

# Academic Personnel News

UNIVERSITY OF CALIFORNIA, SANTA BARBARA • OFFICE OF ACADEMIC PERSONNEL • FALL 2010

## Words From The AVC

*Jack Talbott, Associate Vice Chancellor for Academic Personnel*

I succeeded Art Gossard as AVC on July 1, as the 2009-2010 personnel cycle drew to a close. Now the new cycle has begun, and I'm learning my new job. Perhaps it would be useful to say, in my first crack at the AP Newsletter, what the AVC does.

One of the oddities of our personnel system is that "non-routine" cases outnumber "routine" cases, so I will discuss my role in those. Like Pat Cohen, the CAP Chair, I read all the cases. If the other reviewing agencies agree with each other, I'm likely to agree with them, and I'll sign off on a case. I'm likely to agree, but not bound to agree.

I'm obliged to take my own position when reviewing agencies disagree with each other. A department might make one recommendation, the dean another recommendation, and CAP still another recommendation--and so on. There are many combinations of disagreement.

Now I have to make up my own mind. But I don't just study the case and say, okay here's what I think; this is my decision. I study the case and write what's called a "tentative," short for "Tentative Decision." Let's say I disagree with a dean's recommendation. My "Tentative" lays out the grounds of my disagreement and what I am inclined to decide instead. The dean has the opportunity to respond. If I'm convinced by the argument, I drop my reservations. If the dean doesn't convince me, my tentative decision is likely to become a decision, period. Or a dean might choose to stand by a recommendation without further comment. Then my tentative decision is likely to become my final decision. The same back and forth goes on with CAP, which acts collectively.

So in the academic personnel system the AVC is the daring not-so-young man on the flying trapeze, swinging back and forth between the deans and CAP, belonging to neither camp, or agency in this case, but acting independently—neither the administration's guy nor the Academic Senate's guy, but his own guy.

## OUTSIDE ACTIVITIES REPORTING

All Senate faculty are required to file the annual Report on Outside Activities. Forms must be completed no later than October 31, 2010 and should include activities for the period of July 1, 2009 through June 30, 2010. Because the annual reports must be included in faculty advancement cases, faculty putting forward cases during the 2010-11 cycle will need to complete the forms prior to the departmental deadline for submission of case materials.

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 by including all Category I and II activity or, if there were no reportable activities during the year, by checking the appropriate box on the form. 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. Department Chairs will also approve the forms online. Forms will then be stored electronically and be available to departments for inclusion in personnel cases.

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*Our next quarterly newsletter is scheduled for Winter 2011*

## THE ACADEMIC & STAFF ASSISTANCE PROGRAM

All of us have problems from time to time, at work or at home. Often we can resolve them on our own, but sometimes a problem persists and may affect our mental and physical health, well-being, work performance or self-esteem. If you find yourself stymied by a persistent problem or caught in a crisis, the Academic and Staff Assistance Program can help.

The Academic & Staff Assistance Program (ASAP) offers safe, confidential, no cost, problem assessment and referral for all UCSB academic employees, post docs, staff and their immediate families. ASAP can help you identify the problem, explore options and determine a solution. When needed, ASAP can provide referrals to community resources and/or behavioral healthcare providers available through your health insurance. ASAP is staffed by John Berberet, a licensed Marriage Family Therapist (MFT) with more than 20 years of professional experience. He provides brief, solution focused counseling to individuals and couples.

People seek help through ASAP for many reasons, such as depression, anxiety, recent or past trauma, job stress, relationship concerns, parent-child difficulties, alcohol and drug problems, stress related to care giving, grief and loss, conflict, career frustrations and more.

Of special interest to caregivers of a parent, child, partner or friend, is our on-going Caregivers Support group. This is a drop in group that meets the second Tuesday of each month from Noon to 1:30 p.m. at the UCSB Women's Center in the Student Resource Building. Currently, some 5 to 7 people participate each month.

Whether your concerns are personal or work-related, we hope that you'll feel free to give ASAP a call at 893-3318. Linda Broen will assist you in scheduling an appointment or answering your questions.

