

COUNCIL ON FACULTY ISSUES & AWARDS
Annual Report, 2009-2010
September 27, 2010

Executive Summary

Purpose of the Council: To study and make recommendations on any matter of interest and welfare of the campus community, and to reward excellence in research and teaching.

- The primary concerns of the Council on Faculty Issues and Awards during the 2009-2010 academic year were the on-going issues of Academic Freedom, Faculty Awards, and Faculty Welfare, as well as the seven specific issues listed below.
 - 1) Committee on Academic Personnel (CAP) Position Paper on Faculty Salaries
 - 2) University Committee on Planning & Budget (UCPB) "Choices" Report
 - 3) UC Commission on the Future Working Group recommendations
 - 4) Faculty Course Buy-Out Proposals
 - 5) Post-Employment Benefits
 - 6) Systemwide Review of Senior Management Group Policies
 - 7) UCFW / TFIR Recommendation to Assure Adequate Funding for UCRP
- Four committees reviewed and deliberated over nominations for various Academic Senate awards for research, teaching, and mentoring.
- CFIA also reviewed but chose not to opine on two issues: revisions to police services policy in response to settlement agreement as well as revisions to Academic Personnel Policies relating to Faculty Administrators

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Submitted to: the Faculty Legislature, Santa Barbara Division

MEETINGS

The Council on Faculty Issues & Awards convened for seven regularly scheduled meetings during the 2009-10 academic year (three in fall, one in winter, and three in spring).

COUNCIL MEMBERSHIP

Vickie Scott (Chair and UCAF Rep)	Theater & Dance
Peter J. Bloom	Film & Media Studies
Helen Callus	Music
Simonetta Falasca-Zamponi	Sociology
Steve Gaulin	Anthropology
Kostas Goulias (Vice Chair and UCFW Rep)	Geography
Doug Morgan, (Emeritus)	Economics
Andrew Norris	Political Science
Ann M. Plane	History
Susanne Stemmer	Materials
Bruce Straits (Emeritus)	Sociology
Adil Yaquub	Mathematics
Jennifer Caselle (Unit-18 Rep)	Ecology, Evolution & Marine Biology

OVERVIEW

Primary concerns of the Council on Faculty Issues & Awards during the 2009-10 term can be categorized into the following main areas:

1) CAP Faculty Salary Paper

The Council on Faculty Issues & Awards reviewed a position paper on faculty salaries by the Committee on Academic Personnel (CAP). Council felt that the priority should be to move toward salaries that are more in line with our comparison institutions (market salary equity) so that faculty are not forced to use the retention mechanism to increase their salaries. Council voted to endorse "Scheme 1" of the options provided, and it specifically opposed "Scheme 2." CFIA rejected the stated assumption in Scheme 1 that "we accept that everyone's salary is what it is at the outset of the process." CFIA did not agree that the current salary scales are accurate and equitable.

Furthermore, CFIA took issue with the following statement in the paper: "There is a misguided perception that off-scale salaries have resulted only as a consequence of retention offers and from high salaries made necessary to achieve successful recruitments." The protocol for off-scale salaries, which are not offered on the basis of competitive recruitment offers, is not clearly known. If competitive recruitment offers are not the primary mechanism by which off-scale salaries are awarded to faculty, then what are the other criteria? Without having data to evaluate, Council found it difficult to accept CAP's assertion.

2) UCPB "Choices" Report

CFIA reviewed the "Choices" Report by the University Committee on Planning & Budget (UCPB). Overall, Council agreed with the spirit of the recommendations, but felt that many of them were too vague. Council focused its discussion on the list of recommendations found in the report's Executive Summary. CFIA also commented on the graph found on page 15 of the report, which showed the amount of General Funds per student FTE that are distributed to each campus. This graph illustrated that of nine campuses (excluding Merced) UCSB receives the smallest amount of General Funds per student FTE. Council felt that historical funding formulas that collect and redistribute funds from the campuses to UC Office of the President (UCOP) need to be reconsidered and made more equitable, and that all conceivable avenues should be explored to return all student fee and costs to the campus that collected those fees.

