Do you ever wonder what you can do to help your personnel case? Maintaining an accurate and up-to-date bio-bibliography is probably the most important factor. As a faculty member, the bio-bib is your official record of accomplishment in a review period. Keep it updated as your publications appear, as you give colloquia or conference presentations, as you are awarded research funding, and as you accept service on committees. Document accomplishments related to teaching and student advising as they occur. Continuously updating your Bio-bib will save you from having to remember everything you did over the course of a review period.

Including a separate document which is a write-up of your accomplishments in Research and Scholarly or Creative Activities helps your department colleagues and your Dean to see the bigger picture of your activities and accomplishments. Explaining co-authorship allows all reviewing agencies to judge your contributions and significance of your involvement. Addressing significant items listed in Professional Activities within your research statement may be quite appropriate, for example for new funding, invitations to speak in prestigious venues and conferences, as well as awards, all of which may be, in some way, related to your research and scholarly activities.

Including a separate document with a self-analysis of your teaching in the review period can be especially helpful, particularly to explain your approach to teaching, including a description of your teaching innovations. If a new approach did not work well, explain what you did and what you will change. If students are critical in their written comments, address these directly, including how you can adapt your teaching style. While the temptation is to avoid addressing the negative comments or ESCI reports, reviewing agencies are interested in your ideas to improve teaching outcomes.

Statements about your activities that promote diversity and inclusion should be framed within the context of the four areas of review: teaching, research, professional activities, and service. These contributions are evaluated and credited in the same way as other achievements and can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of a diverse population, or research in an area of expertise that highlights inequalities. Mentoring and advising students and faculty members, particularly from underrepresented and underserved populations, are recognized in the teaching or service categories.

If you have engaged in especially significant service to your Department, the Campus or UC Systemwide, you may...
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 2018-2019 academic year.

Joseph Blankholm, Religious Studies, Purely Secular: Organized Nonbelievers and the Negated Tradition

Elizabeth Chrastil, Geography, Individual differences in navigation ability as an early marker for mental disorders

Erika Eliason Parsons, Ecology, Evolution, and Marine Biology, Can diet mediate environmental tolerance limits?

David Lawson, Anthropology, Understanding Men's Incentives for Women's Empowerment: Testing predictions from sexual conflict theory in Tanzania

Matto Mildenberger, Political Science, Prospects for climate risk mitigation in a post-Paris world

Lal Zimman, Linguistics, The Language of Latinx, Chicano & Indigenous Trans Identities in México & California

Outside Professional Activity Reporting Reminder

System-wide and campus academic personnel polices 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, 2018.

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 16, 2018 is available on the Academic Personnel website (https://ap.ucsb.edu/) under the Memos to Campus heading.

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 2018-2019 academic year.
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 of Mexican Migrants using panel data
Kara Brown, College of Creative Studies and Writing Program, What the Star Told Me: A Novel
Matto Mildenberger, Political Science, Investigating violence against environmental justice activists in the global South
Ty Vernon, Counseling, Clinical, and School Psychology, Parent-Child Psychophysiological Synchrony in Autism Spectrum Disorders

Regents’ Junior Faculty Fellowship
Heather Badamo, History of Art and Architecture, The Combative Image: Icons of Warrior Saints, the Frontier, and Interfaith Exchange in the Medieval East, 1000-1400
Elizabeth Chrastil, Geography, Common Neural Representations of Spatial, Temporal, and Social Distance in the Human Hippocampus
Davit Harutyunyan, Mathematics, Rigidity and buckling of thin structures: Towards nonlinear shell theories
Emily Jacobs, Psychological and Brain Sciences, Sex Hormones and the Aging Brain
Bolin Liao, Mechanical Engineering, Visualizing Photocarrier Transport across Grain Boundaries in Real Space and Time
Holly Moeller, Ecology, Evolution, and Marine Biology, Developing the Mesodinium genus as a model system for understanding the evolution of eukaryotic photosynthesis
Elizabeth Perez, Religious Studies, Kindred Spirits: Black & Latinx Transgender Religious Lives
Giuliana Perrone, History, Reconstructing the Law: Slavery in Post-Emanicipation Southern Courtrooms, 1865-1877
Alexander Petersen, Statistics and Applied Probability, Functional Graphical Models, with Application to Brain Functional Connectivity Networks
Laila Shereen Sakr, Film and Media Studies, Glitch Resistance
Martha Sprigge, Music, Socialist Laments: Musical Mourning in the German Democratic Republic
Samantha Stevenson-Michener, Bren School of Environmental Science and Management, Dealing with Drought Under 21st Century Climate Change
Brandon Whited, Theater and Dance, Boys Like Us
Xin Zhou, Mathematics, Geometric variational theory and application

