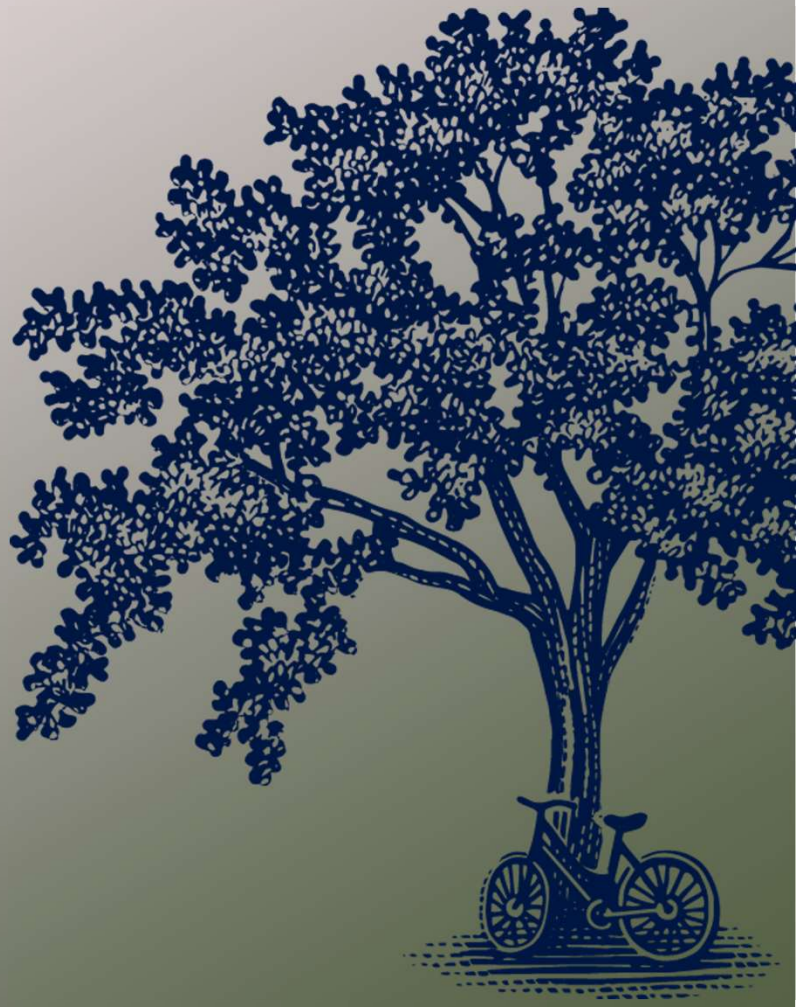
What's New in Academic Affairs

Chair Bag Lunch

Tuesday, June 11, 2024



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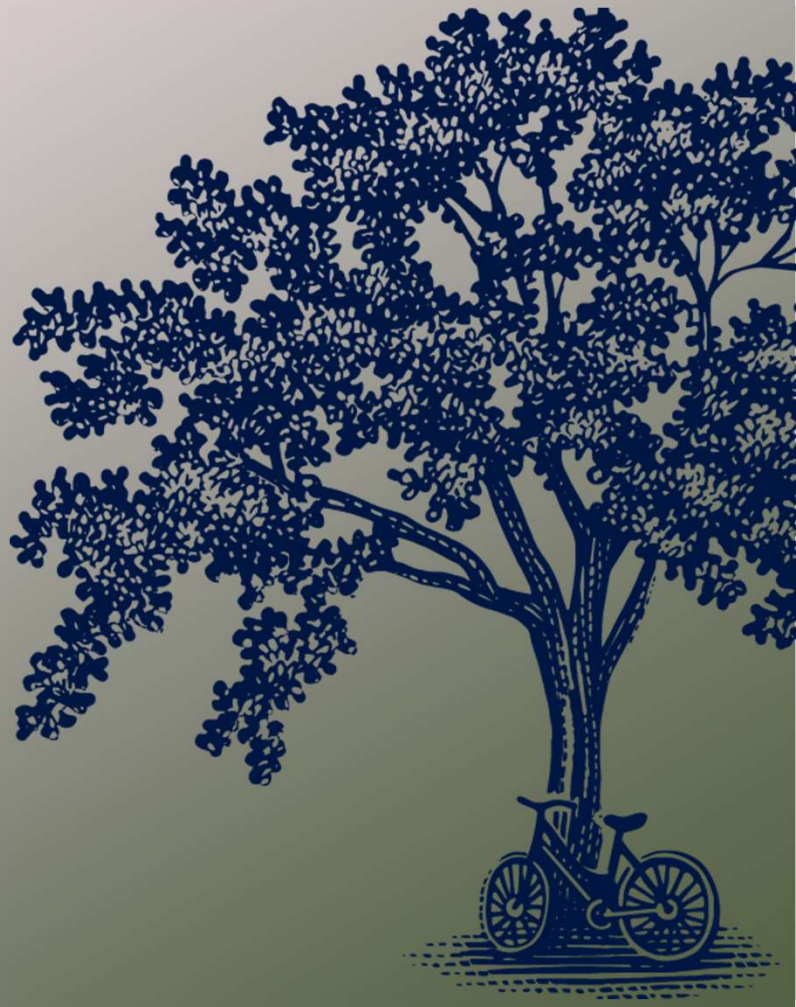
Announcements



