

Academic Personnel News

UNIVERSITY OF CALIFORNIA, SANTA BARBARA • OFFICE OF ACADEMIC PERSONNEL • SUMMER 2012

Words From A Dean

David Marshall, Michael Douglas Dean of Humanities and Fine Arts

It is a common joke that UC faculty, like the children in Lake Woebegone, are all above average, but evidence that this is true can be found in the frequency of departmental recommendations for accelerations. Although our Academic Personnel system has an elaborate array of finely-calibrated ranks and steps and frequent merit reviews, there are very few “routine” cases. Aside from career reviews and special steps, most cases are non-routine because departments recommend accelerations in time, step, or salary.

We are fortunate to have extraordinary faculty with extraordinary accomplishments, and indeed many faculty receive well-deserved accelerations every year. However, departmental Academic Personnel recommendations often fail to provide a persuasive justification for advancement. Indeed, it is surprising how many departments provide no justification for the recommended acceleration; some even fail to acknowledge that an acceleration is being recommended. Sometimes reviewing agencies endorse an acceleration based on their own review of the record; often they do not. In either case, the department’s credibility is undermined.

Red Binder I-36 spells out the criteria for an accelerated advancement. To help departments help faculty get the advancements that they deserve, I would like to outline some of the arguments that reviewing agencies find less than compelling:

- General excellence: departments often state that an acceleration is deserved because the “overall record” is outstanding. This is vague. How does the record in each review area exceed (in quality and/or quantity) the expectations for the record in a routine review?
- The candidate’s loyalty and contributions to the department over the years: see discussion of “general excellence.”
- The candidate might receive an outside offer, or was considered for another position: hypothetical retention cases, wheth-

er preemptive, prospective, or close calls, are not in themselves justifications for accelerations (although they can indicate professional stature or reputation).

- A previous, unsuccessful merit advancement: regular merit cases cannot be used to retroactively reconsider previous cases, or to right past wrongs, or to recognize work that, in the department’s or candidate’s opinion, did not receive adequate credit in a previous review.
- A candidate chose to defer a merit review or has been stuck at a barrier step and thus has decelerated: the wish to make up for lost time cannot be taken into account.
- Promising work-in-progress or an upcoming performance or exhibit: only the record for the review period can be considered.
- A candidate lost an off-scale salary supplement in a salary scale adjustment or previous Academic Personnel action: only the current record is relevant.

(Continued on p.2)

CONTENTS:

- 1....Words From A Dean
- 2....Ocean Walk Housing Update
- 3....UCPATH update
- 4....Recognition of Retiring Faculty
- 5....UC Recruit/MOP Loans

Ocean Walk at North Campus Update

Rosemary La, Executive Director, Community Housing Authority

The Community Housing Authority is pleased to announce that the first phase of homes at Ocean Walk, our newest planned faculty housing community at UCSB, is SOLD OUT. These homes are the very first LEED for Homes project built by the University of California. The second phase of new homes will be available in Summer of 2013. The reservations period will begin in the Spring of 2013 for faculty currently on the wait-list. The collection includes 37 new homes – seven luxurious two and three story floor plans with a blend of well-appointed town-homes and single family residences.

The Homes

The single family homes in Phase 2 will have 3 to 4 bedrooms, an office with a 2 car attached garage and approximately 2,131 to 2,437 square feet. The townhomes will offer approximately 1,386 to 2,393 square feet, and will have 2-5 bedrooms, an office, and either a 1 car attached garage + 1 car assigned parking space or a 2 car attached garage.

Standard features include granite countertops in kitchen and custom maple wood cabinetry in kitchen; ceramic tile at entry, kitchen, baths and laundry; gas burning fireplaces; carpeting in living areas; dual glazed windows; crown moldings in great room; Corian countertops in bathrooms; stainless steel EnergyStar appliances including refrigerator, washer and dryer; tankless water heaters; and horizontal & vertical decorative blinds.

Common Areas

The Common Areas will include a Clubhouse, swimming pool, barbecues, tot lots, and walking trails. The Ocean Walk community offers a significant amount of open space as approximately 10 acres of the 26 acre site will be maintained as wetlands, grasslands, and buffers.

For more information, please visit us at www.oceanwalk.ucsb.edu

For inquiries or to be placed on our mailing list, please email info@oceanwalk.ucsb.edu

(Words From A Dean, Cont'd from p.1)

- The cost of living in Santa Barbara and other economic conditions: the Academic Personnel system does not consider financial need.
- The candidate requested an acceleration: the recommendation represents the department's assessment and vote, not the candidate's.
- The candidate received accelerations in the past based on a comparable record: perhaps, but the expectations for "routine excellence" increase the higher one rises on the Academic Personnel ladder. What might get a candidate an acceleration at Assistant Professor III could be seen as the minimum expected at Professor III and below the minimum expected at Professor IX.

In short, unless there is a career review—in which case the entire record is relevant—recommendations for accelerations must be based on the specific record for the current review period, and justified in comparison to the excellence that is expected in a routine advancement. Not everything in an Academic Personnel case can be quantified or compared in formulas and mathematical equations. There is always an element of subjective assessment. What is important is to present a specific, clear, and well-reasoned argument that explains how the department arrived at its recommendation and why the advancement is justified by the record for the review period.

