

# Academic Personnel News

UNIVERSITY OF CALIFORNIA, SANTA BARBARA • OFFICE OF ACADEMIC PERSONNEL • FALL 2009

## Introduction

*Cindy Ponce, Director, Academic Personnel*

I am happy to present the first edition of the Academic Personnel quarterly newsletter. I hope that you will find it a useful source of information.

Over the last year a main goal of our office has been to simplify some of our processes and to provide greater shared resources. Among the items now available to departments, individual faculty, and other appropriate offices on campus are: Salary history cards, leave and sabbatical accrual information, Outside Activity (APM 025) reporting and faculty and continuing lecturer eligibility. In addition, a new and improved case uploading process as well as access to the Academic Personnel database will be added for the upcoming cycle. The review process for draft Red Binder (campus policy) changes has also been moved to an on-line system.

The Academic Personnel office staff has also been working diligently to assist with the campus implementation of a variety of programs including Hellman and Faculty Career Awards, the furlough/salary reduction program, the Furlough Exchange program, and e-verify; a Federal program that requires verification of eligibility to be employed in the United States by employers who are federal contractors or sub contractors to participate.

Fall quarter brings with it the beginning of the case processing cycle as well as a variety of training opportunities. You will find information on these topics as well as others in this month's newsletter. The Academic Personnel staff looks forward to working with you as we head into this busy time of year.

## Words from the EVC

*Gene Lucas, Executive Vice Chancellor*

As we start the 2009-10 academic year, I want to begin on a positive note. Although the summer was filled with unhappiness and uncertainties over the furlough plan, dread about accommodating an influx of new students, and the anticipation of further budget cuts, the Fall has begun with acts of heroism and selflessness from many of our faculty. Despite furloughs and pay reduction, faculty have stepped up to open their classes to more students, take on more workload in the face of diminishing TA support, and provide opportunities for students to fill out their unit requirements with seminar and independent study courses. Despite an increase in freshmen (4,587 vs 4,387 last year) and transfer students (1,871 vs 1,605 last year) and despite the decrease in instructional budgets, all indications are that our students will be able to carry the same course load this year as last year. In the face of budget adversity, that sort of commitment by our faculty to our students' education and wellbeing is laudable and meritorious. We all greatly appreciate it.

Other acts of heroism were performed over the summer by staff, as they worked to implement the furlough plan and the furlough exchange program. Given the age and nature of our payroll system, considerable work had to be done to enter the correct data to match furloughs, pay reductions with individuals and fund sources. Much of this had to be done under conditions of evolving information and changing conditions and deadlines. This was all a big workload increase on staff who were also being furloughed.

While we work to end the furlough program and bring budget stability back to UC, it is great to have a faculty and staff of such high quality and dedication to help work through these hard times.

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*Our next quarterly newsletter is scheduled for Winter 2010*

# Case Processing

## SPECIAL STEPS IN THE PROFESSORIAL SERIES

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Recent changes to the Red Binder (4/09) modified the wording related to the use of special steps in merit advancements. The new language states that Associate Professor IV: “may be utilized for advancement when a member of the ladder faculty shows evidence of work that is likely to lead to promotion in the near future when completed, but whose established record of accomplishment has not yet attained sufficient strength to warrant promotion.”

Over the past 20 years Red Binder language related to special steps has become more and more restrictive. This, coupled with other influences that make the six-year normative time at Associate Professor problematic, have prompted the return to less restrictive language. The new language is intended to provide some overlap with the Professorial rank while encouraging faculty to make the progress necessary to be promoted.

The expectations for further advancement within Associate IV to an off-scale (or additional off-scale) salary have also been expanded upon. The result of less strict language will be to allow an additional three years (normative time at Associate IV) at the Associate level, with the possibility of additional time with more off-scale in some cases.

