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Personnel Committee Chair

Chris Greer
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September 23, 2019

Dear UC ANR Academic Assembly:

Over the last quarter, members of the assembly have shared concerns with your Academic Assembly Council (AAC) chairs. I talked with many of you in person, over the phone, and via email. Thank you for looking for solutions to meet the challenges of our budget and ongoing changes to ANR processes. We have discussed and presented your feedback with ANR senior leadership, in an effort to enhance the impacts of Cooperative Extension programs across the state and to address your professional needs.

As liaison between ANR assembly and leadership, AAC explored 3 factors contributing to the current climate:
- Lack of trust between academics and leadership.
- Communication gaps exasperated by incomplete, inaccurate, and absent communication.
- Concerns about governance: who has input into decision making and who does not.

Together, leadership and AAC identified tangible steps to begin addressing these factors. Some of these steps are shared in the following pages, while others are in progress.

It is challenging to look beyond the urgent needs of our circumstances, particularly when existing structures and programs feel threatened. After many hours of discussion with our assembly members and leadership, I suggest the pathway to improved morale is a spirit of self-reflection and openness to others' needs and perspectives. To address the current realities, we have an opportunity to come together to find productive and satisfying solutions, to ensure the integrity of our research and extension programs, and to support those living in our communities.

Sincerely,

Katherine E. Soule

Katherine E. Soule
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/

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Addressing Budget Questions and Concerns

AAC heard from many committees that ANR academics have many questions and concerns about our budget situation. In our August AAC meeting, leadership agreed that addressing unresolved budget questions and the circumstances leading up to our budget situation was an important step in improving trust across the organization.

To this end, AVP Humiston answered budget questions on the August 15th Townhall, as well as indicated that budget numbers and details will be shared with the division. If you did not have the opportunity to join the Townhall, you can watch the recording here: https://www.youtube.com/watch?v=62WrjR1Il7w AVP Humiston's portion of the Townhall begins at 16:35. Other efforts to increase division wide understanding about the budget include providing updates to County and REC Directors at regular meetings, and answering questions and providing updates at the Regional Information Sessions.

Good News: President Napolitano provided a one-time $2.2 million-dollar budget augmentation for ANR's 19/20 budget.

Upcoming Webinar: Why, When, and How to Take a Sabbatical Leave with UCANR

Please join to Welfare & Benefits Committee for discussion about sabbatical leave. This webinar focuses on helping academics understand the sabbatical leave process from planning to long-term career planning. The webinar will include presentations from Academic HR, as well as advisors who have successfully completed sabbatical leave. The webinar will be recorded and posted as a resource on the AAC website. Please hold this date and save the following Zoom information:

Time: Oct 18, 2019   11:00 AM Pacific Time

Join Zoom Meeting
https://ucanr.zoom.us/j/582749401

One tap mobile
+16699006833,,582749401# US (San Jose)
+16465588656,,582749401# US (New York)

Dial by your location
+1 669 900 6833 US (San Jose)
+1 646 558 8656 US (New York)
Meeting ID: 582 749 401

~ Rebecca Ozeran

Personnel Committee

In May, the PC reviewed 30 ad hoc letters and 10 negative PRC letters for mentoring language. In August, PC met with the peer review committee to review the 2019 merit and promotion cycle. The results of that joint meeting were to work with AVP Powers, Mark Bell, and Mark Lagrimini to: (a) de-stress the advancement process, (b) change the focus of the dossier to impacts, (c) help manage expectations by developing a simpler career advancement "expectations by rank" matrix, (d) improve the annual evaluation process, and (e) offer guidelines, particularly for new academics, on when to seek an acceleration, including the 13/24 month rule.

Please feel free to contact any members of the PC with questions or feedback regarding the merit and promotion process or other personnel matters affecting ANR academics.

~ Steven Worker

2019 Program Review Outcomes

Seventy-eight cases were reviewed for salary advancement in 2019 for the review period ending September 30, 2018. Fifty-six cases sought on-schedule advancements; 48 of these cases were awarded the action (86%) and an additional 5 cases (6%) were awarded alternative actions. Three cases were denied advancement. Of the 78 total cases, 22 were accelerated requests (including the 13/24 month rule). Fifteen of the accelerated requests (68%) were awarded the request action. Seven cases (32%) were denied the requested actions. Nine of 12 cases seeking indefinite status were successful; the 3 denials were associated with denied acceleration requests. Four appeals were submitted and decisions have not yet been released.

