

# ACADEMIC FEDERATION NEWSLETTER

Fall 2000

## FROM THE CHAIR'S DESK

--Linda Hughes, Chair  
Academic Federation

### What is the Academic Federation?

You may be quite familiar with the work of the Academic Federation (AF) and its relationship to professional advancement and other professional opportunities for AF titles. Or, you may wonder what this newsletter has to do with you since you won't recall joining the AF, paying dues, or even being aware of the organization. Succinctly stated, if you have an academic appointment of any kind other than Senate faculty, you are automatically an Academic Federation member. Our organization is unique to the UC Davis campus and was initiated by former Chancellor Jim Meyer in 1969 to provide a campus "voice" to the many academic appointees involved in one or more aspects of the University's primary missions of teaching, research and service.

Thus, if you are in the AF, you are part of a "federation" of academic titles that is parallel in function to the Academic Senate's role for ladder faculty. Through our Executive Council the Academic Federation provides a wide range of services to its members. These include: merit and promotional reviews for the many AF titles; selecting the recipients of our annual awards in Research, Teaching, and Service; selecting recipients of AF paid Professional Development Leave Awards; evaluating applications for funding to attend professional meetings; supporting the rights and privileges associated with academic freedom; providing representation on Academic Senate committees; and much more.

Fall quarter is well under way, and the Executive Council of the Federation is already actively at work

on key issues that will ultimately impact every member. Last year as a result of former AF chair Kevin Roddy's work with Vice Provost of Academic Personnel, Barry Klein, a committee was formed to evaluate personnel processes affecting AF members. Co-chaired by Charles Nash of the Academic Senate, and Barbara Goldman of the Academic Federation, the committee produced a report, which includes recommendations to assure greater consistency and fairness in the hiring, merit and promotion of people in AF titles.

Currently, the Federation's primary focus is continuing our work with Barry Klein, and the Nash-Goldman Implementation Committee that he has appointed, to generate tangible improvements in the personnel processes that impact Federation titles. Among other things, formal job descriptions will be required for positions at the time of hire, as well as for merit and promotional actions. Peer review, which is present for many titles already, will become a standard part of promotional actions. The article by Steve Blank provides expanded information on this topic.

Another important AF concern is the major reductions planned for the Campus Writing Center. This program is a widely admired resource of the UC Davis campus that provides an effective cross-disciplinary approach to improving student writing. The article in this issue by Gary Goodman provides an overview of the consequences this will have for the delivery of the campus writing curriculum, and for the talented cadre of lecturers who provide the teaching for this successful program.

Please be sure to read the articles herein regarding the outstanding recipients of this year's Academic Federation Awards. Also take note of the information provided on time and place of the activities associated

with these awards and attend if at all possible! It's a great way to learn about contributions made by Academic Federation members to UC Davis. You may also want to consider applying for one of our AF Paid Professional Development Leave Awards now or in the future; and if you are presenting at a professional meeting, you should consider applying for a Travel Grant.

Finally, this issue contains a listing of the various AF committees, and Sharon Baker has provided brief descriptions of their main functions. In addition to our own committees, AF members have representation on the committees of the Academic Senate. We look forward to your involvement in the Academic Federation now and in the future, and urge you to check out our web site at: <http://www.mrak.ucdavis.edu/acadfed/federation.htm>.

***ACADEMIC FEDERATION PERSONNEL ISSUES***  
***BY STEVE BLANK, ACADEMIC ASSISTANT TO THE VICE PROVOST***

For years Academic Federation members have expressed concerns over some aspects of the UCD personnel system. In general, those concerns focused on the consistency and fairness of policies and procedures used to implement the UC personnel system for people in the 14 different AF title series here at UCD. In response to those concerns, one committee and two workgroups have been working over the past two years to identify specific problems and to recommend solutions to the Vice Provost – Academic Personnel.

The “Nash-Goldman Committee,” named for its co-chairs of Charles Nash and Barbara Goldman, was originally appointed by then-Vice Provost Harvey Himelfarb to evaluate the AF personnel system and to make recommendations for improvement. Current Vice Provost Barry Klein continued support of the Nash-Goldman Committee’s goals. That group, made up of three AF members and three Academic Senate members, took a wide-ranging perspective and came up with 29 recommendations (the Nash-Goldman report is on the web at: <http://academicpersonnel.ucdavis.edu/acadfed/nashgoldmanreport.cfm>). Their report was submitted to Vice Provost Barry Klein. He also met with the committee to discuss the report and dialogue on the recommendations.

