

AAC meeting minutes February 2, 2023

Present: Ali Montazar, Phoebe Gordon, Ben Faber, Devii Rao, Rebecca Ozeran, Michelle Lienfelder-Miles, Daniel Geissler, Julie Finzel, Tunyalee Martin, Whitney Brim-DeForest, Susan Kocher, Van Butsic, Susana Macias

Budget report (Van): Budget flat for next year, even for travel funds. AAC will work on requesting more funding

Program Committee (Susan): tried to go semi-annual for the travel funds due to insufficient funds but was pushed back to quarterly. Advised by admin to increase permanent funds. Lack of understanding of fund allocations and permanent/temporary, but hopefully will be resolved soon.

President's report (Ali): Assembly-wide meeting on Monday April 24, 12:30-2. Updating bylaws: representative committee rules are unclear, also academic coordinator rules. Needs to be hashed out. Assembly meeting moved from Wednesday which conflicts with a lot of other meetings, will request it to be moved.

Special guest: David Lewis: Governing Council update: Governing council was created to oversee ANR. Currently has pushed AES deans to share how funds are used and get more transparency. Got UCM and UCSC as formal AES campuses and had specialists located there. Working on a better interaction with all campuses. Got UCANR in the UC committee of vice chancellors for research. Bottom line of charter: budget oversight, Vice President oversight.

Difference between GC and PC? Governing council is the tool for the Office of the President to understand and govern ANR. Program Council is for internal ANR decision making.

More discussion on program council rep, decision to wait for permanent AVP

Election committee report (Julie): uneven interest in different committees, will be holding an election for positions that people applied for. Issues: lack of continuity, confusion about beginning and end of terms and what happens if someone leaves. Is a new election to refill that position with the same term limit, or would someone be elected to the committee with a brand new term limit? No decision.

Personnel committee (Michele): Lots of trainings, one for brand new academics and one for academics submitting their first packet. Next step is reviewing negative letters to ensure mentoring language.

Welfare and Benefits report (Rebecca): continuing to do exit interviews. Suggestion to create a new committee to do this, as it is time consuming. Suggestions: maybe create a special committee or increase the size of the W&B committee? No decision.

Suggestion: get academic HR involved? Including them in the exit interview may change the dynamic, but could be included on a separate committee. Also suggestion to direct a summary of exit interviews to Daniel Oberist.

Advisor committee (Devii): lots of confusion about the change in position description. Other issues: one advisor concerned about using personal cell phone for work, was resolved. One person was interested in the ARC and another was confused about the difference between the AAC advisor survey and the ARC work.

Academic coordinator report (Tunyalee): Working on clarification for program funds. Found out that no one was supposed to get them after 2019, and county academic coordinators were getting them by mistake. Sent a letter to senior leadership to request a change to this, but denied, will continue to work on this.

Berkeley specialists (Susana): trying to bring back grad students focused on extension, recruiting a new specialist

Davis specialists (Daniel): meeting with leadership to discuss issues with position selection

Discussion about Assembly meeting in April

- 1) Share what the AAC is and what it does
  - a. How to generate more interest in the AAC? Explain what it is and take questions?
  - b. Devii and Julie can present the results of their surveys
- 2) Create a resources room table
  - a. Maybe a world café so folks can put down questions?
- 3) Update bylaws

Q&A with leadership:

Working on increasing the community education specialist pay scale, issues with high turnover

Working on getting better guidance for advisors based in RECs

New budget from the Governor looks good – 1% increase despite short funds statewide

Difficulty in getting academics and staff hired – not just an issue for ANR.

Working with state agencies to get them to use ANR as an information/education dissemination mechanism. Already in place for climate smart educators, new initiative with DPR, too.

Question on cost of living adjustments: Glenda guesses UC (system-wide) will get small ones but unsure

Working on a salary analysis of advisors (with an outside consulting group). Results will be out before the Statewide Conference

Question on geo-region pay for academics: Academic senate leadership will get involved and likely against this. Also issue with retirement: those living on the coast will accrue more! Retirement equity issue.

Question to AAC: how to make the mortgage assistance (MOPS) equitable.

ARC survey result questions submitted to leadership:

Internal hiring for upper admin? (A: benefits and drawbacks)

Onboarding needs improvement (A: we know, we're working on it)

Senior leadership should come visit counties (ok! Covid derailed that)

