

## UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

## VIDEOCONFERENCE MINUTES

WEDNESDAY, MAY 4, 2022

**Attending:** John Kuriyan, Chair (UCB), Francis Dunn, Vice Chair (UCSB), Lisa Tell (UCD), Michelle Garfinkel (UCI), Catia Sternini (UCLA), Ramesh Balasubramaniam (UCM), Deborah Wong (UCR), Meg Wallhagen (UCSF), Ruth Finkelstein (UCSB), Stefano Profumo (UCSC), Susan Carlson (Vice Provost, Academic Personnel and Programs), Amy K. Lee (Associate Vice Provost for Academic Personnel and Programs), Kimberly Grant (Associate Vice Provost, Academic Personnel and Programs), Patricia Osorio O’Dea (Director, Academic Program Coordination, Academic Personnel and Programs), Robert Horwitz (Chair, Academic Senate), Susan Cochran (Vice Chair, Academic Senate), Brenda Abrams (Principal Policy Analyst, Academic Senate)

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

- *Robert Horwitz, Chair, Academic Senate*
  - *Susan Cochran, Vice Chair, Academic Senate*
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- Academic Assembly passed a climate Memorial calling for at least a 60% reduction of campus carbon emissions by 2030 and 95% by 2034. The Memorial was disseminated to the campuses last week for a vote by all Senate faculty.
  - The Intersegmental Committee of the Academic Senates recently approved a plan for a single general education transfer pathway called for by Assembly Bill (AB) 928. The proposed plan will next be sent to the Senates of each segment for approval. UC will continue to emphasize the importance of major preparation prior to transfer, which will raise challenging issues in the second phase of AB 928 as the focus turns to associate degrees for transfer (ADTs).
  - Senate leadership and President Drake discussed problems with the Navitus pharmaceutical benefit. It is possible that UC will cancel the Navitus contract and return to the previous benefit provider. The President acknowledged the inappropriateness of having UC Health handle the benefit and agrees it should be handled by Human Resources (HR) at the Office of the President (UCOP). President Drake also acknowledged the conflict of interest with UC Health running the Executive Steering Committee (ESC) on health benefits. Employee benefits should be treated as benefits and not be part of UC Health’s business plans. The future of the ESC is unclear but a new advisory committee could be constituted within HR.
  - An augmentation of the HR budget was approved, and HR will hire 16 people to restore retirement counseling in person at the campuses.
  - The workgroup with the Coordinating Committee on Graduate Affairs, the Committee on Planning and Budget and administrators has completed examining the review process for self-supporting graduate degree programs and confirmed that the current process should be continued. The administrators indicated that this is acceptable for now and this issue may reemerge once the new provost is hired. Chair Horwitz might discuss this with the Regents.
  - Senate leadership and UC Legal will meet with outside counsel to discuss strategies for dealing with third-party contract websites that can facilitate student cheating and theft of faculty intellectual property. A meeting with counsel and Senate leadership for the California Community College (CCC) and California State University (CSU) systems will take place after that.
  - The searches for Provost Brown’s and Vice Provost Carlson’s replacements are getting started.
  - Monica Lin has been selected to be the new Executive Director of the Academic Senate and will start the job in June.

- The workgroup on mitigating the impact of COVID-19 on faculty submitted its final report to Provost Brown, who will forward it to the campuses. UC Davis Executive Vice Chancellor Mary Croughan and Chair Horwitz will present the report to the Regents in May, and President Drake will be asked to endorse it. The key concept is achievement relative to opportunity (ARO) which is recognition in the merit and promotion process of how the pandemic impeded the capacity of a faculty member to accomplish their expected tasks.
- The [faculty survey](#) is underway and the data from this survey last year was valuable for the workgroup on mitigating the impact of COVID-19. The survey results were also important to convey how teaching went during the pandemic to UCOP and Regents.
- Academic Council sent the proposed revision of Senate Regulation 424 to add the Ethnic Studies requirement back to the Board of Admissions and Relations with Schools (BOARS).
- Council also asked the Committee on Academic Freedom to revise its recommendations about posting political statements on department websites.
- The administration is eager to put an abusive conduct policy in place and the revised policy will be sent out for systemwide review in the fall.
- Chair Horwitz thanked UCAP members for their work this academic year.

