Welcome to the Fall 2016 Academic Personnel Newsletter. The 2016-17 academic year is bringing many changes and over the next few editions of the newsletter, we will highlight some of the areas of most interest to academic employees and to the staff that provide support to the academic personnel process.

I’m happy to introduce a number of new staff members in the Academic Personnel Office. June Betancourt, Associate Director and Recruitment Manager; Helly Kwee, Senior Analyst for Faculty matters in MLPS, Engineering and Bren; and Andrea Dittman, Office Manager and PPS Analyst, have all joined the office within the last few months. Their contact information, as well as a full listing of the continuing staff, may be found on page 8.

A recent ruling by the Department of Labor regarding exempt and non-exempt status has resulted in major changes for many academic employees at UC. Employees making less than $47,476, either on a full-time or pro-rated part-time basis, will soon be classified as non-exempt. The related changes, including hourly reporting of time, create some difficult challenges in an academic research environment. We will be working with the campus over the next few months to find ways to best adjust to the new requirements. We will also be providing training and information regarding the implementation of the recently ratified contract between the University and the UAW covering Postdoctoral Scholars.

The campus continues the transition to new, modern, business systems. Electronic timekeeping (Kronos) will be rolled out to all remaining campus units over the upcoming year. Work toward the UCPath (payroll and personnel system) transition continues with our implementation currently planned for Spring of 2018. UC Recruit, the system-wide tool for managing academic recruitments, has been fully deployed to the campus. Moving from a decentralized, paper-based recruitment process to a more standardized, on-line system has improved our compliance with state and federal regulations, provided better data, and streamlined processes. Future editions of this newsletter will contain UC Recruit updates and helpful hints for users.

Procedures, policy, and policy interpretation are always evolving and changing. Future articles by Associate Vice Chancellor Alison Butler, CAP leadership, and other campus leaders, will discuss areas of significant change.

Lastly, I would like to remind everyone that the University is making changes to employee disability coverage. All employees are encouraged to review the options available and take necessary action during the current Open Enrollment period.
Eligibility List Reminders and Deadlines

Eligibility lists for merit and promotion actions effective July 1, 2017 are available on AP Folio. Deadlines for departmental submission of cases are:

Faculty:
- Dean’s Authority: November 14, 2016
- Expanded Review: December 12, 2016

Continuing Lecturers: March 31, 2017

Researchers: March 1, 2017

Specialists & Project Scientists: April 3, 2017

Academic Coordinators: May 1, 2017

Questions should be directed to your Academic Personnel Office Analyst

Academic Searches Diversity Training

Director and Affirmative Action Officer, Ricardo Alcaino, and EEO/AA, Diversity & Inclusion Analyst, Lia Cabello, of the Equal Opportunity & Discrimination Prevention (EODP) Office, offer a one hour Affirmative Action/Equal Opportunity & Diversity Briefing for senate and non-senate academic search committee members, departmental academic personnel analysts and administrative staff.

This Briefing is aimed at helping departments understand their role in compliance efforts under UC policy and federal hiring regulations. By providing examples of best practices, the goals are to ensure that appropriate efforts are made to obtain competitive and diverse candidate pools, to educate about equal opportunity procedures, and to conduct effective searches. The Briefing covers the concept of Implicit Bias in the search process and offers tools to address it. Attending a Briefing can also be a useful demonstration of a department’s good faith efforts in ensuring affirmative action and equal opportunity in its hiring efforts.

To schedule a Briefing please contact EODP Office Coordinator, Tori Asato at x2701, or for more information about the training, please contact Lia Cabello at x3294.
Congratulations to our recently retired faculty

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<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>James Blascovich</td>
<td>Psychological &amp; Brain Sciences</td>
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<td>Peter Cappello</td>
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<td>David Cleveland</td>
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<td>James Cooper</td>
<td>Molecular Cellular and Developmental Biology</td>
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<td>Biomolecular Science and Engineering</td>
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<td>Mary Furner</td>
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<td>Michael Gerber</td>
<td>Education</td>
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<td>Michel Gervais</td>
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<td>Teofilo Gonzalez</td>
<td>Computer Science</td>
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<td>Judith Green</td>
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<td>Tsuyoshi Hasegawa</td>
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<td>Gary Leal</td>
<td>Chemical Engineering</td>
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<td>Gene Lerner</td>
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<td>Raymond Little</td>
<td>Chemistry and Biochemistry</td>
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<td>John Moore</td>
<td>Mathematics</td>
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<td>Roger Nisbet</td>
<td>Ecology Evolution and Marine Biology</td>
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<td>Melvin Oliver</td>
<td>Sociology</td>
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<td>Jerry Pearson</td>
<td>Theater and Dance</td>
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<td>Katharina Schreiber</td>
<td>Anthropology</td>
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<td>Duane Sears</td>
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<td>Biomolecular Science and Engineering</td>
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<td>Jon Sonstelie</td>
<td>Economics</td>
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<td>Pochi Yeh</td>
<td>Electrical and Computer Engineering</td>
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New Faculty 2016-17