Vice Provost Klein then decided to appoint two implementation workgroups to develop specific policies and procedures aimed at accomplishing the goals of the Nash-Goldman recommendations. The 29 recommendations were divided among the two workgroups, based on the nature of the input needed. The first workgroup, chaired by Assistant Vice Provost Steve Blank, dealt with the recommendations involving procedural issues. The other members of that group include a department MSO, a dean’s office personnel officer, and a Provost Office personnel specialist. They submitted a preliminary report to Vice Provost Klein in the spring of 2000. The second workgroup, chaired by Professor Emeritus Richard Walters, is still working on the complicated recommendations that deal with both policy and procedural issues. That group consists of three AF members, three Senate members and another person that holds both Senate and Federation titles. They have submitted two preliminary reports to Vice Provost Klein and will submit others as their work progresses.

In response to the reports from both workgroups, Vice Provost Klein immediately adopted two of the major recommendations. In his July 14, 2000, cover letter to the “2000-2001 Supplementary Campus Guidelines for Preparation of Merit and Promotion Actions in Academic Federation Series” (available through department chairs and unit heads and on the web at: <http://provost.ucdavis.edu/anncall/default.cfm>) Vice Provost Klein outlined three major changes. First, written job descriptions are now required for all advancement files. Second, clear documentation of the process used to evaluate AF members must be articulated in each personnel action. Finally, units are encouraged to immediately begin identifying peer groups for each AF employee because formal peer groups will be a required part of all evaluation processes starting next year. Together, these changes are intended to address some of the major difficulties faced in providing consistent and fair evaluations to people in the diverse collection of AF title series across our campus.

Work involved in implementing the Nash-Goldman recommendations is expected to continue throughout this year. Of course, efforts to improve the personnel process for all AF members will be on going because UCD is a dynamic organization and AF members will continue to work in diverse jobs in diverse units.



**Michael Guinan** of the Department of Neurobiology, Physiology, and Behavior is also a recipient of the Academic Federation's "Excellence in Teaching" Award for 2000. Considered an "exemplary lecturer" for his organization, preparation, clarity, energy, understanding of the material, and availability to his students, he was praised by a number of his undergraduate students for his ability to make science interesting for his students.

Dr. Guinan's teaching is characterized by his attention to student participation and the creation of a comfortable learning environment for students—an environment made possible by his approachable and non-intimidating manner. His enthusiasm for his subjects was frequently mentioned and his command of comparative anatomy was described as "phenomenal."

Michael Guinan has taught at all levels, from lower-division non-majors in NPB 10 to upper-division majors in Anatomy, Physiology, and Cell Biology 100 to first-year veterinary students. He has developed an innovative interactive computer program for laboratory material in APC 100 allowing students self-paced access via the web. His dedication to moving students to an active learning mode, through the use of hands-on activities that he has developed, was singled out for special praise. He recruits and actively mentors twenty senior undergraduate students to lead discussion in NPB 10, giving generously of time and energy. Students find his love of teaching "refreshing."

### ***Excellence in Research***

**Marilyn M. Olmstead**, a Specialist in the Department of Chemistry, is the first winner of the Academic Federation's Excellence in Research Award. She was cited for a combination of her outstanding accomplishments in complex recent research, her warmth and skill as a mentor, and her skillful work in motivating the students with whom she works. Dr. Olmstead has been at UC Davis since 1969; she came to Davis after receiving her Ph.D. in inorganic chemistry from the University of Wisconsin, Madison.

During her career, she has received a number of awards, including the Administrative and Professional Staff Achievement Award and five Professional Development Awards. A recent survey of the chemical literature indicated that Dr. Olmstead's contributions had been cited 4,889 times, making her the 175<sup>th</sup> most cited scientist and the highest-ranking woman on the list. One of the foremost authorities in the world on structures containing fullerenes (buckyballs), which are difficult to characterize because of pervasive, disorder problems.

She has been praised as running the most efficient and effective X-ray facility in the country. Portrayed as an "heroic crystallographer," she was also acclaimed for her ability to extract structural information from the most recalcitrant crystal. It was also been pointed out that "no one has a more consistent record of success in the face of adversity than does Dr. Olmstead."