In addition to services to individuals and couples, ASAP provides free and confidential consultation and training services to faculty, administrators and managers. Problems addressed include concerns about colleagues with alcohol or other drug problems, interpersonal and/or departmental conflict, stress and change management, employee death, threats of violence, life transitions and balancing a professional and personal life.

Also available for departments and work groups are organizational consultations. Services include:

- Interventions designed to improve group effectiveness
- Resources for managing conflict as a tool of creative abrasion
- Assessment tools designed to help diverse individuals work effectively as a team

If you have further questions about ASAP services or wish to make an appointment, please call 893-3318.

### AP Staff Contacts

The Academic Personnel Office has experienced a number of changes over the past few months including personnel changes and name changes. Current contact information is as follows:

**John E. Talbott**, Associate Vice Chancellor x2622  
john.talbott@ap.ucsb.edu

**Cindy Doherty**, Director x8332  
cindy.doherty@ap.ucsb.edu

**Kathy Upton**, Personnel Analyst x5428  
kathy.upton@ap.ucsb.edu  
Physical Sciences, Creative Studies, Engineering, Academic Programs, Department of Art, Theater & Dance, English, MATP, and Religious Studies

vacant, Personnel Analyst  
(contact Cindy or Kathy at this time)  
Social Sciences, Bren, Education, Humanities & Fine Arts except departments listed above

**Stephanie Jordan**, Office Manager x3445  
Stephanie.jordan@ap.ucsb.edu  
PPS and general questions, additional compensation

Up to date contact information for the Academic Personnel office is always available via the Academic Personnel web site at: <http://ap.ucsb.edu/contacts/>

## WORKSHOPS & TRAINING

### Postdoctoral Scholar Contract Implementation Training

**For administrative staff \*:**  
Tuesday Oct. 19, 2010  
2:00-3:30 HR training room

Wednesday Oct. 21, 2010  
10:30-12:00 ESB 1001

\*Registration is via the Academic Personnel web-  
site under "Staff Training Registration"

### For faculty and Department Chairs & Directors:

Wednesday, Oct. 27, 2010  
10:00-11:00 2536 Phelps

Thursday, Oct. 28, 2010  
3:30-4:30 2536 Phelps

### Academic Personnel Certificate Program

**Intro to Academic Personnel:**  
Wednesday, October 20; 130-4p

**Ladder Faculty:**  
Part 1: Monday, Nov. 8; 9:30-11:00  
Part 2: Tuesday, Nov. 9 9-11:30.

**Research Titles:** Thursday, January 20; 130-4p

**Student Titles:** Thursday, February 24, 130-4p

**Teaching Titles:** Wednesday, March 16; 9-1130  
Additional Compensation: Wednesday, April 20;  
9-1130

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 25 faculty members who were  
awarded tenure and security of employment effective  
July 1, 2010.*

Heather Blurton, English  
Paul Amar, Global & International Studies  
Benjamin Brecher, Music  
James Kearney, English  
Dzwo kai Ma, Molecular, Cellular & Developmental Biology  
Stephen Proulx, Ecology, Evolution & Marine Biology  
James Roney, Psychology  
Christina Tague, Bren School of Environmental Science & Management  
Casey Walsh, Anthropology  
Russell Samolsky, English  
Christopher Hayes, Molecular, Cellular & Developmental Biology and  
Biomolecular Science & Engineering  
Nikki Jones, Sociology  
Everett Lipman, Physics  
Susannah Porter, Earth Science  
Horacio Roque Ramirez, Chicana & Chicano Studies  
David Sherman, Psychology  
Yanbin Zhao, Computer Science  
Bradley Cardinale, Ecology, Evolution & Marine Biology  
Songi Han, Chemistry & Biochemistry  
Thuc-quyen Nguyen, Chemistry & Biochemistry  
Armen Zakarian, Chemistry & Biochemistry  
Todd Squires, Chemical Engineering  
Maria Isabel Bueno-Cachadina, Creative Studies and Mathematics  
Thomas Even, Ecology, Evolution & Marine Biology