Regents’ Humanities Faculty Fellowship
Joseph Blankholm, Religious Studies, Purely Secular: Organized Nonbelievers and the Negated Tradition
Laurie Freeman, Political Science, Radiation Nation: Japan and the Politics of Ignorance
Sherene Seikaly, History, From Baltimore to Beirut: On the Question of Palestine
Congratulations newly tenured faculty

These faculty were awarded tenure or security of employment on July 1, 2018

Isabel Bayrakdarian, Music
Felice Blake, English
Susan Cassels, Geography
Nadège Clitandre, Global Studies
Frances Cowhig, Theatre and Dance
Nathaniel Craig, Physics
Timothy Devries, Geography
Andrew Fedders, Education
Erika Felix, Counseling, Clinical & School Psychology
Matthew Helgeson, Chemical Engineering
Andrew Maul, Education
Douglas McCauley, Ecology, Evolution, and Marine Biology
Kate McDonald, History
Andrew Merolla, Communication
Greg Mitchell, Theatre and Dance
Michelle O’Malley, Chemical Engineering
Jon Schuller, Electrical and Computer Engineering
Dominic Steavu-Balint, East Asian Languages & Cultural Studies/Religious Studies

The Office of the President has issued revisions to APM policies covering employees in the Lecturer with Security of Employment series. Key changes, effective immediately, include revised review criteria, a new salary scale, and sabbatical leave eligibility (at UCSB, this is a change from “educational” to “sabbatical” leave), and prior service in the represented lecturer title will no longer count against the tenure clock. Campuses have until July 1, 2019 to fully implement the changes. The AP office, in consultation with the CAP and Deans, will develop an implementation plan within the next few months. For details, see the Academic Personnel Policy Issuances: Lecturer SOE policy memo to campus dated October 5, 2018 available on the Academic Personnel website (https://ap.ucsb.edu/) under the Memos to Campus heading.

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
New Faculty 2018–19

Nicole Albada, Lecturer PSOE       Psychological and Brain Sciences
Abdulhamit Arvas, Assistant Professor       Theatre and Dance
Thomas Barrett, Assistant Professor       Philosophy
Matthew Beane, Assistant Professor       Technology Management Program
Youssef Benzarti, Assistant Professor       Economics
Alicia Boswell, Assistant Professor       Anthropology
Francesc Castella Cabello, Assistant Professor       Mathematics
Alison Cerezo, Assistant Professor       Counseling, Clinical & School Psychology
Joseph Chada, Lecturer PSOE       Chemical Engineering
Utathya Chattopadhyaya, Assistant Professor       History
Raphaële Clément, Assistant Professor       Materials
Ranjit Deshmukh, Assistant Professor       Environmental Studies
Emilie Dressaire, Assistant Professor       Mechanical Engineering
Erik Eyster, Professor       Economics
Brooke Gardner, Assistant Professor       Molecular, Cellular, and Developmental Biology
Amy Gonzales, Assistant Professor       Communication
Lynn Hou, Assistant Professor       Linguistics
Kelsey Jack, Associate Professor       Bren School of Environmental Science and Management
Ronald Keiflin, Assistant Professor       Psychological and Brain Sciences
Yekaterina Kharitonova, Lecturer PSOE       Computer Science
Sung Soo Kim, Assistant Professor       Molecular, Cellular, and Developmental Biology
Jennifer Kloetzel, Assistant Professor       Music
Rachel Lambert, Assistant Professor       Education
Karim Lohnwasser, Lecturer PSOE       Education
Daniel Lokshatanov, Associate Professor       Computer Science
Francis Macdonald, Professor       Earth Science
Paasha Mahdavi, Assistant Professor       Political Science
Anshu Malhotra, Professor       Global Studies
Cristina Marchetti, Professor       Physics
Julia Morse, Acting Assistant Professor       Political Science
Shana Moulton, Assistant Professor       Art
Angela Pitenis, Assistant Professor       Materials
Morgan Raven, Assistant Professor       Earth Science
James Rawlings, Professor       Chemical Engineering
Chris Richardson, Assistant Professor       Molecular, Cellular, and Developmental Biology
Matthew Rioux, Lecturer PSOE       Earth Science
Loai Salem, Assistant Professor       Electrical and Computer Engineering
Alban Sauret, Assistant Professor       Mechanical Engineering
Alexander Shkolnik, Assistant Professor       Statistics and Applied Probability
Ikuko Smith, Assistant Professor       Molecular, Cellular, and Developmental Biology & Psychological and Brain Sciences


