

Academic Assembly Council President's Report: August 2022

University of California Agriculture and Natural Resources

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Rules & Elections Committee Chair*

*Michelle Leinfelder-Miles
Personnel Committee Chair*

*Georgios Vidalakis
Program Council Liaison*

September 14th, 2022

Dear UC ANR Academic Assembly:

This is the first quarter's report in my tenure.

The report consists of one important document in addition to the short committee reports. This year's merit and promotion cycle is complete. Thank you to all members of the Peer Review Committee, Personnel Committee, and ad-hoc committees for your service. As we do each year, we have included the table of actions from this year as well as for the past years.

Thanks for reading!

Sincerely,

Ali Montazar

Ali Montazar
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/>

Rules and Elections Committee

- Made an announcement to solicit nominations for the Program Committee. Giuliano Galdi (Agronomy and Crops Advisor in Siskiyou County) was recruited as a new member of the Advisor Representative Committee.
- Made an announcement to solicit nominations for the Personnel Committee. Mark Bolda (Strawberry/Caneberry Advisor in Santa Cruz/Monterey/San Benito Counties), Karey Windbiel-Rojas (Urban & Community IPM Program, and Area Urban IPM Advisor in Yolo/Solano/Sacramento Counties) were recruited as the new members of the Personnel Committee.
- Kim Ingram (Forest Stewardship Education Coordinator) was recruited as Co-Chair of the Academic Coordinator Representative Committee. Appointed Janice Kao (Nutrition Policy Institute) and Shannon Klisch (Youth, Family, and Communities) were recruited as new members of the Academic Coordinator Representative Committee.
- Contacted chairs of various AAC committees for their recruitment needs.

~ Whitney Brim-DeForest

Advisor Representative Committee

There were 13 total comments in response to the ARC quarterly survey. Some comments had multiple themes.

- Four comments were related to pay or funding available to advisors. Two specifically related to the need for increased pay, two noted that the communication about the advisor COLA adjustment was confusing and advisors who are located on RECs don't seem to have the same financial support as county-based advisors.
- One person wanted more information about advisor mentoring.
- Request to modify evaluation of advisors who work with low-income communities as they require different types of non-traditional programming.
- How does the new internal advisor transfer process work in compared with the old way? This question is related to an advisor retaining their same position title but moving to a different county.
- New UC ANR business cards look generic and do not indicate that we are affiliated with an academic institution.
- Advisors are overworked and overcommitted. This person would like direction from leadership on expectations of specialist roles and thinks that if more specialists truly worked at a state-wide level in collaboration with advisors, this could reduce the overwhelm advisors are facing.
- Two comments were related to concern about hiring advisors into short-term and/or co-funded positions.
- One comment had several questions related to shared governance and how that works within ANR.

- One person asked if part-time employees are eligible for the 4.5% pay raise that ANR just announced.

Two of the 13 comments were determined to be outside the committee's scope:

- 1) The first indicated that advisors and staff are treated differently and that impacts morale. The committee felt that this is more of a staff assembly council issue.
- 2) The second was related to discussion among some advisors about wanting to form a union. The committee felt that this is beyond normal ARC/UC ANR functions and activities.

ARC Committee Chair Devii Rao sent an email out to all advisors sharing responses to their questions/concerns. If you did not receive the document she sent out, please contact her at drorao@ucanr.edu.

~ Devii Rao

Multiple Academic Titles Representative Committee

The AAC-Multiple Academic Title Committee did not meet this past quarter. We have a new member, Lorrene Ritchie, Director of the UC Nutrition Policy Institute, replacing Doug Parker who retired. Despite a personalized appeal to our membership, we were not able to interest any others in joining the committee. Thus, the following current members continue for another year: Tapan Pathak, Peter Larbi, Karina Diaz Rios, Max Moritz, and Annemiek Schilder (chair). We plan to have an all-represented meeting in September, including all newly hired Academics on our list.

~ Annemiek Schilder

Welfare & Benefits Committee

Welfare and Benefits has been working on exit interviews to capture feedback from ANR academics who retired or resigned in the past year and a half. We just received an updated list of separations since January 2022 so we are still conducting interviews and compiling the responses. Welfare and Benefits plans to share a summary report with AAC and Academic HR by the end of 2022.

