

## UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

## VIDEOCONFERENCE MINUTES

WEDNESDAY, MAY 9, 2018

**Attending:** Michelle Yeh, Chair (UCD), Dan Farber, Vice Chair (UCB), Georg Striedter (UCI), John Gilbert (UCSB), Margaret Stuber (UCLA), Ulrike Strasser (UCSD), Pablo Ortiz (UCD), Carla Freccero (UCSC), John Kuriyan (UCB), Rajiv Gupta (UCR), David Saloner (UCSF), Susan Carlson (Vice Provost, Academic Personnel), Pamela Peterson (Executive Director & Deputy to the Vice Provost, Academic Personnel & Programs), Kimberly Grant (Director, Academic Policy & Compensation), Shane White (Chair, Academic Senate), Robert May (Vice Chair, Academic Senate), Brenda Abrams (Principal Policy Analyst, Academic Senate)

**I. Updates**

Chair Yeh reported on a number of recent meetings including Academic Council, Academic Planning Council, and UCAADE. Shared governance has been advanced in several ways this year, including with the appointment of former Senate Chair Dan Hare to be the Senior Faculty Adviser to the President. The draft Lecturers with Security of Employment (LSOE) policy has just been provided to UCAP and Chair Yeh would like the committee to provide feedback by email. Vice Chair Farber attended a meeting of the University Committee on Affirmative Action, Diversity and Equity, which would like to work with UCAP to make sure that diversity is not too narrowly defined by CAPs.

**II. Consent Calendar**

**Action:** The March meeting minutes were approved.

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

- *Shane White, Chair, Academic Senate*
- *Robert May, Vice Chair, Academic Senate*

The Senate's work on faculty salary scales over the past several years has finally resulted in a commitment from President Napolitano to a multi-year plan to increase faculty salaries in an effort to close the gap with the Comparison 8 institutions. A 4% increase to the scales will be applied this year and the chancellors will not receive any discretionary funds for salaries. The Senate will begin advocating in the fall for the next UC budget to include funding for faculty salaries. Academic Council endorsed a letter from the Committee on Academic Freedom expressing concerns about changes in federal grant award procedures that may impinge on academic freedom.

The May revise of the state budget should be announced this week. Assemblyman Medina wrote a letter in support of the UC and California Community College budget requests. Chair White reported that legislators are interested in the diversity of UC faculty, especially the need for more African-American faculty. Chair White recently met with a group of legislators who questioned him about UC's efforts to hire more diverse faculty. Administrators charged with hiring need to be held accountable.

Chair White and Vice Chair May were the first Senate leaders to be invited to a Regents' retreat, where it was noted that Governor Brown will soon appoint several new Regents. Some Regents are primarily concerned about access but not about quality. Vice Chair May described the workgroup examining retiree health. The 70% contribution to retiree health from UC will not increase and there will be a 4% increase in costs, and the workgroup has been exploring models based on various rates of inflation. The group will try to find ways to ensure that retiree health is a manageable benefit in the long term.

**Discussion:** The 4% increase of faculty salary scales will not apply to off-scale salaries. A committee member pointed out that this increase will not help with the inequity caused by off-scale salaries. Faculty diversity is impacted not only by problems with the pipeline but also by the recruitment and hiring processes. CAPs are in the position to identify the systemic problems that undermine efforts to increase diversity. A cultural shift across the campuses is needed in order to increase diversity. Chair Yeh suggested that UCAP could make a statement in support of diversity statements, but at least one committee member would not support requiring these statements from current faculty. It was suggested that the short tenure process at UC may disadvantage under-represented minority faculty. Requiring the statement may be less of an issue than the content of the statement. International applicants in particular may be confused about what diversity means. The diversity statements may raise awareness of diversity but may not lead to real change.

