Academic Personnel News

University of California, Santa Barbara

Winter 2018

UPDATE on Department of Labor Salary Threshold Ruling

In 2016, the Department of Labor (DOL) indicated that it would be doubling the minimum salary threshold for Fair Labor Standards Act (FLSA) exempt employees from $23,660/year to $47,476/year, effective December 1, 2017. In anticipation of the effective date of the proposed rule, the University reclassified non-student, non-faculty academic employees earning less than $47,476 to non-exempt hourly employees effective November 20, 2016. As of November 2017, the DOL, under the current federal administration made clear that the proposed $47,476 threshold will not be instituted. The FLSA threshold therefore is, and will remain, at $23,660/year unless further rulemaking is undertaken by the DOL.

> *Impacted employees, mainly Jr. Specialists and part-time employees in other term academic appointments, will be notified directly of the upcoming change.*

As a result of this decision, the University will reclassify current non-student, non-faculty academic employees making less than $47,476 but more than $23, 660 as exempt no later than July 1, 2018. Impacted employees, mainly Jr. Specialists and part-time employees in other term academic appointments, will be notified directly of the upcoming change. Additional details about the transition process were shared with the campus on January 8; the notice is available on the Academic Personnel website under the [memos to campus](#) heading.

RED BINDER UPDATES

A number of revisions to the Red Binder (UCSB campus academic personnel policies and procedures) have been posted. The complete Red Binder, as well as annotated changes, are available at:

https://ap.ucsb.edu/policies.and.procedures/red.binder/

New courtesy titles of *Research Associate* and *Research Fellow* are now available for campus use. Additional resources to support these changes have been made available as follows:

➤ The Contingent Worker Appointment Form will be used for appointments to Research Associate/Fellow as well as Without Salary Visitors (Visiting Scholar, Visitor-Graduate Student, and Visitor-Undergraduate. Find it on the **Academic Personnel Forms** page.

➤ A Courtesy and Without Salary Appointment matrix is available to assist departments in determining the appropriate type of appointment for individuals who will be associated with UCSB on an unpaid basis. The matrix is available on the **Resources for Department Analysts** page of the Academic Personnel website.

Call for Applications: 2018-19 Career Development Awards

The **Faculty Career Development Award (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.

Applications are due by *5pm Wednesday, January 31*
Further information and online application available at:
https://ap.ucsb.edu/resources.for.academic.employees/awards/

Welcome Dean Charles Hale

Division of Social Sciences, College of Letters and Science

Adapted from Chancellor Yang's campus announcement

Dr. Charles R. Hale joined our campus this January as the new SAGE Sara Miller McCune Dean of Social Sciences. Dr. Hale comes to us from the University of Texas at Austin where he was a Professor of African and African Diaspora Studies and Anthropology. As a leading social science scholar whose research bridges multiple disciplines, his focus is on race and ethnicity, racism, social movements, and identity politics among Black and indigenous peoples in Latin America and the Caribbean. In addition to collaborative approaches in scholarly pursuits, he has a strong background in teaching and mentoring students, as well as administrative leadership experience at UT Austin and beyond. He has served in directorship roles and established partnerships in a number of professional organizations and institutes including the Network for Anti-Racist Research and Action (RAIAR) and the Lozano Long Institute of Latin American Studies (LLILAS). Dr. Hale, who earned his B.A. (Magna Cum Laude) in Social Studies from Harvard University and his Ph.D. in Anthropology from Stanford University, is a recipient of Fulbright, MacArthur and Guggenheim fellowships. His research has involved extensive fieldwork in Bolivia, Nicaragua, Guatemala, Honduras, Mexico and Chile.

Please join us in welcoming Dr. Hale to our campus.

Second Systemwide Review of
Proposed Revisions to Academic Personnel Manual (APM)

The policies below underwent initial System-wide review March through June 2017. Substantive feedback during the initial review has prompted a second round of review. The Office of the President invites comments on the proposed revisions to the following sections:

APM-285: Lecturer with Security of Employment (SOE) Series

APM-210-3: Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment Series

APM- 133-0-B: Limitation on Total Period of Service with Certain Academic Titles

APM- 740: Leaves of Absence/Sabbatical Leaves

The proposals and supporting documentation may be found at http://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/apm-285-210-133-740-135-235-sec-sys-rvw.html

Comments on the proposed changes are encouraged and should be directed to Cindy Doherty by **February 28, 2018** at cindy.doherty@ucsb.edu

RETIREMENT PLANNING

Making the transition to retirement is rarely as easy as packing up your desk and flipping a switch on your portfolio from "saving" to "spending." But it doesn't have to be overwhelming.

You may already know the basics as you think about retirement, but there is more to consider. Note the following four key factors to help you avoid some of the biggest pitfalls on the retirement road:

1) *Position your Portfolio* Begin by evaluating your asset allocation over the full course of your retirement
2) *Prepare for Taxing Times* Smart tax strategies have the potential to help minimize your tax burden and maximize your savings
3) *Make the most of Social Security* The decision about when to start to take your benefits needs to be made in conjunction with your overall portfolio planning
4) *Plan for Tax-Smart Withdrawals* Once you are ready to start tapping your retirement accounts, consider the potential tax consequences of all your income sources

THE BOTTOM LINE When it comes to retirement, you have to create a path that's right for you. Consider these four key factors as you fine-tune your plan.

For help, call a **Fidelity Retirement Planner** at **1-800-558-9182**

Look for more information soon about...

UCPath

UCSB is currently scheduled to go live with UCPath in Fall 2018. UCPath will replace the University's 40 year old payroll system and transform the way the University does much of its administrative work. Information about what this means for academic employees will be shared with Department Chairs, faculty, and other academic employees over the next few months. Watch for information from the UCPath project team and campus leaders.

AB 168

Academic Personnel will soon be providing information about the University's obligations with regard to AB 168. This new California law imposes restrictions and places requirements on employers with respect to applicant salary history information and prohibits employers from using salary information in offers of employment.

Tax Cuts and Jobs Act of 2017

The Tax Cuts and Jobs Act (P.L. 115-97) was signed into law on December 22, 2017. Effective January 1, 2018, this legislation will have an impact on academic employees and the taxability of removal funds provided by an employer. We are awaiting further information from UCOP and will provide updates as soon as they are available.

Applicant management in UC Recruit

The Academic Personnel Office recently held two sessions of new training module focused on applicant management in UC Recruit. The materials created for that training may be found on the **Managing a Recruitment** section of the UC Recruit **Resources for Department Analysts** webpage linked below.

Departments which are currently evaluating applicants in preparation for campus interviews, as well as department analysts who were unable to attend the sessions held on December 14 and January 11, are encouraged to review the Applicant Management Workshop Training Materials. Questions about this training or the materials referenced here may be directed to June Betancourt at june.betancourt@ucsb.edu

See **Managing a Recruitment** at **https://ap.ucsb.edu/resources.for.department.analysts/recruit/**

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	Payroll; intercampus payments; general information

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