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Good Standing Policy

- Following Senate feedback, under revision for likely final time
- Good Standing Policy is required for forthcoming APM 672
- In response to concerns that the Good Standing Policy is too punitive, the revised Good Standing Policy no longer ties completion of mandatory trainings to violations of the Faculty Code of Conduct (APM 015). It follows that discipline, under APM 016, will not be a consequence of not being in good standing. The new draft policy outlines what opportunities will be unavailable while someone is not in compliance, but notes that as soon as someone becomes fully compliant, they will return to good standing with no repercussions.

Good Standing Policy

- Senate felt too many trainings were mandatory. This is not under Academic Affairs' control.
- Mandatory systemwide trainings take about 3-4 hours per year; there may be others that are college/school specific (e.g., UC Davis Health trainings, laboratory safety, STEAD).
- Academic Affairs cannot waive mandatory trainings.
- Academic Affairs cannot allow faculty to "test out" of mandatory trainings.
- Academic Affairs is not responsible for doing a cost/benefit analysis of each training program.

Good Standing Policy: What is affected?

- Endowed appointments and/or reappointments
- Range adjustments on the off-scale salary component and above scale salaries
- Salary equity programs
- Benefits under compensation plans, such as the Health Sciences Compensation Plan and the Negotiated Salary Trial Plan
- Discretionary leaves of absence (non-medical), including sabbatical, professional development, etc.
- Faculty administrative/leadership appointments (e.g., APM 241, APM 246), i.e., graduate group chair, department chair, associate dean, director, etc.
- Outside professional activities that require approval (as outlined in APM 025 and APM 671)
- UC systemwide and campus grant funding and matching-fund commitments
- External limited-submission grants/awards

Academic Employment and Labor Updates

UAW Work Stoppage Update

- LEGAL DEVELOPMENTS
- PAY WITHHOLDING 06/03/24 – 06/07/24
- TIMEKEEPING
- DISCIPLINE

UAW Work Stoppage Resources

STRIKE PAGE

HTTPS://ACADEMICAFFAIRS.UCDAVIS.EDU/UC-DAVIS-STRIKE-RELATED-RESOURCES-AND-SUPPORT

STRIKE QUESTIONS

DIRECT QUESTIONS SUBMITTED HERE WILL RECEIVE A ONE BUSINESS DAY RESPONSE FROM THE AA TEAM: STRIKEQUESTIONS@UCDAVIS.EDU

Oath and Patent Form Compliance

- UCOP has shared through our compliance office that all UC campuses need to work on ensuring these are completed for all appointees. This is especially important for academics.
- We will be sending out information to each school and college that identifies which employees are still needing these forms completed.
- We need your help in getting these completed.

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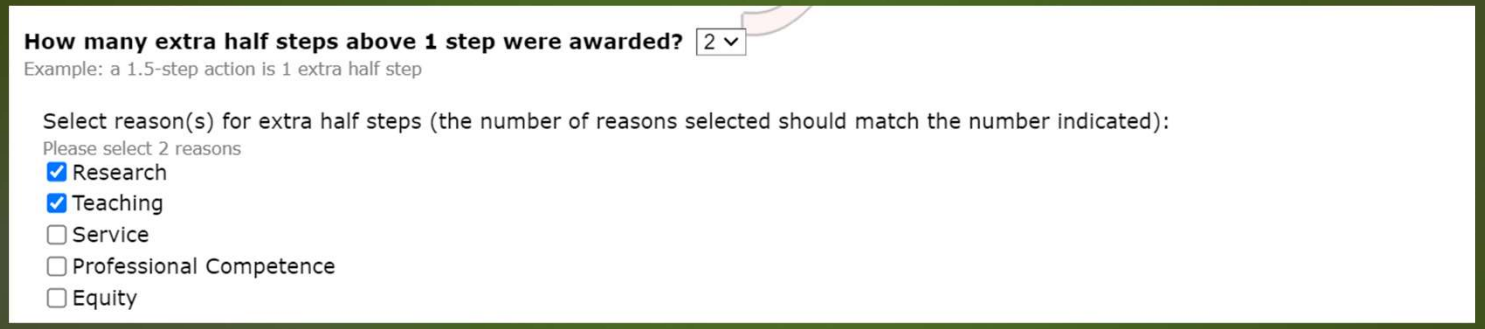
MIV-related updates

