

COMMITTEE ON COMMITTEES
ANNUAL REPORT 2007-2008

To the Faculty Legislature, Santa Barbara Division:

This annual report is divided into three sections:

- An Introduction that summarizes the scope of the Committee's activities;
- A description of the Committee's recruitment methods and its outcomes and;
- Recommendations for 2008-09

I. INTRODUCTION

The Committee on Committees met 21 times during 2007-2008. It discharged its normal duties of appointing members to the Senate councils and standing committees and recommending faculty to serve on administrative committees and certain search committees as summarized below. Below, the Committee offers several comments regarding: the pool of volunteers and the response to the annual Call for Volunteers; diversity of committee membership; UC-wide Committee on Committee issues; and the process and outcome of the Committee's recruitment efforts outside of the annual Call for Volunteers.

THE VOLUNTEER POOL FOR UNIVERSITY SERVICE

As has been the case now for seven years, the Call for Volunteers was sent out via mySenate and faculty filled out the form electronically. The Committee notes that for 2007-2008, 138 Senate members volunteered for service on one or more of the Senate councils and standing committees, which represents an increase of 14% over the previous year. The volunteer pool was not sufficient for making the full committee assignments; below the Committee describes the recruitment efforts it made to make up the differences. As an ongoing component of COC's activities, the Committee encourages and reaches out to faculty to volunteer for Senate service and it expresses its appreciation to all those individuals who were willing to serve on Senate councils and committees.

COMMITTEE WORKLOAD

Senate Councils and Standing Committees. The Committee undertook appointment of Senate members, Lecturers, Librarians, and Professional Researchers to the councils and standing committees. The Committee also appointed numerous replacements to councils and standing committees.

Administrative Requests. In response to requests from the Chancellor's Office, Administration and from UCOP, the Committee nominated or appointed Senate members to numerous administrative committees and boards, including:

Academic Integrity subcommittee of the IASSR
Advisory Committee on Campus Access
Campus Committee for Sustainability
Campus Elections Committee
Chemical Safety Committee
Childcare Advisory Committee
Counseling Services Advisory Committee
Editorial Committee for the UC Press
Equity and Student Athlete Well-Being subcommittee of the IASSR
Event Notification System Project Committee
Events Center Governance Board

Faculty Executive Committee, College of Letters & Sciences
Five-Year Review Committee for the Dean of Humanities and Fine Arts
Governance & Rules Compliance subcommittee of the Intercollegiate Athletics Self Study Review (IASSR)
Green Initiative Fund Grant-Making Committee
Ombuds Advisory Committee
Parking Ratepayers Board
Transportation Alternatives Board
UC Task Force on Religious Holiday Conflicts
UCSB Foundation
University of California Committee on Library, Information & Instructional Resources
Western Association of Schools and Colleges Steering Committee for UCSB accreditation review

Search Committees. The Committee nominated Senate members for a variety of search committees, including the following: Campus Learning Assistance Services Director's Search Committee; Executive Director, Academic Preparation; Director of Audit and Advisory Services; Director of Intercollegiate Athletics; Dean of the Donald Bren School of Environmental Science and Management; and the Dean of Undergraduate Studies in the College of Letters and Science.

University Committee on Committees. The Committee's representative to the University Committee on Committees, Professor Harvey Sharrer, attended three meetings of the UCOC during the year. Professor Sharrer kept us well apprised of UC-wide issues, including several on which the Committee gave input or made nominations for Divisional Representatives. The Committee thanks him for his service.

Diversity Issues. The Committee was mindful to maintain and, when possible, to increase the diversity of the membership of standing and administrative committees, including the gender and ethnic representation of the members as well as their disciplinary and professional backgrounds. The Committee made a special effort to invite recently tenured faculty into university service, as well as those who had recently joined UCSB's faculty. In addition, the Committee aimed to engage senior faculty whose service had lapsed or who were otherwise overdue to participate in UCSB's governance.

Divisional Election System to the Committee on Committees. COC would like to endorse the new divisional election system to the Committee on Committees, with positions delegated to the Sciences and Engineering, Humanities and Fine Arts and College of Creative Studies, and Social Sciences and Education. This structure served the Committee and the campus well, by ensuring that there were faculty familiar with each of these broad areas on the Committee.

