

UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL

MINUTES OF TELECONFERENCE

WEDNESDAY, JANUARY 30, 2013

Attending: Harry Green, Chair (UCR), Jeffrey Knapp, Vice Chair, (UCB), Trish Berger (UCD), Brook Thomas (UCI), Lynn Pulliam (UCSF), Benjamin Hermalin (UCB), David Hovda (UCLA), Michael Pirrung (UCR), Andy Teel (UCSB), Christina Ravelo (UCSC), Susan Carlson (Vice Provost, Academic Personnel), Melanie DuPuis (Interim Executive Director, UC DC Center), Janet Lockwood (Manager-Academic Policy and Compensation, Academic Personnel), Bob Powell (Academic Senate Chair), Bill Jacob (Academic Senate Vice Chair), Brenda Abrams (Policy Analyst)

I. Announcements

Chair Green reported on the January 23rd Council meeting. The composite benefit rate, faculty summer salaries will be charged at a zero percent rate which is a good outcome. Two state laws have gone into effect this year related to development of open access textbooks. The laws require the development of fifty open access textbooks. This will be organized by the Intersegmental Council of Academic Senates. Each segment of the system will appoint three people by the end of March to serve on the Council of Open Education Resources but there is no money to implement the bills. Chair Powell reported that there will be formal request to the provost for a faculty total remuneration study. The last study was conducted in 2009. In the past, the study has been of faculty and staff but this costs approximately \$2M.

Council reaffirmed its position that the ramp up and contributions to UCRP, both employer and employee, should meet the annual required contribution timeline. The goal is to raise the contributions enough to cover the normal cost, the debt on the unfunded liability, and the unfunded liability itself. The campuses will begin making 18% contributions in three years and the campuses are very concerned about this expense. APM 015 was discussed and there was agreement as a result of the systemwide review that the phrase “when acting as a member of the faculty” is vague. Council voted to send the APM back to the Office of General Counsel with a request for comment based on a recent court ruling. In discussions with the president, Council expressed unhappiness with the perception held by the Regents and the governor that faculty need to do more undergraduate teaching.

II. Consent Calendar

Action: The minutes were approved with one correction.

III. APM 210

The language UCAAD proposes is similar to what UCAP sent to them for consideration.

Discussion: The committee discussed whether the word “recognized” should be in the first sentence and there was agreement that excluding it from that sentence is acceptable. Members discussed whether the sentence on mentoring is general and should perhaps be placed elsewhere in the policy. The committee considered whether the word “diverse” should be in that sentence. Specifying that diverse students and faculty should be mentored does seem to reintroduce the idea of extra credit. Mentoring and advising activities should not be differentiated from the other examples of faculty contributions to diversity. There was agreement that the sentence should read: “Mentoring and advising of diverse students or faculty members are also to be encouraged.” A straw poll was taken and two members were in favor of the language proposed by UCAAD in the last sentence and seven were in favor of revising it as written above.

A member in support of UCAAD's language indicated that the sentence emphasizes the continued importance of mentoring diverse students. It is difficult to mentor someone who is the first person in their family to go to college and it is also difficult to recruit faculty from non-majority groups. Encouraging and slightly favoring this type of mentoring is a good thing from one member's perspective. The version from UCAAD suggested that there is something special about mentoring and advising diverse students. Members noted how difficult it has been to identify language with which everyone will agree.

While mentoring minority students may be challenging, the question is whether UCAPs will selectively give extra credit to faculty who mentor or teach students from a group that would enhance the diversity of the university. Chair Green suggested that the UCAAD suggestion is analogous to affirmative action that was created as a concept for exactly this reason. The UCAAD language here states that credit should be given to any faculty member, regardless of discipline, who is encouraging and assisting diverse students and young faculty to succeed in the academy.

There was a discussion about whether UCAAD's language separates out mentoring and advising from teaching. The example was given that it is hard to recruit women into the traditionally male dominated field of mathematics and mentor them through their Ph.D. programs. If there is not some recognition of this, less effort may be put into recruiting. It is not clear how else mentoring diverse students will be encouraged. In order to eliminate any suggestion that there is special credit given to mentoring students, the vice chair recommended that the last sentence should not include a reference to recognition. Two members of the committee did not agree that recognition should not be given. UCSB has a self assessment where candidates can provide information about how they have gone above and beyond contributions in the direction of diversity so that the CAP can give recognition. It was argued that there are practical problems with how CAPs would measure and recognize contributions. Merely mentioning these activities draws attention to them which sets up a certain incentive. It was argued that stating that faculty will receive recognition is too vague since it is not clear how this will be done. It was suggested that this could be looked at from the perspective of not punishing or penalizing a faculty member for mentoring minority students. The committee conducted another vote which resulted in 7 members supporting the shortening of the final sentence as suggested above.