New MIV Option for Indicating Half-Steps

Extra Half-Steps and Reasons

- **Additional Questions added to Recommendation/Final Decisions for Merit, Promotions, Appeal, Career Equity Review action types.**



  - **On Redelegated actions, the Dean's reasons for extra-half steps will appear as final in the PDF.**
  - **On NonRedelegated actions, the Dean's recommendations for reasons for extra half steps will appear as recommended in the PDF.**

Outstanding Contributions to DEI

- Another question that is added to the Recommendation/Final Decisions for Merit, Promotion, Appeal, Career Equity Review action types.

  - Currently, if a "No" response is selected/recommended, then the question will not appear on the generated PDF dossier. However, if a "Yes" response is selected/recommended, then the question will appear.
    - This means that if a Dean recommended "Yes" and the Vice Provost's selection on the Final Decision is "No", it would only appear as "Dean ___ recommends _____ for outstanding contributions to Diversity, Equity, and Inclusion."
  - In a release coming soon, the responses to this question will no longer be shown. Although a "yes" response does not directly provide a half-step for the academic, this question is still meaningful as Academic Affairs plans to review responses at a later date.

Dean's Recommendation
Candidate, Non-Redelegated Merit 2024

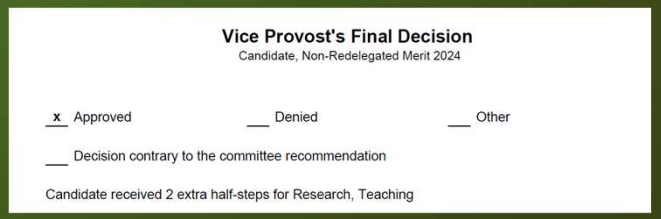
x Recommend Approval ___ Recommend Denial ___ Recommend Other

___ Decision contrary to the committee recommendation

Comments:
Candidate displayed great contributions to Research and Teaching.

I recommend Candidate for 2 extra half-steps for Research, Teaching

I recommend Candidate for outstanding contributions to Diversity, Equity, and Inclusion.



Vice Provost's Final Decision
Candidate, Non-Redelegated Merit 2024

x Approved ___ Denied ___ Other

___ Decision contrary to the committee recommendation

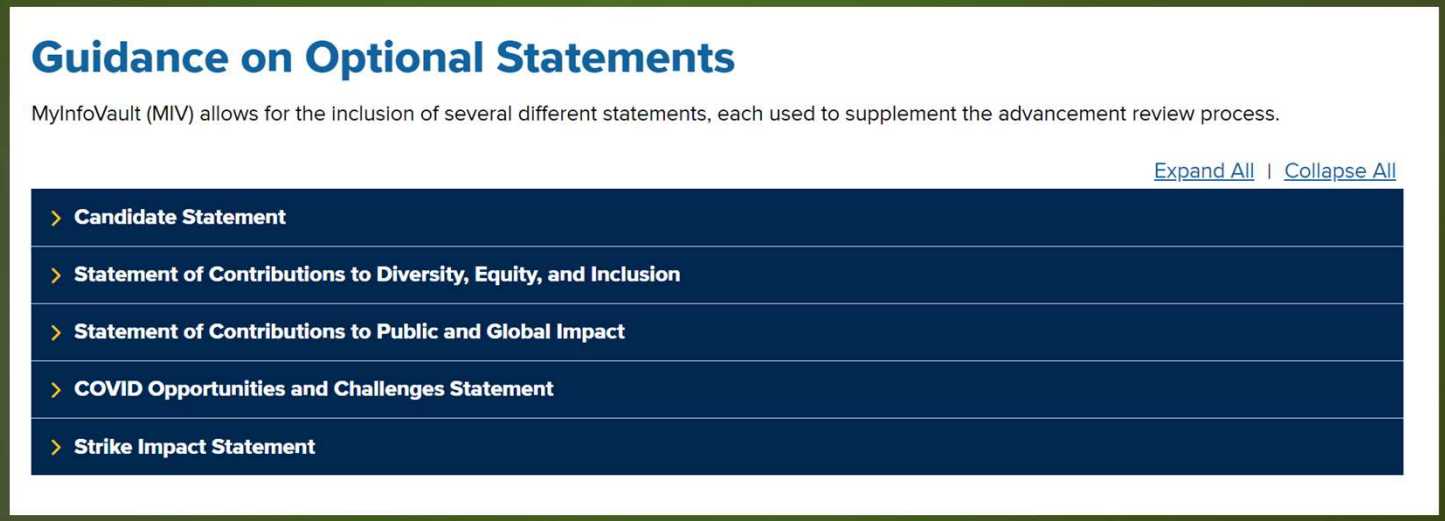
Candidate received 2 extra half-steps for Research, Teaching

