

# Academic Personnel News

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

## New Associate Vice Chancellor Named

*Gene Lucas, Executive Vice Chancellor*

I am very pleased to join with Chancellor Henry Yang in announcing that Professor John Talbott has graciously agreed to serve as our next associate vice chancellor for academic personnel, effective July 1, 2010.

Professor Talbott brings valuable expertise to this role. He has served as chair of the History Department and has been both a member and chair of the Committee on Academic Personnel. We are confident that he will do an outstanding job of overseeing the broad range of academic personnel issues involved in supporting UCSB's distinguished faculty and our academic mission. We greatly appreciate the advice and input of our many colleagues who helped bring this search to its successful conclusion. We extend special thanks to our co-chairs, Alison Butler and Bob McMeeking, and all of the members of our search advisory committee.

Professor Talbott has been a member of the UCSB History Department since 1971. He received his PhD from Stanford University and has taught at Princeton University, Stanford, and the U.S. Naval War College. He has been a member of the Institute for Advanced Study and has held fellowships from the National Endowment for the Humanities, the MacArthur Foundation, the American Council of Learned Societies, the Mellon Foundation and from the UC President's initiative in the Humanities. In addition to his service on CAP and as History department chair, he has served on the Editorial Committee of the University of California Press as well as a number of campus and UC-wide Academic Senate committees. He has written books and articles on subjects ranging from the English Navy in the eighteenth century to the Algerian War. His current research is a history of combat stress titled *Mind Wounds: War and Psychic Injury from Bull Run to Falluja*.

Please join us in welcoming Professor Talbott as our next associate vice chancellor for academic personnel. We thank him for his willingness to serve our campus in this critical role.

## FURLOUGH PLAN UPDATE

As announced at the beginning of the pay reduction/furlough program, the program will end August 31, 2010. The return to regular pay will be reflected in the October 1 paycheck. Faculty who participated in the Furlough Exchange Program (FEP) will return to regular pay as of July 1, 2010.

Further furlough information may be found online at:

<http://ucsb.edu/campus-topics/budget>

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

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# Recognition of Retiring Faculty

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The following faculty retired during the past academic year. We congratulate them and wish them well in their future endeavors.

## End of Fall Quarter

|                 |   |
|-----------------|---|
| John Wiemann    | Communication                                   |
| Robyn Bell      | Creative Studies                                |
| David Clarke    | Materials and Mechanical Engineering            |
| Steven Fisher   | Molecular, Cellular & Developmental Biology     |
| Naftaly Glasman | Education                                       |
| George Homsy    | Mechanical Engineering                          |
| Evelyn Hu       | Electrical & Computer Engineering and Materials |
| James Mattinson | Earth Science                                   |
| William Murdoch | Ecology, Evolution & Marine Biology             |
| Arthur Schwartz | Linguistics                                     |

## End of Winter Quarter

Gayle Binion Political Science

## End of Spring Quarter

|                      |  |
|----------------------|--|
| Catherine Albanese   | Religious Studies  |
| Arthur Gossard       | Materials and Electrical & Computer Engineering                                    |
| Rachel Haymon        | Earth Science  |
| Bruce Luyendyk       | Earth Science  |
| Frederick Milstein   | Materials and Mechanical Engineering   |
| Dan Morse            | Molecular, Cellular & Developmental Biology and Biomolecular Science & Engineering |
| Michael O'Connell    | English  |
| Giorgio Perissinotto | Spanish  |
| William Powell       | Religious Studies  |
| Cedric Robinson      | Black Studies  |
| Francesc Roig        | Creative Studies and Physics   |
| Stephen Rothstein    | Ecology, Evolution & Marine Biology  |
| Dale Seborg          | Chemical Engineering   |
| Terence Smith        | Computer Science and Geography   |
| Sandra Thompson      | Linguistics  |
| Ronald Tobin         | French & Italian   |
| Walter Yuen          | Mechanical Engineering   |

# Q & A

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## WHAT IS A POST-DOC?

