UNIVERSITY
OF
CALIFORNIA

Academic Personnel and Programs

Annual Report 2015-16

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Academic Personnel and Programs – Annual Report 2015-16

Overall, 2015-16 brought several changes in Academic Personnel and Programs (APP), with recruitment of new leadership for three systemwide academic programs; new opportunities for growth and development; and advancements in recruitment and retention of a diverse faculty and other academic appointments. This document highlights accomplishments of the eight systemwide programs as well as APP's immediate office.

APP Immediate Office

The Immediate Office (IO) of Academic Personnel and Programs facilitates the work of eight systemwide academic programs and develops policy, initiatives, and data on academic careers at UC, including recruitment, retention, advancement, compensation, diversity, and affirmative action.

Accomplishments:

This year the Immediate Office focused much of its time on policy and academic labor contracts. For example, the IO focused on redefining appointment and promotion policy for the Librarian title series, the Health Sciences Clinical Professor and Clinical Professor title series, and the Lecturer with Security of Employment title series. Substantial time was dedicated to Presidential policy development, including the

Sexual Violence and Sexual Harassment Policy, Open Access, and International Activities. In collaboration with Labor Relations, APP reached agreement, on behalf of the University, on a four year non-senate faculty contract and a one year postdoctoral scholar contract.

With seed money provided by Provost Dorr, IO partnered with the Collaborative on Academic Careers in Higher Education (COACHE), at the Harvard Graduate School of Education, to pilot a faculty exit and retention survey at UC. Given the academy's struggles to diversify the professoriate and in light of high-profile, high-cost faculty exits, COACHE and UC recognized that university leaders need better diagnostic tools to understand the numbers, causes, and costs of faculty departures. With critical input from a UC advisory group, faculty Senate Committees, and nationally prominent researchers, the survey was administered to faculty who resigned or were retained at six UC campuses between July 1, 2014 and June 30, 2015. Results

were presented at a Roundtable at UC Irvine in June, "Beyond Anecdote: New Tools to Decipher the Costs and Causes of Faculty Exit." A group of faculty and academic administrators heard from researchers and discussed the pilot data, analyzing the various stages of exit as well as key motivators to stay or leave.

In the course of the year, APP began partnerships on two new NSF awards focused on research and training and in support of the University goal of building a more diverse faculty. In the first award, a team of researchers from UC Davis, UC Berkeley, and UCOP are co-PIs on a $1.48M NSF grant to study equity, inclusion, and diversity in the faculty hiring process. Accessing data from UC Recruit, the research will identify the steps in UC's hiring process that are most susceptible to bias and the characteristics of the hiring process that amplify or mitigate disparities, and will identify the most important targets for policies designed to promote equity, inclusion, and diversity among faculty. In the second award, co-PIs from UC Santa Barbara, UC Merced, UCOP, and three CSU campuses will establish the Center for Research, Excellence and Diversity in Team Science (CREDITS), an integrated research and training program aimed at increasing and enhancing the capacity, effectiveness and excellence of team science efforts at both UC and CSU. An award of $750K from the NSF will support research on the productivity of faculty involved in team science collaborations and will provide annual training retreats for early career faculty and the academic administrators who support them.

On behalf of the academic programs this past year, IO successfully conducted and completed recruitments, including two international recruitments and one internal UC search, for key systemwide positions and welcomed three accomplished leaders: Günter Waibel, the new Associate Vice Provost and Executive Director for the California Digital Library, Vivian-Lee Nyitray, the new Associate Vice Provost and Executive Director of the UC Education Abroad Program (UCEAP), and Mark Lawson, the new Director of the President's Postdoctoral Fellowship Program.

Additionally, IO coordinated the development and award of the first-ever Presidential Public Service Fellowship to undergraduates from across the UC system participating in the UCCS and UCDC programs in fall 2016. A total of twenty-seven $2,500 fellowships were awarded to students based on their commitment to civic engagement and public service. Fellowship recipients were announced in June 2016.