Coming Soon: Aggie Experts

- MyInfoVault will soon be releasing their integration with Aggie Experts to all of UC Davis so that academics can import their publication and grant data.
  - Previously, this integration was available as a pilot to the College of Engineering.
- For more information, please visit: https://library.ucdavis.edu/online-strategy/aggie-experts/
- To use this new feature, select "Enter Data" -> "Grants and Contracts" -> "Import Grants and Contracts." This will bring up the Aggie Experts integration.
- To import publications, academics can use AggieExperts to create a RIS file, that can be imported into MIV through "Enter Data" -> "Publications" -> "Import Publications" -> Select "RIS" for the upload type.

Coming Soon: Optional Statements

- The Academic Affairs website will provide brief guidance and resources for optional statements in MIV.

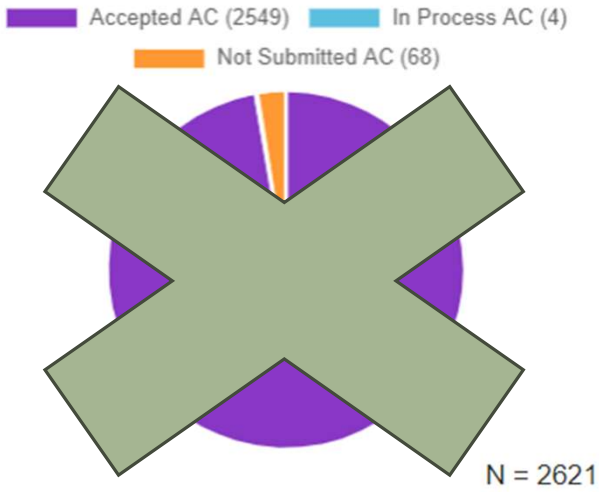


OPA – reminder about certification starting 7/1/24

OPA Annual Reporting

ANNUAL CERTIFICATION SUMMARY:

FY 2020-2021



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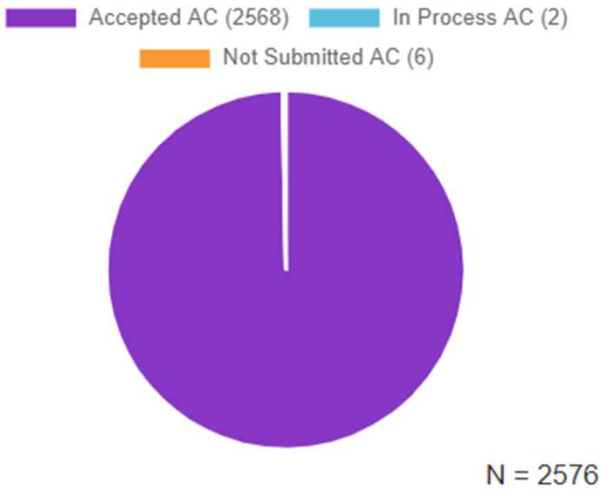
FY 2021-2022



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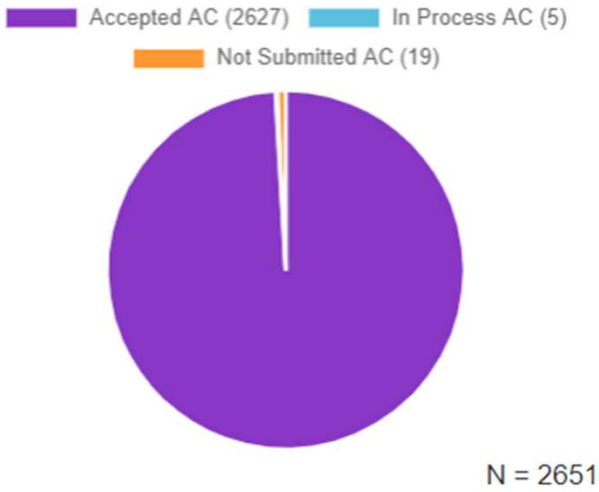
FY 2022-2023



