

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

2016-2017 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had three meetings during the Academic Year 2016-2017, one at UCOP and two by videoconference, 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:

Revisions to APMs 285, 210-3, 133 and 740

UCAP provided feedback on the proposed revisions to APMs 285, 210-3, 133 and 740 in November when the policies on the Lecturers with Security of Employment (LSOE) series were under management review and in May during the systemwide review. The committee had in-depth discussions about a variety of issues related to the proposed policy changes. Members carefully considered the appropriate title for faculty in the series and agreed that the title “Teaching Professor” recognizes their value in a fundamental way. UCAP proposed that the base salaries for individuals in the series should be identical to those of ladder rank faculty.

The committee also discussed and highlighted the long-term impact on research output and on the academic standing of programs if research faculty is replaced by Teaching Professors. Although the number of LSOEs at each UC campus currently varies from six to ten LPSOEs at UCLA to over 100 at UCI, concern that the numbers will increase in the future prompted UCAP to recommend that, because research is UC’s primary mission, there should be an upper limit on the number of Teaching Professors within a department as a percentage of ladder rank faculty. Assuming the policy is implemented in the fall, the administration indicated that campuses will be given a one year transition plan to move the LSOEs to the new series and salary scale. Next year, UCAP will monitor implementation especially to ensure that there is consultation with the divisional CAPs throughout the process.

Faculty Exit and Retention Survey

Academic Personnel provided UCAP with the results of the Faculty Exit and Retention Survey pilot at six of the campuses for faculty who left in 2014-2015. The survey was conducted in partnership with Harvard’s Collaborative on Academic Careers in Higher Education. In May, UCAP was pleased to learn that seven campuses have agreed to continue the survey for the next three years (except UCSF, UCSC, and UCB) and are making preparations for its distribution. The survey is key to gathering the type of data Academic Personnel at OP currently does not have about faculty decisions about staying or leaving. This data may inform the administration’s decisions related to salary, benefits and other policies and processes. It is hoped that all campuses will eventually participate and UCAP looks forward to reviewing data from the next administration of the survey.

Negotiated Salary Trial Program

In May UCAP discussed Academic Personnel’s report on the third year of the Negotiated Salary Trial Program (NSTP). The NSTP is a five year pilot at three UC campuses intended to aid recruitment and retention. The program allows faculty to supplement their salary with external, non-UC funds in certain circumstances and under the supervision of faculty groups at the campus. Academic Personnel is undertaking a thorough review of the program to make an informed decision about continuing, stopping,

expanding or altering the program. A task force comprised of four academic administrators and five Senate members was established to gather information to make a set of recommendations to the Provost. Academic Personnel also administered a survey to faculty in participating units to solicit their feedback on the program. The task force's report was due in June and it will be discussed next year by UCAP and other Senate committees as well as by administrators at the campuses. While the NSTP seems to have had a minimal impact on CAPs, there is a larger concern that the program has diverted attention away from the implementation of more comprehensive salary programs.

CAP Practices Survey

In 2001, UCAP implemented the CAP Practices Survey in order to gather information about the divisional committees' workloads and processes. The survey was conducted annually until 2012 when UCAP decided to administer it on a biennial basis because the data was not changing significantly from year to year. This year, UCAP members (with input from the divisional CAP analysts) agreed that the survey should be conducted every three years, with the next administration in the 2018-2019 Academic Year. The members and divisional analysts also reviewed the instrument to determine if any questions should be eliminated and if any new questions should be added. In anticipation of changes to the Academic Personnel Manual's policies for the Health Sciences Clinical Professor series, the survey will include a question about the divisions' use of separate CAPs to evaluate faculty in the clinical series. The survey can be shared with divisional CAPs and other interested parties at the campus level including faculty and administrators.

Other Issues and Additional Business

In July 2016, UCAP approved 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. During the committee's November meeting, members reviewed the ad hoc committee's recommendation and all case materials, and Chair Tsoulouhas notified Vice Provost Carlson by email that UCAP unanimously supported the recommendation for the University Professor appointment at UCR.

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

- Proposed revisions to Presidential Policy Business & Finance Bulletin – G-28, Travel Regulations
- Proposed revisions to APM sections 015 and 016
- Proposed revisions to Senate Bylaw 336
- Proposed revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment and APM 015
- Proposed revisions to APM sections 278 and 210-6
- Collective Excellence

Campus Reports

UCAP devoted part of each regular meeting to a discussion of issues facing local committees and comparison of individual campus practices, including practices related to diversity.

UCAP Representation

UCAP Chair Tsoulouhas represented the Committee at meetings of the Academic Council and the Assembly of the Academic Senate, and served on the Provost's Academic Planning Council.

Committee Consultations and Acknowledgements

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic

Personnel; Arthur Ellis, Vice President for Research and Graduate Studies; and Janet Lockwood, Manager-Academic Policy and Compensation, Academic Personnel. UCAP occasionally consulted the Academic Senate Chair Jim Chalfant and Vice Chair Shane White about issues facing the Senate and UC.

Respectfully submitted,

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