Red Binder I-37 “Special” or “Overlapping” Steps, may be accessed via the Academic Personnel web site at: <http://ap.ucsb.edu/policies.and.procedures/red.binder/red.binder.pdf#Page=65>

## OUTSIDE ACTIVITIES NEW ONLINE REPORTING SYSTEM

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APM 025, Conflict of Commitment and Outside Activities of Faculty Members requires that every faculty member file an annual report of certain outside activities with the Department Chair each year. Forms must be completed no later than October 31, 2009 and should include activities for the period of July 1, 2008 through June 30, 2009. Because the annual reports must be included in faculty advancement cases, faculty putting forward cases during the 2009-10 cycle will need to complete the forms prior to the departmental deadline for submission of case materials.

The report may now be completed on-line at the Academic Personnel web site. To complete the form, sign on to the Academic Personnel website at <http://ap.ucsb.edu/> using your UCSBnetID and password. Under the dashboard heading, click on the Outside Activities Reporting link. The form should then be filled out, including all Category I and II activity. The form can be saved for further updating if you prefer to update throughout the year. Upon completion, select the “submit” feature which will forward the form to the Department Chair(s) for approval. Faculty with appointments in multiple departments only need to complete the form once. If there were no reportable activities during the year, the appropriate box on the form is to be checked and the form submitted to the Chair(s). Department Chairs will also approve the forms online. Forms will then be stored electronically and be available to departments for upload into personnel cases.

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## CASE PREPARATION FOR FACULTY WITH JOINT APPOINTMENTS

In response to the continued growth in the number of “joint” or “shared” faculty appointments, section I-23 (<http://ap.ucsb.edu/policies.and.procedures/red.binder/red.binder.pdf#Page=41>) has been added to the Red Binder. The new section provides detailed information about how to prepare a case for a faculty member who holds appointments in two or more departments. When preparing a case for a faculty member who is jointly appointed, the departments are encouraged to work together to gather and prepare the materials for the case or to share case materials. Each department must then independently review the analysis and other supporting materials, vote, and prepare an independent departmental letter that provides the information required in Red Binder I-35 #1 as well as any additional independent analysis or comment from the department. The departmental letter may refer back to any joint assessment materials, but should then add any appropriate perspectives and assessments that are unique to the department.

## WORKSHOPS & TRAINING

### Academic Personnel Chair & MSO Meeting

Panel with: EVC, AVC, Deans,  
CAP Chair and Vice Chair

*MLPS, Engineering, and Bren*

October 21, 8:15 - 9:45 am  
Ucen- State Street Room

*Social Sciences, HFA, GGSE, and  
Creative Studies*

October 23, 1:45 - 3:15 pm  
McCune Conf. Rm, 6020 HSSB

### Academic Personnel Certificate Courses

*Intro to AP:*

Oct. 22, 1:30 - 4:30pm

*Ladder Faculty Appointments  
and Advancements:*

Part 1-Nov. 4, 9:00 - 11:30am

Part 2- Nov. 5, 9:00 - 11:30am

*Research Titles:*

Jan. 21, 1:30 - 4:00pm

*Student Titles:*

Feb. 24, 1:30 - 4:00pm

*Teaching Titles:*

March 16, 9:00 - 11:30am

*Additional Compensation:*

April 22, 9:00 - 11:30am

To register for classes, please log  
on to the AP website at:

<http://ap.ucsb.edu>

Academic Personnel Office

phone: 805-893-3445

fax: 805-893-5173

4105 Cheadle Hall

# Congratulations

## NEWLY TENURED FACULTY & SECURITY OF EMPLOYMENT

*Congratulations to the 30 faculty members who were awarded  
tenure and security of employment effective July 1, 2009.*

