

# What's New in Academic Affairs

Tuesday, June 3, 2025

12:10 – 1:50 pm

Via Zoom

**UCDAVIS**  

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**ACADEMIC AFFAIRS**



# Faculty Development for Chairs: New Chairs 2 Day Workshop and Bag Lunches for Department Chairs

- ▶ 2 Day New Chairs Workshop, Fall 2025, Sept 9-10
- ▶ Bag lunches each quarter on subjects not covered in fall workshop
- ▶ Each quarter – one “open” session, in person, for chairs to bring forward any items of interest, hosted by Vice Provost Kass
- ▶ Information on these sessions available here:  
<https://academicaffairs.ucdavis.edu/departments-chairs-workshop-events>



# Announcements



# Forthcoming Policies

- **Stipend Policy** – finalized following last round of consultation
- **Good Standing Policy** – third round of Senate comments received – will be issued before July 1, 2025
- **Veterinary Medicine Salary Administration (APM 675)** – revision approved to allow participation in Negotiated Salary Program – no impact to rest of campus or campuses
- **Negotiated Salary Program (APM 672)**
  - New Implementation Plan (2025-2026) approved by UCOP following Senate consultation
  - Faculty must meet “good standing” defined under APM 672, and note that this is distinct from the forthcoming UC Davis Good Standing Policy



# Contributions to DEI Statements

- **Standalone “DEI Statements” are no longer allowable for use in faculty recruitments.**
  - There will **not** be an option to upload them in UC Recruit.
  - Individuals’ contributions to DEI remain legal, but to evaluate them we must continue to follow California Proposition 209 as well as adapt to changing federal requirements.
  - Academic Affairs will be providing guidance soon for recruitments in 2025-2026 on how to legally incorporate elements of contributions to DEI in UC Recruit through the Cover Letter, Research Statement, Teaching Statement, etc.



# Contributions to DEI Statements

- **Standalone “DEI Statements” are no longer allowable for use in academic advancements.**
  - There will **not** be an option to upload them in MIV.
  - Individuals’ contributions to DEI remain legal, but to evaluate them we must continue to follow California Proposition 209 as well as adapt to changing federal requirements.
  - Academic Affairs will be providing guidance soon for recruitments in 2025-2026 on how to legally incorporate elements of contributions to DEI as allowed in UC APM 210-1.d in MIV through the following optional statements:
    - Candidate’s Statement (will be increased to 6 pages)
    - Statement of Public and Global Impact



# Relative Teaching Loads of Ladder Rank Professors, Professors of Teaching, and Unit 18

- Teaching loads relative to title:
  - **Ladder rank professors < professors of teaching < Unit 18 Lecturers**
- Academic Affairs does not develop faculty teaching expectations – that is up to deans
- Reference: While it is expected (as per APM-285) that “An appointee in this series will regularly a heavier load of teaching than appointees in the professional series,” LSOE faculty “also have responsibility for University and public service” and in addition have a responsibility for “professional and/or scholarly achievement and activity, including creative activity, especially as they relate to instruction and pedagogy.” **These expectations for service and professional/scholarly achievement fundamentally distinguish them from Unit 18 lecturers, whose sole responsibility is classroom instruction.** Given the requirements outlined in APM-285, it is unconscionable that any campus, school, or department would expect LSOE faculty to shoulder the workload of a Unit 18 lecturer, in addition to other expected responsibilities for service and professional engagement. UC Academic Council, 2019



# Extramural Letters and Ranks of Letter-Writers

- Extramural letters are expected to be provided by academics **at comparable institutions who are already at the rank (or higher) that the candidate is being promoted to.** Any exceptions to this must have **extremely strong justification** included in the department letter, and failure to provide such justification could result in a delay in processing an advancement if CAP requests additional letters.



# Graduate Group/ Program Service

- In the advancement (merit and promotion) process, faculty reviewers and review committees are strongly encouraged to appropriately weigh service to graduate groups and graduate programs in addition to service to departments, colleges/schools, and the university. Candidates for advancement and chairs are encouraged to **provide guidance to reviewers as to the amount and impact of such service that it can be appropriately recognized**. Mentoring graduate students and post-docs is also a key component of teaching in APM 210 and **should be addressed** in the optional Candidate's Statement, and documented in MIV.



