

# **UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL**

## **2015-2016 ANNUAL REPORT**

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

The University Committee on Academic Personnel (UCAP) had three meetings during the Academic Year 2015-2016 to conduct business with respect to its duties as outlined in Senate Bylaw 135, which are 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:

#### **Salaries for Lecturers with Security of Employment Work Group**

At the beginning of the year, Vice Provost of Academic Personnel Susan Carlson convened a Work Group to review policy for the Lecturer with Security of Employment (LSOE) series, given current and increasing campus use of the titles. Chair Stenstrom was one of the Senate members who volunteered to serve on the Work Group which also included academic administrators. The LSOE Work Group looked at the entire series in this title including lecturers with potential security of employment and senior lecturers. The general questions include what voting rights and privileges the LSOEs should have and whether UC should hire them or not.

Currently campuses have very different approaches to the LSOE title and there is a fairly small group of individuals in the LSOE series. UCLA has fewer than ten and UCI has over a hundred, and there is also variation by discipline. There is concern that there might be two cultures at UC if the trend toward increasing this pool of LSOE faculty continues. Given the pressures to educate students, some may be thinking that it is more efficient for LSOEs to teach. During discussions about the LSOE series, UCAP members expressed concern about the decreasing number of tenure track positions available for graduate students. Another concern is related to the differential effect on Humanities as opposed to the Sciences. The increase in LSOEs is having unanticipated effects that are threatening the regular promotion of tenure-track faculty.

UCAP will have the opportunity to participate in the management review the Work Group drafts of APM 285, the LSOE series and APM 210.3 the instructions to review committees that advise on this series. The formal consultation will likely begin in the fall.

#### **Faculty Exit Survey**

UCOP partnered with the Harvard-based Collaborative on Academic Careers in Higher Education (COACHE) to develop and pilot a Faculty Exit Survey at several UC campuses for separating faculty. In addition to the Vice Provost's office, an advisory group comprised of faculty from different UC campuses helped provide information about UC's culture. A literature review and study of practices at other research institutions were also conducted.

Currently the six campuses participating in the pilot are UCLA, UCSD, UCB, UCI, UCR, and UCSB with the administration of the survey starting in February. The survey was for the academic year 2014-2015 and all ladder rank faculty who left the University were surveyed as were faculty identified by the campuses as retention cases which serves as a comparison group. The return rate was over 65% and the research team at Harvard is in the process of analyzing the results. A June 28<sup>th</sup> roundtable seminar at UCI will include a discussion about the partial results and about the general idea of conducting the surveys and

how they can help with faculty retention and recruitment. Academic Personnel will join UCAP's fall meeting to review the results of the survey.

### **Negotiated Salary Trial Plan**

UCAP discussed the second year of the Negotiated Salary Trial Program (NSTP). A summary of the year two report on the Negotiated Salary Plan was provided by Academic Personnel to the campuses and to the Senate Leadership and UCAP will have an opportunity to comment next year. Faculty are allowed to supplement their salary in certain circumstances and under the supervision of faculty groups at the campus. Academic Personnel is preparing to administer a survey to faculty in participating units to solicit their feedback on the program. A more comprehensive review of the first three years of the program will be conducted and good Senate representation for a task force is desired. A task force will be needed to recommend to the provost whether the NSTP should be continued, extended to other campuses, continued on a temporary basis, or ended.

### **2015-2016 Campus Discretionary Salary Program**

UCAP reviewed the outcome of the 2015-2016 Discretionary Salary Program. Each campus designed something different from what the president set out for the program. It worked fairly well for non-Health Sciences Compensation Plan (HSCP) ladder rank faculty and discretionary funds were primarily used to address equity issues. The plan was less robust for HSCP faculty because the elements did not fit well for how salary and reviews occur for these personnel. The committee learned that the president sent a memo to the Chancellors in April regarding the 2016-2017 salary program. The two key parts are an adjustment to the scales and a discretionary program and there is a broader conception of how campuses may want to implement the program.

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

University Professor: The committee handled two University Professor nominations this year. In October, in accordance with APM 260, UCAP nominated an ad hoc faculty review committee to review an appointment to the University Professor title proposed by UCLA. In January, UCAP members reviewed the ad hoc committee's recommendation and all case materials and Chair Stenstrom notified Vice Provost Carlson by email that UCAP unanimously supports this recommendation for the University Professor appointment.

In July 2016, UCAP received another request to approve an ad hoc review committee for a University Professor title nomination from UCR, and 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. UCAP members reviewed the ad hoc committee's recommendation and all case materials and Chair Stenstrom notified Vice Provost Carlson by email that UCAP unanimously supports the recommendation for the University Professor appointment at UCR.

Next year, UCAP will participate in the review of the Health Sciences Clinical Professors series. In response to requests for formal comment from the Academic Council, UCAP submitted views on the following:

- Proposed Guidelines for the Use of Waivers in Academic Hiring at UC
- Proposed Revisions to APM 360 and APM 210-4
- Proposed Revisions to APM 278, 210-6, 279, 112 and New APM –350
- Report from the Joint Committee of the Administration and Academic Senate on Faculty Discipline

### **Campus Reports**

UCAP devoted part of each regular meeting to discussion of issues facing local committees and

comparison of individual campus practices

### **UCAP Representation**

UCAP Chair Michael Stenstrom represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate. He also served on the Provost's Academic Planning Council and the Lecturers with Security of Employment Working Group.

### **Committee Consultations and Acknowledgements**

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel and Janet Lockwood, Manager-Academic Policy and Compensation, Academic Personnel. UCAP occasionally consulted the Academic Senate Chair Dan Hare and Vice Chair Jim Chalfant about issues facing the Senate and UC.

Respectfully submitted,  
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