

11/3/2022 AAC meeting minutes

Present: Ben Faber, Ali Montazar, Susan Kocher, Van Butsic, Devii Rao, Ashraf El-Kereamy, Andy Lyons, Steven Worker, Jackson Gross, Whitney Brim-DeForest, Steven Worker, Julie Finzel, Susana Matias (late), Michelle Leinfelder-Miles (late)

August meeting minutes approved

Budget update (Van Butsic): AAC budget was cut by \$9000 during COVID, travel grants were also cut. Budget has not been restored, and travel grants budget should be increased to accommodate incoming academics. Official request has gone in to increase funds

Statewide conference update: Best time suggested for assembly meeting, Monday, April 24. Chance to change or update bylaws. Plan for this meeting in February AAC meeting

Guests: Rachel Lee (new director of pubs for UCANR) and Linda Forbes.

Issues: not enough associate editors, very heavy handed editing by UCANR pubs, but beautiful end product. Bottlenecks present in graphic design, hard to find peer reviewers, as well as difficulties in finding article sponsors

Suggestions: widen base of peer reviewers to other California-based universities, hire more graphic designers

Election committee report: lots of openings, time for new elections, suggestion to actively recruit people

Program committee: spent \$10,000 in the fall, \$8000 left. Finished distinguished service awards earlier this year, also working on WSARE recommendation from UCANR

Welfare and benefits: finished exit interviews with advisors who have left between 2020-2022. 35 academics left, were able to interview 19 (the others declined or did not respond). Academics were mostly happy with benefits (except for those in very rural counties) and their jobs. Retirees were happy, resigners were looking for better positions

Advisor committee report: Issues sent in: 1) advisors want the AAC to have a more active role in representation and policy influence. 2) inflation eating away at salary. ANR/UC to address? 3) increase the CD stipend? 4) advisor having issues with CD not giving academic freedom. What do they do?

Multiple titles: not present, nothing to report

Berkeley specialists: had a meeting with the new ag dean, went well. Q for AAC: how best to increase collaborations with AES faculty and advisors? (discussion)

Davis specialists: moving specialists up on the CAES website. Meeting with AVP for some safety education

Riverside specialists: working on hiring specialists

Personnel committee revised ebook is almost ready. Major revision is confidential letters (only for those going up for promotions, indefinite status, or above-scale advancements). Holding trainings for brand new academics

Academic coordinators: PD funds for academic coordinators. Issue between county-based academics (have PD funds) and statewide program academics (do not have PD funds). Still working on the email listserv

Q&A with leadership:

updates from Glenda:

- 1) statewide conference: inviting lots of external stakeholders.
- 2) Hiring is moving forward (slowly!).
- 3) looking at a salary analysis for non-represented staff and advisors → need an outside expert to declare whether salaries are high enough. They will compare to state government, universities, and private industry. February announcement timeline. UCANR is also working on communicating that UCANR needs to have COLA adjustments built into the state budget, like other campuses have.
- 4) finding little pots of money in the state budget in random areas, working on figuring out where it's all going.
- 5) working on fed budget (via farm bill) to increase funds for extension (called capacity funds)
- 6) creating hubs at RECS. Examples: urban living, sustainable ag, other ideas in the works
- 7) USDA just audited ANR, blown away by strategic initiatives and Project Board

Updates from Deanne: 1) working on increasing travel funds for program committee. 2) Academic coordinator PD funds. Statewide programs haven't been writing in PD funds – unclear if ANR will provide funds. However, working on getting all advisors PD funds

Q: Increase funds for cross county advisors?

A: we'll think about it

Q: Increase CD stipends?

A: We'll find out what's going on there

Q: Issues with CD. What's the path to deal with this?

A: Deanne or Daniel

Program council connection: AAC was used to find a member at large, AAC does not have a representative. Program council has a cone of silence

Glenda: ANR is looking at improving post grant processing