

**UNIVERSITY COMMITTEE  
ON  
ACADEMIC PERSONNEL**

**2009-2010 ANNUAL REPORT**

**TO THE ASSEMBLY OF THE ACADEMIC SENATE:**

The University Committee on Academic Personnel (UCAP) had three meetings and one teleconference in Academic Year 2009-2010 to conduct business with respect to its duties as outlined in Senate Bylaw 135 to consider general policy on academic personnel, including salary scales, appointments and promotions, and related matters. The issues that UCAP considered this year are described briefly as follows:

**Faculty Salary Scales**

Year 2 of the four year systemwide faculty salary scale plan was not implemented due to the current budget situation, but UCAP continued to examine the salary comparisons. In December, Council charged a subcommittee of UCAP, the University Committee on Faculty Welfare and the University Committee on Planning and Budget with the task of considering faculty salary data and developing a recommendation regarding the future of the Faculty Salary Plan. UCAP received data from Academic Personnel in March showing the comparison of UC to the comparison eight. The data on the comparison 8 institutions show that the private institutions continued to show increases, the lag grew from approximately 9.5% to 11.2% this year as anticipated by Academic Personnel. UCAP reviewed various data models for bringing faculty back on scale and for raising the scales to market and the costs of the different models.

The subcommittee met by teleconference in January and February, and held an in-person meeting in May. The subcommittee developed a set of principles to form the basis for the salary scales adjustment. The data from Academic Personnel on the comparison 8 institutions and the data models for fixing the scales were reviewed by the subcommittee during the May meeting. One of the questions is whether the scales can be fixed, but subcommittee members did agree that the salary scale system should not be abandoned and that UC faculty should be paid competitively. Subcommittee members' opinions differed on whether the four year systemwide salary plan should be resumed, with UCAP rejecting resumption of the plan at Year 2.

**Consultation with the Administration**

Janet Lockwood, Associate Director, Academic Personnel, Patricia Price Interim Director, Academic Advancement, and Jim Litrownik, Coordinator, Data Management, Academic Advancement served as consultants to UCAP. The committee was provided with regular updates about UC's budget and was kept abreast as plans to address the financial crisis were developed.

Academic Personnel and UCAP both were interested in recruitment and retention in the face of the furlough program. Given the decentralized recruitment policies it is difficult to quantify a successful recruitment. For retention, there is an attempt to collect data on successful, unsuccessful, and preemptive retentions. It has always been difficult to identify the ultimate reason for a faculty member's separation, therefore Academic Personnel may collect anecdotal information. Academic Personnel has historical data which will be compared to the data collected this year to at least see if there was a significant increase in faculty departures during the 2009-10 academic year. Whether the furlough has a role in departure may be available at the department level and teasing out

whether the separation is because of the general budget situation or because of the furlough is important.

### **Other Issues and Additional Business**

University Professor: In October 2009, in accordance with APM 260, UCAP nominated an ad hoc faculty review committee to review an appointment to the University Professor title proposed by a campus. In May 2010, UCAP members reviewed the ad hoc committee's recommendation and all case materials and forwarded a memo of strong support for the University Professor appointment to Provost Pitts.

In response to requests for formal comment from the Academic Council, UCAP submitted views on the following:

- The UC Commission on the Future
- University Committee on Planning and Budget Paper on Differential Fees
- Proposed Revisions to APMs 015, 036, 140, 160, 241, 246, 245, 633, 242, 630 and 632

### **Campus Reports**

UCAP devoted part of each regular meeting to reports about issues facing local committees and comparison of individual campus practices. In these discussions, UCAP members touched briefly on the status of searches; responses to outside offers; special accelerations for retention or other reasons; retention; efforts to streamline processes.

### **Survey of CAP Practices**

UCAP updated its annual survey of local CAP practices and experiences. The survey covers a wide range of topics, including the type and number of files reviewed by CAPs; CAP support, resources and member compensation; final review authority; CAP's involvement in the review of salary and off-scale increments at the time of hiring or in retention cases; and the use of ad hocs. UCAP considers the survey to be an important resource that helps the committee identify areas in which campus practices might be brought into closer congruence. This year the committee agreed that the results of the survey could be shared with people at the campuses including EVCs and CAPs.

### **UCAP Representation**

UCAP Chair Alison Butler represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate.

### **Committee Consultations and Acknowledgements**

UCAP benefited from regular consultation and reports from Janet Lockwood, Associate Director, Academic Personnel and Patricia Price Interim Director, Academic Advancement, who presented updates on the implementation of the salary scale plan and systemwide APM policies under review or being prepared for review, including possible policy changes to the Health Sciences Compensation Plan. Jim Litrownik, Coordinator, Data Management, Academic Advancement provided the committee with data analysis critical to UCAP's discussion about faculty salaries.

UCAP occasionally consulted the Academic Senate chair and vice-chair about issues facing the Senate and UC, and the Senate executive director about Senate office procedures and committee business.

Respectfully submitted,

Alison Butler, Chair (SB)  
Ahmet Palazoglu, Vice Chair (D)  
Robert Lehrer (LA)  
Maureen Callanan (SC)  
Steven White (I)  
Julia Bailey-Serres (R)

John Lindow (B)  
Katja Lindenberg (SD)  
Robert Feenstra (D)  
Patricia Cohen (SB)  
Thomas Harmon (M)

Harry Powell ((SD); Chair, Academic Senate, *Ex Officio*)  
Daniel Simmons ((D); Vice Chair, Academic Senate, *Ex Officio*)  
Brenda Abrams, Senior Policy Analyst