#### **IV. Consultation with the Office of the President**

- *Susan Carlson, Vice Provost, Academic Personnel and Programs*
- *Pamela Peterson, Executive Director & Deputy to the Vice Provost, Academic Personnel and Programs*
- *Kimberly Grant, Director, Academic Policy & Compensation, Academic Personnel and Programs*

Academic Personnel is awaiting feedback from the Academic Council on the draft LSOE policy. UCAP should send any comments on this policy to the Senate leadership. Academic Personnel has issued a proposed new policy for Veterinary Medicine Salary Administration for review and comments are due in mid-July. A UCAP member is invited to join a Team Science retreat in September.

**Discussion:** Members remarked that the draft LSOE policy seems reasonable. The time at steps for the LSOEs is aligned with the time at steps for professorial titles. Chancellors will make the decision about the use of the Teaching Professor working title.

#### **V. Systemwide Review Item: Proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028**

The committee is invited to provide comments on the proposed Presidential Policy on Disclosure of Financial Interests and Management of COI in Private Sponsors of Research and Revised APM – 028.

**Discussion:** Completing the required forms may take some time, but faculty familiar with this process indicate that it is not a burden. The policy is well-written and reasonable. Members approved the proposed Presidential Policy and the revised APM policy.

**Action:** Chair Yeh and the analyst will write a memo on this matter.

#### **VI. UCOLASC's Declaration of Rights and Principles to Transform Scholarly Communication**

Chair Yeh asked if members have any comments in response to the UCOLASC declaration.

**Discussion:** It is unclear to some members if the UCOLASC declaration is relevant to UCAP. It was suggested that the eighteen principles may be related to issues that involve CAPs. Members agreed that UCAP should endorse the principles and the memo to UCOLASC may indicate that the declaration is outside of UCAP's area of expertise.

**Action:** Chair Yeh and the analyst will draft a memo to UCOLASC.

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

Riverside: The CAP is concerned about the number of requests for waivers of national searches that it receives and wonders if national searches are being avoided due to inconvenience. Next year the CAP will track the number of requests for waivers so it will have a better sense of whether this process is being abused. Not opening the search widely may negatively impact diversity. UCSC's CAP, Committee on Affirmative Action and Diversity (CAAD), and Committee on Planning and Budget see all of the waivers of recruitment and the process at UCSB is similar. The UCD CAP has to approve search waivers. The UCSB CAP makes recommendations to the executive vice chancellor and it has not found evidence of systematic abuse of waivers. The UCSC CAAD tracks requests for waivers from every department. UCD has tightened up the process for national searches.

Irvine: The chancellor and the provost will meet with CAP to discuss Academic Analytics, a company that collects data on individual faculty which may or may not be used in personnel evaluations. The company has been mentioned in some deans' letters. Faculty are not aware that this company is collecting data and its use has been discovered by accident at some UC campuses. Rutgers' faculty objected to the use of Academic Analytics. At UCSC, a test committee evaluated Academic Analytics and found that the data is inaccurate, but administrators argued that the data is used to compare departments at other universities. It may be worthwhile for UCAP to discuss the use of quantitative measures at each campus. Chair Yeh proposed sending a memo to the Council expressing the committee's concerns about the use of Academic Analytics and asked members to investigate if their campuses are current subscribers. Members expressed support for opposing the use of this data in the personnel review process.

San Diego: A new data science institute will be established at the campus which will function like an academic unit in its ability to recruit, appoint, and promote faculty. It is not clear how academic reviews will be handled and the question for campuses with similar set ups is how they have managed the process. At UCB, faculty in this type of institute have ladder appointments in regular departments and go through the normal review.

## **VIII. New Business**

The committee has received a new systemwide review item: a proposed new APM 675 - Veterinary Medicine Salary Administration.

**Discussion:** The UCD representative will consult with the Chair of that division's CAP, who is in the Veterinary School, and report back to the committee. Members agreed that they do not have expertise to comment on this proposed policy.

**Action:** The committee will vote on the proposed new policy by email.

## **IX. Executive Session**

There was no Executive Session.

Meeting adjourned at 1:45 PM

Minutes prepared by: Brenda Abrams

Attest: Michelle Yeh