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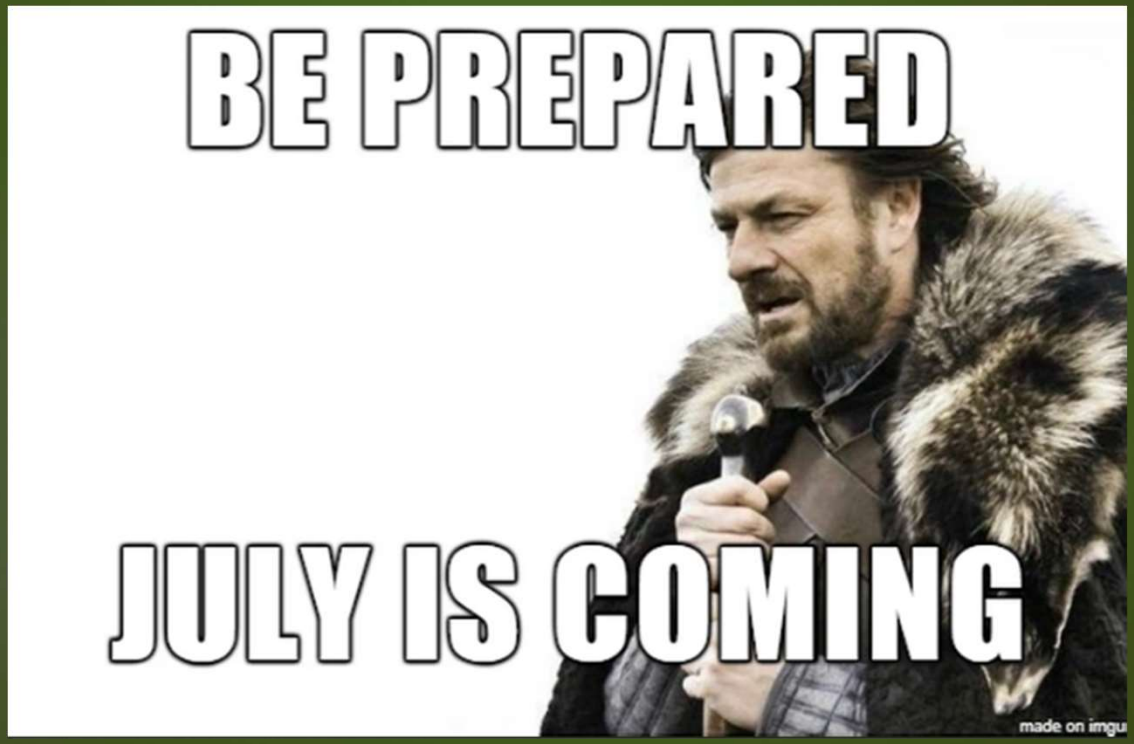
The pie chart excludes separated faculty who have not submitted Annual Certification

Based on data pulled from UC OATS on Friday, June 7th

OPA Annual Reporting 2023-2024



Reproductive Loss Leave

- https://academicaffairs.ucdavis.edu/leaves

- Vice Provost Kass email dated 2/23/24
  - APM 758-0-c
  - Hard copy until ready in MIV(eta end of June)
  - FAQs = answers about eligibility, length, and pay status.

Policy Updates

- **Systemwide Academic Personnel Manual (APM)**
  - APM – 285, Lecturer with Security of Employment Series; campus feedback was due to the UC Office of the President (UCOP) on March 13, 2024
  - APM – 710, Leaves of Absence/Sick Leave/Medical Leave; campus feedback due to the UCOP on April 30, 2024
  - APM – 016, University Policy on Faculty Conduct and the Administration of Discipline; Davis campus feedback due to Academic Affairs on June 21, 2024

- **APM-UCD Policies (Local implementation procedures for the APM)**
  - APM UCD – 220AF, Academic Federation Review and Advancement; campus feedback was due on April 26, 2024

Policy Updates Cont.

