

## UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

## VIDEOCONFERENCE MINUTES

WEDNESDAY, OCTOBER 14, 2020

**Attending:** Susan Tapert, Chair (UCSD), John Kuriyan, Vice Chair (UCB), Rhonda Righter (UCB), Lisa Tell (UCD), Lisa Naugle (UCI), Ali Behdad (UCLA), Ashlie Martini (UCM), Srikanth Krishnamurthy (UCR), Meg Wallhagen (UCSF), Francis Dunn (UCSB), Junko Ito (UCSC), Susan Carlson (Vice Provost, Academic Personnel), Kimberly Grant (Director, Academic Policy & Compensation, Academic Personnel & Programs), Mary Gauvain (Chair, Academic Senate), Robert Horwitz (Vice Chair, Academic Senate), Brenda Abrams (Principal Policy Analyst, Academic Senate)

**I. Introductions**

Chair Tapert welcomed members to the first meeting of the academic year and noted that a variety of disciplines are represented on UCAP. The analyst reminded the committee about the confidentiality of their discussions, and explained that in an effort to keep videoconferences relatively short some business will need to be handled over email.

**II. Consultation with the Academic Senate Office**

- *Mary Gauvain, Academic Senate Chair*
- *Robert Horwitz, Academic Senate Vice Chair*

Chair Gauvain and Vice Chair Horwitz introduced themselves, and Chair Gauvain reported that the Regents meeting in September largely revolved around UC's medical centers and the COVID-19 pandemic. The Regents are having ongoing discussions about the budgets for UC and the Office of the President. UCAP may be interested in seeing the report from the Regents' special task force on students' basic needs which should be completed soon. Meetings with administrators at UCOP largely focus on the budget, and different scenarios and models for how the shortfalls could be handled over the next several years are being studied. A proposed curtailment plan has just been distributed for systemwide review. Faculty are doing a tremendous amount of work and Senate leadership have talked to Vice Provost Susan Carlson about how to compensate them.

Chair Gauvain and Vice Chair Horwitz are considering how to establish a coherent systemwide approach to the climate crisis, using what UCSD's Senate is doing as a model. Vice Chair Horwitz explained that UCSD engaged in a comprehensive process last year of thinking through how the UC system and faculty can address the climate crisis. This goes beyond carbon neutrality to decarbonization and to changing current faculty practices and activities that might reorient research and teaching. UCSD's divisional Council has approved the task force report, and the Representative Assembly will consider it later this month. The report includes a series of recommendations to the Chancellor including creating a new standing committee of UCSD's Senate dedicated to ensuring follow through on actions related to the climate crisis. The question now is how to replicate this on a systemwide basis. Academic Council will ask divisional chairs to disseminate UCSD's report across their campuses to stimulate discussion.

This year, the Senate is dealing with the Regents' decision in May to eliminate the use of SAT/ACT scores in UC admissions and the first step is a feasibility study. Chair Gauvain is on the Feasibility Study Work Group's Steering Committee and Vice Chair Horwitz will co-chair the Working Group and Provost Brown has assembled an impressive group of consultants to participate in this effort. The Work Group's recommendations will be submitted to the Regents in January 2021.

**Discussion:** The committee discussed the president's proposed curtailment plan with Senate leadership. The distinctions between curtailment, furlough and salary cuts need to be articulated and clarified. Faculty are demoralized by the idea of furloughs, especially faculty with children at home and younger faculty. Senate leadership have been emphasizing faculty morale in discussions with administrators and retention will be a critical issue. Early retirements will not follow the Very Early Retirement Program offered in the past. One difference between a furlough and curtailment is the impact on retirement.

### **III. Recognition for International Activities**

The Committee on International Education (UCIE) has asked UCAP to consider ways to recognize international activities in personnel reviews. The APM currently has language about international activities in the review criteria for promotion to full professor and for going to above scale. UCIE proposes that international activities should be a factor at earlier steps as well. CAPs could encourage applicants to mention anything of an international nature in their scholarly activity, service or teaching.

**Discussion:** UCLA's CAP discusses involvement in international activities at every stage. It may be necessary to better define what the activities are especially because working in some countries is not unusual, and UC faculty from other countries may have advantages such as more international colleagues. UCIE's request may be connected to UCD's emphasis on giving students a more global experience. Faculty involvement with the Education Abroad Program is not always documented in personnel files and this may occur when participation is outside of their appointment. Existing APM language describes international exposure and recognition, and international activities fit into the teaching, research and service categories.

CAPs could ask candidates to provide more letters from international contacts. Members do not think international activities should be the focus at the assistant to associate step when these faculty should be concerned about tenure. The point was made that international engagement is discipline-dependent, and some disciplines are international by nature. There is agreement that international activity is valued and should be recognized, but it should not be required and nor should the APM be modified. UCAP members will discuss this matter with their CAPs to help inform any next steps.

### **IV. Recognition for Climate Crisis Activities**

UC is at the forefront of work on the climate crisis, with many faculty throughout the system engaged in research and advocacy in this area. UCAP is asked to consider if activities related to the climate crisis should be recognized as part of the merit, tenure and promotion process.

**Discussion:** A member acknowledged the importance of the climate crises, but expressed concern about CAP being given directives about the process of academic review. One challenge is that CAPs do not have the expertise to evaluate some of these issues. A faculty member's contribution to any issue will be apparent in their file. It would be helpful to know if CAPs have any feedback about recognizing climate crisis activities and Chair Tapert would like UCAP members to discuss this matter with their divisional committees. Members are asked to find out if CAPs are doing anything specific to recognize climate crisis activities and if the committees would recommend any changes.