3) UC Commission on the Future Working Group recommendations

Council reviewed the first round of recommendations offered by the working groups of the UC Commission on the Future. Overall, CFIA acknowledged that this represents a great effort, and exceeded the expectations that many had when it was first introduced. Council offered comments on several specific recommendations, regarding the following: a proposed 3-year degree; the increased use of technology; the inadequately-addressed needs of graduate students; the re-naming of the education fee and professional degree fees to "tuition"; indirect cost recovery and new research initiatives; and proposed changes to compensation plans.

4) Course Buy-Out Proposals

CFIA reviewed proposals for a faculty course buy-out policy, from the College of Engineering and from the Division of Social Sciences of the College of Letters and Science. Council expressed concern that these policies constitute an attempt by the administration to motivate faculty to write more grants, and to eventually require faculty to at least partially support their salaries from external sources. Council noted that there are significant differences in sources of grants and external funds based on the field of study, with faculty in the Humanities & Fine Arts (and to a lesser extent the Social Sciences) at a disadvantage. Nonetheless, Council felt that it would be good to have a uniform and consistent practice, and suggested that it might be better to have flexible "guidelines" (instead of a "policy") that could be adjusted by college or division to create

a more equitable climate within each division regarding such policies. As it stands now, within certain divisions, there exists an increasing sense of disparity as to how this system operates.

5) Post-Employment Benefits Forums

The Council on Faculty Issues & Awards discussed the spring quarter forums of the Task Force on Post-Employment Benefits. Council noted its concern regarding the urgency on the part of the Task Force/ administration to develop a proposal that would be considered at the November Regents meeting, so that any changes could be implemented by July 1, 2011. CFIA felt that hurrying to meet this deadline is not a reason to abrogate the importance of shared governance. Council also felt that it is crucial for employee morale that the University honors its implicit agreement with current employees at the time they were hired. When hired, faculty and staff were informed of their benefits package, which includes a defined benefits plan. The University has an obligation to honor the accrued benefits of these employees. Finally, CFIA supported the continuation of a defined benefits plan, as opposed to the possibility of moving toward a defined contribution plan.

6) Systemwide Review of Senior Management Group (SMG) Policies

CFIA reviewed the proposed Senior Management Group (SMG) policies governing absence from work, including transition leave, outside professional activities, and termination of SMG appointments. Council noted that these policy changes appear to be consistent with the new APM 240, which was approved by the Regents at their November meeting. CFIA voiced no objections to the policies.

7) UCFW / TFIR Recommendation to Assure Adequate Funding for UCRP

Council reviewed the recommendation by the University Committee on Faculty Welfare's (UCFW's) Task Force on Investment & Retirement (TFIR) to assure adequate funding for the UC Retirement Program (UCRP). Council was disturbed by the information presented in the report, but believed that the recommendations provided a smart and sound response. CFIA endorsed further investigation of a bond measure; Council was not aware of other viable options or any other proposals to address the imminent shortfall relative to UCRP. Furthermore, Council endorsed the Berkeley Faculty Association's six-point position paper.

ACADEMIC SENATE AWARDS

Committee on Distinguished Teaching Awards

The Distinguished Teaching Awards acknowledge the efforts of up to five Senate faculty members and one non-Senate faculty who have successfully united excellence in teaching with their creative and scholarly work. The award is intended to recognize the distinguished teaching accomplishments of the faculty, which may be exhibited at any time during a faculty member's career.

Chaired by CFIA's Vice Chair, this committee is otherwise comprised of former recipients of the Distinguished Teaching Award:

- Kostas Goulias, Geography (Chair)
- Thomas Even, Ecology, Evolution, & Marine Biology (2008)
- Lawrence K. Fulbeck, Art (2009)
- Stanley B. Klein, Psychology (2007)
- Marianne Mithun, Linguistics (2007)
- Robert Rauchhaus, Political Science (2008)

The committee was given four weeks to review the files of each of the award nominees. The committee met the second week of March to make its final decisions on this year's recipients:

- Apostolos Athanassakis (Classics)
- Jason Raley (Education)
- David Seibold (Communication)
- Simon Williams (Theater & Dance)
- Nicholas Tingle (Writing Program) *non-Senate recipient*

The recipients were honored at the April 22nd meeting of the Faculty Legislature.