California Digital Library

The California Digital Library (CDL) works in partnership with the ten UC campus libraries to support the University of California community's pursuit of scholarship as well as its public service mission. CDL leverages the purchasing power of the UC Libraries through an extensive digital content licensing program; develops and deploys information technology to support the effective use, sharing, and long-term stewardship of library materials in all formats; fosters positive transformation in scholarly communication through technology development, extramural collaboration, and advocacy; and supports a collaborative framework for continuous planning and innovation across the UC libraries.

Accomplishments:

This year the CDL Collections Program negotiated outstanding long-term cost avoidance for eight high-value, multi-year content licenses valued at $39M, including reinstatement at reduced cost of a major journal contract that had been canceled in 2013 for budgetary reasons. Irvine and Riverside joined CDL's large scale book digitization partnership with Google, bringing total participation to eight campuses. In the area of print collection management, the Western Regional Storage Trust, a collaborative program to manage print journals on a regional basis coordinated by CDL, reached a major milestone in archiving its 500,000[th] volume, and phase one of a companion project to reduce duplicative journal holdings at the campuses was completed, addressing critical library space needs across the University. The Mellon-funded Pay It Forward Project, a collaboration between CDL and UC Davis to study costs and potential sustainability models for open access publishing, issued its widely-anticipated final report in June; dissemination of the findings and exploration of possible next steps are continuing.

New systems and services were deployed and existing systems enhanced in a number of CDL programs, extending CDL's ability to support the University's ever-expanding array of information resources and make them available to the UC community, California citizens, and the world. CDL's Access & Publishing group completed two major initiatives this year: the UC Libraries Digital Collection (UCLDC) project, and the roll-out of an automated harvesting tool for UC research publications, Symplectic Elements, to all UC campuses. The Sautter Award-winning UCLDC project, which provides a home for UC's digitized archival collections, comprised a complete redesign of the Calisphere access interface with a doubling of digitized archival content (to 500,000+ items), a robust back-end harvesting capability, and an automated feed into the Digital Public Library of America (DPLA), bringing UC's rich archival collections together
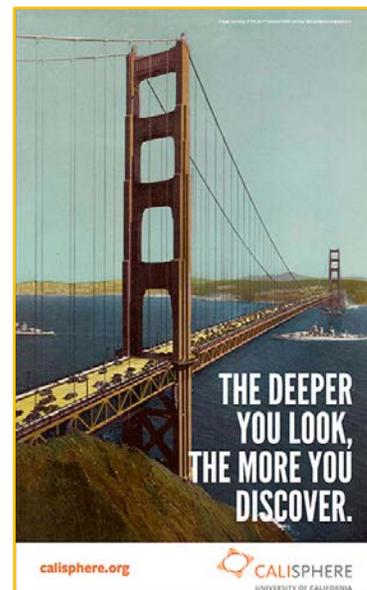
with those of many other cultural heritage organizations throughout California and the nation. The Symplectic Elements system enables the CDL to provide robust automated support for the Academic Senate Open Access Policy and has dramatically increased the faculty's article deposit rate into eScholarship, UC's open access repository and publishing platform. UC research publications available through eScholarship have been accessed in 219 countries worldwide, covering every corner of the globe.

Through a generous award from the Sloan Foundation, UC3 completed the development of an open source, user-friendly data publication platform, Dash, in May of 2016. Dash is currently deployed at six UC campuses plus the Office of President. Along with CDL's ground-breaking Data Management Planning Tool (DMPTool) now in use at more than 600 institutions worldwide, Dash addresses the critical need for new data management tools and services to support the growing importance of research data to the academic enterprise. A new user interface to CDL's EZID persistent identifier service, a key element of digital library infrastructure that ensures the durability of internet links to information and data over time, was released in mid-June. In its Discovery and Delivery Program, which supports core technology infrastructure for finding and sharing information resources across the UC system, initial plans were put in place for migrating interlibrary lending infrastructure to a newer generation of technology. CDL engaged in a successful partnership with the UC Davis Library to help them migrate seamlessly to a new backend shared integrated library service, laying the groundwork for similar campus interoperability projects in the future.

