

Academic Personnel News

UNIVERSITY OF CALIFORNIA, SANTA BARBARA • OFFICE OF ACADEMIC PERSONNEL • FALL 2011

Words from CAP

Carl Gutiérrez-Jones, CAP Chair

The Committee on Academic Personnel includes thirteen senior faculty, most of whom have served as department chairs. These members are selected to be as representative as possible of UCSB's faculty. CAP's charge is to evaluate and make recommendations regarding academic personnel actions, with particular attention to maintaining equity. In the Winter 2011 edition of the AP Newsletter, then CAP Chair Pat Cohen offered a succinct description of how CAP processes cases. Three aspects of CAP's work with the cases deserve special attention. First, with the exception of CAP members who recuse themselves due to conflicts of interest, all of CAP discusses each non-routine case, appointment and retention presented in a given year (between 300 - 400 actions per year). Departmental letters are, therefore, read by a diverse audience in terms of expertise. Second, CAP is not allowed to seek evidence beyond what is included in the case file prepared and submitted by the department. Finally, most CAP members read the bio-bibs and familiarize themselves with the publications, documents pertaining to creative projects, student evaluations, ESCI reports, etc., before engaging the letters prepared by the departments and the deans.

Given the crucial role that departmental letters play as personnel actions are weighed, CAP offers the following points to consider as the letters are being prepared. While the suggestions offered here pertain most obviously to the department chairs and personnel committees directly involved in composing the case letters, CAP notes that each faculty member being evaluated is given an opportunity to review the departmental letter. This moment in the process provides the candidate a chance to assess the letter in light of the following comments.

Four things to consider when building departmental letters:

1) Is the letter sufficiently analytical?

Departments function as reviewing agencies in our personnel system, and it is incumbent upon them to provide a careful analysis of the case. Even so, these letters sometimes fall into such strong advocacy that analysis suffers. Ultimately, the most persuasive letters are the ones that demonstrate an analytical engagement with the case. If there are shortcomings in the file, it is an advantage for the department to tackle them head on, and to offer relevant context that might help CAP and the other reviewing agencies understand special or mitigating factors, if any apply. For example, ESCI scores in a course might worsen over time due to departmental changes in the curriculum, or equipment issues might require more time for a lab to come on-line, thereby impacting research production, or graduate mentoring might decrease due to changes in a department's graduate program that are beyond a candidate's control. Also, many candidates generate very thoughtful, critically-nuanced analyses of their accomplishments, and it is great to have these inform the departmental letter when appropriate, but it is ultimately the department's responsibility to provide an independent analysis of the case.

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Congratulations Newly Tenured Faculty

Congratulations to the faculty members who were awarded tenure effective July 1, 2011.

Paul Atzberger, Mathematics

Bodo Bookhagen, Geography

Anthony De Tomaso, Molecular, Cellular and
Developmental Biology

Roland Geyer, Bren School of Environmental Science
and Management

Jennifer Holt, Film and Media Studies

Tod Kippen, Psychological and Brain Sciences

Anne Maurseth, French and Italian

Karen Myers, Communication

Victor Rios, Sociology

Omar Saleh, Materials and Biomolecular
Science and Engineering

Roberto Strongman, Black Studies

Miriam Wattles, History of Art and Architecture

Gregory Wilson, Anthropology

Liming Zhang, Chemistry and Biochemistry

UC Recruitment System

A system-wide initiative for an on-line faculty recruitment system is currently underway. The project, called UC Recruit, began as a collaboration between UCI and UCSD. In the spring of 2011, the Office of the President and all ten campuses committed to implementing UC Recruit on a system-wide basis. UC Recruit not only provides efficiencies by eliminating paper applications, it also provides the following improvements in the faculty recruitment process:

- Provides faculty applicants the ease of applying online
- Permits online submission of confidential letters of recommendation in a secure environment
- Facilitates faculty search committee members' online review of application materials
- Generates point-in-time reports on the diversity of the applicant pool as compared to national availability pools from similar disciplines
- Ensures consistency in the application process
- Savings in departmental staff time and resources.

The system is currently designed for ladder faculty recruitments only. However, enhancements are planned within the next year that will allow use of the system for other academic recruitments (Lecturers, Researchers, etc).