Diego Acosta-Alvear, Assistant Professor  Molecular, Cellular And Developmental Biology
Tamara Afifi, Professor  Communication
Walid Afifi, Professor  Communication
Mahnoosh Alizadeh, Assistant Professor  Electrical & Computer Engineering
Erika Arenas Velazquez, Assistant Professor  Molecular, Cellular And Developmental Biology
Miya Barnett, Assistant Professor  Counseling, Clinical, and School Psychology
Christopher Bates, Assistant Professor  Materials
Isabel Bayrakdarian, Assistant Professor  Music
Irene Beyerlein, Professor  Materials & Mechanical Engineering
Emilio Capettini, Acting Assistant Professor  Classics
Kelly Caylor, Professor  Geography/Bren
Jia Ching Chen, Assistant Professor  Global Studies
Elizabeth Chrustil, Assistant Professor  Geography
Vena Chu, Assistant Professor  Geography
Juan Cobo Betancourt, Assistant Professor  History
Daniel Conroy-Beam, Acting Assistant Professor  Psychological & Brain Sciences
Manuel Covo, Assistant Professor  History
Kathleen Craig, Assistant Professor  Mathematics
Samantha Daly, Associate Professor  Mechanical Engineering
Mona Damluji, Assistant Professor  Film & Media Studies
Clement De Chaisemartin, Assistant Professor  Economics
Nils-Christian Detering, Assistant Professor  Statistics
Siddharth Dey, Assistant Professor  Chemical Engineering
Qinghua Ding, Assistant Professor  Geography
Zachary Eilon, Acting Assistant Professor  Earth Science
Erika Eliason, Assistant Professor  Environmental Studies
William Elison, Assistant Professor  Religious Studies
Andrew Fedders, Lecturer PSOE  Education
Aline Ferreira, Assistant Professor  Spanish & Portuguese
William Fleming, Assistant Professor  East Asian Studies
Peter Garfield, Lecturer PSOE  Mathematics
Jennifer Gibbs, Professor  Communication
Kai Green, Assistant Professor  Feminist Studies
Elliot Hawkes, Assistant Professor  Mechanical Engineering
Robert Heilmayr, Assistant Professor  Environmental Studies
Joseph Hennawi, Associate Professor  Physics
Yogananda Isukapalli, Lecturer PSOE  Electrical & Computer Engineering
Andrew Jayich, Assistant Professor  Physics
Argyro Katsika, Assistant Professor  Linguistics
Evelyne Laurent-Perrault, Assistant Professor  History
Ashley Larsen, Assistant Professor  Bren School
David Lawson, Assistant Professor  Anthropology
Zoe Liberman, Acting Assistant Professor  Psychological & Brain Sciences
Louis, Matthieu, Assistant Professor  Molecular, Cellular And Developmental Biology
Andy Merolla, Assistant Professor  Communication
Jeffrey Milem, Professor  Education
Diba Mirza, Lecturer PSOE  Computer Science
Holly Moeller, Assistant Professor  Ecology, Evolution And Marine Biology
Kunal Mukherjee, Assistant Professor  Materials
Nicholas Nidzieko, Assistant Professor  Geography
Sowon Park, Assistant Professor  English
Ramtin Pedarsani, Assistant Professor  Electrical & Computer Engineering
Elizabeth Perez, Assistant Professor  Religious Studies
Giuliana Perrone, Acting Assistant Professor  History
Alexander Petersen, Assistant Professor  Statistics
Patrica Petro, Professor  Film & Media Studies
Amy Propen, Assistant Professor  Writing
Alyson Santoro, Assistant Professor  Ecology, Evolution And Marine Biology
Adrian Stier, Assistant Professor  Ecology, Evolution And Marine Biology
Vilna Treitler, Professor  Black Studies
William Wang, Assistant Professor  Computer Science
Brandon Whited, Assistant Professor  Theater And Dance
Elizabeth Wilbanks, Assistant Professor  Ecology, Evolution And Marine Biology
Vanessa Woods, Lecturer PSOE  Psychological & Brain Sciences
Chunyan Yang, Assistant Professor  Counseling, Clinical, and School Psychology
Xin Zhou, Assistant Professor  Mathematics

Academic Personnel welcomes all our new faculty to campus!
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 target faculty near the middle of their pre-tenure period in developing a strong research record in preparation for tenure review. Below are the eleven individuals who were chosen to receive fellowships for the 2016-2017 academic year.