The migration of CDL's technology infrastructure to Amazon Web Services (the "AWS cloud") was completed in May, providing a flexible platform for existing and future CDL services that will enable cost-effective high-availability (HA) and disaster recovery (DR) for CDL operations. CDL's experience in migrating to the AWS cloud has been shared broadly throughout the University and is helping other University units evaluate and develop best practices around this technology.

President's Postdoctoral Fellowship Program

The President's Postdoctoral Fellowship Program (PPFP) was established in 1984 to encourage outstanding women and minority Ph. D. recipients to pursue academic careers at the University of California. Currently, the program offers postdoctoral research fellowships, professional development and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at UC.

Accomplishments

This year brought significant change to PPFP. First, after an internal search from among the ranks of UC faculty and staff, Dr. Mark Lawson, a former PPFP fellow (1992-94) and Professor-in-Residence from the Department of Reproductive Medicine at UC San Diego was selected to become the permanent Director of PPFP. Dr. Lawson has been an active participant in the program as a reviewer and meeting presenter and moderator since attaining a UC San Diego faculty appointment in 2003. His background includes time as a research scientist in private industry, co-director of a national NIH-funded mentoring program for underrepresented minority students and extensive work in undergraduate through early-career faculty development and training with a professional society, the National Institute of Diabetes, Digestive, and Kidney Disease, and the National Academy of Science/Ford Foundation Postdoctoral Fellowship Program. Dr. Lawson assumed the Director position on October 1st, 2015.

Also, as part of its 30th anniversary celebration in fall 2014, PPFP announced that 30 fully-funded fellowships would be awarded for the 2015-2016 academic year and this year the program had the largest cohort of PPFP and CFP (Chancellor's Postdoctoral Fellowship) fellows in the history of the program. Overall 33 new and 15 renewed President's Fellows were appointed and one new California Alliance Fellow was appointed. There were 19 new and 8

renewed Chancellor's Fellows appointed across campuses and disciplines for a total of 53 new fellows and 23 renewed fellows. Table 1 below shows recipients by campus and discipline.

Table 1. Distribution of 2015-2016 President's and Chancellor's Fellows across UC campuses by discipline.

Campus	Arts and Humanities	Social Sciences	Math, Engineering, and Physical Sciences	Life Sciences	Campus Totals
Berkeley	4	4	5	6	19
Davis	4	4	1	2	11
Irvine	5	5	1	1	12
Los Angeles	3	2	1	1	7
Merced	1		1		2
Riverside	6	2	1		9
San Francisco				2	2
Santa Barbara			3		3
Santa Cruz	1	1			2
San Diego		3	3	3	9
Total	**24**	**21**	**16**	**15**	**76**

By the end of 2015-16, 15 fellows were hired into ladder-rank position with the UC system, representing a record number of hires for the program which includes 11 Chancellor's Fellows. The presence of Chancellor's Fellows among those that are hired is an endorsement of the overall quality of the applicant pool from which both President's and Chancellor's fellows are chosen.

Both President's and Chancellor's fellows are highly competitive in the job market and historically a substantial number of fellows are recruited to other institutions nationally. This remains true for the 2016 year, which saw 11 President's and Chancellor's fellows hired into tenure-track faculty positions at other institutions across the nation. The vigorous hiring of fellows both within the UC system and outside demonstrates the high quality of the fellows and their high level of academic promise.

SCOUT ▶
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Scout from University of California

UC Scout develops and delivers A-G approved, online classes and curriculum to students across California. Scout's mission is to reach out to educationally disadvantaged students, raising achievement levels and closing achievement gaps.

Accomplishments:
By the Numbers
- 4,064: Total enrollments
- 15,000: Enrollment mark surpassed since moving to Silicon Valley
- 58: California counties visited
- 236: Site visits

Programming and Production. UC Scout is continually working to develop, launch, and refine its course offerings. Courses debuted this year included: AP Physics 1 and AP Physics 2.