Nomination for the Oliver Johnson Award for Distinguished Leadership in the Academic Senate. This award is offered every other year by the University of California's Committee on Committees (UCOC). With great pleasure, the UCSB COC submitted its nomination of Professor Gayle Binion (Department of Political Science) for the 2008 Oliver Johnson Award. Professor Binion was Chair of the UC Academic Council from 2001-2003, during which she took a leadership role in sorting out and resolving several controversial issues. Throughout her career at UCSB, Professor Binion's sustained service, generosity, and accomplishments at both the campus and university levels warranted special recognition, and she was an unusually strong candidate for this award. The COC is delighted to report that its nomination was successful; Professor Binion was awarded the Oliver Johnson Award, shared with UCSF's Professor Larry Pitts (Emeritus).

II. RECRUITMENT METHODS AND OUTCOMES

During the 2007-2008 academic year, COC used two methods to identify and to recruit faculty members who would be willing, qualified, and eligible to serve on Academic Senate councils and committees during the 2008-2009 academic year:

1. A Call for Volunteers distributed by e-mail to all UCSB faculty to solicit volunteers through an on-line webpage created by the Academic Senate;
2. One-on-one discussions by COC members with all Department Chairs at UCSB. The formal assignment of Department Chairs to COC members ensured that all Department Chairs were contacted (or contact was attempted several times). To its knowledge, this was the first time that the COC ever used this method.

Below, the Committee highlights the major outcomes and considerations:

- **128 faculty** responded to the Call for Volunteers solicited by UCSB's Academic Senate, either offering their service on one or more particular committees or expressing a general interest in campus governance.
- **138 faculty** are necessary to fill all of the Academic Senate councils/committees.
- **Of the 128 faculty who volunteered, COC could not place 25 of them on their council/committee of choice because of the need to impose gender balance and/or the distribution of members among academic Departments or Divisions. Consequently, the Committee needed to recruit 35 committee members who were not among those who volunteered.** To identify prospective candidates, each COC member was assigned to call or to meet with 7 to 10 Department Chairs. Forty-eight Department Chairs were contacted by phone or in person during winter quarter 2008; most were extremely helpful in identifying faculty members who, to their knowledge:
 1. Were ready or overdue for campus- or university-level service;
 2. Were not at a critical point in their academic career (e.g., being considered for tenure) that would make service difficult;
 3. Were not going to be on leave during the 2008-2009 academic year;
 4. Were not expected in 2008-2009 to be heavily committed to campus service as Center Directors, upcoming Department Chair, Program Directors, etc.
 5. Were eligible for service (for example, they were not engaged in high-level administration as Department Chairs or in the Offices of the Divisional Deans or Chancellor)
- COC members also discussed with Departmental Chairs the special interests and expertise of many of their faculty members. These discussions helped the COC to match these nominees with committees on which their skills were most needed, and on which they might be most willing to serve.
- 200 faculty were recommended by Departmental Chairs (or by COC members familiar with particular departments) as qualified candidates who were likely to be available and willing to serve on Academic Senate councils/committees. Some of these had volunteered for council/committee service or were scheduled to be on leave during 2008-2009, in which case COC did not contact them. Below, is a summary of the outcome of the Committee's contact with the remaining nominees who were eligible for Academic Senate council/committee service.

OUTCOME OF CONTACT WITH NOMINEES

- 56 of these 200 faculty were contacted and invited to serve on a council/committee
- 35 faculty accepted COC's invitation (see Tables 1 and 2); 21 faculty declined or didn't respond (see Table 3)

- 26% of the 2008-2009 Academic Senate council/committee positions were filled by faculty members who did not respond to the Call for Volunteers but were identified by the COC's recruitment efforts.

III. RECOMMENDATIONS FOR 2008-09

- Contact with council/committee chairs and with the Staff Advisors for each council/committee will be initiated during fall quarter of each academic year. COC members will talk or meet regularly with the Staff Advisors of the councils/committees for which they are responsible to help identify any special needs or concerns regarding current or future council/committee membership.
- Each fall, COC members will initiate contact with Department Chairs (each COC member will be assigned 6-9 Chairs) with whom they will have one or more conversations or meetings to identify faculty available and willing to serve on committees, particularly those who may not regularly respond to the Academic Senate's on-line Call for Volunteers.
- Department Chairs will be requested to remind their faculty (e.g., at faculty meetings) of the importance and value of Academic Senate or UCOP service, council/committee membership, and responding to the Call for Volunteers.
- COC members will request from Department Chairs their suggestions for particularly good matches among their faculty for membership on any Academic Senate councils/committees (for example, the COC member won't restrict his or her search for faculty members to the committees that he/she is responsible for filling).
- COC members will follow-up the initial discussions with their assigned Department Chairs with additional discussions as the Council/committee's need to fill specific positions arises, seeking members for any council/committee for which there is a need.
- The Call for Volunteers will be improved to solicit responses that include faculty skill, interests, and preferences for council/committee service.
- The Call for Volunteers will include a request for faculty who are currently serving on a council/committee to indicate whether they will be willing to continue to serve.
- COC will work with the Academic Senate Information Technology staff to create a dynamic web-based system that tracks the Committee's progress on council/committee membership, nominees, and status of nominees (for example, categories will include: prospective candidate, on-leave, membership requested, membership accepted, and membership declined).