New Faculty 2018–19 (cont’d)

Spencer Smith, Associate Professor       Electrical and Computer Engineering
Thomas Sprague, Assistant Professor       Psychological and Brain Sciences
Daniel Stein, Sr. Lecturer SOE       Theatre and Dance
Catherine Taylor, Assistant Professor       Sociology
Alisa Tazhitdinova, Assistant Professor       Economics
Sharon Tettegah, Professor       Black Studies
Kai Thaler, Acting Assistant Professor       Global Studies
Christos Thrampoulidis, Assistant Professor       Electrical and Computer Engineering
Vojtech Vitek, Assistant Professor       Chemistry and Biochemistry
Yuxiang Wang, Assistant Professor       Computer Science
Rudolph Ware, Associate Professor       History
Maxwell Wilson, Assistant Professor       Molecular, Cellular, and Developmental Biology
Hannah Wohl, Assistant Professor       Sociology
Lingqi Yan, Assistant Professor       Computer Science
Enoch Yeung, Assistant Professor       Mechanical Engineering
Xiaolei Zhao, Assistant Professor       Mathematics

OPEN ENROLLMENT is coming up…
Thursday, Oct 25, 2018 through Tuesday, Nov 20, 2018 at 5pm
Look for more information in your mail and on UCnet

Academic Personnel Training Opportunities

Academic Personnel Certificate Training Courses are available for the 2018-19 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/
UCSB LIBRARY

Open Access Week @ UCSB
October 22-26, 2018

Roundtable:
Spatial Data Discovery at UCSB: Future Directions
Wednesday October 24, 11:00am
Interdisciplinary Research Collaboratory, Mountain Side
This roundtable discussion, facilitated by Sara Lafia (Center for Spatial Studies) and Jon Jablonski (Interdisciplinary Research Collaboratory), will discuss barriers to spatial data discovery; explore opportunities for broadening access to spatial research data; discuss challenges of opening access to spatial data across its lifecycle; and will conclude with proposed future directions.

Talk:
Care of the Self, Open Access, and Alternative Career Paths in the (More) Public Humanities
Wednesday October 24, 4:00pm
Instruction and Training Room 1575, Ocean Side
Considering an alternative to the traditional PhD tenure track of teaching, research, and service? Scholar-publishers Eileen A. Joy and Vincent W.J. van Gerven Oei will discuss their training and careers as scholars in the humanities and social sciences, working both within and outside of traditional university spaces; and their reasons for choosing to run an independent, academic press together while also pursuing their individual scholarly and art-practice projects.

Talk and film screening:
UC Journal Publisher Negotiations and Access to Journals: An Update on Negotiating Journal Agreements at UC: A Call to Action, followed by a screening of the film Paywall: The Business of Scholarship
Thursday October 25, 4:00pm (talk) and 5:15pm (film)
Mary Cheadle Room, Ocean Side
University Librarian Kristin Antelman will provide an update on current negotiations between UC libraries and a major publisher. She will discuss the potential impact on publishing and access to that publisher’s journals if an agreement is reached, or if negotiations fail. The OA2020 Initiative and developing UCSB’s OA roadmap will also be discussed.

