

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

VIDEOCONFERENCE MINUTES

WEDNESDAY, MARCH 10, 2021

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), Steve Briggs (UCSD), Meg Wallhagen (UCSF), Francis Dunn (UCSB), Junkto Ito (UCSC), Susan Carlson (Vice Provost, Academic Personnel), Amy K. Lee (Associate Vice Provost for Academic Personnel and Programs), 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. Chair's Announcements

Chair Tapert welcomed everyone to the videoconference and members inquired about the outcome of the systemwide review of the Faculty Salary Scales Task Force Report and Recommendations.

Discussion: It was noted that faculty are concerned about losing their off-scale salary.

II. Consent Calendar

Action: UCAP's January 13, 2021 videoconference minutes were approved.

III. Consultation with the Academic Senate Office

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

Senate leadership are involved in a variety of meetings focused on reopening the campuses in the fall, which involves issues related to availability of the COVID-19 vaccines, mandating that students, faculty and staff are vaccinated, and enforcing social distancing. Campuses are taking different approaches and the plans for each campus are dependent on the local county public health rules. Faculty do not know what their workloads or research will look like, and it is essential that faculty and administrators collaborate in planning and decision-making. Senate leadership and the administration are also discussing the governor's proposed budget for UC. A revised budget released in February restores some of the cuts outlined in the budget proposed in January, but it still contains line items and requirements that infringe on the faculty's authority.

The 2019 controversy about UC affiliations with religious hospitals has reemerged. The affiliations and the issue of comprehensive access will be a discussion item on the May Regents agenda. The Senate is deliberating whether the position taken in 2019 should be reaffirmed given that revisions have been made to UC's proposed contract with Dignity Health. Another topic under discussion by Council is the legal authority of the president and the chancellors to utilize curtailment without the Regents declaring that there are extraordinary economic circumstances.

IV. Consultation with the Office of the President

- *Susan Carlson, Vice Provost, Academic Personnel*
- *Amy K. Lee, Associate Vice Provost for Academic Personnel and Programs*
- *Kimberly Grant, Director, Academic Policy & Compensation*

Vice Provost Carlson reported meeting with individuals at UCLA who are developing materials about high quality mentoring. UCAP may want to contact Professor Vickie Mays to discuss how this group is defining mentoring activities. In response to the memo from the Committee on Affirmative Action, Diversity and Equity (UCAADE) and the Committee on Faculty Welfare (UCFW) about mitigating the impact of the COVID-19 on faculty, President Drake has tasked Provost Brown's leadership team to focus on the issues requiring immediate action. One idea is that the next round of grants for the Advancing Faculty Diversity Program will invite proposals to address challenges with recruitment, retention, and climate related to the pandemic.

UCFW has asked Academic Personnel to collaborate on a set of benchmarks of what has occurred since last year in terms of promotions and advancements for faculty to compare to prior years. For example, in an average year about a third of the faculty have files reviewed so the data will be reviewed to see if this average decreased due to the pandemic. Vice Provost Carlson attends meetings organized by Dr. Byington of UC Health that are primarily about the medical aspect of returning to campus, and the Vice Provost understands the importance of also looking at the assorted issues from an academic perspective.

Discussion: One member indicated that "Creating a Mentoring Culture: The Organization's Guide" by Lois Zachary is a great resource, and other members described some of the steps taken to provide mentoring to junior faculty at their campuses. The point was also made that requiring training about mentoring for very senior faculty is problematic. Chair Tapert recommended that CAPs should be notified about Academic Personnel's interest in looking at how the pandemic has effected advancements and promotions. Members suggested that Dr. Byington's group should include student representatives as well as individuals with mental health expertise.

V. COVID-19 Impact Guidelines for File Reviews

Chair Tapert has incorporated members' feedback into the current draft of the COVID-19 Impact Guidelines for File Reviews. The Guidelines include information departments can use to help faculty prepare their files and advice to faculty about what should be included. The plan is to ask UCFW, UCAADE and the Committee on Academic Freedom to review and provide input on the document before it is submitted to Council.

Discussion: The guidance for file review committees is urgently needed at some campuses, and there is concern that campuses have already made decisions that will be more restrictive than UCAP's guidelines. It should be clear that the committee is not mandating policy but is instead suggesting issues that should be taken into consideration. The analyst explained that, even though there will be a delay, it is important for the Guidelines to be endorsed and disseminated by Council. Faculty probably understand that the situation is evolving and that approaches taken by campuses are likely to evolve as well. Campuses have different deadlines prescribing what is included in the review period. Chair Tapert will add the feedback from today and send the Guidelines to the committee for approval before transmitting the document to Council.

VI. Mentoring and APM 210

Chair Tapert reminded members that the Coordinating Council on Graduate Affairs proposed adding mentoring to APM 210 last year. After initially proposing only minor changes to the policy, Vice Provost Carlson recommended that a number of more specific modifications should be made. The goal is to highlight the importance of the mentoring faculty provide while making it general enough to apply to all levels of mentees (from undergraduates to medical students and residents to postdocs) as

well as across disciplines, since mentorship can take many different forms. Some of the proposed changes are specific to how mentoring might be assessed by CAPs.

Discussion: The revised policy will acknowledge that mentoring can span more than one review period. The focus is on mentoring junior faculty at UC whereas mentoring an alumni or a faculty member at different university should probably be considered service. A member recommended making a clear distinction between quantity and quality, and the policy should say something about how effectively faculty engage in mentoring relationships. Faculty could be asked to list their mentees and indicate what they are doing now as an indication of the success of the mentorship. The point was also made that access to a faculty mentor can vary. Another issue is that faculty of color may informally mentor students of color who seek advice. The committee's input will be added to the draft of the revised policy and the document will be shared with the committee for further discussion.

VII. Campus Reports/Member Items

There were no Campus Reports or Member Items.

VIII. New Business

UCAP's next meeting is on May 19th and the start time is TBD.

IX. Executive Session

There was no Executive Session.

Videoconference adjourned at: 1:00 PM
Minutes prepared by: Brenda Abrams
Attest: Susan Tapert