Academic Personnel News

Words from the AVC

John E. Talbott, Associate Vice Chancellor

ARTICLE DISCIPLINES AND BOOK DISCIPLINES

Belonging to a discipline is like belonging to a tribe. You conform to expectations that vary between tribes and disciplines. As everyone who belongs to them is well aware, the Sciences and Engineering are article disciplines; some Social Sciences are article and book disciplines and others are mainly article disciplines; the Humanities are book disciplines. Our academic personnel system accommodates these disparate standards for advancement and promotion more readily than you might expect. It is built to accommodate them, cumbersome as it may be.

A more problematic question, however, is how to accommodate the historical expectations of some disciplines, especially in the Humanities, to current challenges. To put the question another way, can book disciplines continue to require one book for promotion to tenure, a second book for promotion to professor, and a third for advancement to Professor VI? The economics of publishing have made it harder and harder to get manuscripts put between hard covers, and e-books have yet to supplant books Gutenberg would still recognize. Within the university, the demand that associate professors produce a second book arises simultaneously with increased demands for teaching, service, and professional activity. It takes a long time to write a book—sometimes longer than the rank of associate professor is supposed to last, leaving aspirants to professorships to fetch up against a barrier step without a second book in hand.

Alongside the facts of the matter, urban legends thrive. Nothing in the Red Binder demands that humanists write books, yet many of us believe it does. In fact, the standards for promotion in the humanities were laid down a long time ago—too long, perhaps—by the national professional associations of the humanistic disciplines.

Why not, the bemused scientist may wonder, simply substitute articles, in some prescribed number, for books? That's easier said than done. We in the University of California live within national and international webs of scholarship that make acting alone impossible.

Then "what is to be done?" as Lenin once famously asked. I'm no Leninist, but I think answers must be found.

CAMPUS AUDIT: REPORT ON OUTSIDE PROFESSIONAL ACTIVITIES

The Academic Personnel Manual (APM 025, Conflict of Commitment and Outside Activities of Faculty Members), requires every faculty member to file with the Department Chair an annual report of category I and II outside activities. Reports are to be submitted by October 31 for the prior academic year. A recent campus audit showed that approximately 66% of faculty had submitted reports for the 2009-10 academic year. The audit report also recommended that better follow-up be done with faculty who had failed to complete the forms by the deadline. In response to the audit findings, reminder memos were sent to Department Chairs in mid-February. The campus compliance rate is now at approximately 79%. Faculty who have not yet completed their 2009-10 reports are encouraged to do so, and Chairs are reminded that forms must be "approved" in order to be finalized.

CONTENTS

Rethinking How You Use the Library

Brian Matthews, Assistant University Librarian

The Library has always been dedicated to providing access to scholarly materials and offering personalized research assistance, but we realize that not everyone is aware of the breadth of collections and services that we have to offer.

The UCSB Library is evaluating its relationship with faculty. As a leading research library, we recognize that our role is central to the intellectual life of the University, and we maintain our tradition of collecting, organizing, preserving, and providing access to information to support innovation in research and education. We offer online access to thousands of journals and our collection has just topped three million print volumes. However, we would like to highlight some of the services that we provide especially for our faculty members:

•**Instruction:** We are happy to collaborate with you and your teaching assistants to offer instruction services related to library research, including course-related classes, orientations, and tours.
•**Course Reserves:** Articles, books, and other course materials can be held (reserved) at the Circulation Desk for a particular course. Our staff are available to help you with scanning, copyright questions, retrieval, and other services.
•**One-on-one research:** Library subject specialists are always available. Every academic department at UCSB has its own library liaison, and you are always welcome to contact your librarian directly for any research need. We can work with your graduate students to introduce them to research databases and other library resources, and we are here to help undergraduates with class assignments and research papers.
•**Exhibit Spaces:** The Library is an ideal place to showcase your class projects and research.
•**Scholarly Communication:** The University of California libraries are dedicated to addressing the current crisis in scholarly communication, and to educating faculty and graduate students about issues such as author rights, open-access journals, data management, and institutional repositories. The eScholarship program provides publishing services and research tools that allow departments, research units, programs, and individual scholars associated with the University of California to have direct control over the creation and dissemination of their scholarship.
•**UCSB Reads:** Our award-winning annual program is an excellent way for you and your classes to get involved in a campus-wide common reading experience.

As we continue in our effort to understand and meet faculty needs and to develop services for 21st-century scholars, we encourage you to let us know how the Library can expand to offer the services and tools essential to your research and teaching. Please feel free to contact me to discuss how the library can serve you and your students.

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2011-2012 Award Call

Hellman Family Faculty Fellows Program

The purpose of the Hellman Fellows program is to provide financial support for the research of promising assistant professors who show capacity for great distinction in their research. The program was enabled by a generous gift from the Hellman Family Faculty Fund, established by the Hellman Family Foundation.