- APM UCD – 320, Appointment and Promotion of Agronomists in the AES Series and UCD 320 Appendix A; campus feedback was due on June 11, 2024
- APM UCD – 334, Appointment and Promotion of Professors of Cooperative Extension; campus feedback is due on June 12, 2024

- **Presidential Policies**
- Affiliations with Certain Health Care Organizations; campus feedback was due on October 13, 2023
- Policy on Vaccination Programs; campus feedback is due on December 15, 2023
- BFB-BUS-46 Use of University Vehicles; campus feedback was due on March 1, 2024
- Recission of Presidential Policy on Hoverboards; campus feedback was due to the UCOP on March 11, 2024
- BFB-BUS-50: Controlled substances Use in Research and Teaching; campus feedback was due to the UCOP on April 1, 2024

Policy Issuances

- **APM Policy Issuances**
  - APM – 710, Leaves of Absence/Sick Leave/Medical Leave; effective November 17, 2023
  - APM – 758, Leaves of Absence/Other Leaves with Pay; effective December 15, 2023
  - APM – 285, Professor of Teaching Series; effective May 1, 2024
  - APM – 035, Affirmative Action and Nondiscrimination in Employment; effective May 3, 2024
  - APM – 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave; effective May 31, 2024

Policy Issuances Cont.

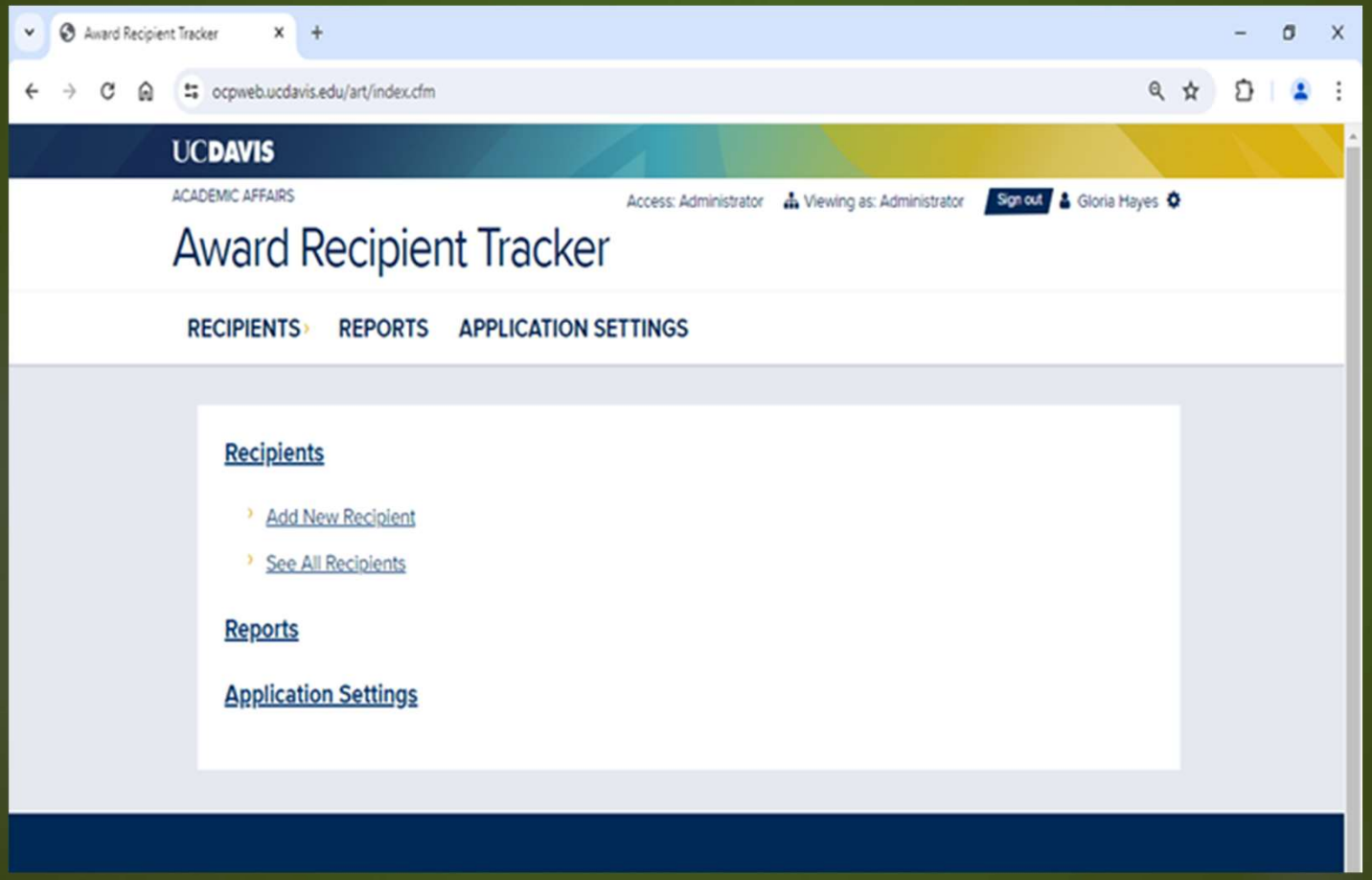
- **APM Policy Issuances**
  - APM – 672, Negotiated Salary Program; effective July 1, 2024
  - Additional information can be found on the Academic Personnel and Programs website
- **APM UCD Policy Issuances**
  - APM UCD – 220AF, Academic Federation Review and Advancement; effective November 9, 2023
  - APM and APM UCD policies can be found on the Academic Affairs website

