an ebook version). Condition changes were developed with the promise that they wouldn't be used as part of the evaluation process...yet appear to be a part of the expectations. If this is going to be implemented, we may not have the data/work to meet this criteria. The expectations should be implemented in phases. There is concern about the need for international impact so early in career at full title 1. Personnel Committee and Peer Review Committee (meeting August 14th) should review to provide more clarity.

***AAC get feedback on expectations to Personnel Committee (to Steven Worker) by Aug 14th. [Convo with Wendy: Wendy is not changing expectations, but wants feedback only on how to convey it better. Impact/condition change language vs just condition change. Will send documents to Personnel Committee and Peer Review Committee before the meeting. Recognized that Project Board did not translate into Word well. Working towards new format for annual evaluation; more towards the campus model: 2-page narrative on campus and categories addressed have a character limit. A good format outline to follow: here is where I'm going in my career, and this is what I'm doing to get there.

D) Administrative Expectations

Eligibility for this determined by director and vice provost (rather than supervisor and second level supervisor). Suggest adding to ebook. Suggest removing specific examples and keep to CE Advisors and other appropriate titles (e.g., since EFNEP missing). Personnel committee and Peer Review Committee (meeting August 14th) should review to provide more clarity.

Approvals need to be shown in the position descriptions with the appropriate signatures.

***AAC can get feedback to personnel committee by Aug 14th to Steven Worker.

E) Changes to AE, Merit, & Promotion Supervisor Evaluation

Statewide directors reviewed by administrative rather than academic feedback. Some are getting two folks providing academic feedback, while others are not getting any at all. Concerned about lack of equity in feedback. Statewide programs want to provide feedback and so they did. Need to have a conversation whether this is appropriate. Lagrimini is providing administrative feedback and reaching out to county directors to set goals. Bell is setting goals with statewide program directors. They are providing input to advisors. Will clarify and make consistent for all academics on input needed.

***Continue this conversation at the next meeting.

F) Changes to future advisor positions

Heard Glenda say that once hiring freeze is over new advisors won't have indefinite status or sabbatical. This needs to be clarified.

G) Role of Program Committee in Award Nominations

Request that Program Committee run the nominations process and identify outside awards to apply for. Program Committee says not their role and suggests Peer Review Committee, statewide directors or strategic initiative leaders perform this role. [Heguy clarification of concerns about taking on this role via February email: I read through the links on the diversity and inclusion award, and I'm not sure how Program Committee would "identify and encourage" nominations. Our interactions with academics are limited to travel and DSA awards, which doesn't give us much insight into what is going on with regards to diversity and inclusion. Maybe I'm missing something here, but this task seems better suited to leaders of statewide programs, and maybe even folks serving on the peer-review committee who are reading merit and promotion packages (not that they need any extra work)?

The WEDA award makes a bit more sense, as there is a specific call that the committee could use to rank applications and make recommendations. But if the committee were charged with identifying and encouraging applicants, I think we'd fall short in meeting that expectation too. I can't speak for everyone on Program Committee, but I don't always know what other academics in my own office are doing, let alone across the entire state, campuses, and research and extension centers.]

H) Document for administrative assignment and impact on R/E/S/PD research, extension, service, professional development (Wendy)

See above sections C & D

- I) Will share M&P observations with PRC/Personnel committee (Wendy) | Aug 4th meeting with PRC/Personnel committee
See above sections C & D
- J) Retirement Survey (Chris)
See handouts. Can share with others.
- K) Collaborations with SI (Mark B.)
Bell will talk to us in August about dealing with hot topic issues and providing expertise.

IV. Lunch (12pm)

V. Reports (12:30pm)

A. President

- i) Review of Academic Privileges for Non-Senate Academics: reconvening in June to filter through comments requested by Robin Sanchez. UC Regents assigned authority to Academic Senate to adjudicate all academic rights. No other way to affect policy changes made by UC Regents. Best they can do is to reach out to make ad hoc committee. New policy impacts all other groups such as at the Medical Center. Seems unlikely that Non-Senate members would be included on Senate.
***Betsy will send comment to Wendy.
- ii) UC ANR Governing Council David Lewis is meeting after our next meeting and will be at the august meeting
- iii) PSU provides support for meetings in building: can add to budget.
***All in agreement to use Program Support Unit next time to set up meeting.

