

July 2013

## News from Academic Assembly Council

John Karlik, AAC Immediate Past-President

As noted in our website, the mission of the Academic Assembly Council (AAC) is “to provide a forum to enhance the impacts of CE programs and address the professional needs of CE academic employees.” It is a representative body for those with Cooperative Extension appointments, and provides a forum for communicating with Administration as well

### Job Satisfaction in Science

Let me say a few words about job satisfaction. I want to refer to an article I found to be of great interest that appeared in *Physics Today* in the January 2010 issue (those of us who are members of the American Geophysical Union receive that publication). The article to which I refer is entitled “Lives in Science: How Institutions Affect Academic Careers” and the article is a review summarizing a book by the same title by Joseph C. Hermanowicz, U. Chicago Press, 2009.

In 1994 Hermanowicz interviewed 60 physics faculty members at six PhD-granting universities in the U.S. Ten years later he interviewed 55 of them again (one had died and four had moved to other institutions). The six universities’ physics departments were placed in three groups based on National Research Council ranking, which he calls the elites, the pluralists, and the communitarians. The faculty in each respective institutional group varied in job satisfaction in a way we might not expect.

Physics faculty at the elite schools liked their institutions, but those at a late career stage expressed some of the strongest dissatisfaction of any faculty surveyed. Why? Because they had not made a major or, bet-

ter still, a revolutionary discovery. Perhaps they would feel better if something were named after them, e.g., the Karlik effect or the Portillo equation. Because so much of themselves was placed into their work, lack of the big breakthrough and recognition *as they imagined it could or would be* (my inference) led to a sense of profound and irreconcilable loss. One would think a successful career at a top research university would lead to a sense of well-being and satisfaction, but not necessarily so.

Communitarian institutions were those where teaching dominates over research, overwhelmingly so. Physics faculty at the communitarian institutions felt they became disconnected with science as their careers developed. By mid-career their expectations had fallen to match the low levels of research funding and research expectations at their respective institutions. Many faculty said they were unhappy they had chosen an academic career in the first place and wished they had taken a different path. They looked forward to retirement and doing things they liked. I have heard these sorts of sentiments from faculty I knew at one of the CSU campuses, although I do not imply that all CSU faculty feel this way—obviously, there is large variability among the CSU campuses and departments.

But, of the faculty I knew, the absence of funding for travel to conferences and the difficulty of doing research led to a disconnect from developments in their particular field. They became isolated, it seems, even from university neighbors and the outside community at large. Frustration turned to bitterness for at least one professor I knew well.

The pluralist institutions combined research responsibilities with teaching, and the faculty at such institutions expressed the highest level of job satisfaction. Although faculty at these campuses may not be at the absolute frontier of discovery, their mix of teaching and research was rewarding. They also found satisfaction both within science and without, presumably from groups, family, and other associations outside of the campus.

I would like to suggest that we in UCCE, whether Advisors or Specialists, have a chance at the higher levels of job satisfaction experienced by those at pluralist institutions. Of great benefit is our ability to garner research funds and to have the time and institutional support to engage in research. Also, our ability to travel allows us to stay connected with developments in our respective fields. Since we may often feel we have "made a difference," our careers could offer some of the highest levels of satisfaction among those in science and perhaps among the population at large.

On a related note, an article in the July 17, 2013, Wall Street Journal explored the desire of some corporate employees to turn down promotions so as to retain the nature of the work they do and also, for some, provide more geographic and family stability. The Journal said such behavior is "risky." But not for us. Another advantage we have is the ability to increase in rank

and step without being uprooted or having to climb over someone else. I count that as a significant advantage inherent in CE.

As a closing note, as of July 1, 2013, Matthew Portillo is AAC president, and with that I express my thanks to all I've worked with in conjunction with AAC, and a special thanks to our secretary, Brenna Aegerter, who has agreed to stay on as secretary for at least one more year.

## **Recent Changes in Academic Assembly Council**

**Tom Turini,  
chair of Rules and Elections Committee**

The three advisor committees that were organized for the purpose of providing regional input regarding any concerns specific to an area have been condensed into a single advisor committee. The three advisor committees based on former regions have become increasingly difficult to fill in recent years. The common sentiment among AAC membership was that it is not reasonable to maintain three committees based on regional boundaries that no longer exist.