### **PRESENTATION OF AWARDS**

#### **Reception**

**Excellence in Teaching**

**and**

**Excellence in Research**

**Wednesday, December 13, 2000**

**5:00-7:00 P.M.**

**University Club Lounge**

**No RSVP necessary**

#### **Dinner**

**J. H. Meyer Distinguished Achievement Award**

**Tuesday, January 9, 2001**

**5:30-8:30 P.M.**

**University Club Lounge**

**RSVP by 5:00 Wednesday, December 27, 2000**

**to Academic Federation, 356 Mrak Hall**

**Attn: Norma Rice**

**TRAVEL AWARDS AND PROFESSIONAL DEVELOPMENT AWARDS**  
**APPLICATIONS DUE NOVEMBER 17, 2000**

The Academic Federation Committees on Research and Professional Development wish to remind all AF members that the application deadline for BOTH Travel Awards and Professional Development Leave is November 17, 2000. All AF members not otherwise eligible for sabbatical leave and who have five years of continuous service in a salaried position at 50% time or more in titles described at the website below are eligible for Professional Development Awards to support leaves of up to one quarter for projects which will enhance their effectiveness in their current position. All AF members who have PI status and who will be presenting original research work of their own scholarship at domestic or international meetings are eligible for Travel Awards.

Please see

<http://provost.ucdavis.edu/academicpersonnel/programs/pdpafletter.cfm> for Professional Development Award guidelines or contact Steve Blank, Assistant Vice Provost-Academic Personnel at 752-4847 or [scblank@ucdavis.edu](mailto:scblank@ucdavis.edu). For information regarding Travel Awards please see <http://www.mrak.ucdavis.edu/senate/cor/acfedtrv.html> or contact Audrey Ashford at [atashford@ucdavis.edu](mailto:atashford@ucdavis.edu).

**Academic Federation Executive Council**

Linda Hughes, Chair  
Steve Blank, Academic Asst to Vice-Provost  
Kevin Roddy, Immediate Past Chair

Committee Chairs:

Kim Coontz, Academic Freedom, Rights & Privileges  
Joe Stasulat, Administrative Series Personnel  
Peg Durkin, Affirmative Action & Diversity  
Sharon Baker, Committee on Committees  
Kevin Roddy, Educational Affairs  
Andy Jones, Internet Activity  
Jim Smith, Personnel  
Susan Autry-Conwell, Planning and Budget Review  
Gary Sue Goodman, Professional Development  
Kathleen Ward, Public Affairs  
Steve Anderson, Research  
Sue Williams, Rules and Election

**WRITING PROGRAM CRISIS**

by Gary Sue Goodman

UC may have the healthiest budget in years, but the UCD Composition Program faces evisceration. Despite rising enrollments of ESL students and complaints about poor student writing, the new Dean of Humanities Arts and Cultural Studies, Elizabeth Langland, is seeking cheaper ways of “delivering” writing instruction.

Proposals include: teaching writing in large lecture classes with TAs; replacing the current upper division requirement with a second lower division course that graduate students could teach; eliminating lecturers, and expanding the graduate program, especially the masters program. Thus, experienced writing faculty and long-time UCD career employees (lecturers in English average 12.5 years of service) could be replaced by first year masters candidates, many fresh out of college and with no experience or interest in teaching.

The Composition curriculum, an array of interdisciplinary and pre-professional advanced writing courses lauded as “a model for other campuses” in its last external review, could be curtailed. Already cut is the Composition mentoring program and the Campus Writing Center workshops that train faculty and TAs across campus to respond to writing could also suffer. The writing program is currently under further review. Reports from external evaluators and from a task force headed by former Chair of English Karl Zender are due by the end of fall.

However, cuts in lecturers’ contracts suggest that a decision have already been made. Over the summer, eight writing program faculty, who had met and exceeded the department’s standards of excellence, received reduced three-year contracts from the dean: 57% the first year, 43% the second, and 14% the third. After pressure from the union, the second year was raised to 57%, assuring benefits, at least. Stay tuned for future developments.

**COMMITTEES OF THE ACADEMIC  
FEDERATION, by Sharon Baker**

**Academic Freedom, Rights, and Privileges: *Kim Coontz, Chair***

This committee is concerned with academic freedom as well as any other matter concerning the welfare of Academic Federation members.

**Administrative Series Personnel: *Joe Stasulat, Chair***

This committee makes recommendations respecting appointments, promotions, merit increases, personnel policies and standards, salaries and related matters for members of the Academic Administrator series, the Academic Coordinator series, the Assistant and Associate Law Librarian series, and the Assistant/Associate University Librarian series.

**Affirmative Action and Diversity: *Peg Durkin, Chair***

This committee review standards and policies concerning affirmative action and their application to members of the Academic Federation.

**Educational Affairs: *Kevin Roddy, Chair***

This committee is concerned with the education policies and practices of the University when appropriate to the responsibility and expertise of Academic Federation members. A standing subcommittee of this committee issues the call for nominations for the Federation Award for Teaching Excellence and selects the recipient of the award.

