

Fall 2017

Academic Personnel News

University of California, Santa Barbara

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Alison Butler, Associate Vice Chancellor for Academic Personnel

Faculty Salary Equity Analyses

Did you know that UCSB has been conducting faculty salary equity analyses since 2003 and that the results are posted on the EVC's website? In 2014, in response to a UCOP directive, UCSB established the Salary Equity Committee, which was tasked with overseeing the annual faculty salary analysis for our campus. The AVC for Academic Personnel is the Chair of the committee and the committee members are selected through consultation with the EVC and with representation from the Academic Senate Committee on Diversity and Equity.

UCSB's Salary Equity Committee has completed its analysis of the faculty salaries of UCSB's 853 ladder-rank faculty (295 women, 558 men) for the 2016-2017 academic year, using data as of July 1, 2016. Only the 9-month academic year salaries were analyzed, without inclusion of summer salary or administrative stipends. The approach this year reflects a new set of statistical models, which continue to be consistent with the methodology recommended by the American Association of University Professors (AAUP).

The changes this year include dropping age as a predictor of salary to resolve an issue revealed by multi-collinearity diagnostics, which showed high and potentially problematic correlations among the previously included predictors (that is, age, years since degree, and years since hire). The second change we adopted this year is the inclusion of another set of statistical models that analyzed all faculty as a single group, called the "Campus Model," unlike the previous reports that were based solely on statistical models for white-male faculty. In addition, since the Committee changed the statistical models used in 2016-17, the 2014-15 and 2015-16 salary data were also re-analyzed for comparison to the previously used statistical models. The new results are substantially similar to the previous reports.

When taking into account demographics, experience (that is, years since PhD or other highest degree, and years since hire), division and rank, the good news is that differences in the salaries between women and white men in 2016 are not statistically significant. The final report will also include analysis of faculty salaries by race and ethnicity, as well as by division.

The Salary Equity Committee is an ongoing and active committee. The salary equity analysis and reports are part of the University of California's efforts to ensure fairness in the salaries of faculty and to promote an inclusive and productive academic environment. This year the results of the 2016 Salary Equity Analysis were used by the Deans in disbursing their 0.3% discretionary salary allotment to help to mitigate inequity, compression and inversion in faculty salaries. In the coming year the Committee will also begin looking at equity in starting salaries for faculty, as well as annual outcomes of the faculty advancement cases to identify any anomalies.

The 2016-17 Faculty Salary Analysis will be posted on the EVC's website when the report is finalized. The Committee will then begin analyzing the 2017-18 salary data.

NEW EMPLOYEE ORIENTATION (NEO)

New Employee Orientation (NEO) is not just for UCSB staff employees. The campus Human Resources office welcomes new faculty and other academic employees, as well as academic and staff employees with longer service who just recently became eligible for UC benefits.*

NEO provides an introduction to UCSB and offers important information about the University of California, workplace protections and responsibilities, health and welfare benefits, retirement programs, and more. Sessions are held the first and third Tuesday of each month from 9am –4pm in the Human Resources Learning Center (SAASB 3101DD). No registration is required.

For more information, see <http://www.hr.ucsb.edu/training/new-employee-orientation>

*Postdoctoral Scholar Benefits are not presented at this meeting.

See <http://www.hr.ucsb.edu/benefits/postdoctoral-scholars>

ELIGIBILITY LIST

Reminders & Deadlines

Eligibility lists for merit and promotion actions effective July 1, 2018 are available on AP Folio. Deadlines for departmental submission of cases are:

Faculty	
Dean's Authority:	November 13, 2017
Expanded Review:	December 11, 2017
Continuing Lecturers:	March 30, 2018
Researchers:	March 1, 2018
Specialists & Project Scientists:	April 2, 2018
Academic Coordinators:	May 1, 2018

To access your eligibility list, please log on to the Academic Personnel website and click on the Eligibility Listing link under the AP Folio heading.

Questions should be directed to your Academic Personnel Office Analyst



Diversity Matters

The Graduate Division, under direction of the Executive Vice Chancellor and in partnership with the divisional deans, Academic Personnel, and a variety of other campus offices, has developed a series of multi-level programming related to diversity for this October.

The series is called ***Diversity Matters*** and it entails a set of events designed to be educational and create opportunities for reflection and dialogue around issues impacting diversity on campus and the climate for scholars from groups that are traditionally under-represented in the academy.