UC Scout also launched its new course production process and built a green screen studio, a black box studio, and four micro studios where curriculum developers record and edit new content. Each studio is furnished with state-of-the-art tools and software. Total studio space is 2,195 square feet.

Finally, in response to student and school demand, UC Scout piloted "On Demand," a new service that allows students to work in a self-paced environment. Three courses were available in the On Demand format: Pre-Calculus, Geometry, and US Government.

Outreach. Scout's outreach to disadvantaged communities expanded over the 2015-2016 school year. First and foremost, the admin team traveled to all 58 counties in California, visiting a total of 236 school, government, and tribal sites. Second, Scout unveiled its new scholarship programs, offering free Core Plus services to schools and free Core Premium and On-Demand services to individual students. Third, Scout piloted a virtual mentoring program to better connect students, parents, teachers, counselors, and admin staff. Strengthening these networks proved essential to keeping students engaged with their coursework.

Tools. UC Scout made significant efforts over the year to improve processes through the use of technology. For example, Scout began the transition to a new LMS (Learning Management System), Canvas, and continued to use Salesforce to manage outreach efforts. Scout also launched a new website and implemented iThenticate, a plagiarism detection service to ensure quality and originality of courses produced. Along similar lines, Scout also began to use QualityMatters to ensure quality control.

Partnerships. UC Scout enjoys a number of prominent partnerships that highlight its work. First, Scout successfully moved to the next stage of the WASC approval process. It also participated in SummerUp, a UC transfer initiative program that provides credit recovery and accelerated online courses in mathematics, Environmental Science, and AP Psychology. The work of UC Scout was featured on Educate California's 25 Top Resources for California Public Schools list, as well as on the United States Distance Learning Association website for National Distance Learning Week. The program is additionally promoted to members of the Kinship, Adoptive and Foster Parent Association. Scout takes great pride in these important connections and is especially proud that President Napolitano mentioned Scout in the April Regents' meeting as well as in her April newsletter.

UC Center Sacramento

The UC Center Sacramento (UCCS) is a systemwide program of the University of California. Since its inception in 2004, the program has offered UC students from across the 10-campus system opportunities to study public policy through seminars and internships in and around the state Capitol. The Center also serves as a conduit through which research-based knowledge generated on the 10 campuses is disseminated to lawmakers, legislative staff, and executive branch officials.

Accomplishments:

UCCS has had a number of accomplishments this past year. First, the Center increased the number of students participating in the UCCS program ahead of enrollment projections and connected current and former students through a growing and increasingly active alumni network. The alumni leadership group meets throughout the year and for the 2016-2017 academic year will be taking an expanded role in the mentorship of current UCCS students.

This past year UCCS also negotiated a master lease agreement with Upper East Side Lofts in Sacramento in order to temporarily address one of its most pressing issues faced by its students – housing.

Secondly, the Center continues to enhance the student experience by creating new educational, research, and policy opportunities for students at both the undergraduate and graduate levels. This past year UCCS introduced a new health policy track, collaborated with UC EAP on the EAP-UCCS Global Leadership Program, continued its Emerging Leaders in Policy and Public Service program for graduate students, and expanded its offerings of extended curriculum activities (e.g. networking workshop, professional development workshop) for UCCS students.

Additionally, UCCS continues to harness UC's capacity to improve public policymaking through its weekly Thursday Faculty Speakers Series (hosting 34 talks over the last year); through special events such as the annual UCCS Bacon Public Lecture and White Paper Competition and the UCCS Housing Public Lecture and White Paper Competition; and through collaborations with other UC entities and policy groups (e.g. the UC Global Food Initiative and UC Berkeley Food Institute). This past summer these talks have attracted on average 150+ attendees each.

Lastly the Center successfully secured outside funding to sponsor several Thursday Faculty Speaker Series talks as well as the UCCS Housing Public Lecture and White Paper Competition. The Center has also collaborated on multi-campus research proposals with both UC Berkeley and UC San Diego (funding decisions for 2016-17 are still pending).