B. President-Elect

- i) Budget Update
There is an unknown account on the budget. Michelle is checking to see what it is. Believe it's a donation for academic training to AAC. Used if needed.

VI. Committee Reports (1:00pm)

A. Rules & Elections (Surendra)

New members being recruited to fill open positions.

B. Personnel (Steven Worker)

Academic expectations documents developed/reviewed and discussed earlier. 24 May Peer Review Committee decisions to be reviewed, then meet in August.

C. Program (Jennifer)

Changes in membership. Have 4 members and need an additional member. Professional Society Travel awards to be made under new evaluation guidelines. Number of call per year reduced from four to two. Award size under review.

D. Welfare & Benefits (John)

UCRP portfolio is growing, which is good. Funded ratio is 85% (amount allocating vs. what's coming in). Suggested statewide training (separate from Fidelity) about retirement planning. Suggested information be communicated about sabbaticals (planning ahead for). Provide examples of what different kinds of sabbatical look like.

***John will see if committee is interested in coordinating statewide training or information about sabbaticals or if an ad hoc committee should be put together.

***John Karlik will talk to John Fox about improving showing appreciation.

E. Advisor (Betsy)

1. Why did you start looking for your job? Are there numbers to show? Survey may help provide support for morale boosting. Exit interviews are happening, but information about

the results aren't being communicated. Don't know what questions are being asked. Kendra Lewis on committee to work with HR to develop questionnaire. Morale assessment/climate assessment again with more detail for ANR. Betsy will talk to John Fox. [John Fox is doing a climate assessment for ANR. Can AAC help? Different levels or types of frustration depending on if you're CD, assistant advisor vs full title advisor. Some advisors don't have CDs. [Lagrimini relies on CD to distribute information; exit interviews seem to indicate that advisor position was a stepping stone to next position; will have more information in next 2 years after more data is gather] Need to find other ways to get information out. Have open office. Starting town hall Aug 15. Why do we expect people to keep moving up if they're not improving to the next level. Can stay at level you're good at. Few avenues to show validation and appreciation to people doing great work.] [John Fox sent the questions for the exit survey: why did you start looking is not on the survey...need to work on the survey to make it more specific . . . Betsy will meet with John today at 3:00...***Betsy will share (survey?) with council if OK by John.]

2. Final resolution? Would take up with Tu and policy is within year generated; email was to extend 1 fiscal year more; now reviewing since didn't enforce previously. Will review the policy however for time being you have one additional fiscal year from the year it was generated. Discussing whether cap on what can accumulate. Keep in mind this is UC's accounts and they can take it (ANR or UC). Once finalized on what will do after discussion, will be communicated through CD, ANR update, town hall meeting, email
 Amendment of plan to move away from voluntary cost share funds (mandatory cost share via NIFA so ANR restricting what will allow) so needs to be approved by Wendy if want to do voluntary cost share.
3. Concerns about service with Business Operations Center. Are they overwhelmed or need support?
***Betsy talk to Business Operations Center. Have conversation with Sherry McDougall (If problem with Business Operations Center, send examples and solutions to Betsy; Chris will send meeting minutes from 2 years ago that may have this information)
4. Suggest providing something other than a pin for celebrating years of service. Also, possible to appreciate folks earlier than 10 years in career.
*** talk to John Fox about improving appreciation
5. If on a grant ANR says we have to put effort on grant; guidance on cost share being drafted (C&G) [Wendy: there can't be an expectation, but there needs to be a conversation (if the advisors know about it). Solution is unknown and don't know what to do...wendy does send a letter to encourage working with advisors.
***Betsy will look for it on learning and development website and if not send email to Katherine Stein to send the letter
***Can have another negotiation training; how is it possible to know how much to ask for? Ask For It (read the book)
6. Need clarity on rumors being heard about co-funded advisor positions. Have heard that not all advisors will be eligible for indefinite status and sabbatic leave. In counties may need to continue communicating about the budget situation. Many don't have county directors and may not be getting this information. Some county directors don't share as much as others [Via Wendy: We don't have a hiring freeze. We are still actively recruiting from the 2016 call plus one new cofunded table grape position and county cofunding advisor position. Statement should have been for the time being our priority hires are those that are cofunded positions because of the budget situation. These positions are not eligible for indefinite status, but are eligible for sabbatic leave. How sabbatic leave will be funded has not yet determined and will be negotiated with cofunder.