Full program details and links to the series RSVP site are provided at

<http://tinyurl.com/ucsb-diversity-matters>

The series includes:

- ◆ Six interactive theater performances by Theater Delta, the group that the Graduate Division invited to campus last fall, which produced effective and impactful programming for many faculty members. This year's performances explore how unconscious implicit biases impact faculty search committees, graduate admissions committees, and graduate mentoring. (October 10th-12th)
- ◆ A public lecture by Jeffrey Milem, Dean of the Gevirtz Graduate School of Education and a distinguished scholar on the topic of diversity in higher education, on how we can best prepare our students for citizenship in an increasingly diverse democracy. (October 12th)
- ◆ A special lunchtime conversation for those faculty members who already have an advanced understanding of issues of diversity, implicit bias, and stereotypes, and want to engage in discussions of how UC Santa Barbara can substantively advance our goal of providing an inclusive campus climate that supports the scholarship and professional developments of all students and scholars. (October 13th)
- ◆ Two workshops for faculty involved in graduate admissions: one presents research that makes the case for efforts to increase diversity in graduate education and provides strategies for doing so, and the other which helps department leaders to implement practices that effectively reform graduate admissions over time. (October 30th)

Faculty are strongly encouraged to attend one or more of these events, which directly advance the academic mission of the campus.

Please note that faculty search committees should have at least one member (but ideally many or all members) attend one of the October 10th Theater Delta presentations, "Are You Aware."

Outside Professional Activity Reporting Reminder

System-wide and campus academic personnel policies require annual reporting by Senate Faculty engaging in certain types of outside professional activities. Reports are to be completed via AP Folio and are due by October 31, 2017.

For more information please see:

APM-025: Conflict of Commitment and Outside Activities of Faculty Members

Red Binder I-29: Conflict of Commitment and Outside Professional Activities

The annual notice requesting the completion of reports, dated July 7, 2017 is available on the Academic Personnel website

(<https://ap.ucsb.edu/>) under the Memos to Campus heading.

Over the last few years
extensive review of the
Academic Personnel Manual

Lecturer SOE Policy Review Update

(APM) section on the Lecturer SOE series (APM-285) has taken place. During the spring of 2017 a draft policy was circulated for system-wide review and comment. The comment period was extended to accommodate review by the system-wide Academic Senate and consolidation of the many comments that were received by the campuses. Due to both the volume of feedback and the mixed response to some of the proposed changes, it is likely that the policy will be further refined and circulated for a second system-wide review sometime during fall or winter quarter. We will keep the campus informed as the policy review process moves forward.

ANNUAL ACADEMIC PERSONNEL WORKSHOPS

Division of Mathematical, Life & Physical Sciences, College of Engineering, and the Bren School

Friday, October 6th, 2:00-3:30pm, Bren Colloquium Room #1414

Division of Social Sciences, Humanities and Fine Arts, Graduate School of Education, College of Creative Studies

Friday, October 6th, 3:30-5:00pm, Bren Colloquium Room #1414

The agenda for each meeting will include important updates on academic policy, practice, and procedure as well as an opportunity to interact with representatives of various reviewing agencies. Chairs are asked not to delegate this responsibility to staff. No RSVP is required.

If you have topics that you would like to have addressed at the meetings, please email Cindy Doherty at cindy.doherty@ucsb.edu. General questions regarding the meetings may be directed to Andrea Dittman at andrea.dittman@ucsb.edu



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.

The RHFF program encourages and facilitates research, advanced or independent study, or improvement of teaching effectiveness in the humanities by providing supplemental summer or sabbatical leave salary.

Faculty Career Development Award

Erika Arenas Velazquez, Sociology, *The influence of documentation status on labor market and health outcomes and behaviors of Mexican Migrants using panel data*

Erika Eliason Parsons, Ecology, Evolution, and Marine Biology, *Functional thermal tolerance of Chinook salmon in a changing world*

Aline Alves Ferreira, Spanish & Portuguese, *Bilingualism and Competence in Translation: A Developmental Approach*

Zakiya Luna, Sociology, *Domesticating Human Rights: The Reproductive Justice Movement and the Last Utopia*

Andrew Maul, Education, *On the philosophical foundations of quantitative social science*

Gabriel Menard, Chemistry & Biochemistry, *Catalyst Design for Ammonia Oxidation and Energy Storage Applications*

Ryoko Oono, Ecology, Evolution, and Marine Biology, *The effect of drought on Fungi: a long-term ecological study following communities of fungal endophytes in Bishop Pine needles from the Channel Islands*

Sowon Park, English, *Unconscious Memory Network*

Rebeca Rios, Education, *Teacher Evaluation and its Impact on Teacher Self-Efficacy*

Leah Stokes, Political Science, *Power Politics: Renewable Energy Policy Change in US States*