CRN Reminders

National & International Faculty Awards

- INTRODUCTION TO NATIONAL AND INTERNATIONAL ACADEMIC AWARDS
  - ✓ How Academic Affairs can help departments nominate faculty for a diverse array external, unrestricted (non-grant) awards
  - ✓ Forming committees
  - ✓ Create calendar and start early
- Meet ART, the Monthly Awards Reporting Database – https://ocpweb.ucdavis.edu/art
  - ✓ For more information about external faculty awards please contact Gloria Hayes, Director, ghayes@ucdavis.edu (530) 219-0792
- Questions

Award Recipient Tracker



NCFDD
Faculty Success Program

- Email announcing fall 2024 priority registration sent 4/29/24.
- Priority registration provides discounted rate, $4,895.
- Fall session runs Sept 30 – Dec 8
- Please submit participant names to Kristina Hanna, kkhanna@ucdavis.edu, and Brad Horton, bhorton@ucdavis.edu, by Wednesday, June 12.

Work Life Program Updates/Reminders

- Work Life Road Show
- Cooler bags for academics
- Faculty Parent Support Group
- Work Life Advisors
- Timely submission of Work Life requests

2024 Annual Call

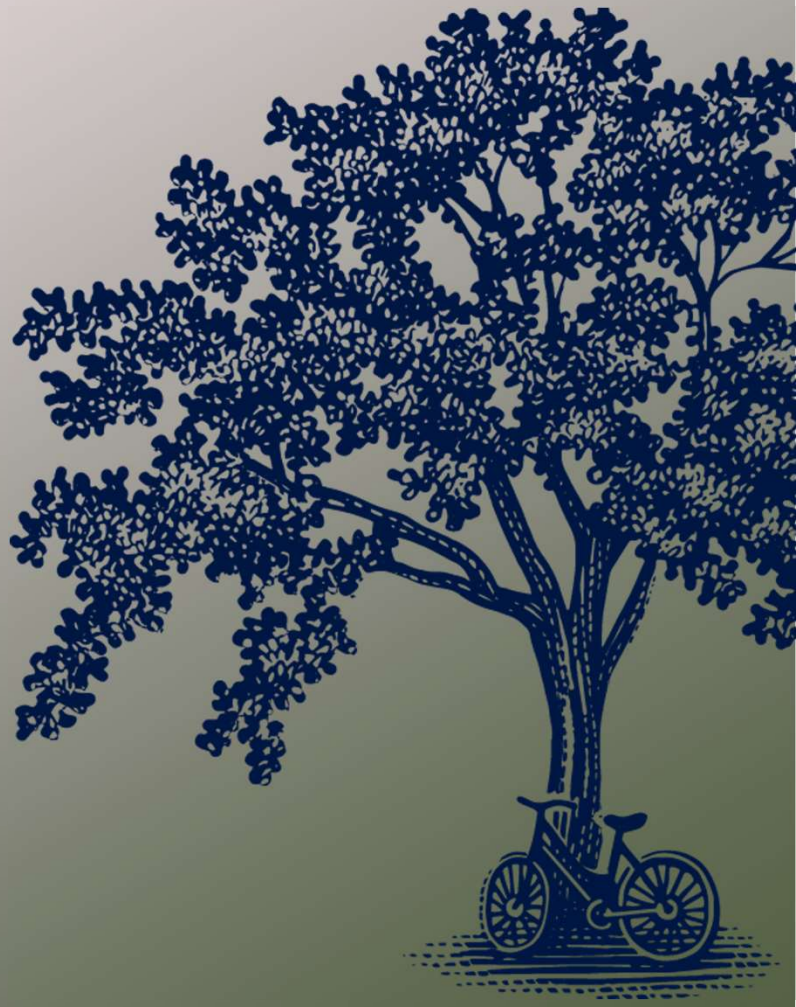
ANNUAL CALL PAGE

HTTPS://ACADEMICAFFAIRS.UCDAVIS.EDU/ANNUAL-CALL

REVIEW DEADLINES

HTTPS://ACADEMICAFFAIRS.UCDAVIS.EDU/REVIEW-DEADLINES

Discussion Items



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Delays in academic actions and extensions

- **2024 Annual Call:**

  Extension Requests: Every year the Annual Call includes advancement deadlines published in Appendix A. The published deadlines exist to ensure that peer and administrative review proceeds in a timely manner and to allow for prioritization of workload for the Academic Senate and Academic Federation review committees. Please remember that extensions must be requested prior to the due date of the action. No extensions for the submission of late merits or promotions will be granted without strong justification. Authority to grant extensions to the published deadlines and/or issue administrative deferrals will depend on the delegation of the eligible action.

