

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

2017-2018 ANNUAL REPORT

TO THE ASSEMBLY OF THE ACADEMIC SENATE:

The University Committee on Academic Personnel (UCAP) had four meetings during the Academic Year 2017-2018, 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:

Report on the Fourth Year of the Negotiated Salary Trial Program (NSTP) from the NSTP Taskforce

UCAP discussed the NSTP Task Force's report on the fourth year of the Trial Program in October. Committee members agreed that: 1) continuing the NSTP for another four years and expanding it to additional campuses is reasonable and will allow UC to gather more data on its impact; 2) however, continuing the NSTP for another four years will make it more difficult to eliminate the Program in the future if further study recommends such a course of action.

UCAP members did have different opinions about the Program. Some supported the program and did not see any negative impact, while others expressed serious concerns. There were two concerns. First, the NSTP may exacerbate existing inequities within and across UC campuses. For the most part, the NSTP does not benefit faculty who do not have access to grants, especially those in the Arts, Humanities, and some disciplines in Social Sciences. It is in this sense that the NSTP does not seem to accord with UC's overarching goal of diversity and equity. The second concern for some members was that the administration of the Program is likely to increase staff workload; this should be considered in the implementation and the calculations of the overall cost of this Program. In November, UCAP provided this feedback in a memo to Academic Council and [the Senate's comments](#) were submitted to Vice Provost Susan Carlson in December.

Plan to Close the Faculty Salary Gap

Chair Yeh participated in a workgroup led by the Committee on Faculty Welfare (UCFW) on a proposal to address the faculty salary gap. The workgroup also included the chairs of the Committees on Planning and Budget and Affirmative Action, Diversity and Equity. The salary gap between UC and its comparators has grown for approximately two decades and the gap has consequences for faculty recruitment, retention, and educational quality. Additionally, there are differences in salary based on gender and discipline which are the result of structural issues. The workgroup prepared [a memorandum Addressing the Faculty Salary Gap for 2018-19 and Thereafter](#), which was endorsed by Academic Council in December and forwarded to President Napolitano. In May, the president announced a [three-year academic salary program](#) to close the approximately 8.4% gap.

Second Systemwide Review of Proposed Policy Revisions to APM Sections 285, 210-3, 133, 740, 135 and 235 (Lecturers with Security of Employment)

UCAP discussed proposed revisions to the policies for the Lecturers with Security of Employment (LSOE) series. In general, UCAP found that the new proposal was an improvement over the proposal reviewed in 2016-17, and the majority of the committee members supported the title change and appreciated that campuses would have the flexibility to use either "LSOE" or the working title "Teaching Professor," given that the latter would be more easily understood by people outside the University and

could bring with it a higher level of respect. UCAP also noted that the proposal addressed the issue of sabbatical leaves for individuals in the new LSOE series. However, UCAP members also expressed serious concerns about the current proposal in two areas: the transfer and evaluative process, and financial and other resource ramifications.

In February, Academic Council established a workgroup to consider the comments from the systemwide review and determine next steps. The workgroup included Chair Yeh along with the chairs of the Irvine, Los Angeles and San Diego Senate divisions, an LSOE faculty member, and Academic Senate Vice Chair Robert May. In April, Council endorsed the workgroup's central proposals related to APM sections 285 and 210-3, which included replacing the LSOE title series with a new series that includes a rank-and-step system parallel to the Professor Series, sabbatical privileges equivalent to the Professor Series, and increased expectations for teaching excellence and professional and/or scholarly achievement. In May, Council transmitted [a memo](#) outlining the workgroup's recommendations to Vice Provost Carlson.

Academic Analytics

In May, UCAP discussed campuses' use of [Academic Analytics](#), a company that collects data on individual faculty which may or may not be used in personnel evaluations. After investigating the status of campus subscriptions to Academic Analytics, Chair Yeh sent a memo to Council to draw attention to this issue. The memo expressed the committee's concerns, which included questions about the quality and the cost of the service and how the service is used in academic personnel processes on campuses. The members vigorously discouraged the use of this service in any personnel-related assessments and decisions. UCAP will continue to monitor utilization of Academic Analytics.

Other Issues and Additional Business

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

- Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028
- The Committee on Library and Scholarly Communications' Declaration of Rights and Principles to Transform Scholarly Communication
- Proposed New APM 675 - Veterinary Medicine Salary Administration.
- Draft Guiding Principles and Value Proposition for Joint Appointments between the UC Campuses and Its Three Affiliated National Laboratories

Campus Reports

UCAP devoted part of each regular meeting to a discussion of issues facing local committees and comparison of individual campus practices, including evaluation of collaborative research projects, practices related to diversity, and expectations for book disciplines.

UCAP Representation

UCAP Chair Yeh 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 Acknowledgments

UCAP benefited from regular consultation and reports from Susan Carlson, Vice Provost, Academic Personnel; Pamela Peterson, Executive Director and Deputy to the Vice Provost, Academic Personnel and Programs; and Kimberly Grant, Director, Academic Policy & Compensation, Academic Personnel and Programs. UCAP occasionally consulted the Academic Senate Chair Shane White and Vice Chair Robert May about issues facing the Senate and UC.

Respectfully submitted,
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