Committee on Graduate Mentor Awards

This award program was initiated in 2005 to encourage and reward excellence in mentoring graduate students on the Santa Barbara campus. The award recognizes between one and three faculty members annually who meet the highest standards in graduate mentoring.

The Committee on Graduate Mentor Awards was chaired by Dar Roberts from the Department of Geography. Other committee members included faculty as well as one representative each from CFIA as well as the Graduate Council.

- Dar Roberts, Geography (2008) Chair
- Douglas W. Burbank, Earth Science (2009)
- Simonetta Falasca-Zamponi, Sociology (CFIA representative)

- Stefan Th. Gries, Linguistics (Graduate Council representative)
- Katharina Schreiber, Anthropology (2009)
- Paul R. Spickard, History (2008)

The committee was given four weeks to review the files of each of the award nominees. The committee met the second week of March to make its final decisions on this year's honorees:

- Sarah Cline (History)
- Beth Schneider (Sociology)

The awardees were honored at the April 22nd meeting of the Faculty Legislature.

Committee on Outstanding Teaching Assistants

The Committee on Outstanding Teaching Assistants was chaired by Tamara Afifi. Committee members included faculty, a CFIA representative, and a graduate student former award recipient:

- Tamara Afifi, Communication (Chair)
- Jennifer E. Caselle, Marine Science Institute
- Grace Chang, Feminist Studies
- Indy M. Hurt, Graduate Student (2009 recipient)

The Outstanding Teaching Assistant Awards recognize the contributions of graduate students to the teaching and learning process of UC Santa Barbara. The committee was given four weeks to review the files of each of the award nominees. Each year, four recipients are honored. The committee met the second week in March to make its final decisions on this year's recipients:

- Denise Gill (Music and Feminist Studies)
- Brian Janssen (Molecular, Cellular, & Developmental Biology)
- Joomi Kim (English)
- Nicole Starosielski (Film & Media Studies)

The awardees were honored at the April 22nd meeting of the Faculty Legislature.

Committee on Faculty Research Lectureship

The Faculty Research Lecturer is the highest honor bestowed upon a faculty member by his/her peers at UCSB. The Committee on Faculty Research Lectureship is traditionally chaired by the previous year's recipient, with the remainder of the committee comprised of other former recipients. Sadly, last year's recipient, Reginald Golledge (Geography), passed away in May of 2009. The make-up of this year's committee was as follows:

- David Awschalom, Electrical & Computer Engineering and Physics (2008) Chair
- Steven Fisher, Molecular, Cellular & Developmental Biology (2007)
- Howard Giles, Communication (2006)
- William Murdoch, Ecology, Evolution & Marine Biology (2004)

The committee was given four weeks to review the files of each of the award nominees. The committee met in February to make its final decisions on this year's recipient: Tsuyoshi ("Toshi") Hasegawa (History). Professor Hasegawa was honored at the March 4th meeting of the Faculty Legislature. He will present his campus lecture in fall 2010.

Important Issues for 2010-11

Issues that the Council identified as likely to be important for the following academic year included:

- **Budget Challenges.** As the University of California faces its worst budget crisis in decades (if not ever), the UCSB campus will be asked to find ways of making up for the budget shortfall. Various proposals are expected that may include scaling back services or the elimination of programs.
- **Furloughs/ Salary Reduction Plan.** Even before the implementation of the furlough plan, UC faculty salaries have continued to lag behind counterparts at other Universities.
- **Faculty Workload.** This issue is critical, and with the implementation of the furlough plan will become more so. As faculty members are asked to take furlough days, what work functions will not be performed? How will this be measured? Will furloughs affect research, instruction, or University service?
- **Retirement and Post-Employment Benefits**

Council Committees

Committee on Distinguished Teaching (K. Goulias, Chair)

Committee on Emeriti(ae) and Retirement (D. Morgan, Chair)

Committee on Faculty Welfare and Academic Freedom (V. Scott, Chair)

The members of the Council on Faculty Issues and Awards would also like to acknowledge and thank Analyst Kyle Richards for his outstanding contributions to the Council. Without Mr. Richards, the work of this Council would not have been possible.