Open Access Week Information Table:
Monday-Friday, October 22-26, 12:00-1:00pm
Library Paseo
Drop by for information on open access publishing opportunities, UC’s open access policies, eScholarship, the UC Publication Management System, the UCSB scholarly publishing discussion list, 15-minute presentations on academic publishing, one-on-one consultations, and related services. Or just stop by to grab a scholarly communication brochure and or some publisher swag to go.
Eligibility lists for merit and promotion actions effective July 1, 2019 are available on AP Folio. Deadlines for departmental submission of cases are:

Faculty
- Dean’s Authority: November 13, 2018
- Expanded Review: December 10, 2018

Continuing Lecturers: April 1, 2019

Researchers: March 1, 2019

Specialists & Project Scientists: April 1, 2019

Academic Coordinators: May 1, 2019

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

---

ANNUAL ACADEMIC PERSONNEL WORKSHOPS

Division of Social Sciences, Humanities and Fine Arts, Graduate School of Education, College of Creative Studies
Wednesday, October 10, 2:00-3:30pm, State Street Room, UCEN

Division of Mathematical, Life & Physical Sciences, College of Engineering, and the Bren School
Thursday, October 11, 9:00-10:30am, Santa Barbara Harbor Room, UCEN

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
# Academic Personnel Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contact Information</th>
<th>Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alison Butler</td>
<td>Associate Vice Chancellor, x2622</td>
<td><a href="mailto:alison.butler.avc@ap.ucsb.edu">alison.butler.avc@ap.ucsb.edu</a></td>
<td></td>
</tr>
<tr>
<td>Cindy Doherty</td>
<td>Director, x8332</td>
<td><a href="mailto:cindy.doherty@ucsb.edu">cindy.doherty@ucsb.edu</a></td>
<td></td>
</tr>
<tr>
<td>June Betancourt</td>
<td>Associate Director, x5728</td>
<td><a href="mailto:june.betancourt@ucsb.edu">june.betancourt@ucsb.edu</a></td>
<td>Academic recruitment management (UC Recruit); training; general academic personnel policy and procedure</td>
</tr>
<tr>
<td>Lia Cabello</td>
<td>Senior Personnel Analyst, x5979</td>
<td><a href="mailto:lia.cabello@ucsb.edu">lia.cabello@ucsb.edu</a></td>
<td>Humanities &amp; Fine Arts; Social Sciences; Academic Programs; Creative Studies; Education</td>
</tr>
<tr>
<td>Helly Kwee</td>
<td>Senior Personnel Analyst, x5428</td>
<td><a href="mailto:helly.kwee@ucsb.edu">helly.kwee@ucsb.edu</a></td>
<td>Math, Life &amp; Physical Sciences; Engineering; Bren School</td>
</tr>
<tr>
<td>Joanna Kettmann</td>
<td>Personnel Analyst, x5048</td>
<td><a href="mailto:joanna.kettmann@ucsb.edu">joanna.kettmann@ucsb.edu</a></td>
<td>Specialists, Project Scientists, Professional Researchers</td>
</tr>
<tr>
<td>Billy Ko</td>
<td>Personnel Analyst, x4441</td>
<td><a href="mailto:billy.ko@ucsb.edu">billy.ko@ucsb.edu</a></td>
<td>Postdoctoral Scholars; Graduate Student Employees</td>
</tr>
<tr>
<td>Karen Moreno</td>
<td>UCPATH Manager, x5429</td>
<td><a href="mailto:karen.moreno@ucsb.edu">karen.moreno@ucsb.edu</a></td>
<td>UCPATH management, including position management, transactional oversight and training; leave administration</td>
</tr>
<tr>
<td>Danica Acosta</td>
<td>UCPATH Analyst, x5963</td>
<td><a href="mailto:ddacosta@ucsb.edu">ddacosta@ucsb.edu</a></td>
<td>UCPATH support for academic employment</td>
</tr>
<tr>
<td>Monique Chaidez</td>
<td>UCPATH Analyst, x5977</td>
<td><a href="mailto:monique.chaidez@ucsb.edu">monique.chaidez@ucsb.edu</a></td>
<td>UCPATH support for academic employment</td>
</tr>
<tr>
<td>Andrea Dittman</td>
<td>Office Manager, x3445</td>
<td><a href="mailto:andrea.dittman@ucsb.edu">andrea.dittman@ucsb.edu</a></td>
<td>Payroll; intercampus payments; general information</td>
</tr>
</tbody>
</table>

**Our next newsletter is scheduled for Winter 2019. If you have a question or topic to suggest, please send to june.betancourt@ucsb.edu**