The following table provides a comparison of Program Review Outcomes over the past 5 years.

Review year	Total cases, #	On-Schedule actions				Accelerated actions				% of PRC recommendations where AVP chose different action
		Cases, #	Approved, %	Alternate action, %	Denied, %	Cases, #	Approved, %	Alternate action, %	Denied, %	
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

Note: 'Accelerated actions' includes 13/24 month rule.
Note: 'Alternative Action' includes any action approved by the AVP that is different from what the academic submitted. This also includes an extension of term in lieu of non-reappointment.
Note: PRC recommendations do not reflect unanimous agreement by the PRC nor the recommendations from ad hoc committees, supervisors, or letters of support.

Serving on Academic Assembly Council

Academic Assembly Council is comprised of chairs from several committees, which represent all UC ANR academics. These committees include: Advisor Representative Committee; Specialist Representative Committees at UC Davis, Berkeley, and Riverside; Academic Coordinator Representative Committee; and Multiple Academic Titles Representative Committee. More information about these committees, including current membership can be found on our AAC Membership webpage. If you are interested in serving on one of these committees, or another AAC committee, please contact the Rules and Elections Committee Chair, Surendra Dara.

The Advisor Representative Committee is holding nominations for a new committee member. All CE Advisors are encouraged to vote for one of the three candidates who have expressed their interest in serving on the committee. Please cast your vote here by October 4th.

CE Advisor Salary Equity Program

Good News: On the August 15th Townhall, VP Humiston shared that ANR will be continuing with the 3rd year of the 4 year CE Advisor Salary Equity Program Plan. Details forthcoming.

Interested in ANR Governance?

Many academics expressed interest in ANR governance in the last quarter. AAC is not a shared governance body, rather is a liaison between the Assembly and leadership. However, ANR Program Council advises the Vice President on Division-wide planning and delivery of programs and develops recommendations for allocation of Division resources. More information about ANR Program Council can be found here.

AAC is seeking self-nominations from academics with well-established programs for ANR Program Council. We are looking for academics who can commit to monthly two-day, in-person meetings (scheduled dates below), most often held in Davis. Attendance at all Program Council meetings is mandatory and missing one or more meetings will result in removal for non-performance of the position. Please note that Program Council does not have a budget to support travel (meals during meetings will be provided). A list of all interested individuals will be sent to the Associate Vice President, who will review self-nominations with current ANR Program Council members on Oct. 1-2 to make the selection. We are seeking interest in 2 positions starting Jan. 2020.

Please complete this survey by Sept. 27 to express your interest. If you have already completed the survey, your self-nomination will be reviewed in October as well.

Scheduled meeting dates (Beginning 3 p.m. on Tuesday and ending at 3 p.m. on Wednesday):

- January 7 & 8, 2020 (Davis)
- February 4 & 5, 2020 (Davis)
- March 17 & 18, 2020 (tentative)
- April 7 & 8, 2020 (Davis)
- May 5 & 6, 2020 (Davis, possibly offsite)
- June 9 &10, 2020 (Davis)
- July 7 & 8, 2020 (Davis)
- No meeting August 2020
- September 1 & 2, 2020 (Davis)
- October 6 & 7, 2020 (Davis)
- November 3 & 4, 2020 (Davis)
- December meeting tentative, dates TBD

Improving Communication

Communication across a complex and geographically diverse organization, such as UC ANR, brings considerable challenges and constraints. Input over the last quarter indicated that communication gaps—when communication is incomplete, inaccurate, or absent—are contributing to feelings of dissatisfaction and angst within the division. Recently, an internal communications survey (*n*=384) conducted by Strategic Communications found that 58% of respondents are satisfied/very satisfied with internal communication and another 31% are neutral, while 11% are dissatisfied/very dissatisfied. One step in addressing communication challenges is to understand how individuals prefer to receive information and to share information in multiple ways, aligning with preferences. To this end, internal information is shared via email, newsletters, blogs and in Zoom and face-to-face meetings. Yet, these efforts cannot be effective if people do not read communications or participate in meetings. As ANR leaders continue considering ways to improve communication, we must also hold ourselves accountable for accessing information that is available, asking for clarification when we do not understand something, and ensuring that what we share with others is accurate.