

AAC minutes May 3 2022

Present: Van Butsic, Ali Montazar, Phoebe Gordon, Annemiek Schilder, Brenna Aegerter, Elena Nino, Devii Rao, Rebecca Ozeran, Susana Matias, Whitney Brim-DeForest, Ben Faber, Safeeq Khan, Andy Lyons, Ashraf El-Kereamy

President report: Van transitioning to past president, Ali is taking over as current president

Money left over in this pool of funds due to no in-person meetings, perhaps do one in person meeting a year?

Rules and election committee report: this committee has reached out to two other committee chairs about retiring members, and reaching out to more chairs soon

Personnel committee: not a lot of activities, will review negative letters from PRC and meet with PRC and Wendy on July 14

Discussion on Wendy soliciting external reviewers for promotions and indefinite status decisions. Clarification that Wendy is trying to make advisor review process more robust by making it more similar to what happens on campus

Program committee: busy with travel awards. Made recommendations for improving the distinguished service award process. Lack of energy for nominations, very few this time around. Too much work to put together a package.

Meeting with leadership (Wendy Powers)

Cost of living adjustment: compliments on the report, gone to associate VP of academics at UCOP. Wondering if welfare and benefits committee used the same adjustment as staff? No academics anywhere in UC system get location compensation, they get steps. Typical to get one or the other.

Discussion that maybe hardship stipend may be more appropriate for extremely rural counties

Transition of senior leadership: reaching out to potential interim AVP. Wendy will be here until August 15, new VP will take over hiring academics, visas, promotions and merits, mentoring. Bulk of academic hiring should be over by October.

MOUs with non-land grant campuses moving forward, traditional 3 land grant campuses are up for renewal.

Wendy's view on challenges for AAC, leadership: mentoring needs to be a priority with 90 new academics coming on board. Full title academics should be focused on the success of new hires. Mentoring efforts from the AAC should be both formal and supporting others in this effort (later discussion after Wendy brought up that there may need to be a more formal accounting of mentoring efforts in merit and promotion process. Resolution to discuss more fully at next AAC meeting).

Wendy's views on strengths and opportunities for UCANR: UCANR has a lot of resources that a lot of other areas don't.

Professor of extension title: no academic senate to approve the title change. Asked ACP of academics at UCOP about what should be done.

360 reviews: 360 reviews are laborious and come from people the reviewee solicits. Extremely costly. Even just providing input would probably cost an FTE. Where do you want to pull money from?

Welfare and benefits committee: Finally got list of departed academics, working on reaching out to them.

Advisor committee: Devii chair for another year. Going to new strategy for getting advisor concerns: instead of just asking folks to reach out quarterly, they're going to meet more often and dive into specific issues. Potential areas to discuss: consulting, 12th month rule, working with BOC and HR

Multiple academic titles report: still working on finding everyone who falls under this title. Looking into getting Spanish language education

Academic coordinator: three new members! Trying to make sure all ACs are on email list – there are some folks who get left off. Working on FAQ to help new folks get settled in.

Berkeley report: discussing mentoring. Trying to get more feedback from department as to where specialists stand

Davis report: concerns about specialists getting enough service – UCANR has said no to a specialist recently. Several specialists were invited to serve on a committee to evaluate equity for off scale adjustments. 3 members rotating off this committee

Riverside report: lost a specialist, UCANR couldn't compete in a counter offer. Salaries are a concern.