# Optional Statements for Advancement

- Candidate's Statement
- Statement of Public and Global Impact
- Statement of Achievements Relative to Opportunities
  - Statement of Achievements Relative to Opportunities
    - Subsumes COVID Opportunities and Challenges Statement
    - Subsumes Strike Impact Statement
    - Also allows faculty address the recent changes to the federal research funding environment



# Statement of Achievements Relative to Opportunities in MIV

- This will be added to MIV in an upcoming release later this month/early next month.
- VP Kass is currently working on drafting guidance and information about this statement, and it will be available at our Academic Affairs Website as soon as it is ready:
  - <https://academicaffairs.ucdavis.edu/guidance-optional-statements>



# Academic Labor Update





# Academic Employee Disclosure and Reference Check Process

## UPDATE



# Took feedback from Deans offices to improve the process

- ▶ We took and continue to take your feedback to heart when considering adjustments to the process
- ▶ Expanded the contact person list for deans and departments
- ▶ Defined turnaround time – 2 days to get the survey out to the candidate
- ▶ Hiccups – now resolved (end of March – the automatic disclosures weren't going out – fixed this)
- ▶ Student applicants won't have a CV
  - ▶ We adjusted the process to have them provide just their previous employment information



# Data, as of May 2, 2025

- ▶ 1,647 - Total surveys sent by Academic Affairs as of 5/2/2025
  - ▶ 1422 Surveys completed.
  - ▶ 95 Duplicate surveys (totaling 190)
  - ▶ 35 Surveys not completed
- ▶ Types of Recruitments
  - ▶ 144 Exemptions
  - ▶ 38 Open Searches
  - ▶ 22 Search Waivers
  - ▶ 116 Postdocs
  - ▶ 1327 Students (GSR, TA's, AI's Readers, etc)



# Data, as of May 2, 2025 (cont'd)

- ▶ Survey completion times
  - ▶ 936 – Candidates completed survey in under 1 hour
  - ▶ 232 - Candidates that took over 1 hour to complete survey.
  - ▶ 177 - Candidates that took over 4 hours to complete survey
  - ▶ 117 – Candidates that took over 1 day to complete survey
- ▶ NOTE: Roughly 375+ student academic appointments were hired before completing the Employee Disclosure Questionnaire!



# Next Steps/Reminders

- ▶ Please do not make final hires until you have received clearance from our team (ucddisclosure email or Sandi Glithero – for Senate/Ladder/Tenure Track hires)
  - ▶ We learned that a high number of candidates were hired before being cleared – this is especially a concern for student academic hires
  - ▶ Allow sufficient time for the hiring process
    - ▶ Our volume is extremely high, understandably just before each quarter starts
    - ▶ Encourage your departments to plan accordingly
    - ▶ Please stay in touch with your candidate who have not completed the disclosure questionnaire – this is the biggest cause of delay
- ▶ We continue to tighten up the process
- ▶ For summer breaks in service: We are not requiring disclosure re-checks for summer breaks in service (we'll be providing policy updates soon)
- ▶ Will be prepared for the fall hires
- ▶ Reach out if you have questions or haven't heard back



# Special thanks to all involved from the Academic Affairs team:

- Christine Wolle
- Kristina Hanna
- Michelle Dowling
- Marci Woods
- Sandi Glithero





# Faculty Leadership Academy *Postponed*





**DEI Blueprint**  
available for all academic  
departments



# DEI BLUEPRINT



## ► Process involved

- Surveying faculty/academics, staff, students (UG & Grad)
- Based on results of survey, utilizing various resources available in a toolkit to improve climate in identified areas.
- Our pilot departments results show that participating units indicates climate did improve and many of these departments plan to continue to engage DEIB.
  - Pilot departments included: Pediatrics/SOM, Mechanical & Aeronautical Engineering/COE, Earth & Planetary Sciences/L&S, Plant Sciences/CAES