### **IV. Open Access Publications and CAPs**

Last May, UCAP met with the Chair of the Systemwide Library and Scholarly Information Advisory Committee for an initial discussion about open access publications and the personnel review process. The committee agreed on the importance of reinforcing that the focus of the review should be the quality of a faculty member's work. Questions include how CAPs should assess the quality of open access

publications and how junior faculty should be advised and mentored about how the quality of a publication relates to tenure. Another issue is the need for equitable access to funds across disciplines to publish in open access journals.

**Discussion:** The department chair's letter could describe the type of publication especially since CAPs may lack the expertise to judge an open access journal. It may be difficult for CAPs to know what the journal's influence is, so candidates should provide evidence of its impact along with some information about the submission and review processes. Advising and mentoring junior faculty about open access publications is discipline specific. UC is spearheading the publication of faculty work in open access journals and other venues not controlled by major journal publishers, and this should influence the review process. The transition to the open access model will be difficult if departments and schools continue to adhere to the old models. Therefore, it may be more important to think about how junior faculty are advised rather than how CAPs assess the journals.

In certain disciplines, there is fear that not publishing in particular journals could damage one's career. Faculty in the Humanities do not have access to the funds needed to publish in open access journals. UCM encourages faculty to publish where they would like but to also make a version available in UC's eScholarship open access platform. Strategies are needed to ensure that junior faculty are aware of and cautioned about predatory journals and conferences. Chair Tapert asked members to get input from their CAPs on this matter, and UCAP should discuss next steps in January.

## V. Priorities for 2020-2021 and Campus Reports

**Priorities:** Committee members considered topics to discuss during this academic year. The impact of the COVID-19 pandemic on CAP evaluations will start emerging in 2021-2022 because minimal research will have been conducted. UCB has a plan for one-time offsets effective over the next five years (see here: [https://apo.berkeley.edu/sites/default/files/merit\\_offset\\_due2covid\\_policy.pdf](https://apo.berkeley.edu/sites/default/files/merit_offset_due2covid_policy.pdf)). The half-step affords the CAP flexibility and planning ahead for the next five years is important, but it may be hard to implement a plan like Berkeley's at campuses not already using the half-step.

**Reports:** A member asked if campuses have rules about dual appointments on divisional Senate committees and if this would be a conflict of interest. One member believes this situation is a conflict, but it is unclear if this is a written policy.

## VI. Consultation with the Office of the President

- *Susan Carlson, Vice Provost, Academic Personnel*
- *Kimberly Grant, Director, Academic Policy & Compensation*

Academic Personnel has worked on revisions to all of the leave policies since last year and the policies will be sent out for systemwide review later this month. Language has been added to incorporate a paid family leave program. Provost Brown approved a policy exception to allow campuses to develop their own programs for active modified duty and the programs will need to be approved by the provost. The UCM and UCLA programs have been approved and at least five other campuses are working on their plans. Academic Personnel has been concentrating on issues related to the pandemic and understands that the leave policies are inadequate for the current situation. Vice Provost Carlson explained that a third request to extend the stop the clock must be approved by the provost per regental policy. A form has been created for campus Academic Personnel offices to help streamline the review and approval process. Since early June, the Provost's Office has received nine to ten requests from the campuses.

**Discussion:** UCD's CAP has discussed whether faculty will be able to request more than one extension due to the pandemic. More than one year will be needed for some faculty to ramp up their research,

especially if it involves human subjects, performances or exhibits. Academic Personnel will consider this question since it has not been raised before. The catch-all “other reason” category might be utilized. The vice provost believes that flexibility to allow additional time on the tenure clock is essential. It will also be important to figure out how to evaluate faculty appropriately given the length of this disruption.

Vice Provost Carlson was asked how inequities across disciplines in the availability of funds for open access publishing can be addressed. According to the vice provost, campus libraries are a source of funding for UC faculty who wish to publish in open access journals. Faculty should not have to pay article processing charges and can request funds from the libraries to cover them. It is not clear if funding is available for publishing open access books, but deans or chairs possibly have funds for this. Vice Provost Carlson suggested that UCAP consult with a University Librarian for more complete information about funding for open access publishing and disparities in access.

File reviews are time-consuming and faculty at full professor are evaluated every three years, but UCAP wonders if this could be changed to every four years. The vice provost believes that this idea could be considered, noting that faculty would have to wait one more year for their merit increase. If this change is made, UCAP would have to say something about when accelerations would be expected, and calibrating the full professor steps to every four years could help mitigate the financial impact. Vice Provost Carlson recommends that campuses collect data about how long faculty are at full professor to help make the case for a change from three to four years.

## **VII. New Business**

### **Proposed curtailment program for 2020-2021**

Members briefly discussed the proposed curtailment plan recently announced by President Drake. It is difficult to provide any meaningful feedback at this point because the plan does not provide sufficient detail. The curtailment plan will only address a small portion of UC's budget deficit. There is support for curtailment impacting individuals with lower salaries less than it will those with higher salaries. More clarity is needed about how the plan will be implemented and the implications of the curtailment. Faculty and staff are dealing with working from home and caring for family members, so morale is already low and the curtailment will be an added burden. It was noted that research productivity will suffer.

### **Proposed Openness in Research policy**

The committee will have a short videoconference within the next month or so to discuss the proposed Openness in Research policy.

## **VIII. Executive Session**

There was no Executive Session.

Videoconference adjourned at: 12:45 PM

Minutes prepared by: Brenda Abrams

Attest: Susan Tapert