UCCS provides undergraduate students with high-quality and transformative educational opportunities and exemplifies the value of a public research university by sharing knowledge to enhance evidence-based policy making in California.

UC Education Abroad Program (UCEAP)

In 1962, the UC Regents established the University of California Education Abroad Program (UCEAP) at the Santa Barbara campus as a systemwide UC study abroad program. UCEAP also operates a reciprocal exchange program that brings students from around the world to study at UC campuses. Since its inception, UCEAP has successfully sent +100,000 UC students abroad to +40 countries, and hosted over 25,000 exchange students at the UC campuses.

Accomplishments:

In 2015-16, UCEAP reached record enrollment at 5,669 participants, exceeding its goal of 5,000. The participation comprised 66% fall and spring semester programs, 29% summer programs, and 6% year-long programs. Fall enrollment showed a 12.5% increase, spring showed a 7.4% increase, and year-long showed a 0.4% increase. The slight increase in year-long enrollment is significant compared to the nationwide trend of continued decline in year-long study. Increases in enrollment can be attributed to many different factors, but most notably to UCEAP's $1.5M Promise Awards scholarship program, strategic regional scholarships, discounts for repeat participation, a reduced participation fee, new program development for STEM majors, courses in English, internships and research, and robust student outreach and marketing efforts.

UCEAP experienced a transition in leadership when Jean-Xavier Guinard ended his five-year term on December 31, 2015 to return to his faculty position at UC Davis. On January 1, 2016, Vivian-Lee Nyitray, a UC Riverside professor emerita and former UCEAP study center director in the Netherlands, took over the role of Associate Vice Provost and Executive Director. The first six months of her term were spent visiting the campuses and speaking with senior international administrators, partners, and UC Office of the President colleagues to gather information before beginning her strategic planning process with systemwide and campus input.

Given the urgent need to upgrade technology for UCEAP's website and proprietary student information system, MyEAP, simultaneous projects were launched to create flexible, responsive, and user-friendly platforms on Drupal that will increase the ability for students, parents, faculty, and staff to find information about programs, financing and scholarships, pre-departure checklists, and health, safety, and emergency response. Both the website and MyEAP II projects will reduce paperwork, create efficiencies, and save time for staff when advising and helping students satisfy their pre-departure requirements and orientations. Part of the project also involves redesigning UCEAP's server infrastructure to ensure compliance with security and

emergency best practices. By joining UCSB's fiber optic network, UCEAP will be able to take advantage of cloud-based services as well as UCSB's North Hall data center with state-of-the-art facilities. This change will not only satisfy disaster recovery requirements in the event of an earthquake or fire, but significantly reduce UCEAP's equipment and electricity costs for hosting its own servers at the systemwide office.

In an effort to realize UCEAP and campus shared goals of increasing student awareness and participation in education abroad, UCEAP requested two-year cost-sharing proposals from each campus for 2016-2018. Each campus was granted funds to support their unique needs, ranging from additional staffing and targeted scholarships to student ambassador/peer advisors and outreach initiatives. This campus funding support is in addition to $50,000 for academic integration grants, $50,000 for underrepresented student outreach grants, and $800,000 in scholarships distributed by the campuses from the $1.5M Promise Awards.

UCTV

Created in 2000, University of California Television is a systemwide asset that supports UC entities in their outreach efforts around academic programs by leveraging our video production expertise and coordination to create programming for wide distribution online and through traditional television. UCTV is rooted in UC faculty and researchers communicating directly to the public.

Accomplishments:

UCTV has successfully navigated its glide path to self-sustainability. This year UCTV focused much of its time growing the base of clients who leverage our capabilities to meet their needs. Prominent among those efforts are the UCTV Online Channels. These web-based channels provide a specialized environment for video content, production and distribution. In the course of the past year, we have added three new Channels bringing the total to seven, with two more planned for the coming months. New partnerships include channels focused on *Climate Solutions* launched with seed funding from UCOP, *STEaM* (Arts in STEM Education), and *Wellbeing*.

Content:

With video content from throughout the UC System, UCTV presented over 650 programs that earned over 27 million hits last year.

