

# Academic Assembly Council President's Report: August 2020

## University of California Agriculture and Natural Resources

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Steven Worker  
*Personnel Committee Chair*

Georgios Vidalakis  
*Program Council Liaison*

Sept 1, 2020

Dear UC ANR Academic Assembly:

I am your new AAC president [Van Butsic](#) and I'd like to take a minute to introduce myself. I am a Specialist at UC Berkeley where my research focuses on land use and environmental policy. Specifically, I am interested in ecosystem service provision from working lands, wildfire, and cannabis. I'm also one of the founders and co-directors of the Berkeley [Cannabis Research Center](#). My favorite part of my job is collaborating with Advisors, Academic Coordinators, Specialist and Faculty to improve the lives of Californians. As your AAC president, I will continue to build on the AAC's goals to increase communication with administration, respond effectively to challenges AAC members face, and ensure that all academics feel empowered to succeed at their positions. As president, I believe my job is to represent all academics in UC ANR. Please do not hesitate to reach out to me – [vanbutsic@berkeley.edu](mailto:vanbutsic@berkeley.edu), 510-666-5400 – if you have ideas for the AAC or concerns to raise.

Newsletter highlights for this quarter include:

- 2020 Distinguished service awards + Travel award updates
- Continued revisions to the ebook
- Welfare and benefits report
- Detailed results of the 2019-2020 merit and promotion cycle

Thanks for reading!

Sincerely,



Van Butsic  
President  
Academic Assembly Council

For more information about the UC ANR Academic Assembly Council, including travel awards, committees, and publications, visit our website at:

<http://ucanr.edu/sites/UCAAC/>

### **No travel awards this fall, Distinguished Service Awards Announced**

Professional Society meeting travel reimbursements were not awarded for Fall 2020 because of restrictions on travel due to Covid-19. We will update academics on the status of spring awards as soon as we know more about our budget.

The program committee administered the 2020 Distinguished Service Awards on behalf of the Academic Assembly Council. The awards recognize service and academic excellence in UC Cooperative Extension over a significant period of time. Awards highlight the use of innovative methods and the integration of research, extension and leadership by UC ANR academics. Award categories include outstanding research, outstanding extension, outstanding new academic, outstanding team, and outstanding leader. Congratulations to the 2020 DSA recipients:

- Outstanding Research – Carlos Crisosto
- Outstanding Extension – Andrew Sutherland
- Outstanding New Academic – Mae Culumber
- Outstanding Team – AB 589 Water Measurement Training Team
- Outstanding Leader – Katherine Soule

~ Susie Kocher

### **Welfare and Benefits**

Welfare and Benefits conducted a survey of ANR members in January 2019 to determine what kinds of information would be most desirable to be more easily accessed. From this survey, more information was requested on: 1) the process of preparing for a sabbatical leave, 2) how to apply for special leaves, 3) how to obtain travel awards and 4) how to access medical options for rural parts of the state. A webinar was held covering the issues of sabbaticals in October 2019. A FAQ is now being prepared on the four topics, where to find the policy, where to find webinars on the topic and who to contact with specific questions. This will be posted on the AAC website soon.

~ Ben Faber

### **A new Title for CE Specialists at UCR**

Specialist at UCR now have a new title – Professor of Cooperative Extension. This is a “local title” that does not confer academic senate status. The title does not require additional obligations for teaching or service. There may be some benefits in having the title in negotiations/communications with parties unfamiliar with the CE title. Also, Mark’s mom reports that she is enormously proud to call her son Professor.

~ Mark Huddle

## Rules and Elections Report

### Activities in the recent past:

- Contacted chairs of various AAC committees for their recruitment needs and made multiple announcements to different groups to solicit nominations.
- Safeeq Khan (Water and Watershed Sciences Specialist, UC Merced) and Karrie Reid (Environmental Horticulture Advisor, San Joaquin) were recruited as the new members of the Program Committee.
- Ali Montazar (Irrigation and Water Management Advisor, UCCE Imperial), Whitney Brim-DeForest (Rice Advisor, UCCE Sutter), Julie Finzel (Rangeland Advisor, UCCE Kern), and Pramod Pandey (Veterinary Medicine Specialist, UCD) were recruited as the new members of the Rules & Elections Committee.
- The Rules & Elections Committee is conducting (currently in the process) five new members for the Advisor Representative Committee.