~ Rebecca Ozeran

Program Committee

The Program Committee continues to work on our two main tasks – awarding professional travel stipends twice a year, and making recommendations for academic awards. In the spring, we put out the call for nominations for the UC ANR Distinguished Service Awards. It's always a privilege to get to

learn about all the great research and outreach programs our colleagues are doing though it is often hard to rank so many great programs. Check out your amazing award winning colleagues here: <https://ucanr.edu/blogs/blogcore/postdetail.cfm?postnum=53440>. The committee awarded professional travel stipends to 21 UC ANR academics for conferences between July and December 2022. Keep your eyes open for the next call for funds that will be put out by early November to cover conference between January to June 2023.

~ Susie Kocher

Personnel Committee

The Personnel Committee oversees the Academic Advancement process, including making E-book revisions, providing trainings, and requesting ad-hoc reviewers. The 2021-22 Academic Advancement Cycle concluded on July 14th with a meeting of Personnel Committee (PC), Peer Review Committee (PRC), members of senior leadership, and Academic Human Resources (AHR). For that meeting, AHR provided summary statistics comparing the advancement cycle over the last nine years. (The following table has been updated since the July meeting to include statistics both as number of cases and as percentages.)

Review Year	Total # of Cases	On-Cycle Actions				Accelerated Actions (includes 13/24 cases)				% of Difference PRC Recommendation vs. AVP Decision
		# of Cases Regular-On Cycle M&P	Approved	Alternate Action for M&P	Denied	# of Cases (Accel & 13/24)	Approved	Alternate Action+	Denied	
2022	66	59	83% (49)	4% (2)	13% (8)	7	57% (4)	14% (1)	29% (2)	12% (8*)
2021	79	65	88% (57)	7% (5)	5% (3)	14	50% (7)	29% (4)	21% (3)	14% (11)
2020	65	51	90% (46)	6% (3)	4% (2)	14	57% (8)	7% (1)	36% (5)	5% (3)
2019	78	56	87% (49)	7% (4)	6% (3)	22	68% (15)	0%	32% (7)	14% (11)
2018	93	71	86% (61)	0%	14% (10)	22	91% (20)	0%	9% (2)	Data unavailable
2017	67	50	80% (40)	2% (1)	18% (9)	17	71% (12)	6% (1)	24% (4)	Data unavailable
2016	82	57	81% (46)	2% (1)	17% (10)	25	76% (19)	4% (1)	20% (5)	Data unavailable
2015	65	51	88% (45)	0%	12% (6)	14	79% (11)	14% (2)	7% (1)	Data unavailable
2014	57	50	88% (44)	0%	12% (6)	7	57% (4)	0%	43% (3)	Data unavailable

M&P = Merit and Promotion. AVP = Associate Vice President.

+Alternate actions were positive actions, just not the actions requested by the candidate. For example, candidates requesting a two-step acceleration may have been granted a one-step advancement.

*In 2022, for one "on schedule" case that was denied by AVP, PRC had a split vote with no majority opinion. Therefore, in the final column, it is not reflected as not in agreement.

Of note regarding the review process, the PRC is not able to offer an alternate action recommendation. The PRC votes 'yes' or 'no' on the action that has been requested by the candidate. Meeting attendees engaged in discussion on these statistics. There were questions regarding the last column of the table. In 2022, the difference represents cases where a majority of PRC members recommended the action, and the AVP denied the action. In other words, there may have been split votes among PRC members on these cases. In response, AVP Powers stated that she has access to more information on the candidate (e.g., personnel file); whereas the PRC is only reviewing the candidate's dossier. There were also comments regarding the number of acceleration requests being fewer in 2022 compared to previous years.

Looking ahead, the timeline for the 2022-23 Academic Advancement Cycle is now available on the AHR [website](#). We encourage academics to take advantage of the trainings offered by the Program Planning and Evaluation (PPE) unit and the PC. Among other topics, PPE provides trainings on methods for measuring outcomes and writing strong impact statements, and PC provides trainings on what are the components of the program review dossier and E-book updates. Dates for the PPE trainings are posted, and AHR will send email announcements when registration is open. Dates for PC trainings will be determined this fall and will take place in December and January.

~ Michelle Leinfelder-Miles