## II. Consultation with the Office of the President

- *Susan Carlson, Vice Provost, Academic Personnel and Programs (APP)*
  - *Kimberly Grant, Director, Academic Policy and Compensation, APP*
  - *Patricia Osorio-O'Dea, Director, Academic Program Coordination, APP*
- Vice Provost Carlson encouraged the committee to review and comment on the report of the Negotiated Salary Trial Program (NSTP) Phase 2 Taskforce, which was recently sent out for systemwide review. The deadline for comments on the report is July 19<sup>th</sup>.
  - The concept of achievement relative to opportunity (ARO) put forward by the work group on mitigating the impacts of COVID-19 on faculty is getting a lot of attention. A key recommendation in the work group's forthcoming final report is that the University should consider how ARO might help manage issues that have been exacerbated by the pandemic.
  - Vice Provost Carlson provided an overview of the most recent survey by Harvard's Collaborative on Academic Careers in Higher Education (COACHE) of faculty who have departed, resigned, or separated from UC and those who were retained. The committee has received a quantitative report and a summary document.
    - The top three factors for why faculty decide to leave and why some faculty who thought they would leave but decided to stay are the quality of colleagues, salary and departmental or institution reputation. This data is disaggregated by race/ethnicity, gender and rank.
    - Faculty who seek positions at other universities think that having an outside offer is the only way to negotiate higher salaries at UC. Some faculty who sought outside offers but did not think they wanted to leave UC ultimately decide to leave because of the quality of the other institution. Vice Provost Carlson remarked that this data helps UC consider the policies and practices that pressure faculty into making certain decisions related to separation from the university.
    - Based on the survey, 50% of faculty who had been involved in the retention efforts expressed dissatisfaction with the process and there are noticeable differences when the data is disaggregated by gender and race/ethnicity.
    - Vice Provost Carlson explained that the way the race/ethnicity data is disaggregated is not consistent with how UC reports it, but it is the way COACHE treats this data from other universities. Academic Personnel will meet with COACHE to discuss this issue and UCAP is invited to provide feedback on how the data is presented.

**Discussion:** The report can be shared with divisional CAPs but should not be disseminated broadly or posted anywhere. Members were interested in having data broken down by campus, but Vice Provost Carlson explained indicated that the campus by campus numbers of respondents are too small to produce separate campus-level reports, especially when disaggregated by those who separated from UC, those who stayed or by gender. It is the vice provost's recommendation that UCAP focus on what the data illustrates regarding systemwide trends.

Chair Kuriyan expressed appreciation for Vice Provost Carlson's work on academic personnel issues and wished her luck in her retirement.

### **III. Announcements and Updates**

Academic Council accepted UCAP's memo on Lecturers with Security of Employment (LSOEs) but there is a question about whether it needs to be edited to account for how UCI CAP members are appointed. Chair Kuriyan reviewed the NSTP Phase 2 Task Force report and did not find anything the committee should comment on but members should read the report as well.

**Discussion:** The UCI representative explained that the divisional Committee on Committees nominates the members to be elected to serve on the CAP. Based on this clarification, the memo on LSOEs will not be revised.

### **IV. Consent Calendar**

**Action:** UCAP's March 9, 2022 videoconference minutes were approved.

### **V. Achievement Relative to Opportunity**

Chair Kuriyan recommended that the committee should further explore the principle of achievement relative to opportunity (ARO) next year. It appears that some divisional CAPs are figuring out how to implement ARO but there is also pushback against this principle elsewhere. The final report from the work group on mitigating the impact of COVID-19 on faculty proposed that campuses follow its guidance, including the ARO principle, for a period of five years. Vice Chair Dunn joined the Committee on Faculty Welfare's (UCFW) discussion about ARO and UCFW is interested in establishing ARO as a permanent principle. UCFW members shared anecdotal reports about resistance to implementing ARO in some departments and perhaps even by some divisional Senates. Chair Kuriyan stated that faculty at UC should have the expertise to consider the circumstances that have affected the performance of a candidate during a review period, but it will come down to how ARO is implemented.

**Discussion:** The impact of COVID-19 has varied across and even within disciplines, which raises the question about how ARO will be applied in an equitable way. Chair Kuriyan remarked that it might be valuable for CAPs to have advisory subcommittees for different disciplines to assess COVID-19 impact statements. Certain divisions at UCI, including Engineering, and the Medical School have academic personnel subcommittees to advise the CAP but not all schools at this campus have such subcommittees. According to Vice Chair Dunn, members of UCFW felt that faculty may have reservations about sharing very personal details about their circumstances and this may hinder the permanent institutionalization of ARO. It is difficult for CAPs to judge activities that did not occur because faculty did not have access to facilities.

One challenge is that expectations vary for different series, so it is helpful to have members of CAP from various series who can articulate issues of a particular discipline area. UCSF's CAP is trying to obtain more input from department chairs that provides background information and explains the contributions of a faculty member. The context provided in the department letter can be crucial to understanding the problems a faculty member faced due to COVID-19. Vice Chair Dunn suggested that UCAP might encourage some degree of consistency across the system and within campuses. The administration at one campus resisted adopting the ARO principle on the grounds that it had not been endorsed before the beginning of the academic year.

## **VI. Team Science**

UCAP's discussion of Team Science during the March 9<sup>th</sup> meeting was summarized. The UCLA CAP will report on the effect of Team Science guidelines on dossiers evaluations.

**Discussion:** The UCLA and UCI CAPs' websites include documents explaining to faculty the importance of describing contributions to Team Science and providing examples from faculty that serve as templates for explaining contributions to a particular paper, project or grant. Chair Kuriyan commented that, while UCAP might want to discuss Team Science next year, there is not a specific problem that should be addressed.

## **VII. Campus Reports/Member Items**

There were no campus reports.

## **VIII. New Business**

Members thanked Chair Kuriyan for his leadership throughout this academic year.

## **IX. Executive Session**

Videoconference adjourned at: 11:50 AM

Minutes prepared by: Brenda Abrams

Attest: John Kuriyan