**Internet Activity: *Andy Jones, Chair***

This committee maintains an Academic Federation presence on campus-wide computer networks, and maintains on the AF website an archive of all documents and announcements pertinent to the employment, advancement and general well being of the membership.

**Joint Academic Federation/Academic Senate  
Personnel:**

Makes recommendations respecting personnel actions for members of the following series: Agronomist, Cooperative Extension Advisor, Cooperative Extension Specialist, Specialist, Specialist in Cooperative Extension, and Professional Research.

**Meyer Distinguished Achievement Award:**

Issues the call for nominations for the James H. Meyer Distinguished Achievement Award, and selects the recipient of the award.

**Personnel: *Jim Smith, Chair***

Provides recommendations regarding appointment, promotion, merit increases, personnel policies and standards, salaries and related matters affecting Academic Federation members.

**Planning and Budget Review: *Susan Autry-Conwell, Chair***

Advises regarding campus and University plans, policy, and actions affecting academic planning, budget and resource allocations.

**Professional Development: *Gary Sue Goodman, Chair***

Promotes the professional development needs and interests of members of the Academic Federation. It also reviews, evaluates and ranks applications for professional development leaves.

**Public Affairs: *Kathleen Ward, Chair***

Advises on matters relating to public service and is also responsible for the publicity and arrangements for public functions sponsored by the Academic Federation.

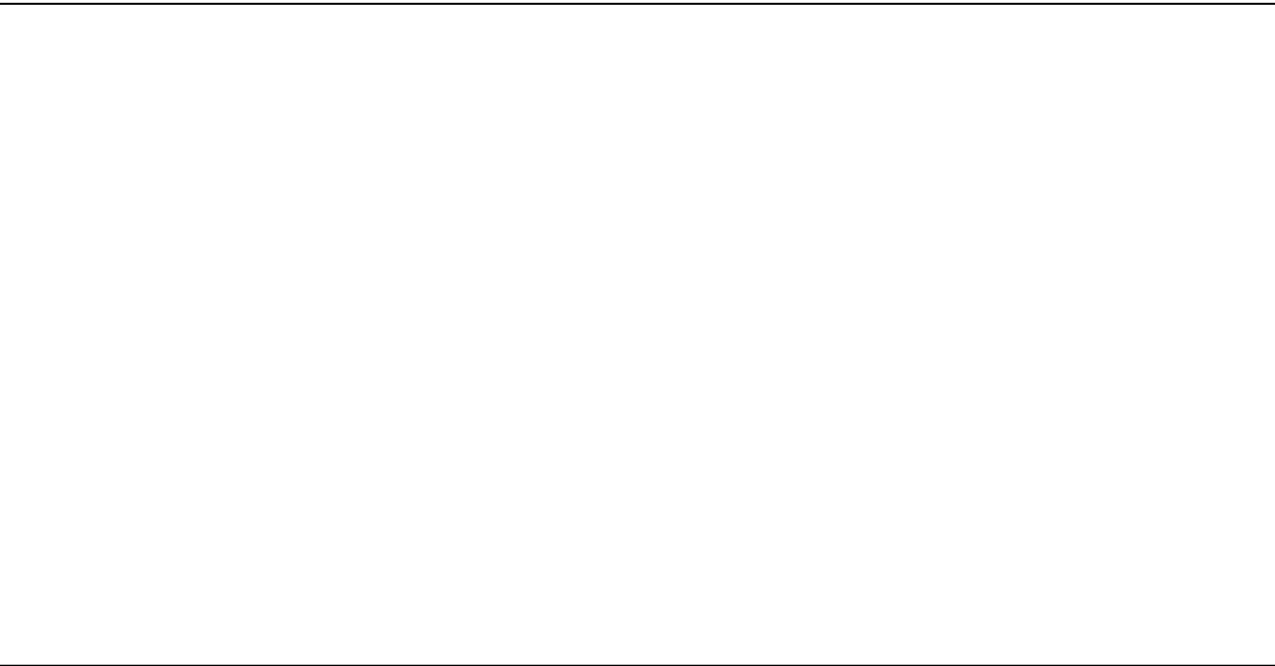
**Research: *Steve Anderson, Chair***

Advises regarding policies related to research endeavors on the Davis campus, issues the call for nominations for the Excellence in Research award, and selects the recipient of the award.

**Rules & Elections: *Sue Williams, Chair***

Prepares changes and additions to the Academic Federation Bylaws, and conducts all elections for the Academic Federation.

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