In 2003 the University of California instituted the payroll title of Postdoctoral Scholar. This title is intended for individuals who are being employed for a “full-time training program of advanced academic preparation and research training under the mentorship of a faculty member” (sometimes referred to as “big-P Post-doc”.) Employment in the title is limited to five years and is meant to be a period of training that takes place soon after the PhD has been awarded. Annual reviews must be done by the faculty mentor. Postdoctoral Scholars are represented by the UAW and are currently negotiating a Memorandum of Understanding with the University. Policies covering Postdoctoral Scholar titles can be found in the campus Red Binder, Section III-18 through III-20. The Graduate Division is the main contact point for question concerning Postdoctoral Scholar employment.

The term “post-doc” is also often used in a more generic sense, to mean someone who will be involved in research who received their PhD in the not too distant past. (This meaning is sometimes referred to as “little-p post-doc”). Individuals who have their PhD, but who will not be employed for “full-time training” should not be hired into the Postdoctoral Scholar title. The most common academic series for employment of these individuals are the Project Scientist or Specialist series. Appointments at the lower end of these two series are considered entry level research appointments, without the formal training element. Both series are intended for individuals who are involved in research activities in support positions. There are no time limits for employment in these series and advancement to higher levels within the series can occur over time. Policies covering these two titles can be found in the campus Red Binder, Section III-14 and III-16. The Office of Research is the main contact point for questions concerning appointment into the Project Scientist or Specialist title.

# The Office of the Ombuds

Have you ever wondered who or what the Ombuds is? Sometimes even longtime campus members do not know who we are or what we do. Someone recently referred to us as the campus' "best-kept secret." We would like to become much less of a secret.

We belong to an old tradition that started in Sweden in 1809 when the Swedish Parliament established the post of the Parliamentary Ombudsman. The purpose of this new post was to look into government inefficiency, red tape, and injustice on behalf of the citizens of the realm. Here at UCSB, we serve a slightly different function, but there are some striking similarities.

The Office of the Ombuds is open to serve any member of the community with a University related concern. We will listen to your concerns and help you develop possible options to address them. Sometimes we can assist in a situation by making inquiries, conducting facilitated conversations, or engaging in shuttle diplomacy.

One of the highlights of our office is our Faculty Ombuds: Professor Emeritus of Philosophy Bill Forgie. Though all of us can assist you with your concerns, UCSB created the Faculty Ombuds position to provide the campus access to an ombuds who understands the faculty perspective.

At UCSB, ombuds services are free and voluntary. We are impartial, confidential, independent and informal. Discussing a matter with us does not put the University on notice, so you are free to think through your options before taking action – if at all. We do not participate in any of the formal processes; instead, we work informally to help resolve issues before they reach the formal stage.

We do not represent the University's point of view nor do we serve as an advocate for any particular person. Rather, we serve as a neutral, independent voice and an advocate for fair processes and procedures.

Some of the concerns we commonly address are: grade disputes, tenure and job security issues, ethical dilemmas, bureaucratic run-arounds, interpersonal difficulty, and workplace conflict. Often faculty and department chairs utilize our services in a consultative fashion to talk through difficult situations in which they find themselves. We can also serve as a kind of conscience for the UCSB community to help surface important issues so they can be addressed by campus decision makers.

We invite you to take a look at our website [www.ombuds.ucsb.edu](http://www.ombuds.ucsb.edu), stop by our office at 1205-K Girvetz Hall, or call us at 893-3285.

In these difficult times, we would like for all members of our campus to be fully aware of all of their resources. We hope we are less of a hidden resource to you now.

# Family Accommodations for Childbearing and Childrearing

UCSB offers a number of types of accommodation for childbearing and childrearing. Figuring out the different options and how they can be combined can be difficult to interpret. Employees considering taking advantage of any of the options discussed below are encouraged to consult with their departmental business officer or the Academic Personnel office.

The following types of accommodations for childbearing and childrearing are available:

## **Childbearing Leave (Red Binder VI-4, APM 760-25)**

An academic employee who bears a child is eligible for childbearing leave for the period prior to, during, and after childbirth. Childbearing leave consists of the time the individual is temporarily disabled because of pregnancy, childbirth, or related medical conditions. The amount of paid leave vs. unpaid leave will vary depending on the title the employee holds (see APM 760-25 b for details). During a childbearing or medical leave, no duties will be required by the University.