# 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 2010-11 academic year.

*Bodo Bookhagan, Geography: Landsliding and erosion during the 2009-10 and previous El Ninos in the Santa Barbara Area*

*Dolores Ines Casillas, Chicana & Chicano Studies: Sounds of Belonging; A Cultural History of Spanish-Language Radio in the United States, 1922-2004*

*Racha El Omari, Religious Studies: Abu l-Qasim al-Ka'bi/al-Balkhi (d.931) and the Baghdadi Mu'tazilite School*

*Zachary Grossman, Economics: Efficiency versus Property Rights in Assembly Mechanisms*

*Skirmantas Janusonis, Psychology: Transcriptional Interaction between Serotonin 5-HT<sub>4</sub> and Adrenergic B<sub>2</sub> Receptors in the Brain: "Nested" Receptors and Mental Disorders*

*Maryam Kia-Keating, Counseling, Clinical & School Psychology: Intimate Partner Violence, Child Self-Regulation, and Longitudinal Outcomes*

*Rouslan Krechetnikov, Mechanical Engineering: Applications of microfluidics in pharmaceuticals and health care*

*Xiaorong Li, East Asian Languages & Cultural Studies: Rewriting the Inner Chambers: Tradition and Transformation in Chinese Women's Poetry (1650-1930)*

*Michael Ludkovski, Statistics & Applied Probability: Stochastic Control Models for Adaptive Flu Management*

*Anne Maurseth, French & Italian: Game, Chance and Literature in French 18th century prose-fiction*

*Aashish Mehta, Global & International Studies: Emerging Employment Opportunities in the Global South: Implications for Inequality and Education*

*Karen Nylund Gibson, Education: Establishing Best Practices for Mixture Models*

*M. Scott Shell, Chemical Engineering: Multiscale Insights into Water-Mediated Protein Interaction Landscapes*

*Megan Valentine, Mechanical Engineering: Establishing the role of cell mechanics in Alzheimer's disease*

## Welcome

## NEW 2010 FACULTY

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

Ania Bleszynski-Jayich, Physics: Assistant Professor

Alison Brysk, Global & International Studies: Professor

Andrew Griffin, English: Assistant Professor

Shelly Lundberg, Economics: Professor

Christopher Ograin, Mathematics and Education: Lecturer, Potential Security of Employment

Fabio Rambelli, East Asian Languages & Cultural Studies and Religious Studies: Professor

Alexander Simms, Earth Science: Assistant Professor

Richard Startz, Economics: Professor

Senke Xu, Physics: Assistant Professor

Jamey Thomson, Molecular, Cellular & Developmental Biology: Professor

# Congratulations

## CAREER DEVELOPMENT AWARD AND FELLOWSHIP

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Seventeen 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:

*Racha el Omari, Religious Studies: Abu l-Qasim al-Ka'bi/al-Balkhi and the Baghdadi Mu'tazilites School*

*Skirmantas Janusonis, Psychology: Expression of Serotonin 5-HT<sub>4</sub> Receptors in the Developing Brain*

*Aashish Mehta, Global and International Studies: Structural Transformation and Inequality in the Developing World*

### Regents' Humanities Faculty Fellowship:

*Ann Adams, History of Art and Architecture: Style and Invention, Art and Value*

*Ralph Armbruster, Chicana/Chicano Studies: Great Love Requires Great Risk*

*Timothy Cooley, Music: Musicking about Surf, Surfing about Music*

*Suk-Young Kim, Theater and Dance: DMZ Crossing: Local Partitions and Global Encounters Along the Korean Border*

### Regents' Junior Faculty Fellowship:

*Sarah Anderson, Bren School of Environmental Science and Management: The Influence We're Missing*

*John Cottle, Earth Science: Unlocking 100 million years of lithospheric history recorded in the South Island of New Zealand*

*Ann-Elise Lewallen, East Asian Languages and Cultural Studies: The Fabric of Indigeneity: Ainu, Clothwork, and Gender in Postcolonial Japan*

*Michael Ludkovski, Statistics and Applied Probability: Bayesian Stochastic Control for Seasonal Flu Management*

