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UC SANTA BARBARA

Academic Personnel

Fall 2021 Newsletter

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October 1, 2021

Words from AVC Dana Mastro

As we begin the 2021-2022 academic year, I am writing the Fall edition of the AP Newsletter to provide continued assurance to faculty regarding advancement actions this year and beyond. In our previous [communications](#) addressing the impact of COVID-19 on the merit review process, we have expressed an expectation that flexibility and understanding will serve as fundamental principles guiding faculty evaluations at all levels. Although there is no single standard or formula that can explain precisely how this will apply to individual cases, there are some common practices we can anticipate. To offer a sense of clarity on these, I address a number of the most frequently asked questions below:

HOW WILL COVID IMPACT STATEMENTS BE USED?

These [optional statements](#) provide reviewing agencies with the information needed to conduct a review that contextualizes any impediments that have affected a faculty member's performance. The pandemic may have significantly disrupted faculty member's ability to conduct their work, it may have necessitated changes in the amount or type of work that faculty have been engaged in, and it may have created additional responsibilities in one or multiple areas of review. There is no expectation that faculty members reveal personal information in these statements. Reviewing agencies' understanding of these professional complications allows for a fair and holistic appraisal of the record, ensuring that faculty are not penalized for pandemic-related obstacles or hardships outside of their control. In other words, these statements enable expectations for achievement to be appropriately calibrated to the faculty member's unique circumstances. In so doing, performance that may have otherwise appeared to fall-short can be [assessed in context](#), potentially allowing the record to be judged as satisfactory and maintaining the faculty member's forward movement in step and salary.

At the same time, COVID Impact Statements provide an opportunity for faculty members to highlight significant innovations or efforts that were performed to address or off-set challenges presented by the pandemic. As is always the case in our merit reviews, performance going above and beyond the high standard for excellence, will be recognized.

WILL ORDINARY LEVELS OF PERFORMANCE BE RATED AS EXTRAORDINARY, GIVEN THE ADDITIONAL BURDEN REQUIRED TO ACHIEVE THIS LEVEL OF ACCOMPLISHMENT IN THE CONTEXT OF COVID?

All of us have been affected by the pandemic, although its impact has certainly not been equitable. Faculty who have maintained strong performance across the areas of review will continue to be recognized and rewarded in the review processes, but should not expect an automatic bump in evaluations based exclusively on conditions associated with COVID-19.

IF MY RESEARCH PRODUCTIVITY WAS SLOWED OR ALTERED DUE TO COVID-19 COMPLICATIONS, SHOULD I DEFER MY CASE?

In most cases today, the answer to this question is no. Our reviewing agencies at all levels are charged with sensitively interpreting faculty member's performance in light of COVID-related constraints. This does not imply a change in or lessening of our standards, but instead reflects an appreciation that an adaptable and holistic approach is called for in this environment.

AS AN ASSISTANT PROFESSOR, SHOULD I REQUEST TIME OFF THE TENURE CLOCK DUE TO COVID-19 CHALLENGES?

Time at the rank of Assistant Professor or Lecturer with Potential Security of Employment is limited to 8 years. If COVID-19 has interrupted your work performance, you may request an [extension of the tenure clock](#), expanding this 8-year limit. Extending the [tenure clock](#) does not change or delay eligibility for merit reviews, formal appraisal, or promotion. In other words, extension of the clock is not a deferral. Further, it does not alter the expectations for promotion. It provides a buffer, should it be needed based on a faculty member's individual circumstances.

The COVID-19 pandemic continues to create challenging conditions that have implications for all areas of faculty performance. Our colleagues who are responsible for reviewing faculty accomplishments have been guided to consider these impacts to make certain that assessments are fair and equitable. We are grateful for our faculty's perseverance and are committed to supporting their success by ensuring that the merit review process is sensitive to these unprecedented circumstances.

Welcome New Faculty

We wish a warm welcome to our new faculty colleagues:

Heidi Amin-Hong, English

Leander Anderegg, Ecology Evolution and Marine Biology

Eleanor Caves, Ecology Evolution and Marine Biology

Shiyu Chang, Computer Science

Leticia Garcia, Theater and Dance

Karyn Kessler, Linguistics

Sriram Krishnamoorthy, Materials

Gen Li, Earth Science

Lei Li, Computer Science

Nina Miolane, Electrical and Computer Engineering

Arlene Ortiz, Counseling Clinical and School Psychology

Gareth Peters, Statistics and Applied Probability

Nelson Phillips, Technology Management Program

Paul Rogers, Writing Program

Lisa Sideris, Environmental Studies

Cathy Thomas, English

Eric Vigoda, Computer Science

Grace Wu, Environmental Studies Program

Soojin Yi, Ecology Evolution and Marine Biology

Recognition of Retired Faculty

We thank the following faculty who retired during the 2020-21 academic year, for their service to UCSB:

Charles Akemann, Mathematics

Kevin Almeroth, Computer Science

Greg Ashby, Psychological and Brain Sciences

Donald Aue, Chemistry

Mary Brenner, Education

Keith Clarke, Geography

Benjamin Cohen, Political Science

Bernard Comrie, Linguistics

Sharon Conley, Education

Michael Curtin, Film and Media Studies

Omer Egecioglu, Computer Science

Roger Freedman, Physics

Noah Friedkin, Sociology

Jan Frodesen, Linguistics

Carol Genetti, Linguistics

Bradley Hacker, Earth Science

Richard Hebdige, Film and Media Studies

Richard Hecht, Religious Studies

Hsiu-Zu Ho, Education

William Jacob, Mathematics

Mark Juergensmeyer, Global Studies

Werner Kuhn, Geography

Jamey Marth, Biomolecular Science and Engineering, Molecular Cellular and Developmental Biology

Ellen McCracken, Spanish and Portuguese

John Melack, Bren School of Environmental Science and Management, Ecology Evolution and Marine Biology

Christopher Pilafian, Theater and Dance

Ann Plane, History

Stephen Poole, Molecular Cellular and Developmental Biology

Thomas Sideris, Mathematics

George Singer, Education

Douglas Thrower, Molecular Cellular and Developmental Biology

Howard Winant, Sociology

Kay Young, English

Congratulations Newly Tenured Faculty

We are delighted to recognize our newly tenured colleagues:

Elena Aronova, History

Amy Boddy, Anthropology

Kara Brown, Creative Studies, Writing Program

Eric Campbell, Linguistics

Clement de Chaisemartin, Economics

Nils-Christian Detering, Statistics and Applied Probability

Helene Gardner, Environmental Studies

Eloi Grasset Morell, Spanish and Portuguese

Davit Harutyunyan, Mathematics

Emily Jacobs, Psychological and Brain Sciences

Scott Jasechko, Bren School of Environmental Science and Management

Danielle Kurin, Anthropology

Gabriel Menard, Chemistry and Biochemistry

Monique Meunier, Theatre and Dance

Matto Mildemberger, Political Science

Antony Millner, Economics

Amber Moran, Education

Kristin Morell, Earth Science

Clayton Nall, Political Science

Sang-Yun Oh, Statistics and Applied Probability

Ryoko Oono, Ecology Evolution and Marine Biology

Sameer Pandya, Asian American Studies

Swati Rana, English

Rebecca Mireles Rios, Education

Julie Simpson, Molecular Cellular and Developmental Biology

Martha Sprigge, Music

Leah Stokes, Political Science

Tyler Susko, Mechanical Engineering

Yang Wang, Computer Science

Naoki Yamamoto, Film and Media Studies

Hanming Zhou, Mathematics

2021-22 Hellman Awards

The purpose of the Hellman Fellows program is to provide substantial support for the research of promising assistant professors who show capacity for great distinction in their

research. It is designed to target faculty near the middle of their pre-tenure period in developing a strong research record in preparation for tenure review. We congratulate this year's award recipients:

Heather Badamo, History of Art and Architecture – “Arts of Encounter: St. George in the Global Middle Ages & Coptic Arts of Memory”

Janet Bourne, Music – “Beethoven Speaks, Who Listens? Experience, Cognition, and Musical Meaning”

John Harter, Materials Engineering – “Exploring Entanglement in Quantum Spin Liquids”

Morgan Raven, Earth Science – “Organic Sulfur and the Search for Early and Extraterrestrial Life”

Terrell Winder, Sociology – “Understanding Financial Literacy and Perceptions of Education Debt Among U.S. College-Bound Students and their Parents”

Hangping Xu, East Asian Languages and Cultural Studies – “Broken Bodies as Agents: Disability Aesthetics and Politics in Modern Chinese Culture and Literature”

Annual Department Chair Workshops

Academic Personnel Workshops will be held via Zoom for department Chairs and departmental staff who manage academic personnel cases. The agenda for each meeting will include important updates on academic policy, practice, and procedure as well as a opportunity to interact with representatives of various reviewing agencies.

Both the Department Chair or Vice Chair and the Business Officer or Academic Personnel Analyst should plan to attend. This will be the only meeting bringing together people from all levels of the review process.

We will also discuss the impacts of COVID-19 related disruptions on evaluation of personnel cases. No RSVP is required and invitations will be send via the Office of the Executive Vice Chancellor.