## **Parental Leave without pay (Red Binder VI-4 E., APM 760-27)**

Academic employees are eligible for full-time or part-time parental leave without pay for up to one year to care for a child. The child may be appointee's child or that of a spouse or domestic partner.

## **Active Service-Modified Duties (Red Binder VI-5, APM 760-28)**

An academic employee who has 50% or more of the care of an infant or young child may request Active Service-Modified Duties (ASMD). The modified duties must be determined in consultation with the Department Chair and approved by the Dean. An individual other than the birth mother is eligible for up to one quarter of ASMD

for each birth or adoption. The birth mother is eligible for up to two quarters of ASMD or up to two quarters of combined Childbearing and ASMD for each birth. Employees in titles that accrue sick leave may request a reduced workload under ASMD. Sick leave must be used in proportion to the reduced workload. Once sick leave is exhausted the reduced workload will result in an equivalent reduction in pay.

## **Stopping the Clock for the care of a child (Red Binder VI-1, II, APM 760-30)**

An Assistant Professor or Lecturer PSOE may stop the tenure clock to care for a child up to the age of two or a child under age five newly placed for adoption or foster care. The child may be the individual's child or that of the individual's spouse or domestic partner. The clock may be stopped for up to one year for each event of birth or placement; provided that all time off the clock totals no more than two years. The faculty member is eligible to stop the clock even if the individual does not take a formal leave or have a modification of duties. Stopping the clock will not delay the timing of a merit or promotion review. However, the faculty member may request to defer a review based on time off the clock.

## **Personnel Reviews (Red Binder VI-1, APM 760-31)**

Academic employees will not be arbitrarily disadvantaged in their promotion, advancement or compensation because they have elected to take a childbearing or parental leave, to stop the clock, or to defer a review. Personnel reviews that are deferred due to a family accommodation as define in APM-760 will be treated procedurally in the same manner as personnel reviews conducted at the usual intervals. The file will be evaluated without prejudice as if the work were done in the normal period of service and will be so stated in the departmental letter.

# Tips on Preparation of Merit and Promotion Files

ADAPTED FROM THE DEPARTMENT CHAIRS' ACADEMIC PERSONNEL HANDBOOK

AVAILABLE ON THE ACADEMIC PERSONNEL WEB SITE AT [HTTP://AP.UCSB.EDU/](http://ap.ucsb.edu/)

## General:

- Notify faculty well in advance of their eligibility and of departmental deadlines for submission of materials.

## In the Departmental Letter:

- Indicate the actual vote, not “unanimous” or “the majority”
- Describe any negative faculty votes or opinions.
- Discuss and include justification for the proposed salary.
- When requesting an acceleration or advancement to a special step, provide justification.
- Avoid excessive quoting of outside evaluators' comments. Reviewing agencies will have access to the letters.
- Discuss teaching effectiveness (rather than merely listing courses taught). Acknowledge and discuss any problems related to teaching.
- Discuss any notable changes in the research/professional trajectory; either positive or negative.
- Assess the degree and quality of the candidate's role in any collaborative work. Explain the significance, if any, of the order of authorship on collaborative works.

- Recognize that not all campus reviewers have expertise in the candidate's field. Include at least some exposition that is understandable to those unfamiliar with the field.

- Discuss the significance of awards and honors.

## External Letters:

- In soliciting letters, the sample wording in the Red Binder must be used. Any modifications must be approved by Academic Personnel prior to use.
- A minimum of six letters is required.
- Letters from faculty at other UC campuses are necessary for all promotions and career reviews. If none are included, the departmental letter must explain why not.
- At least half of the letters included with the case should come from individuals chosen by the department.
- Chairs may contact individuals from whom letters are being solicited in order to encourage response, but great care must be taken to not bias or influence the judgment of the referee.

*Our next quarterly newsletter is scheduled for Fall 2010  
Please e-mail a question to, [cindy.ponce@ap.ucsb.edu](mailto:cindy.ponce@ap.ucsb.edu), that you  
would like to see featured in the next edition.*

Questions? Contact us.  
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