In general, junior faculty are well-funded when first hired. Within two to three years, however, start-up funding runs out. The Hellman Fellowship is designed to assist promising young faculty who find themselves at this point in their careers. Awards will be restricted to Assistant Professors who have served two or more years in that rank but have not yet begun the tenure review process. A total of $250,000 will be available for the 2011-12 program. The awards will vary in amount. The maximum award is $50,000. Proposals must be submitted by individual faculty members. A letter of support from the chair of the faculty member's department is not required.

The quality of the research proposed is the most important criterion for selection. Awards are made without regard to the apparent timeliness or popularity of the field of study; preference will be given to research not supported substantially by other sources. Previous recipients of Hellman funds may apply, but first-time applicants will be given priority.

With the exception of faculty salaries, including summer salary, awards may be used for any research-related expenses, such as research assistants, equipment, or travel. All funds need not be spent in one year, but recipients must exhaust their funding before they come under tenure review. Faculty undergoing tenure review during the award year are not eligible to apply. All expenditures must relate to the project proposed in the Hellman application.

In determining the allocation of awards, the Executive Vice Chancellor will seek the counsel of an advisory panel comprised of tenured faculty appointed by the Academic Senate Council on Research and Instructional Resources. Applications should be brief, no more than three pages, and written with the understanding that they will be reviewed by a panel of faculty that may not include specialists in the field of study.

An application form is attached to this announcement and is also available on the Academic Personnel web site at http://ap.ucsb.edu/resources/funding/. Please contact Cindy Doherty in the Office of Academic Personnel at Extension 8332 or at cindy.doherty@ap.ucsb.edu with questions.

Deadline for all application materials is April 29, 2011. Awarded funds will be available as early as July 1, 2011.

Academic Personnel Q&A

WHAT IS A FORMAL APPRAISAL?

A formal appraisal (outlined in Red Binder I-38) is generally conducted in the fourth year of service as an Assistant Professor or Lecturer with Potential Security of Employment. Formal appraisals assess the faculty member's prospect for eventual promotion to tenure or security of employment. In conducting a formal appraisal, departments can make three recommendations: continued candidacy, continued candidacy with reservations, or a terminal appointment. Appraisals are most often conducted alongside a merit case. Prior to the formal appraisal, the department should inform the candidate about the review process as well as discuss the research expectations of their discipline well in advance of the formal appraisal.

"Continued Candidacy" is a tentative indication that the candidate will eventually quality for promotion to tenure based on the performance to date and the trajectory of the record. Actual promotion to tenure rank will require further accomplishment as well as a more extensive review process requiring extramural letters. "Continued Candidacy with Reservations" indicates that there are aspects of the record that lead the department and/or reviewing agencies to have concerns about the likelihood of tenure in the future if those aspects are not corrected or improved. A "with reservation" decision can provide valuable feedback to the candidate in terms of preparing for the eventual tenure or security of employment review.

In all formal appraisals, the candidate will receive copies of reviewing agency reports so that they can be aware of any areas of concern and suggestions for improvement of the record. The recommendation of a terminal appointment, while an option by policy, occurs very rarely. Junior faculty should be encouraged by Chairs and more senior faculty to view the appraisal process as an opportunity to gather valuable insight in preparation for their tenure or security of employment review.

Our next quarterly newsletter is scheduled for Summer 2011
Please e-mail a question to, emily.parsons@ap.ucsb.edu, that you
would like to see featured in the next edition.

Back-up Care Pilot Program Extended

The pilot benefit program offering back-up child and dependent adult care has been extended for an additional year, beginning March 1, 2011. This benefit, offered through Bright Horizons Back-Up Care Advantage Program is available to Assistant and Associate Professors. The additional year of the pilot will provide additional time for the campus to evaluate the interest in the program.

The Back-up Care Advantage Program can assist faculty when they experience a breakdown in normal care arrangements for children or adult family members. This program is very affordable because UCSB covers the majority of costs for the back-up care program. Users are billed for the co-pay after the care is received.

* $2 co-pay/hour per child for center based care
* $4 co-pay/hour for home care (rate applies for up to 3 dependents)
*   80 hours of care per employee per year, beginning March 1, 2011 through February 28, 2012

This program serves healthy or mildly ill children and adults. Adult family members do not need to live with the employee or even in the same city in order to qualify for care. The program can be used when a regular caregiver (including a spouse or domestic partner) is unavailable, school or day care is closed, or when an adult family member is recovering from medical treatment. Services may also be used while attending conferences (or at the conference site itself when in the USA), for unexpected faculty meetings, while working on a grant, and nighttime or weekend lab work.

Additional information, including pamphlets that describe the various benefits associated with the program are available on the UCSB Work Life web site at http://hr.ucsb.edu/worklife/backup_care.php. It is also important that users familiarize themselves with the tax implications of the UCSB paid portion of the benefit. Information is available at http://hr.ucsb.edu/worklife/pdf/Tax_Implications_for_Backup_Care_Options.pdf.
To learn more or to pre-register for services, call Bright Horizons at 1 (877) 242-2737, or visit http://backup.brighthorizons.com. To log on to the site, use the username: UCSB and the password: care4you.