

February 2022 AAC meeting minutes

In attendance: Phoebe Gordon, Tunyalee Martin, Van Butsic, Ali Montazar, Annemiek Schilder, Brenna Aegerter, Cassandra Swett (left halfway through and was replaced by Jackson Gross) Devii Rao, Rebecca Ozeran, Susana Matias, Whitney Brim-DeForest, Matthew Shapero, Susie Kocher

Business meeting

Approved November 2021 minutes

Approved bylaws that state the AAC president is the representative to the Vice President's council

Van Butsic noted that the AAC budget doesn't include travel funds – unsure if this is an oversight

Committee reports:

Rules and Elections: There were no elections in the past two months, but there are many terms ending in May. Committee chairs need to decide who to ask to stay on, and how many positions to put up for election

Decision to hold all elections at once, tentative timeline is April

Personnel Committee: lots of brand new people within UCANR, need to do more training. Lots of activity due to the Merit and Promotion cycle

Program Committee: Uncertainty about the distinguished service awards: no record of how much money the award gives. Suggestion for adding a DEI award and requesting an increased budget for prize money

Welfare and Benefits Committee: Waiting on list of separating academics from HR to do exit interviews. Want to hold a webinar on health benefits – suggestion made that it be given to staff personnel, too. IDed top 4 issues from academics in UCANR AtWork survey: pay and compensation; overwork and understaffing; lack of voice with senior leadership; retention and morale. Also, staff assembly is inviting the AAC to join a coffee chat they plan to hold with personnel

Presentation on the potential for implementing cost of living adjustments by Matthew Shapiro. Advisor salaries are not adjusted by county despite vast differences in cost of living. Some starting advisor salaries are very low income in some counties, in one county it is almost at the very low income level. Some states with disparities in cost of living do COLA for extension, feds do it.

Advisor Representative Committee: issues brought up: advisor salaries. Suggestions made for increasing them: 11th month adjustment (per Wendy this may be permissible), hiring at associate level, ask legislature for funds to increase salaries. Other issues: Contracts and grants slow to award funds. Request for 360 evaluations for county directors (new VP planning on doing this). May be changing method for academics to raise concerns

Multiple Academic Titles: came up with a list of 30 or so academics that fall under this title. There is a potential for conflict of interest: some academics supervise other academics in this group. No solutions offered

Academic Coordinators: No issues or comments brought up aside from small pool to pull committee members from

Berkeley Specialists: Working title of Professor of Cooperative Extension approved. Trying to assess senate faculty vs federation faculty benefits – where are the differences?

Davis Specialists: work title clarifications. Is this retroactive? (answer: yes). Brought up equity differences between senate and federation faculty, working to get solutions

Riverside Specialists: no representative present

Committee discussed 5 year term positions with no indefinite status, resolution to bring it to senior leadership.

Next meeting: May 5.