Susan Cassels, Geography, *Spatial models of human migration, environment, and infectious disease transmission: The case of Zika virus disease*

Timothy Devries, Geography, *Constraining the marine iron cycle with oceanographic observations in a global inverse model*


Matthew Helgeson, Chemical Engineering, *Engineering multi-nanoemulsions for templating complex nanoparticles*


Kyle Ratner, Psychological & Brain Sciences, *Neural and Behavioral Effects of Stigma on Reward Processing*

Swati Rana, English, *Retrograde Minorities: Problem Characters in U.S. Ethnic Literature, 1900-1960*

David Walker, Religious Studies, *Railroading Religion: Mormons, Tourists, and the Bureaucratic Spirit of the West*

Naoki Yamamoto, Film & Media Studies, *Dialectics without Synthesis: Provocations on Realism, Film Theory, Japanese Cinema*

Emanuel Vespa, Economics, *Multimarket Contacts and Collusive Behavior: An Exploration in the Laboratory*

Ty Vernon, Counseling, Clinical, and School Psychology, *Using electroencephalogram (EEG) technology to examine visual and auditory processing in children with autism spectrum disorder*
Faculty Career Development Award

Javiera Barandiaran, Global and International Studies Program, *From Empire to Umpire: Science and Environmental Conflict in Neoliberal Chile*

Veronica Castillo-Munoz, History, *Negotiating the Revolution: Middle Class U.S. Investors, Mexican Caudillos, and Peasants, in Revolutionary Mexico*

Nadege Clitandre, Global and International Studies Program, *Globalizing the Echo Chamber: Edwidge Danticat and the Haitian Diasporic Consciousness*

Micaela Diaz-Sanchez, Chicana and Chicano Studies, *Between Nation and Diaspora: Chicana and Mexican Feminist*

Tyler Susko, Mechanical Engineering, *Making meaning: Rehabilitation Robotics and Engineering Education*

Ty Vernon, Counseling, Clinical, and School Psychology, *Developing an Experiential Social Engagement Intervention for Toddlers with ASD*

Regents’ Junior Faculty Fellowship

Frances Cowhig, Theater and Dance, *The King of Hell’s Palace: New Play Development*

Greg Mitchell, Theater and Dance, *Site Specific Scenery Design for Giuseppe Verdi’s Macbeth in Panama*

Sang-Yun Oh, Statistics and Applied Probability, *Massively Parallel Partial Correlation Model Selection Algorithm for Data-driven Discovery*

Ryoko Oono, Ecology, Evolution, and Marine Biology, *Host specificity among the few common and many rare endophytes: foliar fungal endophytes of Santa Cruz Island*

Swati Rana, English, *Retrograde Minorities: Problem Characters in U.S. Ethnic Literature, 1900-1960*

Kyle Ratner, Psychological & Brain Sciences, *Neural and behavioral effects of stigma on reward processing*

Amit Shilo, Classics, *The Afterlife in the Oresteia: Ethical and Political Perspectives*


David Walker, Religious Studies, *Railroading Religion: Mormons, Tourists, and the Bureaucratic Spirit of the West*
New disability options during 2016 Open Enrollment
Oct 27th through Nov 22nd

UC is offering new disability options for 2017. During Open Enrollment, Oct 27th through Nov 22nd, all eligible employees — those currently covered and those not enrolled — can choose Voluntary Short-Term Disability (benefits up to six months), Long-Term Disability (benefits after six months, up to your Social Security retirement age) or both. If you sign up during Open Enrollment, you cannot be denied enrollment in Voluntary Disability Insurance due to an existing medical condition; later, you’ll need a statement of health to qualify.

If you are already enrolled in Supplemental Disability Insurance and you don’t take action during Open Enrollment, you’ll be automatically enrolled in UC’s most comprehensive coverage — both Voluntary Short- and Long-Term Disability Insurance, with a standard 14-day waiting period. This change will affect your premium costs, so it is important to consider your options during Open Enrollment and choose the coverage you need.

Attend a workshop in the Flying A Studios in the UCEN to learn about your options. For dates and times, see the Open Enrollment campus events flyer at:


Or, watch the video at http://ucal.us/disability2017

ACADEMIC PERSONNEL CONTACTS

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<tr>
<th>Name</th>
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<tbody>
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Our next newsletter is scheduled for Winter 2017. If you have a question or topic to suggest, please send to june.betancourt@ucsb.edu