IV. Consultation with OP

- *Susan Carlson, Vice Provost, Academic Personnel*
- *Melanie DuPuis, Interim Executive Director, UC DC Center*
- *Janet Lockwood, Manager-Academic Policy and Compensation, Academic Personnel*

Chair Green provided an overview of a proposal from UCDC to hire local lecturers for short terms of less than a year (normally a quarter). The Academic Advisory Committee for UCDC, composed of UC ladder rank Senate faculty, would approve the appointments. Vice Provost Carlson reported that the program has been successful and offers a unique Washington experience for students. Facilitating this as a systemwide effort is an ongoing focus for UCDC and last year UCEP granted systemwide approval to two of the program's courses. UCDC has a continuing issue with hiring faculty particularly since the program was reorganized three years ago. Before the reorganization, each campus had its own program in Washington but now UCDC has a single director, Melanie DuPuis. Before the reorganization, UC faculty had done most of the teaching. Now, in addition to UC faculty, the program hires individuals in D.C. with particular expertise. Sometimes the hiring practices were unsatisfactory and unconventional in the opinion of Academic Personnel. Provost Dorr has reviewed the proposal and believes it is one way to solve the problem. The proposal fits within policy and will allow UCDC to do what is necessary.

Discussion: A member asked about the evaluation of non-UC faculty, commenting that a student who attended UCDC said that the UCDC faculty do not know how to teach. The CVs are reviewed by the head of UCDC's Academic Advisory Committee. UCDC has CVs and syllabi. Currently, everyone to be hired

is vetted by the campuses. UCDC sends CVs and the syllabi proposals to campuses. These faculty need to have a zero percent appointment at the campus. Student evaluations are used and faculty are not re-appointed if the results are negative. Unit 18 does not apply when the position is outside of California. Vice Provost Carlson confirmed with the Department of Labor that Unit 18 does not apply outside of California. UCDC pays faculty by honoraria for an entire course, an arrangement not approved of by UCOP. The proposal is to move from the current system to one in which the academic committee of UCDC (comprised of Senate faculty) make determinations about who is appropriate. Most individuals who teach at UCDC, except in journalism, tend to be practitioners with PhDs.

A member was concerned about delegating more authority to UCDC than is desired. Director DuPuis clarified that UCDC only wants to appoint instructors. One UCAP member indicated that perhaps a dossier should be sent to UCAP for review. It was clarified that this is not a matter of promotion. Although UCAP does not review personnel files like CAPs do, the committee does review University Professor nominee files. Director DuPuis indicated that the issue of cross campus appointments is an important systemwide matter for Senate members to consider. The current proposal calls for the Academic Advisory Committee to report to UCAP annually, not to a local CAP. Director DuPuis welcomes input on how people from outside UC can improve their teaching. The number of cases that UCAP would need to review could be unruly so a subcommittee of UCAP could evaluate UCDC's hires. UCAP might approve an annual report from the AAC. The AAC is functioning in part like a department but also like a dean since deans make appointments. Vice Provost Carlson clarified that the proposal asks UCAP to look at an annual report.

UCAP would probably not be asked to deal with appointments since appointments do not occur at the same time. Vice Provost Carlson suggested that there could be a UCAP representative at the AAC meetings for discussions about personnel issues, not that this would substitute for the annual report to UCAP. The UCDC faculty are paid at the lecturer level. Vice Provost Carlson agrees that the policy for reappointments does need to be clarified, and that the new process will need to be closely monitored to determine how well it is working. After a certain number of years, UCAP, the Provost or UCDC could decide that it is not working. Rehiring will include looking at the evaluations and any other feedback available. It will be important to avoid a situation where someone is rehired, effectively making the temporary appointment a permanent one. After five years, a more rigorous review of the faculty would be conducted. Director DuPuis will revise the proposal to incorporate UCAP's feedback. When the new proposal is submitted, Chair Green will ask the committee to approve the new proposal by email.

V. Revisions to APMs 025 and 670 and Proposed New APM 671

APM 025 will deal with general campus faculty, and APMs 670 and 671 will deal with the health science compensation plan participants.

Discussion: According to Manager Lockwood, the determination was made that APM 671 should be a separate policy due to the way income is treated for health science compensation plan faculty. There are no substantive changes to APM 025. It is not clear in APM 670 or 671 why income is taken into consideration for some faculty and not others, and a clear statement should be in the preamble about the criteria for APM 671. Manager Lockwood indicated that the disposition of the income earned from outside activities is the reason for the different treatment. There are limits to the amount of income that health sciences compensation faculty members can retain. Faculty not in this plan do not have to report income they have earned, the company that provided that income and for what purpose. More of the justification for why APMs 670 and 671 should be separate from APM 025 would be helpful. Chair Green will draft a letter to Council outlining UCAP's concerns. Manager Lockwood indicated that the reference to developing scholarly and creative works in APM 025 and 671 can be cleaned up. It was

noted that these activities are integral to a faculty members discipline and therefore do not need to be disclosed or reported.

Meeting adjourned at: 3:25 PM
Minutes prepared by: Brenda Abrams
Attest: Harry Green