~ Ali Montazar

## Personnel Committee Report

The Personnel committee has established its 20/21 work plans. Highlights include:

- *PPM Section 300 Revision Working Group* (Steven, Mary, Anne). In addition to review by personnel committee, Academic HR, and senior leadership, we proposed a 30-day "public review period" in which the draft is issued to UC ANR academic appointees, and their comments are invited. This will give academics the opportunity to be heard, thereby promoting a sense of inclusion in the policy update process and may generate new/better ideas for consideration.
  - *eBook Revision Working Group* Most notable topics undergoing discussion include:
    - Section 1: Program Review Dossier Preparation and Review Process*
      - Clarification that CE Advisors and Specialists in CE seeking advancement from full title V to VI or IX to above scale undergo a career review using the promotion process.
      - The process to solicit letters of evaluation will be changing such that additional letters are sought by external reviewers.
    - Section 2: Actions Outside the Normal Progression*
      - Clarification was added to the process for seeking an acceleration; no significant changes to implement.
      - Clarification regarding indefinite status.
      - Clarification for academics with administrative appointments and academics with restrictions on advancement criteria (e.g., grant funded or reduced time).
    - Section 3: Elements of the Program Review Dossier*
      - Page limits to change, so merit actions are maximum 6-pages and promotion actions maximum 10-pages.
    - Section 4: Advancement Criteria*
      - Text to clarify and define "balance" and "trajectory."
      - The tables for Academic Coordinator and Academic Administrator were modified.

~ Steven Worker

**Merit and Promotion Actions Effective July 1, 2020**  
**Academic Administrator, Academic Coordinator, CE Advisors, CE Specialist**  
**Total: 65 Cases**

Based on initial Rank	Cases	# of Cases	Action
<b>Assistant:</b>	<b>27</b>	<b>24 Positives, 2 Alternative Action &amp; 1 Negative</b>	
<b>89% Positive</b>		1	Advanced to Assistant II (13/24)
<b>7% Alternative Actions</b>		7	Advanced to Assistant III (normal progression)
<b>4% Negative</b>		4	Advanced to Assistant IV (1-13/24; 3 normal)
<b>Overall 96% received a positive action</b>		3	Advanced to Assistant V (2-13/24; 1 normal)
		3	Advanced to Associate I (normal progression)
		4	Advanced to Associate II (normal progression)
		2	Advanced to Associate III (1 accel; 1 normal)
		1	Denied requested promo action --approved to Assistant V ( <i>not included in statistics above for that rank/step</i> ) – <i>Alternative Action</i>
		1	Denied requested action (promo to Assoc III)--approved 3 <sup>rd</sup> term – <i>Alternative Action</i>
		1	Denied requested action and was not reappointed
<b>Associate:</b>	<b>15</b>	<b>10 Positives; 1 Alternative Action &amp; 4 Negatives</b>	
<b>67% Positive</b>		6	Advanced to Associate III (1 accel ; 5 normal)
<b>7% Alternative Action</b>		1	Advanced to Associate IV (normal; denied indefinite status)--approved 2 year term extension
<b>26% Negative</b>		3	Advanced to Full Title I (normal progression)
<b>Overall 74% received a positive action</b>		1	Denied requested merit action--approved 2 year extension – <i>Alternative Action</i>
		4	Denied requested acceleration action (3 merit; 1 promo)
<b>FT I-IV:</b>	<b>8</b>	<b>7 Positives; 1 Negative</b>	
<b>88% Positive</b>		1	Advanced to FT II
<b>12% Negative</b>		2	Advanced to FT IV
		3	Advanced to FT V
		1	Term Review only – to Indefinite Status
		1	Denied requested action (accel to FT II)
<b>FT V</b>	<b>3</b>	<b>3 Positives; 0 Negative</b>	
<b>100% Positive</b>		2	Advanced to FT VI (advisors) (1 accel)
		1	Advanced to FT VI (CE specialist)
<b>FT VI-IX:</b>	<b>3</b>	<b>2 Positives; 1 Negative</b>	
<b>67% Positive</b>		1	Advanced to FT VII (accel)
<b>33% Negative</b>		1	Advanced to FT IX
		1	Denied requested action (merit to FT VIII)
<b>Academic Administrator</b>	<b>4</b>	<b>4 Positive; 0 Negative</b>	
<b>100% Positive</b>		4	Advanced in Step ( <i>2 cases above scale</i> )
<b>Academic Coordinator</b>	<b>5</b>	<b>4 Positives; 1 Alternative Action</b>	
<b>80% Positive</b>		4	Advanced in Step
<b>20% Alternative Action</b>		1	Denied 2 step acceleration--approved 1 step merit ( <i>Alternative Action</i> )

### Six Year Advancement Action Comparison Table

Review Year	Total # of Cases	On-Schedule Actions				Accelerated Actions				% PRC Recommendation vs. AVP Decision
		Cases # Normal M & P	Approved %	Alternate Action %	Denied %	Cases # (includes 13/24)	Approved %	Alternate Action %	Denied %	
2020	65	51	90% (46)	6% (3)	4% (2)	14	57% (8)	7% (1)	36% (5)	6% (4)
2019	78	56	86	8	6	22	68	0	32	14
2018	93	71	87	1	12	22	91	0	9	2
2017	70	53	81	8	11	17	71	6	23	9
2016	82	65	80	3	17	17	53	18	29	1
2015	66	52	90	0	10	14	72	21	7	1
2014	57	50	90	0	10	7	57	0	43	Data unavailable