Distribution:

In addition to creating videos, UCTV disseminates them widely. This year we added an Amazon Fire Channel, joining the UCTV Roku Channel to further our push into non-traditional television distribution. This year UCTV was also recognized as a Tier 1 YouTube Channel. UCTV continues to grow that subscriber base which is now over 300,000 individuals. In addition, video and audio podcasts hits averaged over 5 million a month, mostly through our many iTunes feeds. While online distribution is vital, UCTV also reaches over 4 million homes in communities near UC campuses through traditional cable television. Major markets include Los Angeles, San Francisco, Santa Barbara, Sacramento, San Diego, Santa Cruz, and the Inland Empire.

University of California Press

The University of California Press (UC Press) is one of the largest and most distinguished university presses in the country and advances scholarship in the humanities, social sciences, and sciences through its publication of books, journals, and digital products.

Accomplishments:

UC Press continues to navigate an extremely turbulent market environment, driven by the pace of technological change and increasing consolidation in the publishing industry. Over the past five years the Press has streamlined and reduced annual operating costs by over $4 million, enabling the Press to create much needed investment funds. The core challenge for the Press is to focus on innovating for the future at the same time as effectively managing the programs that have built its past success.

UC Press is committed to UC's progressive mission and vision, and over the past year has made significant investment in building a higher education program to meet changing teaching and learning needs of students and faculty. This included the recruitment of three experienced college acquisitions editors, the launch of new programs in communication and psychology, and the development of marketing capabilities to support this program.

At the same time, the Press' book program continues to support the University's public service mission by adding reach and impact to important scholarship. Many of its titles speak to critical contemporary issues and receive wide media coverage. As an example, given the ongoing prosecutions via the International Criminal Court, *Hiding in Plain Sight: The Pursuit of War Criminals from Nuremberg to the War on Terror* received major media attention via internationally broadcast *CNN with Christiane Amanpour* and on both PBS and NPR, in addition to extensive review coverage. Additionally, with the crisis in Flint Michigan reaching fever pitch in early 2016, the Press received enormous, revived interest in its 2014 book, *Lead Wars: The Politics of Science and the Fate of America's Children*, including coverage in the *New York Times* and an interview via *Fresh Air with Terry Gross*.

UC Press has also garnered a reputation as one of the most innovative university presses, thanks in large part to the launch of ambitious new digital programs over the past couple of years. This past year was the first year of publication for two new Open Access (OA) programs, Luminos and Collabra. Luminos is the first fully-fledged OA monograph program from a university press, and has enjoyed a highly successful launch year, exceeding all goals for the program. The market environment for OA journals is far more competitive and so Collabra got off to a slower start, but is now picking up momentum. Towards the end of the year, the Press also closed on the acquisition of the prestigious environmental science OA journal Elementa, from BioOne.

This past year also saw the start of formal development work for *Editoria,* a new system to manage and automate workflow for scholarly books from file transmittal to final files. This work is made possible by a grant of $750k from the Andrew M. Mellon Foundation, and is a partnership with CDL's Access and Publishing Unit. The goals are to increase speed and efficiency and to reduce cost via a born-digital workflow – especially important for OA publishing. The final system will be fully open source and available to other presses and library publishers.

UC Press continues to win a high number and wide range of prizes for its publications. Last year, highlights included: the prestigious R.R.Hawkins Award for Excellence from the American Association of Publishers for Aldon Morris's *The Scholar Denied: W.E.B. DuBois and the Birth of Modern Sociology*; the 2015 Goodwin Award from the Society for Classical Studies for *Creating a Common Polity: Religion, Economy, and Politics in the Making of the Greek Koinon*, by Emily Mackil (and the third consecutive year in which UC Press has won this award); and the 2016 Distinguished Contribution to Scholarship Book Award from American Sociological Association – ASA's top prize – for Sanyu Mojola's *Love, Money & HIV: Becoming a Modern African Woman in the Age of AIDS.*

The Press has also become a respected and influential voice in the rapidly changing world of scholarly communication. Director Mudditt was an invited plenary speaker at important industry events including the annual Charleston Library Conference and the UK and European University Presses Conference, and she and other senior staff participated in many panels and other events. Along with University of North Carolina Press, UC Press was recently described as one of "the innovators, working with great sophistication on how to innovate their publishing models to make sense in an increasingly open environment. " UC Press is proud to be recognized in providing the publishing leadership expected of the world's leading public research university.