*Christina McMahon, Theater and Dance: Lusophone Theatre Festivals in Africa*

*Omar Saleh, Materials, Biomolecular Science & Engineering: Physics of biopolymers in crowded environments*

*Anne Torsiglieri, Theater and Dance: The Autism Project: A Theatre Piece*

*Megan Valentine, Mechanical Engineering: Development of novel traction force assay for human cancer cells*

*Liming Zhang, Chemistry and Biochemistry:  $\alpha$ -Oxo Metal Carbene: Novel Access and New Synthetic Potential*

*Xiaowei Zheng, History/East Asian Languages and Cultural Studies: The Making of Modern Chinese Politics*

## POSTDOCTORAL SCHOLARS BECOME REPRESENTED EMPLOYEES

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On August 12, 2010, the University of California and the United Auto Workers (UAW) announced the ratification of a contract to cover Postdoctoral Scholars at UC.

The joint announcement may be read in full at:  
[www.universityofcalifornia.edu/news/article/23867](http://www.universityofcalifornia.edu/news/article/23867)

The Memorandum of Understanding (MOU) between the University and the UAW is available on line at <http://ap.ucsb.edu/policies.and.procedures/collective.bargaining.contracts/>

Highlights of the contract include a new salary scale based on the NIH-NRSA salary scale, a one-time salary increase for all current Postdoctoral Scholars as of September 1, 2010, preservation of mentoring relationship between faculty and Postdoctoral Scholars, clarified processes concerning appointments, and enhanced leave policies.

Workshops for both administrative staff and faculty P.I.'s will be held during the month of October (see schedule on p.3) Individuals who employ Postdoctoral Scholars are strongly encouraged to attend one of the sessions.

New campus policies and procedures to comply with the MOU are under development. They will be discussed at the workshops and will be available for use later this month.

Questions regarding Postdoctoral Scholars may be directed to:

**Graduate Division:**

Chris Dixon, [christopher.dixon@grddiv.ucsb.edu](mailto:christopher.dixon@grddiv.ucsb.edu) x4231  
Christian Villasenor, [christian.villasenor@graddiv.ucsb.edu](mailto:christian.villasenor@graddiv.ucsb.edu), x2013

**Academic Personnel:**

Cindy Doherty, [cindy.doherty@ap.ucsb.edu](mailto:cindy.doherty@ap.ucsb.edu) , x8332

**Labor Relations:**

Farfalla Borah, [farfalla.borah@hr.ucsb.edu](mailto:farfalla.borah@hr.ucsb.edu), x4482

## RED BINDER UPDATES

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A number of Red Binder policies have recently been updated. In addition, the Red Binder has been reorganized to better characterize the various groups of academic employees and variety of policies. Significant changes include:

- The addition of campus polices for Faculty Administrators, Teacher-Special Programs, and Assistant & Associate Librarians
- Revised and simplified recruitment and search policies and procedures for all academic employees
- Clarification and modification of a variety of other policies to better incorporate System-wide policy and campus practice.

The complete Red Binder is available via the Academic Personnel web site at: <http://ap.ucsb.edu/policies.and.procedures/red.binder/index.cfm>

## REVIEWING AGENCY REPORTS

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Requesting copies of reviewing agency (CAP, Dean, and ad hoc committee) reports has gotten easier for ladder faculty and continuing lecturers. Along with a number of other updates to the on-line case processing system, the Procedural Safeguard Statement has been modified to include a request to receive reviewing agency reports at the close of the review. When signing the Safeguard Statement, the faculty member will be presented with the following options:

I request that copies of reviewing agency reports (Dean, CAP, ad hoc committee and any correspondence between them) be provided to me after the conclusion of my review

I do not wish to receive copies of reviewing agency reports (Dean, CAP, ad hoc committee and any correspondence between them at the conclusion of my review, but understand that I may request them at any time in the future.

If the faculty member selects the first option, reviewer reports will automatically be provided after the case has been finalized. Requests made at a later date (if the second option is selected) or for cases processed prior to the current year, must still be requested in writing. Requests may be sent to Associate Vice Chancellor Talbott or to one of the Analysts in the Academic Personnel office; either in writing or via e-mail.