Ahmad Atif Ahmad, Religious Studies

Anthony Barbieri-Low, History

Stephanie Batiste, English

Paolo Cascini, Mathematics

Jocelyn Holland, Germanic, Slavic & Semitic Studies

Chen Ji, Earth Science

Derek Katz, Music

Suk-Young Kim, Theater & Dance

Heejung Kim, Psychology

Matthew Kotchen, Donald Bren School of Environmental Science & Management

Christopher Kruegel, Computer Science

John Latto, Ecology, Evolution, & Marine Biology

Jin-Sook Lee, Education

Karen Lunsford, Writing Program

Viola Giulia Miglio, Spanish

Jason Raley, Education

Michael Rescorla, Philosophy

Volkan Rodoplu, Electrical & Computer Engineering

Gabriela Soto Laveaga, History

Karen Szumlinski, Psychology

Stefanie Tcharos, Music

Douglas Thrower, Molecular, Cellular, & Developmental Biology

Willem Van Dam, Physics and Computer Science

Amber Vanderwarker, Anthropology

Cristina Venegas, Film & Media Studies

Mian Wang, Education

Rene Weber, Communication

Clyde Woods, Black Studies

John Yun, Education

Haitao Zheng, Computer Science

# Welcome

## NEW 2009 FACULTY

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Twenty-nine new Senate Faculty members will join UCSB during the upcoming academic year. We are pleased to welcome all of our new colleagues to campus:

Linda Adler-Kassner, Prof, Writing Program  
Janet Afary, Prof, Religious Studies  
Ninotchka Bennahum, Asst Prof, Theater & Dance  
Katherine Byl, Asst. Prof, Electrical & Computer Engineering  
Moses Chikowero, Asst Prof, History  
Michael Curtin, Prof, Film & Media Studies  
Darby Feldwinn, Lecturer PSOE, Chemistry  
Lynn Gamble, Prof, Anthropology  
Sathya Guruswamy, Lecturer PSOE College of Creative Studies and Physics  
Ben Hardekopf, Asst Prof, Computer Science  
Susan Johnson, Lecturer PSOE, Education  
Edward Mccauley, Prof, Ecology, Evolution, & Marine Biology  
Jamey Marth, Prof, Molecular, Cellular, & Developmental Biology and BioMolecular Science and Engineering  
Mara Mills, Asst Prof, English  
Jarad Niemi, Asst Prof, Statistics & Applied Probability  
David Novak, Asst Prof, Music  
Paulina Oliva, Asst Prof, Economics  
Glenn Patten, Asst Prof, Classics  
Tresa Pollock, Prof, Materials  
Simone Pulver, Asst Prof, Environmental Studies  
Javier Read De Alaniz, Asst Prof, Chemistry  
Dmitri Stukov, Asst Prof, Electrical & Computer Engineering  
Anne Torsiglieri, Asst Prof, Theater & Dance  
Thomas Turner, Asst Prof, Ecology, Evolution & Marine Biology  
Syee Weldeab, Asst Prof, Earth Science  
Heidi Zetzer, Lecturer PSOE, Counseling, Clinical & School Psychology  
Liming Zhang, Asst Prof, Chemistry  
Xiaowei Zheng, Asst Prof, East Asian Languages & Cultural Studies and History

# Congratulations

## HELLMAN FAMILY FACULTY FELLOWS PROGRAM

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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 particularly target faculty near the middle of their pre-tenure period in developing a strong research record in preparation for the tenure review. Below are the nine individuals, along with the title of their proposals, who were chosen to receive the Fellowships for the 2009-10 academic year.

- Paul Atzberger, Mathematics and Mechanical Engineering: *Dynamic Simulation Studies of Lipid Bilayer Membranes with Particulate Inclusions*
- Philip Babcock, Economics: *Improving Health Outcomes of College Students through the use of Exercise and Peer Effects*
- Bradley Cardinale, Ecology, Evolution, & Marine Biology: *Species Extinction and the Biological Productivity of Food-webs*
- Erin Dowdy Quirk, Counseling, Clinical, & School Psychology: *Methods for Early Identification of Emotional and Behavioral Problems in Schools*
- Jennifer Holt, Film & Media Studies: *Empires of Entertainment: Deregulation, Convergence and the Media Industries 1980-1996*
- Skirmantas Janusonis, Psychology: *Normal and Autistic-like Brain Growth in Mice with Variable Serotonin Synthesis Rates*
- Marek Kapicka, Economics: *Testing competing Models of Consumption Insurance*
- David Paul, Music: *Changing Faces of an Icon of American Music: The Reception of Charles Ives from 1920-2005*
- Matthew Quirk, Counseling, Clinical, & School Psychology: *Early Identification and Intervention of Students At-Risk for Academic Problems*