# DEI BLUEPRINT

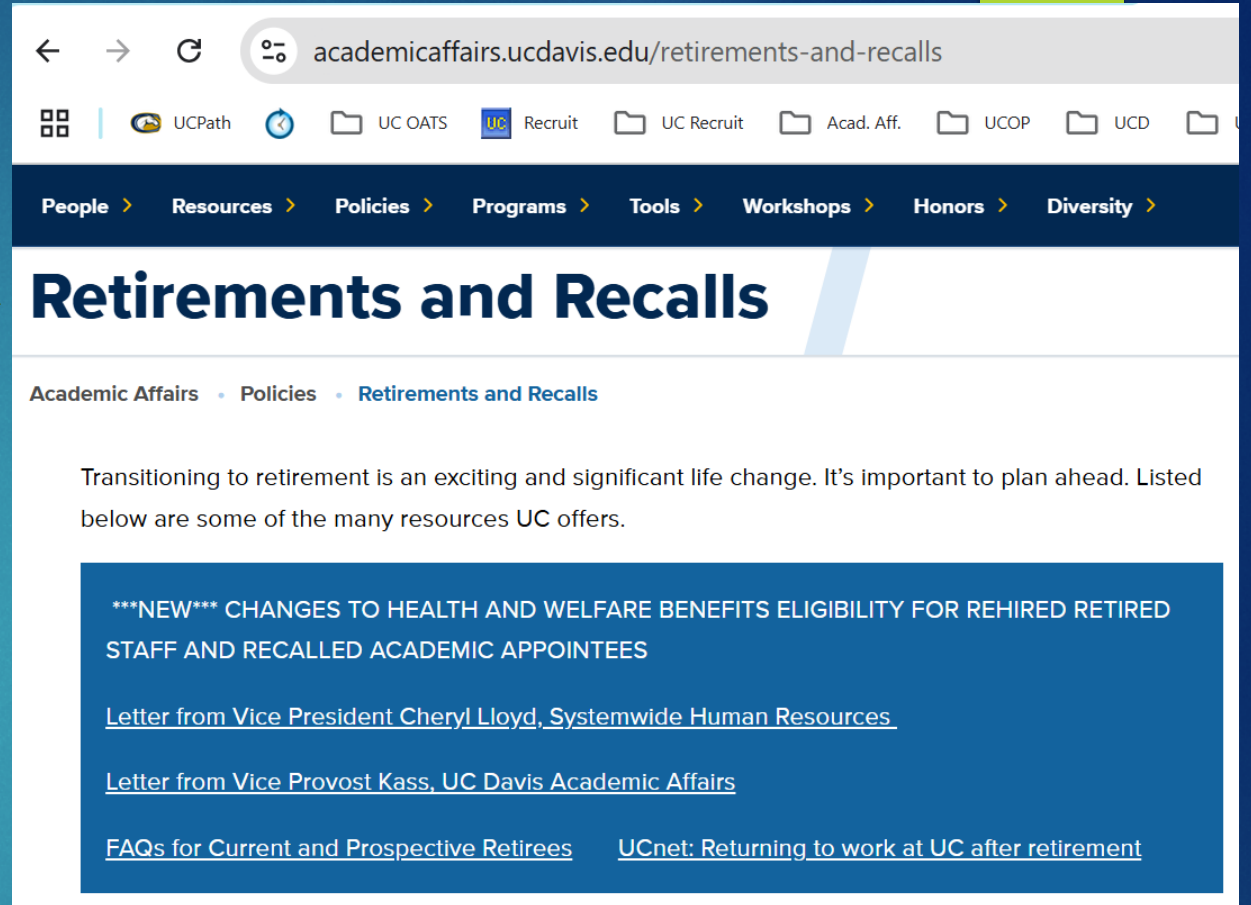


- ▶ Program information available here:  
<https://academicaffairs.ucdavis.edu/deiblueprint>
- ▶ All departments are welcome to engage in DEIB.
- ▶ The previously involved departments will be available to discuss their experiences with the process.
- ▶ Please share this opportunity with your departments.
- ▶ Questions?
  - ▶ Interested departments should reach out to Binnie Singh, Assistant Vice Provost, [binsingh@ucdavis.edu](mailto:binsingh@ucdavis.edu)



# Reminder

## Changes to Health and Welfare Benefits Eligibility



academicaffairs.ucdavis.edu/retirements-and-recalls

UCPath UC OATS UC Recruit Acad. Aff. UCOP UCD

People > Resources > Policies > Programs > Tools > Workshops > Honors > Diversity >

### Retirements and Recalls

Academic Affairs • Policies • Retirements and Recalls


Transitioning to retirement is an exciting and significant life change. It's important to plan ahead. Listed below are some of the many resources UC offers.

\*\*\*NEW\*\*\* CHANGES TO HEALTH AND WELFARE BENEFITS ELIGIBILITY FOR REHIRED RETIRED STAFF AND RECALLED ACADEMIC APPOINTEES

[Letter from Vice President Cheryl Lloyd, Systemwide Human Resources](#)

[Letter from Vice Provost Kass, UC Davis Academic Affairs](#)

[FAQs for Current and Prospective Retirees](#) [UCnet: Returning to work at UC after retirement](#)



Health and Welfare Benefits hosts a recurring webinar  
The second Friday of each month from 10am-11:30am  
<https://UCOP.zoom.us/j/92887245452?pwd=ltCbtAzKGJTSFnPY0V0tYELnEuWPmF.1&from=addon>

Meeting ID: 928 8724 5452  
Passcode: 095559



# Policy Updates

## ➤ APM Policies

- APM – 500, Recruitment – General ; campus feedback is due to the UC Office of the President (UCOP) on June 9, 2025
- APM – 360, Librarian Series; campus feedback is due to the UCOP on June 17, 2025

## ➤ Presidential Policies

- Use of Animals in Research, Teaching and Testing; campus feedback was due to the UCOP on March 6, 2025
- A-60: Short-Term Investment Pool; campus feedback on proposed rescission was due to the UCOP on March 21, 2025
- BFB – BUS – 63: Risk Transfer and Insurance Requirements; campus feedback is due to the UCOP on May 20, 2025
- High-Containment Research; campus feedback is due to the UCOP on June 10, 2025