Implementation of UC Recruit will take place over the 2011-12 and 2012-13 years. Unfortunately, UCSB will be in the second year of implementation and as such will need to continue with current practices and procedures for the time being. Departments already using on-line systems may continue to do so, but will be required to switch to UC Recruit once it is implemented. We will continue to update the campus on the status of the project.

Alferness Appointed New Dean of the College of Engineering

Dr. Rod C. Alferness has been appointed as the new Dean of UCSB's College of Engineering and will hold the Richard A. Auhll Professorship and the Dean's Chair of Engineering. Prior to accepting the position of Dean, Dr. Alferness served as the Senior Vice President of Research at Bell Labs overseeing Bell Labs' global research laboratories. He later went on to be appointed as the Chief Scientist of Bell Labs, managing long-term strategy, government and university partnerships, and technical excellence programs.

Dr. Alferness received his Ph.D. in Physics from the University of Michigan where his early research focused on the invention and demonstration of a family of waveguide electro-optic devices and circuits including switch/modulators, optical switch arrays, and tunable wavelength switch/filters and their applications in high-capacity light wave transmission and switching systems. This early research led to the development of high-speed, titanium-diffused lithium niobate waveguide optical modulators, which provide the signal-encoding engine in fiber optic transmission systems that underpin the global Internet.

Dr. Alferness is a Fellow of IEEE and of the Optical Society of America (OSA) as well as an active member of the National Academy of Engineering. He is also the recipient of the 2005 IEEE Photonics Award and the 2010 OSA Leadership Award.

Chancellor Henry T. Yang remarks that he "is confident that the College will continue to thrive and achieve new heights of excellence under Dr. Alferness' leadership."

Professors Edward Kramer, Materials and Chemical Engineering, and Linda Petzold, Mechanical Engineering and Computer Science, co-chaired the search advisory committee. Professor Larry Coldren has served as Acting Dean during the interim period before Dr. Alferness' appointment.

Upcoming Academic Personnel Certificate Training

Introduction to AP

Wednesday, October 19 1:30 - 4:30 PM

Ladder Appointments/Advancements

Tuesday, November 8 9:00 - 11:30 AM

Wednesday, November 9 9:00 - 11:30 AM

Research Titles

Wednesday, January 18 1:30 - 4:00 PM

Student Titles

Wednesday, February 22 1:30 - 4:00 PM

Teaching Titles

Wednesday, March 14 1:30 - 4:00 PM

Additional Compensation

Wednesday, April 18 9:00 - 11:30 AM

All classes will be held in Phelps 2536.
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

Career Development Awards and Fellowships

Twenty-one individuals have been chosen to receive Career Development Awards and Fellowships. 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

Amit Ahjua, Political Science, *Mobilizing Marginalized Citizens: How Ethnic Movements Curtail Ethnic Party Success*

Maryam Kia-Keating, Counseling, Clinical and School Psychology, *A unified Approach for Treating Affect Dysregulation in Children and Families Exposed to Violence*

Esther Lezra, Global and Internal Studies, *Writers and Fighters and Makers of Freedom*

Javier Read de Alaniz, Chemistry and Biochemistry, *Exploring the Cascade Rearrangement of Furylcarbinols*

Syee Weldeab, Earth Science, *The West African Monsoon in the face of climate change: lessons from the past*

Xiaowei Zheng, History, *The Making of Modern Chinese Politics*

Regents' Junior Faculty Fellowship

Peter Alagona, History, *A Sanctuary for Science: The UC's NRS and the Role of Biological Field Stations in American Environmental History, 1950-2010*

Katherine Byl, Electrical and Computer Engineering, *Modeling and Control for Assistive and Neurorehabilitation in Robotics*

Moses Chikowero, History, *African Music, Identities, and Power: Zimbabwe 1930's-1970's*

Michael Emmerich, East Asian Languages and Cultural Studies, *Replacing the Text: Translation, Canonization, and The Tales of Genji as World Literature*

Skirmantas Janusonis, Psychological and Brain Sciences, *Interaction Between Serotonergic and Adrenergic Receptors in the Developing Brain*

Rouslan Krechetnikov, Mechanical Engineering, *Transition to turbulence: Flow geometry and finite-amplitude instability effects*

Jarad Niemi, Statistics and Applied Probability, *Particle learning of measles in Zimbabwe on graphical processing units*

David Novak, Music, *Japanoise Online: Web resource development project to accompany book publication*