# Congratulations

## CAREER DEVELOPMENT AWARD AND FELLOWSHIP

Eighteen individuals have been awarded Career Development Awards and Fellowships during the upcoming academic year. The program is composed of three different awards. The Faculty Career Development Award supports non-tenured faculty who, because of the nature of their position or their role in campus affairs, have encountered significant obstacles in pursuit of their research, creative work, teaching, service, or mentoring obligations, or who have made unusually time-consuming efforts in helping to achieve campus diversity. The Regents' Junior Faculty Fellowship program is designed to help junior faculty members develop a substantial record in research and creative work necessary for advancement to tenure. The Regents' Humanities Faculty Fellowship encourages and facilitates research, advanced or independent study, or improvement of teaching effectiveness in the humanities.

### Faculty Career Development Award:

- Maria Bueno-Cachadina, Mathematics and Creative Studies: *The Gaps in the Set of Orders of Bases for Finite Cyclic Groups*
- Bradley Cardinale, Ecology, Evolution, & Marine Biology: *Species Extinction and the Biological Productivity of Food-Webs*
- Carl Lager, Education: *EP Reading Comprehension for Algebra Problem Solving*
- David Sherman, Psychology: *Self-Affirmation and the Neural Response to Stress and Threat*

### Regents' Humanities Faculty Fellowship:

- John W.I. Lee, History: *Warfare and Society in the Anatolian Borderlands*
- Xiaorong Li, East Asian Languages & Cultural Studies: *Rewriting the Inner Chambers: The Boudoir in Late Imperial Chinese Women's Poetry*
- Gregory Wilson, Anthropology: *Living with War: The Impact of Chronic Hostilities on Everyday Life in the Late Prehistoric Illinois Valley*

### Regents' Junior Faculty Fellowship:

- Megan Valentine, Mechanical Engineering: *Development of Novel Techniques to Probe Force Generation in Dividing Cells*
- Heather Blurton, English: *Anti-Semitism and Narratives of Ritual Murder in Twelfth-Century England*
- Zachary Grossman, Economics: *Beliefs-Based Preferences*
- Trevor Hayton, Chemistry: *Modeling the Bioinorganic Chemistry of Uranium*
- Maryam Kia-Keating, Counseling, Clinical, & School Psychology: *Risk and Protective Factors for Iranian-American Young Adults*
- Michael Liebling, Electrical & Computer Engineering: *Characterization of Blood Flow and Tissue Deformation in the Developing Embryonic Heart via Analysis of High Speed Microscopy Images*
- Sumita Pennathur, Mechanical Engineering: *Optimization of Rapid Prototyping Technique for Microfluidic Devices*
- Robert Rauchhaus, Political Science: *Evaluating the Nuclear Peace*
- Teresa Shewry, English: *Possible Ecologies: Literature, Nature, and Hope in the Pacific*
- Heather Stoll, Political Science: *Society, Political Institutions, and Political Competition*
- Ben Yanbin Zhao, Computer Science: *Measurement and Analysis of Social Networks and Impact on Network Applications*

Current and up-to-date furlough information can be found online at:

- <http://www.ucsb.edu/campus-topics/budget/>
- <http://hr.ucsb.edu/budget/Furlough-Salary-Reduction-Plan.php>

Information on the Faculty Partial Exchange Program can be viewed online at:

- <http://ap.ucsb.edu/forms.and.information/furlough.exchange.program/>