Delays in academic actions and extensions

- Over 100 actions each year are not evaluated by CAP until after June 30, even though they are effective July 1, 2024.
- CAP works through August before it disbands at the end of the month.
- Many actions are not even evaluated until the following fall quarter.
- Conversely, because of early extension requests in the fall, CAP is not operating at full capacity throughout most of fall quarter.
- Therefore, Academic Affairs is considering implementing a change to the deadlines for the 2025-2026 academic year, in which for fiscal year colleges and schools the deadlines would be moved up by one month.

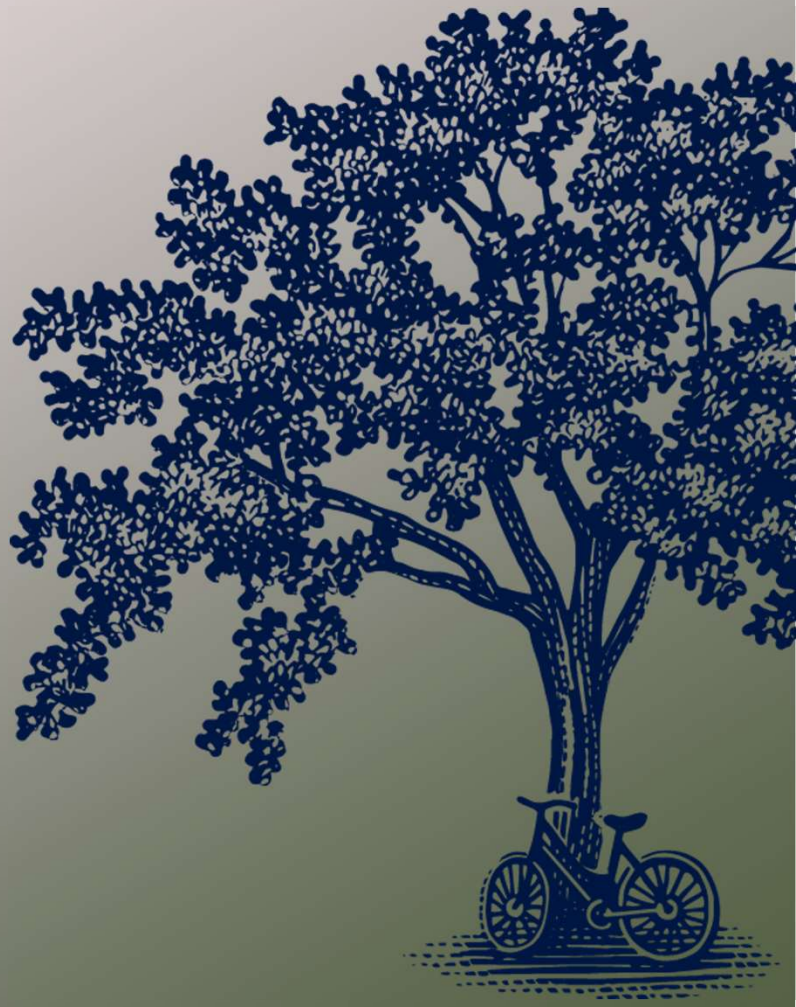
DEI Blueprint

- DEI Blueprint – a UCOP AFD grant between 3 UC campuses: Berkeley, SF, and Davis
- Aimed at helping academic departments assess their climate with specific attention to DEI and belonging.
  - Department surveys their members using a Question Bank;
  - Based on results, they have access to Climate Toolkit to support activities that are responsive to their needs.
  - Ultimate goal: make academic departments more inclusive for all, in order to increase faculty retention and success.

DEI Blueprint for coming year

- In the first years of the grant, we had 4 participating departments:
  - Pediatrics, SOM
  - Earth and Planetary Sciences, L&S
  - Plant Sciences, CAES
  - Mechanical & Aerospace Engineering, COE
- For next year, we invite more departments to participate.
- Please reach out to Binnie Singh, binsingh@ucdavis.edu, if you have departments that may be interested. We can also meet with those departments to discuss DEI Blueprint further.

Thank you!



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