University of California Washington Center (UCDC)

The UC Washington Center (UCDC) is a multi-campus residential, instructional and research center that provides opportunities for UC students and faculty to study, research, work and live within the capital's rich cultural, political and international environment. UCDC offers a wide range of academic opportunities. Through the program, undergraduate students receive a full term's credit though a combination of an internship, a seminar and an elective.

Accomplishments:

UCDC hosted almost 900 students this year (Summer '15 – Spring '16)- 730 from UC campuses, and the rest from partner universities including Carnegie Mellon, Notre Dame, University of Michigan, University of Pennsylvania, University of San Francisco and University of Sydney. During the academic year, all UC students participated in a research seminar and approximately half took advantage of elective courses.

Over the year, UCDC made progress towards unifying course requirements across the campuses. The program has also started ensuring that all its course syllabi contain explicit learning objectives, precise grading standards, and assignments that encourage meaningful engagement with DC. Additionally, as a way to better accommodate the academic needs of both semester and quarter UC students, UCDC established a common quarter-length seminar curriculum. Semester students also participate in a four-week module that compliments the common seminar. UCDC also entered into an agreement with UCLA to host all of its elective courses which helps simplify the reporting of grades and student participation and the engagement of visiting instructors from local DC professionals. Finally, with approval from the UC Provost, in Summer '16, UCDC established a $350 fee for summer students who are not paying tuition to UCDC. The revenues are used to support the ongoing administration of a database of internship opportunities for students.

UCDC Student & Residential Services unit underwent an external review by the UC Residential Education & Housing Directors groups. Out of this review came recommendations to reorganize the unit to professionalize the staff, expand hours of availability and enhance services provided to students. These recommendations were implemented at the start of the new fiscal year. Further, a Communications Specialist was hired to expand communication to prospective and participating UCDC students and to further the UCDC brand. Consequently, UCDC's main

landing page has received a much needed update and is accompanied by robust social media streams on Facebook, Twitter and Snapchat.

UCDC's Monday Night Forum series continues to provide students with the opportunity to engage with luminaries. This year's speakers included Supreme Court Justice Elena Kagan (held in the Supreme Court), Voto Latino President Maria Teresa Kumar, AFL-CIO Deputy Chief of Staff Thea Lee, Consumer Advocate Ralph Nader, C-SPAN Political Editor Steve Scully, Chairperson of the Federal Elections Commission Ann Ravel, White House Videographer Hope Hall, and Special Assistant to the President for Immigration Policy Felicia Escobar.

The Office of the President inaugurated the Presidential Public Service Fellowship program, aimed at encouraging more undergraduate students to apply for public service internships in Washington, DC, and Sacramento. The fellowships provide $2,500 in need-based financial support to select students based on financial need along with a demonstrated commitment to civic engagement. Two UCDC participants from each of the nine undergraduate campuses were chosen as Fellows for the fall 2016 program.

About Academic Personnel and Programs (APP)

Academic Personnel and Programs manages systemwide academic programs and supports faculty recruitment, retention, advancement, compensation, and diversity through policy, programming, and analysis. Partnering with the Academic Senate and academic administrators, APP leads initiatives and conversations and facilitates inter-campus collaborations. APP's work supports faculty, other academic appointees, and students directly, serves the people of California, and enhances the quality of the academic enterprise at each campus.