Division of Mathematical, Life & Physical Sciences, College of Engineering, Bren School

Thursday, October 7, 2021

9:00 – 10:30am

Division of Social Sciences, Humanities & Fine Arts, Graduate School of Education, College of Creative Studies

Thursday, October 14, 2021

12:30 – 2:00pm

Writing Productivity Strategies for Faculty, Office of the Ombuds

Tuesday, October 19, 12:00pm-1:30pm via Zoom

This presentation will address a number of writing productivity challenges commonly experienced by academic writers including procrastination, blocks, perfectionism, imposter feelings, anxiety, isolation, overwhelm, exhaustion and managing time. Realistic strategies and resources will be presented for developing writing habits that will help you initiate and sustain a consistent writing practice. There will also be time for Q&A, and for participants to share their own challenges as well as their own writing productivity tips.

David Rasch, PhD, is an Associate Ombuds at UCSB and has also been a writing productivity instructor and coach at Stanford University for over 20 years. He is the author of the self-help book, *The Blocked Writer's Book of the Dead*.

[Registration](#) is required.

The 2021 UC Journey Toward Retirement

Considering retiring from UC in the next five years? Wondering what steps to take as you prepare to retire with UC? Not quite sure where to start? Please join us as Fidelity guides us through the **Journey Toward Retirement** with the University of California. In these retirement sessions, Fidelity will walk you through every step that you should take, from beginning to end, as you approach retirement.

Space is limited, so please register on [Shoreline](#) for the whole series or just the sessions that interest you the most. Can't make a session? Please email [Andrew Fung](#), Fidelity, to schedule an appointment.

UC Path Notice: Open Enrollment Dates

This year's open enrollment period will start Thursday, October 28, 2021, at 8:00AM and end Friday, November 19, 2021, at 5:00PM

This is a change from our usual open enrollment deadline of the Tuesday before Thanksgiving; however, this still allows more than three weeks to make benefit choices.

Office of Academic Personnel

Training Schedule

Academic Personnel Certificate Training Courses are available for the 2021-22 academic year. These classes may be taken as part of the Academic Personnel Certificate Program or on an individual basis and are intended for staff without previous experience with the class topic or who would like to enroll for a refresher.

AP also offers a series of advanced workshops for staff currently conducting work related to the specific topics. These workshops are designed to provide an opportunity to discuss best practices and problematic situations related to various types of academic employees and processes. Participants are encouraged to bring questions or examples of complicated scenarios and issues.

Academic Personnel Certificate

The Academic Personnel Certificate Program is designed to provide a comprehensive working knowledge of all aspects of Academic Personnel. Academic policies and procedures will be covered in general terms in the introductory course. These concepts will be further developed in the courses focused on specific groups of academic employees. Participants are welcome to take individual classes or to work towards a certificate.

The Academic Personnel Certificate Program consists of the following classes:

- Introduction to Academic Personnel
- Faculty Primer
- Academic Recruitment
- Research Titles Appointments and Advancement
- Postdoctoral Scholars
- Teaching Titles
- Senate Faculty Advancements
- Senate Faculty Appointments
- Research Appointments
- Teaching Appointments
- Student Titles
- Academic Leaves
- Additional Compensation

Course descriptions, schedule, registration and training materials can be found on the Academic Personnel [website](#).

Academic Personnel Reminders

Eligibility List Reminders & Deadlines

Eligibility lists for merit and promotion actions effective July 1, 2022 are available on AP Folio.

Deadlines for departmental submission of cases are:

- Faculty – Dean’s Authority: November 8, 2022
- Faculty – Expanded Review: December 13, 2022
- Continuing Lecturers – March 31, 2022
- Researchers – March 1, 2022
- Specialists and Project Scientists – April 1, 2022
- Academic Coordinators – May 2, 2022

Deferrals are no longer automatic for Academic Researchers (Researcher, Project Scientist, and Specialist series). Please refer to the [January 23, 2020 memo](#) for the case deferral process.

To access your eligibility list, please log on to the Academic Personnel website and click on the Eligibility Listing link under the AP Folio heading. Questions should be directed to your Academic Personnel Office Analyst.

Outside Professional Activity Reporting (APM 025)

System-wide and campus academic personnel polices require annual reporting by Senate Faculty engaging in certain types of outside professional activities. Reports are to be completed via the [UC-wide Outside Activity Tracking System \(OATS\)](#) and are due by October 29, 2021.

For more information please see the Academic Personnel Manual, [APM-025: Conflict of Commitment and Outside Activities of Faculty Members](#) and [Red Binder I-29: Conflict of Commitment and Outside Professional Activities](#) or contact your Academic Personnel Analyst.

The Dept-AP-Staff Listserv

This is used to distribute Academic Personnel news and announcements to staff in Departments and Units who oversee academic employee administration.

In the past, the primary recipients of listserv emails was the unit's Business Officer/MSO, with the intent that these recipients then distribute the information to other relevant staff in the department.

The listserv is now open to all appropriate staff that might handle AP matters in your unit. If you would like to be added to the listserv, please email help@aait.ucsb.edu.

Academic Personnel Contacts

The Academic Personnel office is staffed during business hours, however, remote contact via email and phone is recommended. See the [AP Office staff list](#).



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