Therefore, in the January AAC meeting at Davis, it was suggested that the three regional advisor committees become a single advisor committee. The AAC bylaws were modified, reviewed by several committee chairs and approved by AAC on April 23. The bylaws revised to reflect this new advisor committee structure can be found at [http://ucanr.edu/sites/UCAAC/news/By\\_Laws/?newsitem=47647](http://ucanr.edu/sites/UCAAC/news/By_Laws/?newsitem=47647).

If you are interested in serving on an AAC Committee, please contact David Lile or Tom Turini.

## Academic Personnel Unit Updates

***Kim Rodrigues, APU Executive Director***

Under UC ANR leadership since the restructuring in 2010, over 100 new UC ANR academics have been hired – including advisors, CE specialists, academic coordinators and academic administrators. In fact, between January 2012 and January 2014 alone, 73 new academics will be recruited based on the positions released by VP Barbara Allen-Diaz. Also, for the first time in over a decade, we hired more academics than retired this fiscal year. We still have a long way to go to make up for the long term impacts due to a decade of retirements without actively recruiting towards the future vision and strategic plan for UC ANR. The APU greatly values and appreciates the support of UC ANR academics and staff to make the recruitment process a success.

We have worked with the AAC Program Committee, the UC ANR Personnel Committee and many others to develop the [UC ANR Academic Orientation Manual](#) and to offer regular orientation workshops and core competency training(s) for new hires. Rachel Surls chaired the committee to develop this manual and the related mentoring guidelines, which are still being updated now for the fall orientation. She and her committee deserve special recognition for their efforts. This approach strengthens the statewide network through shared understanding and respect for the roles and relationships among and between our UC ANR academics. We have opportunities to strengthen this network and enhance working relationships between our community-based and campus-based colleagues. The recent efforts of the AAC PACE (Partnership to Advance Cooper-

tive Extension) will inform UC ANR's leaders in this area.

The recent merit/promotion cycle is (almost) completed, pending any/all appeals. In total, 66 Advisor cases were reviewed, of which 56 received a positive decision; 3 Academic Coordinators were reviewed and all received positive decisions; and 3 Academic Administrators were reviewed and all received positive decisions. The work of the AAC Personnel Committee, the ad hoc members and the Peer Review Committee members is sincerely appreciated.

I am honored to serve as the Executive Director for the APU. We have an excellent team here to serve your academic personnel needs and I look forward to another great year!



# Academic Assembly Council Members 2013-2014

## President 2013-2014

### Matthew Portillo



4-H Youth Development Advisor, UCCE Butte County

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## President-Elect and PACE co-Chair

### Kevin Day



Farm Advisor, Fresh shipping deciduous tree fruit, UCCE Tulare County

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## Past-president

### John Karlik



Environmental Horticulture/Environmental Science Advisor, UCCE Kern County

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## Secretary

### Brenna Aegeuter



Farm Advisor, Vegetable Crops, UCCE San Joaquin County

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## Partnership to Advance Cooperative Extension (PACE) Committee co-Chairs

### Kevin Day (see listing above)

### Frank Mitloehner



Professor and Cooperative Extension Specialist, Livestock Systems Air Quality,  
UC Davis

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# Academic Assembly Council Members 2013-2014

## Rules and Elections Committee Chair

**David Lile**



Livestock & Natural Resources Advisor and County Director, Lassen County

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## Personnel Committee Chair

**Anna Martin**



Nutrition, Family & Consumer Science Advisor, San Joaquin County

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## Welfare and Benefits Committee Chair

**Philippe Rolshausen**



CE Specialist, Subtropical Crops, UC Riverside

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## Program Committee Chair

**Joe Grant**



Farm Advisor, Fruit & Nut Crops and IPM, San Joaquin County

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# Academic Assembly Council Members 2013-2014

## **Advisors Representative Committee Chair**

### **Andre Biscaro**



Agriculture & Environmental Issues Advisor, UCCE Los Angeles & San Bernardino counties

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## **Academic Coordinators Representative Committee Chair**

### **Gemma Miner**



4-H Thrive Academic Coordinator, Youth, Families & Communities Statewide Program

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## **UC Davis Specialists Representative Committee co-Chairs**

### **Brad Hanson**

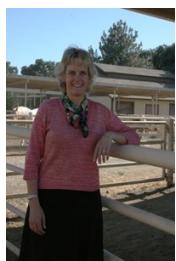


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### **Alison Van Eenennaam**



Cooperative Extension Specialist, Animal Biotechnology, UC Davis

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## **UC Riverside Specialists Representative Committee Chair currently vacant**

## **UC Berkeley Specialists Representative Committee Chair currently vacant**