# Policy Issuances

## ➤ APM Policy Issuances

- APM – 240, Deans, effective January 1, 2025
- APM – 246, Faculty Administrators, (100% Time), effective January 1, 2025
- APM – 700, Leaves of Absence/General, effective January 1, 2025
- APM – 711, Reasonable Accommodation for Academic Appointees with Disabilities, effective January 1, 2025
- APM – 715, Leaves of Absence/Family and Medical Leave, effective January 1, 2025
- APM – 730, Leaves of Absence/Vacation, effective January 1, 2025
- APM – 759, Leaves of Absence/Other Leaves Without Pay, effective January 1, 2025
- APM – 760, Family Accommodations for Childbearing and Childrearing, effective January 1, 2025
- APM – 205, Recall for Academic Appointees, effective January 10, 2025
- APM – 235, Acting Appointments, effective January 17, 2025
- APM – 710, Leaves of Absence/Paid Medical Leave, effective April 9, 2025
- APM – 758, Leaves of Absence/Other Leaves With the Possibility for Pay, effective April 9, 2025



# Policy Issuances (continued)

## ➤ APM Policy Issuances

- APM – 035, Affirmative Action and Nondiscrimination in Employment, effective April 18, 2025
- APM – 140, Non-Senate Academic Appointees/Grievances, effective April 18, 2025
- APM – 240, Deans, effective April 18, 2025
- APM – 245, Department Chairs, effective April 18, 2025
- APM – 270, Professor of (e.g., *Psychology*) In Residence Series, effective April 18, 2025
- APM – 275, Professor of Clinical (e.g., *Medicine*) Series, effective April 18, 2025
- APM – 280, Adjunct Professor Series, effective April 18, 2025
- APM – 340, Continuing Educator, effective April 18, 2025
- APM – 675, Veterinary Medicine Salary Administration, effective May 8, 2025

Additional information can be found on the [Systemwide Academic Personnel website](#)





# National and International Faculty Awards

- Introduction to the external faculty awards program
  - We support enrichment of the professional academic dossier
  - We collaborate with you to increase the faculty awards portfolio
- For help with national and international award nominations, please contact Gloria Hayes, [ghayes@ucdavis.edu](mailto:ghayes@ucdavis.edu), or (530) 219-0795



# Academic Work Life – Roadshow

- Continue to offer a “roadshow”
- Overview of the AWLP and work life program/policy updates
- For faculty and staff who support faculty
- For groups of at least 10 people, for example, college/school-wide chair, CAO and Academic Personnel staff meetings.
- To schedule a presentation, please contact Faculty Relations and Development team at [vpaa\\_frd@ucdavis.edu](mailto:vpaa_frd@ucdavis.edu)



# Academic Work Life – Supporting Family Care

- Developed by Faculty Work Life Advisors
- Family Friendly Practice Recommendations:  
<https://aadocs.ucdavis.edu/programs/work-life-resources/family-friendly-practice-recs-for-academic-departments-september-2023.pdf>
- Advice for Managing Instruction:  
[https://aadocs.ucdavis.edu/Managing\\_Instruction\\_and\\_Family\\_Needs\\_03.29.20.pdf](https://aadocs.ucdavis.edu/Managing_Instruction_and_Family_Needs_03.29.20.pdf)



# Academic Work Life – Updates

- Work Life funding requests will be sent in the coming weeks
- Surrogacy added to Academic Work Life Program options
  - For multiple surrogacies more than 3 quarters apart are treated as two independent events
- Academic Cooler Bags



# Dependent Care Travel Benefits

- Employees needing support for dependents can now request, pre-approval, to utilize these benefits, if they have funding
- Need to demonstrate a clear need to support professional/academic growth and no reasonable alternative exists.
- Eligible expenses must comply with UC travel policy, be temporary and beyond normal care costs, and relate to travel over 12 hours where no alternate caregiver is available.
- Dependents must be minors, adults requiring daily assistance who live with the traveler, or disabled individuals for whom the traveler is the primary caregiver.
- These processes require approvals at the dept, division/college/school, and central campus levels.
- More information available here:  
<https://supplychain.ucdavis.edu/traveldepcare>



# CRN/POP

- Managing expectations based on current job market, heightened level of stress and housing market





# Managing Expectations

## Academic Affairs workload and staffing



# Coffee with Phil

- Quarterly sessions offer an opportunity for Academic Senate and Academic Federation to share what's on their mind with Vice Provost Kass – all topics are invited for discussion.
- Next Session:
  - Thursday, June 5, 2025 | 10 – 11:30 AM | 204 Mrak Hall
  - [Register for this event](#)
  - [Register someone else for this event](#)





# Discussion