

Academic Personnel News

University of California, Santa Barbara

Cindy Doherty, *Director, Academic Personnel*

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.

Fall 2016

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Special points of interest

- *From the AP Director*
- *Office of Equal Opportunity Diversity Training*
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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

James Blascovich	<i>Psychological & Brain Sciences</i>
Peter Cappello	<i>Computer Science</i>
David Cleveland	<i>Environmental Studies</i>
James Cooper	<i>Molecular Cellular and Developmental Biology Biomolecular Science and Engineering</i>
Mary Furner	<i>History</i>
Michael Gerber	<i>Education</i>
Michel Gervais	<i>Music</i>
Teofilo Gonzalez	<i>Computer Science</i>
Judith Green	<i>Education</i>
Tsuyoshi Hasegawa	<i>History</i>
Gary Leal	<i>Chemical Engineering</i>
Gene Lerner	<i>Sociology</i>
Raymond Little	<i>Chemistry and Biochemistry</i>
John Moore	<i>Mathematics</i>
Roger Nisbet	<i>Ecology Evolution and Marine Biology</i>
Melvin Oliver	<i>Sociology</i>
Jerry Pearson	<i>Theater and Dance</i>
Katharina Schreiber	<i>Anthropology</i>
Duane Sears	<i>Molecular Cellular and Developmental Biology Biomolecular Science and Engineering</i>
Jon Sonstelie	<i>Economics</i>
Pochi Yeh	<i>Electrical and Computer Engineering</i>

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 *Sociology*
Carolina Arias Gonzalez, 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 Chrastil, 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*

New Faculty 2016-17 *(continued)*

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 Nidziedo, 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 Proppen, 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*

Erika Felix, Counseling, Clinical, and School Psychology, *The Impact of Media Exposure to Mass Violence and Terrorism on Youth Adjustment*

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

Douglas McCauley, Ecology, Evolution, and Marine Biology, *Raccoon (Procyon lotor) spatial ecology and the potential for reducing human disease risk*

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*

Career Development Awards and Fellowships

The FCDA program 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 RJFF program was created to help eligible junior faculty develop a substantial record in research and creative work necessary for advancement to tenure.

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 Mexicana 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*

Dominic Steavu-Balint, East Asian Language and Cultural Studies/ Religious Studies, *The Things of Kings: Taoism, Material Culture, and Local Religion in Early Medieval China*

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:

http://www.hr.ucsb.edu/sites/www.hr.ucsb.edu/files/docs/benefits/OE_Event_Flyer_2017.pdf

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

ACADEMIC PERSONNEL CONTACTS

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Joanna Kettmann	Personnel Analyst, x5048, joanna.kettmann@ucsb.edu Research titles other than those listed below
Billy Ko	Personnel Analyst, x4441, billy.ko@ucsb.edu Jr. & Asst. Specialists, Postdoctoral Scholars, Graduate Student Employees
Andrea Dittman	Office Manager, x3445, andrea.dittman@ucsb.edu Payroll, intercampus payments, general information

*Our next newsletter is scheduled for Winter 2017. If you have a question
or topic to suggest, please send to june.betancourt@ucsb.edu*