Tyler Susko, Mechanical Engineering, *Developing large collaborative grants in engineering education and rehabilitation technology*

Chunyan Yang, Counseling, Clinical, and School Psychology, *Youth's Resilience towards Bullying Victimization: Protective Role of School Climate from a Multi-Informant Perspective*

Regents' Junior Faculty Fellowship

Irene Chen, Chemistry & Biochemistry/Biomolecular Science & Engineering, *Bacteriophages in microbial communities*

Manuel Covo, History, *The Entrepôt of Atlantic Revolutions: The Colony of Saint Domingue, Commercial Republicanism and the Remaking of the French Empire (1778-1804)*

Paolo Luzzatto-Fegiz, Mechanical Engineering, *Innovative redesign of wind turbine arrays for optimal power extraction*

Robin Matoza, Earth Science, *Quantifying volcanic eruption dynamics at the active Yasur volcano, Vanuatu using the seismo-acoustic wavefield*

Eloi Grasset Morell, Spanish & Portuguese, *Translingualism in the Spanish Literature Context*

Claudia Moser, History of Art & Architecture, *Material Witnesses: The Altars of Republican Rome and Latium and the Memory of Sacrifice*

Sarah Roberts, Education, *Examining Pilot Data of Teachers' Questioning Practices to Support English Learners in Mathematics Discourse*

Regents' Humanities Faculty Fellowship

Lalaie Ameeriar, Asian American Studies, *Saving Muslim Women: Examining Forced Marriage and Honor based violence in London, U.K.*

Ross Melnick, Film & Media Studies, *Screening the World: Hollywood's Global Exhibition Empires, 1923-2013*

Hellman Family Faculty Fellows Recipients

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 eight individuals who were chosen to receive fellowships for the 2017-2018 academic year.

Michelle Brown, Anthropology, *A monkey's-eye view: Testing a novel framework for predicting feeding competition in primates*

Alenda Chang, Film & Media Studies, *Playing Nature: The Ecology of Video Games*

Michael Goard, Molecular, Cellular & Developmental Biology/Psychological & Brain Sciences, *Optical Investigation of cortical circuits underlying learning in virtual environments*

Rachael King, English, *Before and After: Landscape Gardening and the Visualization of Improvement*

Huijia Lin, Computer Science, *Cryptographically Enforced Partial Access to Private Data*

Zakiya Luna, Sociology, *Mobilizing Millions: Engendering Protest Across the Globe*

Martha Sprigge, Music, *Socialist Laments: Musical Mourning in the German Democratic Republic*

Yon Visell, Media Arts & Technology/Electrical and Computer Engineering, *Making Tactile Waves: Somatosensation as Elastic Wave Propagation*

