

# UC SANTA BARBARA

## Academic Personnel

Spring 2021 Newsletter

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- Retirement of Cindy Doherty, Director of AP

### Words from AVC Dana Mastro

Last month marked one year since our campus moved to remote operations and began confronting the challenges of navigating an environment characterized by uncertainty and anxiety. The Covid-19 pandemic has created demands on our faculty and campus community that have tested our resilience. As we acknowledge this somber milestone, we can draw hope from the determination, perseverance, and successes of our faculty; whose commitment to our students and dedication to creative and scholarly activities of the highest caliber have been a source of inspiration.

When I assumed this role in January, I did so with profound respect for our processes and the people they serve, as well as with an explicit recognition of both the unprecedented challenges we are facing and the need for our policies and practices to rise to meet this moment. After a year of ongoing change and unpredictability, our University must continue to adapt to provide its faculty with the support and resources needed to thrive both academically and personally.



In an effort to ensure that our academic review processes take into account the hardships brought on by this pandemic, as well as provide the appropriate flexibility to recognize that some of our colleagues have been impacted more severely than others, we have enacted and expanded numerous policies to ensure that faculty members' accomplishments are properly understood in the context of potentially constrained opportunity. These include:

- *Modifications to the wording of requests for external reviews* for promotion cases (Red Binder I-50), emphasizing the campus context and noting expectations that these unparalleled circumstances be taken into consideration in the evaluation of faculty member's accomplishments.
- *Use of brief Covid Impact Statements* to describe the ways that work in any of the review areas has been adversely affected by the pandemic. These optional statements provide necessary context to assist reviewing agencies in understanding the impact of COVID-19 on the academic record.

- *Possible Temporary Workload Adjustments* to help offset substantial hardships due to Covid-19, including a variety of modifications in the domains of service or teaching expectations or responsibilities; arranged in coordination with Department Chairs and Deans.
- *Expanded use of the Special Steps* (Red Binder I-37) to allow faculty whose successful research trajectory has been temporarily delayed due to Covid-19 impacts to maintain their forward trajectory in step and salary as they finalize work that is likely to lead to promotion in the near future.
- *One-year extension of the tenure clock* due to COVID-19-related impacts. These requests need only to state that work was interrupted for some specified period, due to COVID-19 and are granted upon request.

The Academic Personnel website provides detailed resources on Covid Impact Statements, Workload Adjustments, Expanded use of the Special Steps, and other Covid-19 policies and practices in the academic review process: <https://ap.ucsb.edu/news.and.announcements/COVID-19/>

Finally, I want to reassure all of our colleagues that we understand that this crisis is likely to have implications for merit and promotion processes for years to come. We are committed to the continuous evaluation of these evolving circumstances in order to adjust for new and ongoing needs.

I thank you for your dedication and service.

## Career Development Awards and Fellowships

### *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.

#### 2021-22 FCDA awardees

**Elizabeth Ackert**, Geography, *U.S. Latinx Destinations, Education, and Health*

**Erika Eliason Parsons**, Ecology Evolution and Marine Biology, *Impact of Big Bar landslide on salmon migration success*

**San Juanita Garcia**, Chicana and Chicano Studies, *Vicarious Illegality: The Spillover Consequences of Living a Deportation Threat on Mexican-origin Women's Stress and Mental Health*

**Ruimeng Hu**, Mathematics, *Machine Learning Theory and Algorithms for High-dimensional Stochastic Dynamics*

**Tae-Yeoun Keum**, Political Science, *The Symbolic Politics of Blumenberg, Habermas, and Schmitt*

**Julia Morse**, Political Science, *All Talk And No Action? Populist Challenges to International Organizations*

**Debra Perrone**, Environmental Studies, *Promoting Sustainable and Equitable Groundwater Management in California*

### *The Regents' Junior Faculty Fellowship (RJFF) program*

created to help eligible

#### 2021-22 RJFF awardees

**Emilie Dressaire**, Mechanical Engineering, *Engineered vasculature in microgels :a compromise between stability and efficiency*

**Summer Gray**, Environmental Studies, *In the Shadow of the Seawall*

junior faculty develop a substantial record in research and creative work necessary for advancement to tenure.