Luke Theogarajan, Electrical and Computer Engineering, *Functionalized Graphene Nanopores for Biomolecule Detection*

Regents' Humanities Faculty Fellowship

Heather Blurton, English, *Reading Ritual Crucifixion: Antisemitism and Narratives of Ritual Murder in 12th Century England*

Lisa Jacobson, History, *Fashioning New Cultures of Drink: Alcohol's Quest for Legitimacy after Prohibition*

Laury Oaks, Feminist Studies, *Safe Haven Laws and the Representation of Responsible Motherhood in the U.S.*

Bhaskar Sarkar, Film and Media Studies, *Plastic Globalities: Bollywood's Spectral Doubles*

Amber VanDerwarker, Anthropology, *Farming and Gender at the Crossroads: The Consequences of Cherokee and European Culture Contact*

Casey Walsh, Anthropology, *Water and Bathing in Mexico, 1880-1980*

Congratulations Hellman Family Faculty Fellows

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 eleven individuals, along with the title of their proposals, who were chosen to receive the Fellowships for the 2011-2012 academic year.

Moses Chikowero, History: *African Music, identities and Power: Zimbabwe 1930s-1985*

John Cottle, Geology: *Beyond plate tectonics: assessing the strength of the crust within large mountain belts*

Michael Emmerich, East Asian Languages and Cultural Studies: *Replacing the Text: Translation, Canonization, and The Tale of Genji as World Literature*

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

Michael Liebling, Electrical and Computer Engineering: *Multi-view 3D flow estimation in the beating embryonic heart*

Melissa Morgan, Counseling, Clinical, and School Psychology: *The Santa Barbara Wellness Initiative: Response to Teen Suicide in the Latino/a Community*

Javier Read de Alaniz, Chemistry and Biochemistry: *A general approach to the construction of carbon-nitrogen bonds using environmentally benign reaction conditions*

Teresa Shewry, English: *Possible Ecologies: Oceanic Literature and Aesthetics of Hope*

Anne Torsiglieri, Theater and Dance: *Lost and Found: An Autism Project*

Syee Weldeab, Earth Science: *Understanding the Impact of Global Climate Change: Insights from the Past*

Xiaowei Zheng, East Asian Languages and Cultural Studies: *The Making of Modern Chinese Politics: Political Culture, Protest repertoires, and Nationalism in the Sichuan Railway Protection Movement*

Welcome New 2011 Faculty

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

Rod Alferness, Electrical and Computer Engineering, Professor
Lalaie Ameeriar, Asian American Studies, Assistant Professor

Felice Blake, English, Assistant Professor

Verónica Castillo-Muñoz, History, Assistant Professor

Alicia Cast, Sociology, Associate Professor

Nadege Clitandre, Global and International Studies,
Assistant Professor

Matthew Helgeson, Chemical Engineering, Assistant Professor

Ruth Hellier Tinoco, Music, Assistant Professor

Krzysztof Janowicz, Geography, Assistant Professor

Linda Juang, Psychological and Brain Sciences, Lecturer

Theodore Kim, Media Arts and Technology,
Assistant Professor

Kate McDonald, History, Acting Assistant Professor

Michelle O'Malley, Chemical Engineering, Assistant Professor

Matthew Potoski, Bren School of Environmental Science and
Management, Professor

Teresa Robertson, Philosophy, Associate Professor

David Weld, Physics, Assistant Professor

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, 2011 and should include activities for the period of July 1, 2010 through June 30, 2011. Because the annual reports must be included in faculty advancement cases, faculty putting forward cases during the 2011-2012 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 dash-board 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.

Academic Personnel Chair and MSO Meetings

Social Sciences/Education

Wednesday, October 5
3:00 PM - 5:00 PM
State Street Room

Humanities and Fine Arts/CCS

Friday, October 7
3:00 - 5:00 PM
Harbor Room

Mathematical, Life, and Physical Sciences/Engineering

Monday, October 10
2:00 - 4:00 PM
Harbor Room

What is a Formal Appraisal?

Academic Personnel Q & A

A formal appraisal of an Assistant Professor or a Lecturer with Potential Security of Employment (LPSOE) is normally conducted during the fourth year of service in this title. Formal appraisals provide an excellent opportunity for Assistant Professors or LPSOEs to receive feedback about their performance and to prepare them for tenure or Security of Employment review. According to APM 220-83, formal appraisals are conducted “in order to arrive at preliminary assessments of the prospects of candidates for eventual promotion to tenure rank as well as to identify appointees whose records of performance and achievement are below the level of excellence desired for continued membership in the faculty.” The appraisal allows the candidate to be evaluated and, in turn, receive useful feedback about their performance, before undergoing review in the upcoming years.