ACKNOWLEDGMENTS

The Committee is extremely grateful to Stephanie Smagala, Staff Advisor to the Committee. Stephanie's knowledge of faculty members throughout campus extended far beyond the collective knowledge of the council/committee members, and proved to be a great asset for the process of matching the needs of UCSB's Academic Senate councils/committees to the talents and abilities of prospective members. In addition, her meticulous record-keeping and organizational skills enabled the Committee to track electronically the status of each council/committee — and its current and invited members — as COC filled each position one by

one. In addition, she fielded many requests for ad hoc committee nominations, and helped to ensure that the COC responded in a timely manner to all such requests.

COMMITTEE MEMBERS:

Chuck Bazerman, Education

Forrest Brewer, Electrical and Chemical Engineering

Mark Rose, English

Harvey Sharrer, Spanish and Portuguese, UCOC Representative

Katharina Schreiber, Anthropology

Leslie Wilson, Biochemistry, Molecular, Cellular and Developmental Biology

Susan Mazer, Chair, Ecology, Evolution & Marine Biology

Table 1

Distribution among departments and committees of the 35 nominees who accepted an invitation from the COC

Committee/Council and the total number of members on the Committee	Name	Department
ACADEMIC PERSONNEL 13 members	3	GEOG HIST ANTH
CHARGES ADVISORY COMMITTEE 4 members + 1 Charges Officer	1	LING
DIVERSITY, EQUITY AND AFFIRMATIVE ACTION 8 members	2	BLST PSYC
RULES, JURISDICTIONS & ELECTIONS 4 members	2	FRIT CMST
INTERNATIONAL EDUCATION 8 members	1	RELG
FACULTY ISSUES AND AWARDS 13 members	4	LAWS PHYS WSTD WSTD
GRADUATE COUNCIL 15 members	7	LAWS EEMB SAPP MCDB EAST COMS PHIL
PLANNING AND BUDGET 17 members	6	PSYC ANTH CHNE ENMT CMST MATP
PRIVILEGE AND TENURE 6 members	3	PHYS PHIL FRIT
RESEARCH AND INSTRUCTIONAL RESOURCES 17 members	1	SAPP
Committee on Faculty Grants 10 members	3	CMST GEOL CHNE
UNDERGRADUATE COUNCIL 22 members	2	PSYC AASP

Table 2

**Distribution among departments of faculty successfully recruited through nominations by
Department Chairs**

Department	Number of faculty successfully recruited	Committees represented
AASP	1	Undergraduate Council
ANTH	2	Committee on Academic Personnel Council on Planning & Budget
BLST	1	Diversity And Equity
CHNE	2	Council on Planning & Budget Committee on Faculty Grants
CMST	3	Council on Planning & Budget Committee on Faculty Grants Rules, Jurisdiction and Elections
COMS	1	Graduate Council
EAST	1	Graduate Council
EEMB	1	Graduate Council
ENMT	1	Council on Planning & Budget
FRIT	3	Committee on Academic Personnel Committee on Privilege & Tenure Rules, Jurisdiction and Elections
GEOL	1	Committee on Faculty Grants
LAWS	2	Council on Faculty Issues And Awards Graduate Council
LING	2	Charges Advisory Committee
MATP	1	Council on Planning & Budget
MCDB	1	Graduate Council
PHIL	2	Committee on Privilege & Tenure Graduate Council
PHYS	2	Council on Faculty Issues & Awards Committee on Privilege & Tenure
PSYC	3	Council on Planning & Budget Committee on Diversity & Equity Undergraduate Council
RELG	1	Committee on International Education
SAPP	2	Council on Research & Instructional Resources Graduate Council
SPAN	1	Committee on Academic Personnel
WSTD	2	Council on Faculty Issues & Awards

Table 3

Distribution among departments of nominated faculty who declined the invitation to serve

Department	Number of faculty who declined
AASP	1
BLST	1
CHNE	1
CHST	1
COMS	1
ENMT	1
GEOG	1
GEOL	2
LING	1
MUSC	1
PHYS	3
POLS	1
PSYC	1
RELG	1
SAPP	1
SOCL	1
WSTD	1