**Yader Lanuza**, Sociology, *How Immigrant Selectivity Matters for Early Childhood Educational Achievement*

**Ryan Stowers**, Mechanical Engineering, *Generating Organoids with Dynamic, User-controlled Cellular Microenvironments*

**Sui Tang**, Mathematics, *Data-driven discovery of dynamics in interacting agent systems and linear diffusion processes*

**Elizabeth Willbanks**, Ecology Evolution and Marine Biology, *Rapid evolution in symbiotic bacterial consortia: Do endemic viruses drive local adaptation?*

**Hannah Wohl**, Sociology, *Gender and Disciplinary Differences in Evaluations of Scholarly Originality and Productivity in Faculty Tenure Reviews*

**Yang Yang**, Chemistry & Biochemistry, *Revealing New Enzyme Functions by Light: Biocatalytic Decarboxylation for the Production of Biofuels, Pharmaceuticals and Agrochemicals*

**Yingyan Zhu**, Mechanical Engineering, *Microscopic Understanding of temperature effect on battery electrochemistry using surface enhanced micro-Raman spectroscopy*

### *The Regents' Humanities Faculty Fellowship (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.

### 2021-22 RHFF awardees

**Utathya Chattopadhyaya**, History, *Bengal Ganja: Empire and Cannabis in British India*

**Jia Ching Chen**, Global Studies, *Ecological Demolition*

**Melody Jue**, English, *Limu in the kitchen and laboratory: Hawaiian and scientific epistemologies of seaweed in the work of Isabella Aiona Abbott*

**David Novak**, Music, *Diggers: A Media Archeology of Global Popular Music*

**Sameer Pandya**, Asian American Studies, *Victoria Terminus: A Novel*

**Xiaowei Zheng**, East Asian Languages And Cultural Studies, *Demystifying Modern Chinese Political Discourse: "Democracy" and "Constitutionalism" in Twentieth-Century China*

**Ya Zuo**, History, *A Thousand Streaks of Tears: Crying in Middle-Period China (900-1400)*

## Case Deadlines

Dean's Approval  
Nov 8, 2021

Expanded Review  
Dec 13, 2021

Continuing Lecturers  
March 31, 2022

### *The lists of...*

**Senate Faculty and Continuing Lecturers** eligible for merits and promotions effective July 1, 2022 are now available.

Access your department's list by logging into the Academic Personnel website and clicking on the Eligibility Listing link under the AP Folio heading. Links will appear for each employee category. Department chairs and staff who have access to the online case processing system have access to the eligibility information. Eligibility lists may be downloaded to Excel or printed to PDF as needed. The status of cases still active within the current cycle may be found under Pending actions.

Eligibility lists for Researchers, Project Scientists, Specialists and Academic

Coordinators will be released on September 1, 2021. You will be notified at that time.

## Cindy Doherty, Academic Personnel Director

After a dedicated and accomplished career, Academic Personnel Director Cindy Doherty is retiring from the University at the end of June 2021. She has approximately 35 years of UC service starting at UCSF as a Senior Typist Clerk in the clerical pool. After a stint at UCLA, Cindy arrived on our campus and has been in the UCSB Academic Personnel office for over 27 years, becoming Director in 2008.

Under her steady leadership, the AP office has grown and evolved to adapt to the challenges of an expanding and dynamic academic personnel program. She has worked with campus and systemwide partners to see the university through payroll system transitions, financial crises, an increased scope of duties, changing union and labor laws, and growing governmental regulations and oversight at both the state and federal level, to name just a few areas. Her expertise has been essential for the campus to function in its core mission of teaching, research, and service.



Associate Vice Chancellor Dana Mastro and the staff of the Office of Academic Personnel are especially grateful to Cindy for her inspired and thoughtful leadership, her collegiality, and for serving as an exemplary role model for our campus community. We wish her all the best in this new phase of life.



Have an Idea or Suggestion for the next AP newsletter?

Send your suggestions to [june.betancourt@ucsb.edu](mailto:june.betancourt@ucsb.edu)



### Academic Personnel Contacts

The Academic Personnel office is closed to walk in assistance but is open remotely via email and phone. See the AP Office staff list at

<https://ap.ucsb.edu/contacts/>