Frequently Asked Questions: UCPATH

What is UCPATH?

UCPATH stands for University of California Payroll, Academic Personnel, Time Keeping and Human Resources. It is a unified payroll and HR system that will be used by all UC campuses to replace the current PPS system. Many processes will be standardized across the system and some transactional activity will be handled centrally through a service center located in Riverside.

When will UCSB transition to the new system?

A “Wave 3” campus, UCSB is scheduled to launch the UCPATH system in October 2014. Although “go-live” won’t occur for over two years, the campus is already preparing for the transition. Campus representatives are involved in systemwide planning. A review of campus business processes will also begin soon. A Project Management Office is being established on campus, with plans to have a Project Manager for the UCPATH implementation on board by the end of August.

Are the concerns of academic employees being taken into consideration in the process?

Associate Vice Chancellor Jack Talbott is serving on the campus UCPATH Project Team. Cindy Doherty, Director of Academic Personnel, co-chairs the UCSB Business Process Review team and also serves on the UCPATH Project Team. Business Officers from a number of academic units are involved in the various campus work groups. The Academic Senate will also be kept informed and be consulted as appropriate. As the project moves forward, there will be more opportunities for input and participation by all campus stakeholders.

Will I participate in online time reporting?

All employees who currently report time on paper time cards will move to the online Kronos timekeeping system prior to the UCPATH go-live date. Employees who do not accrue vacation or sick leave will not have to do any type of reporting. The move to Kronos will not only save resources, but will also assist in the transition to UCPATH.

Will I stay on my current once-a-month pay cycle or will I move to bi-weekly pay?

As part of the move, systemwide standardization for non-exempt employees (those eligible for overtime pay) will move to a bi-weekly pay schedule. As exempt employees (ineligible for overtime), academic employees will remain on the monthly pay schedule.

Where can I get more information?

General information is available online at:

UCSB UCPATH Project Website: <https://it.ucsb.edu/projects/ucpath>

UCOP Working Smarter Website: <http://workingsmarter.universityofcalifornia.edu/projects/ucpath/overview/>

For queries related specifically to academic employees, please contact:

Cindy Doherty (Cindy.Doherty@ap.ucsb.edu)

Jack Talbott (John.Talbott@ap.ucsb.edu)

Recognition of Retiring Faculty

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

END OF WINTER QUARTER

Laurence Rickels Germanic, Slavic and Semitic Studies

END OF SPRING QUARTER

C. Edson Armi History of Art and Architecture
Apostolos Athanasakis Classics
Steve Butner Electrical and Computer Engineering
Ann Bermingham History of Art and Architecture
Edward Branigan Film and Media Studies
David Cannell Physics
Scott Cooper Ecology, Evolution and Marine Biology
Willis Copeland Education
Ronald Egan East Asian Languages and Cultural Studies
Sarah Fenstermaker Sociology
Larry J. Gerstein Mathematics
Michael Goodchild Geography
Frances Hahn Classics
David Hamilton Psychological and Brain Sciences
Stephen Humphreys History
Shirley Lim English
Juan-Vicente Palerm Anthropology
Barbara Prezelin Ecology, Evolution and Marine Biology
Geoffrey Rutkowski Music
Robert Warner Ecology, Evolution and Marine Biology

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Research Units, Department of Art, Theater & Dance,
MATP, Bren School*

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*Social Sciences, Academic Programs, Creative Studies,
Education, Humanities & Fine Arts (except depart-
ments listed above)*

Stephanie Jordan, Office Manager
x3445
PPS and general questions, additional compensation

*Up to date contact information for the Academic Per-
sonnel Office is always available on the AP website at:
<http://ap.ucsb.edu/contacts>*

MOP Renewal Process Changes

The process for renewal of MOP loan eligibility has recently been streamlined. Faculty are no longer required to submit a memo requesting an extension, nor do Department Chairs or Deans need to sign off.

Each June, the Academic Personnel office will send out an e-mail request to faculty with eligibility expiring on June 30 of that year. Faculty will be asked to respond to the e-mail and that response will renew the MOP eligibility.

Questions regarding this process may be directed to Stephanie Jordan at Stephanie.jordan@ap.ucsb.edu

*Our next quarterly newsletter
is scheduled for Fall 2012.
Please email a question or topic to
karen.moreno@ap.ucsb.edu if you would
like to see it featured in the next edition.*

Coming Soon: UC Recruit

Systemwide Initiatives Update

As previously announced, a systemwide initiative for an on-line faculty recruitment system is currently underway. The project, called UC Recruit, has been implemented at six of the ten UC campuses.

During the 2012-13 year the remaining four campuses, including UCSB, will be brought online. During the 2012-13 year, departments should continue to process recruitments as they have in the past: either in hard copy or through other online systems.

We anticipate having all faculty recruitments run through UC Recruit beginning in July of 2013, with the possibility of a few early adopters starting to use the new system during the end of the 2012-13 year.

Enhancements to UC Recruit are ongoing, including changes that would allow recruitments for non-senate academic employees (lecturers, researchers, etc.) to be processed via UC Recruit. We are hopeful that this functionality will be included by the campus go-live date.

We will continue to update the campus on the status of the project as we move forward.