Policy and compensation. APP serves as the steward for the Academic Personnel Manual (APM) and has oversight for development, implementation, and interpretation of policies for more than 60,000 academic appointees including faculty, researchers, clinician educators, lecturers, librarians, and other academic appointees. APP also administers over 40 sets of salary scales, manages the Health Sciences Compensation Plan, and leads analysis of faculty compensation, often through joint Senate-administration taskforces. Standard reports include compensation and outside professional activities reports for Deans and Faculty Administrators and compensation for the highest paid members of the HSCP. Development of new policies and trial programs are also within its purview.

Academic personnel data management and analysis. APP develops, synthesizes, interprets, and maintains systemwide data (including longitudinal data sets) across a broad array of academic personnel matters such as academic personnel compensation, the faculty career arc, and diversity. Both annual and ad hoc reports are prepared for the Regents, the University's administration, academic staff, the Academic Senate, and represented academic appointees. Standard reports include ladder-rank faculty salary comparisons to the Comp 8 Universities; national availabilities data for faculty hiring; recruitment data; and demographics of our academic personnel, including race/ethnicity, gender, citizenship status, discipline, and rank/step. APP currently manages the faculty salary equity studies process.

Labor relations, diversity, employee relations. APP is the Academic Affairs lead in labor relations, including contract development and implementation for lecturers, librarians, postdoctoral scholars, and graduate teaching assistants. APP also manages academic Affirmative Action reporting and academic grievances that require the involvement of the Provost and Executive Vice President or President.

Systemwide programs. APP is the UCOP home-base for a variety of programs providing unique educational and internship opportunities, supporting the UC research mission and diversity goals, and contributing to the University's outreach to the people of California.

>*Systemwide programs providing students singular educational experiences.* The UC Education Abroad Program (UCEAP) annually facilitates study of 5,500 UC students in 43 countries for a year, a semester, a quarter, or a summer term. The program also manages reciprocity programs with Universities around the world. UCEAP is located in Santa Barbara, and primary administrative oversight at APP with regular consultation at UCSB. The UC

Washington Center (UCDC) is a program (and a building) located in the heart of Washington DC; the building houses classrooms, offices, and a dormitory for UC students. Over 900 students study at the center each year and take part in internships in governmental and foundation offices. The Executive Director reports to APP. The UC Center at Sacramento (UCCS) offers internships and classes annually to over 125 undergraduates who are interested in seeing California government and politics up-close and is located just a block from the state capital building. UCCS is managed jointly by UC Davis and APP. Each of the three programs is governed by boards and committees with representatives and chairs from the UC campuses; APP facilitates these shared governance functions.

Publication, media, digital, and library services. APP also facilitates the work of several hallmark UC enterprises. The University of California Press is one of the largest and most distinguished university presses in the country and advances scholarship in the humanities, social sciences, and natural sciences through its publication of books and journals, online and in print. The Director reports to APP and governance is shared with a Board of Directors and the Academic Senate. The California Digital Library (CDL) leverages the purchasing power of 10 research libraries in digital library acquisitions. CDL supports—online—the assembly and creative use of the world's scholarship and knowledge for UC libraries and the communities they serve. Governance is shared with the University Librarians as well as the Academic Senate and a governance committee, and the Director reports to APP. UCTV, located at UCSD, offers production and outreach services as it delivers (via web, satellite, and cable) documentaries, faculty lectures, cutting-edge research symposiums, and artistic performances from the 10 UC campuses. It reports primarily to UCSD.

Diversity and outreach. The President's Postdoctoral Fellowship Program (PPFP) is the University's most successful program in building a faculty dedicated to diversity and equal opportunity, with support for nationally recruited post-doctoral fellows and an incentive for UC campuses to hire fellows as ladder-rank faculty. Located at the UCB campus, it reports to APP with support from the UCB campus. UC Scout develops and distributes high-quality online courses (including AP courses) to benefit thousands of California high school and middle school students, with a special emphasis on helping underserved students prepare for college eligibility. UC Santa Cruz supports the operations of the program and the director reports jointly to UCSC and APP.

Other responsibilities and services. APP has responsibility for facilitating management of Casa de California (a UC facility in Mexico City) and for managing systemwide funds in support of the Librarians Association of UC (LAUC).