Suggestions for how to bring in the new chair: Katherine can sit down and talk about how to do this.

F. Academic Coordinator (Derrick)

AC's on a call twice a year to get annual plan of objectives. Working on a survey to understand where people are in their identification under strategic initiatives and condition changes so committee knows how support. Providing support for meeting goals and working through the annual evaluation/merit process not completely sure to tell the story their programs are doing. ID those needs in survey and what is good things that they've gone through. General support plus listening session in the fall: project board, annual review, strengths/needs, tips to overcome evaluation/communication of what we're doing.

***Academic coordinators need help to explain our differing programs within evaluation and tell how to overcome these weaknesses, can AAC help us find folks who could do this at the listening session.

G. Multiple Academic Titles (Karina)

Interest in ability to hire postdocs and professional researchers | in our title we are not able to hire postdoc but if split appointment and have an 0% IR/OR appointment but not CE appointment. Piloting project scientist hiring (must have PhD). Definitely easier once you know the faculty on campus. But does limit newer faculty, or if you want to prepare a grant by yourself, or if you're fighting for limited campus space.

Successful in getting committee. First meeting in April. Katherine helped clarify role of committee. Couple of ideas and issues to bring forward. What meetings are going to be about and how to make decisions. We sent electronic survey to gather input: no issues, postdocs needs, and clarity on merit/promotion between campusbased and noncampusbased specialists. Academic freedom for 5-year specialists. Committee represents 19 academics and 4/5 different academic titles

H. Specialist Reports

(1) UC Berkeley (Jodi)

- Mortgage origination program (MOP; assistance for purchasing a house) still available, but rules have changed and ANR gets lumped with UCOP so program is maxed out on loans available. New requirement is to deploy loan within a year of hire. Could negotiate if past one year, but need to wait and see until new representative is on board (current person is retiring). If you leave you have to pay back the loan within 6 months.
- Didn't have before but now can keep salary savings for 1 year only
- Adjunct faculty can't chair committees for dissertation students, so trying to figure out a solution for that.
- Transitioned to UC Path with no problems
- Making the Merit/Promotion process more streamlined for specialists.
- Dean is encouraging more interaction between advisors and specialists by having a day visit on campus.

(2) UC Davis (Richard/Roger) – no report

(3) UC Riverside (Mark) – all good, no issues to report about

I. Program Council Liaison (Chris)

Last meeting in March (no April meeting). County directors and statewide program directors invited. Discussed best ideas to prioritize allocating limited resources to minimize impact and innovation that leads to change. Five-year statewide program reviews with Sustainable Agriculture Research and Education Program (SAREP) = what questions do we want answered by the review process and who should be on the review committee.

VII. Group Discussions

A. Other Business:

- Collaborations with Staff Assembly Council: participate with systemwide body of staff councils beyond ANR. Reached out to us for input and to advocate to Napolitano. We don't have a voice to Napolitano. Our communication is directly to ANR leadership. They are working on these topics. Can we support?
 - Staff Career Pathways
 - Paid Paternity Leave (** Betsy will ask John Fox and send an email to this group)
 - Communication Styles Survey
 - UC Walks (** John Karlik will check with Welfare & Benefits Committee to see if interested in rallying other academics to participate)
- Updates to Travel Award Plans

VIII. Adjourn

Next Meeting: August 13, 2019 from 9-3pm in Davis

Account Number for Travel Expenses: L/AAC6200-AA7X1