Feedback from the review is a valuable tool that Assistant Professors and LPSOEs can utilize to prepare for future promotion to tenure or Security of Employment rank. In conducting the review, the department can make one of three recommendations: 1. Continued Candidacy: indicating an assessment that the candidate is likely to eventually qualify for promotion to tenure; 2. Continued Candidacy with Reservations: indicating an assessment that there is an identified weakness in the record that appears to require correction in order for the individual to eventually qualify for promotion to tenure rank; or 3. Terminal appointment. The candidate should be informed by the Chair the criteria for advancement and the nature of the review process. A formal appraisal is often conducted along with a merit case. Red Binder I-38 and APM 220-83 provide further insight into the appraisal process.

*Our next quarterly newsletter is scheduled for Winter 2012.
Please email a question or topic to emily.parsons@ap.ucsb.edu
that you would like to see featured in the next edition.*

Words from CAP Continued...

2) Does the letter provide sufficient context?

Because CAP is not allowed to go on-line or elsewhere to research questions pertaining to cases, the committee relies on the departmental letter to provide such context. If the candidate has won an award, how selective was the competition? How prestigious or significant is the association that made the award? Have previous winners been especially noteworthy? How often is the award given? There is no need to elaborate all of this sort of context if an aspect of a case plays only a small part in the argument offered by the department, but if the aspect of the case (e.g., an award) is the primary or sole justification for an acceleration, it is often advantageous to include some of this information, unless the award context is universally known. The context issues carry over to research and creative production as well. For example, departments may need to elaborate on the nature of collaborations in order to clarify what aspects of a project should be credited to a candidate. In fields that rely on something other than academic publishers to provide peer review, departments may need to focus attention on the nature and status of exhibition venues, or on various indicators of influence in the field that may be partly or wholly unique to the specific discipline.

3) Does the letter specifically engage policy language when necessary?

The Red Binder may seem imposing, but it can be a department chair's best friend. Put in a less positive light, CAP sometimes sees letters that simply fail to engage policy language in the ways made necessary by the recommendation being made. If a department is pursuing an acceleration, it should clarify how the recommendation fits the Red Binder language on accelerations. Along these lines, it is helpful if departments parse out the major aspects of acceleration cases by defining which merit normal advancement, and which merit acceleration. If a personnel action involves an acceleration in time (a case that is coming up for review early), it is very important that the department clarify specifically what accomplishment(s) or recognition(s) triggered the early consideration. With regard to career review cases, it is not

compelling to seek external letters and then use these to justify coming up early. Departments should be able to point to something on the bio-bib that prompts the seeking of external letters. The special steps (i.e., Assistant V, Associate IV) carry their own set of policy considerations. Again, the main advice from CAP is to consult the policy stipulations and to be clear about how the department is using them as it constructs its recommendation. One additional note: over the last several years, policy changes have been made to bring appropriate recognition to service accomplishments, including APM 210-1-d-4. Be sure to consider these policy changes, if the case calls for such.

4) Does the letter address concerns that might arise regarding the selection of the extramural letters (if these are part of the case)?

Certain goals are clear when the university seeks the extramural evaluation of candidates: we desire independent, arm's length reviews by top people in the field, preferably by people at comparable or better institutions. In practice, the collecting of external letters can sometimes seem more like an art than a science, especially if departments find themselves trying to balance what seem like competing goals. For example, sometimes the best evaluator in terms of expertise may be less senior than ideal, or may reside at a non-comparable institution. CAP's advice is to offer a rationale for the department's choices if they are non-standard or might raise a concern for reviewing agencies. At the same time, departments should be wary about maintaining the confidentiality of the external letter writers (i.e., do not offer so much information that the departmental letter implicitly reveals their identities). When CAP has issues with the solicitation of letters, the problem frequently involves the use of writers who are too close to the candidate (e.g., former advisors, or collaborators).

CAP deeply appreciates the significant time and thought that departments contribute to building their personnel cases, and one of the greatest pleasures of serving on CAP involves the opportunity to learn more about our outstanding colleagues through the analyses presented by the departments.