Congratulations newly tenured faculty

*These faculty were awarded
tenure or
security of employment
on July 1, 2017*

Lalaie Ameeriar, Asian American Studies

Aaron Blackwell, Anthropology

Veronica Castillo-Munoz, History

Tim Dewar, Education

Jeffrey Hoelle, Anthropology

Terence Keel, Black Studies/History

Benjamin Levy, Music

Jonathan Pruitt, Ecology, Evolution, and Marine Biology

Jennifer Sorkin, History of Art & Architecture

Sarah Thebaud, Sociology

Jennifer Tyburczy, Feminist Studies

Sara Weld, German & Slavic Studies

Hillary Young, Ecology, Evolution, and Marine Biology



New Faculty 2017-18

Bernadette Andrea, Professor English
Ilan Ben-Yaacov, Lecturer Electrical & Computer Engineering
Amy Boddy, Assistant Professor Anthropology
Bradford Bouley, Assistant Professor History
Janet Bourne, Assistant Professor Music
Timothy Brandt, Assistant Professor Physics
Tristan Bridges, Assistant Professor Sociology
Karel Casteels, Lecturer Mathematics/CCS
Anne Charity Hudley, Professor Linguistics
Phillip Christopher, Associate Professor Chemical Engineering
Andre Sebastiao Correa De Sa, Assistant Professor Spanish & Portuguese
Yufei Ding, Assistant Professor Computer Science
Zvonimir Dogic, Professor Physics
Xi Dong, Assistant Professor Physics
Ignacio Esponda, Associate Professor Economics
Alexander Franks, Assistant Professor Statistics
Naga Vamsi Ganti, Assistant Professor Geography
Summer Gray, Assistant Professor Environmental Studies
Trinabh Gupta, Acting Assistant Professor Computer Science
John Harter, Assistant Professor Materials
Davit Harutyunyan, Assistant Professor Mathematics
Scott Jasechko, Assistant Professor Bren
Young J Kim, Assistant Professor Communication
Daniel Korman, Professor Philosophy
Bolin Liao, Assistant Professor Mechanical Engineering
Thomas Mazanec, Acting Assistant Professor East Asian Languages
Monique Meunier, Assistant Professor Theater & Dance
Cherrie Moraga, Professor English
Kristin Morell, Assistant Professor Earth Science
Arnab Mukherjee, Assistant Professor Chemical Engineering
Jessica Nakamura, Assistant Professor Theater & Dance
Ben Olguin, Professor English
David Patterson, Assistant Professor Physics
Debra Perrone, Assistant Professor Environmental Studies
Elana Resnick, Assistant Professor Anthropology
Lior Sepunaru, Assistant Professor Chemistry
Samantha Stevenson, Assistant Professor Bren
Sebastian Streichan, Assistant Professor Physics/Biomolecular Science & Engineering
Christina Vagt, Assistant Professor German
Joseph Walther, Professor Communication
Richert Wang, Lecturer CCS/Computer Science
Kevin Whitehead, Assistant Professor Sociology
Zheng Zhang, Assistant Professor Electrical & Computer Engineering
Hanming Zhou, Assistant Professor Mathematics

From ***Ricardo Alcaino***

Director, Equal Opportunity & Discrimination Prevention Office

Starting in winter quarter, the Equal Opportunity & Discrimination Prevention (EODP) Office, in conjunction with the Office of the Associate Vice Chancellor for Diversity, Equity, and Academic Policy, will begin to offer Affirmative Action/Equal Opportunity & Diversity Search Committee Briefings for general academic department audiences. The Briefings are intended to provide Search Committee Members and Support Staff with tools, procedures, and best practices to address the University's responsibilities under Affirmative Action and Equal Opportunity, regulations and guidelines, as well as to ensure the best candidate is selected via a thoughtful, defensible, and well documented process. Specific information about the dates and locations are still to be determined.

For the fall quarter, interested faculty are encouraged to attend one of the Theater Delta Presentations. More details on these presentations may be found on page 3 of this newsletter.

***OPEN ENROLLMENT* is coming up...**

Thursday Oct 26, 2017 through Tuesday Nov 21, 2017 at 5pm

Look for more information from the HR Benefits office

Alan Grosenheider, Acting University Librarian, invites UCSB faculty to the Library's Annual Reception for Faculty.



Kick off the academic year with colleagues and leaders from across campus, and help welcome new faculty to UCSB. Over food and wine, meet or re-acquaint yourself with your subject librarian and hear the latest updates on Library programs and initiatives.

Tuesday, October 10, 2017

4:00-6:00pm UCSB

Library Pacific View Room (Eighth Floor Ocean Side)

For more information or to RSVP, phone: (805) 893-2674

email outreach@library.ucsb.edu

Academic Personnel Training Opportunities

Academic Personnel Certificate Training Courses are available for the 2017-18 academic year. These classes may be taken as part of the Academic Personnel Certificate Program or on an individual basis and are intended for staff without previous experience with the class topic or who would like to enroll for a refresher.

AP also offers a series of advanced workshops for staff currently doing work related to the specific topics. These workshops are designed to provide an opportunity to discuss best practices and problematic situations related to various types of academic employees and processes. Participants are encouraged to bring questions or examples of complicated scenarios and issues.

See course offerings and sign up at <https://ap.ucsb.edu/~staff.training.registration/>

Academic Personnel Contacts

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June Betancourt	Associate Director , x5728, june.betancourt@ucsb.edu <i>Academic recruitments; AP training; general policy</i>
Karen Moreno	Senior Personnel Analyst , x5429, karen.moreno@ucsb.edu <i>Humanities & Fine Arts; Social Sciences; Academic Programs; Creative Studies; Education</i>
Helly Kwee	Senior Personnel Analyst , x5428, helly.kwee@ucsb.edu <i>Math, Life & Physical Sciences; Engineering; Bren School</i>
Joanna Kettmann	Personnel Analyst , x5048, joanna.kettmann@ucsb.edu <i>Assoc & Full Specialists, Project Scientists, Professional Researchers, UCPATH</i>
Billy Ko	Personnel Analyst , x4441, billy.ko@ucsb.edu <i>Jr & Asst Specialists; Postdoctoral Scholars; Graduate Student Employees</i>
Andrea Dittman	Office Manager , x3445, andrea.dittman@ucsb.edu <i>Payroll; intercampus payments; general information</i>

Our next newsletter is scheduled for Winter 2018. If you have a question or topic to suggest, please send to june.betancourt@ucsb.edu