

# Academic Personnel News

University of California, Santa Barbara

Winter 2021

## Words from a Former AVC

*Alison Butler, former Associate Vice Chancellor for Academic Personnel*

In reflecting on my time as Associate Vice Chancellor for Academic Personnel at UCSB over the last five years, it has been a privilege to review faculty personnel cases. The faculty across campus are engaged in cutting edge research and in exciting creative and scholarly work, are dedicated to teaching and mentoring, and perform important and impactful service to UCSB and beyond. Within the University of California, we have a personnel review system unlike that of most of our colleagues across the country. It is one of the features which attracted me as a new Assistant Professor over 30 years ago and is especially notable for its system of checks and balances. Many might point to the Committee on Academic Personnel (CAP) as the heart of our review system. While CAP is certainly vitally important, Departmental and Dean evaluation letters are also essential pieces of the personnel review process. Really, however, faculty are at the heart of their personnel reviews, and faculty can do so much to enhance the review of their cases. I have written AP Newsletter columns about the

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importance of maintaining an up-to-date Bio-bib that is accurate and true, the importance of being active in Service (we *are* a campus of shared governance), and the value of including summaries of our research accomplishments, self-evaluations of our teaching and mentoring, and statements covering our diversity, equity and inclusion activities. Explanations of anomalies and disruptions—and there are plenty in the time of COVID—provide context to our course of progress; these statements will be read and brought into consideration by each reviewing agency. Remember too, that staff at the department and deans offices, as well as within the Academic Senate CAP and AP offices,

work diligently on personnel cases and are essential to a successful review process; I am enormously grateful to the staff in the AP office, with whom I worked nearly every day, for their dedication to accurately and completely processing each case.

In addition to the personnel cases, each Spring, I looked forward to the workshops AP organizes for Assistant Professors on the tenure process and for Associate Professors on promotion to the rank of full professor. The workshops

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provide Deans and the CAP Chair an opportunity to offer advice that is relevant to these promotions as well as for future merit advances. I especially loved hearing the perspectives of the newly promoted faculty who recounted their experiences and offered their advice. Their comments always contributed an air of excitement, anticipation and promise that could be felt among the participants in the room. Spring quarter is also Career Development Award season. Convening the selection committees for the Hellman Awards, the Faculty Career Development Awards and the Regents Junior Faculty Awards was also full of anticipation. It was a chance to learn about the ambitious projects proposed by our junior faculty and also to witness the dedication employed by each selection committee during the review process. These are certainly competitive awards, made more competitive by the enormous increase of Assistant Professor hires over the last five years.

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The past five years has brought advances also. I am particularly pleased that our faculty in the L(P)SOE series can now use the honorary title "Teaching Professor." Likewise, I have been noticing that many of you at Professor Above Scale are now using the honorary title "Distinguished Professor," when you choose to. I appreciated the commitment made by the Salary Equity Committee in developing and refining the basis for its analyses. Finally, to return to the all-important Bio-bib, remember that as a last step in the departmental review, you are signing off on the Safeguard Statement to certify that your Bio-bib is "complete, accurate, up-to-date, and prepared in accord with Red Binder I-27 Instructions for Completion of the Bio-Bibliography."

Serving as AVC for AP has been eye-opening and gratifying in many respects. I am also looking forward to returning to my role as a faculty member! I am sure that you will help me extend a warm welcome our new Associate Vice Chancellor for Academic Personnel, Dana Mastro.

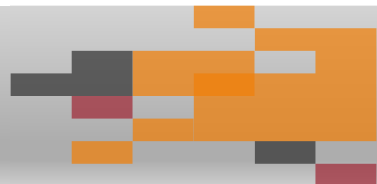
I hope to see you on all on campus in the not-too-distant future. ■

### ***Dana Mastro, Associate Vice Chancellor for Academic Personnel***

As announced in December, Dana Mastro is now serving as Associate Vice Chancellor for Academic Personnel. Along with her work as a Professor of Communication, she has accumulated wide-ranging experience in academic personnel matters having served in several leadership roles at the department and campus-wide level. Most recently, she served as Associate Dean in the College of Creative Studies and has served as member, Vice Chair, and Chair of the Academic Senate's Committee on Academic Personnel (CAP). She brings experience and a thorough understanding of academic personnel policy and processes to her new role as AVC.

Please join the Academic Personnel office in welcoming Professor Mastro as the new Associate Vice Chancellor for Academic Personnel.

# Consultation on Red Binder changes



Proposed Revisions to the Red Binder are now available for review and comment. Significant among these is the proposed elimination of the use of external letters of evaluation in advancement to Step VI cases. This would affect the professorial series as well as titles in similar series including Sr. LSOE, Researcher, Adjunct Professor, etc. Criteria for advancement are also clarified among the proposed changes.

A link to the draft changes, as well as further details from the Jan 19, 2021 announcement, may be viewed on the Academic Personnel website at the Memos to Campus page at <https://ap.ucsb.edu/news.and.announcements/memos/>



## Call for Applications:

### *Career Development Awards and Fellowships 2021-22*

***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.

***The Regents' Junior Faculty Fellowship (RJFF) program*** was created to help eligible junior faculty develop a substantial record in research and creative work necessary for advancement to tenure.

***The Regents' Humanities Faculty Fellowship (RHFF) program*** is intended to encourage and facilitate research, advanced or independent study, or improvement of teaching effectiveness in the humanities by providing supplemental summer or sabbatical leave salary.

Applications are due by ***5pm Sunday, January 31, 2021***

Further information and online application available at:

**<https://ap.ucsb.edu/resources.for.academic.employees/awards/>**

# ACADEMIC PERSONNEL STAFF

AP STAFF CONTINUE TO WORK REMOTELY—CONTACT VIA EMAIL IS PREFERRED AT THIS TIME

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*Academic recruitment management (UC Recruit); training;  
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*Specialists, Project Scientists, Professional Researchers*

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*Postdoctoral Scholars; Graduate Student Employees*

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*UCPath support for academic employment*

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*Payroll; intercampus payments; general information*

***Our next newsletter is scheduled for Spring 2021. If you have a question or topic to suggest, please send to [june.betancourt@ucsb.edu](mailto:june.betancourt@ucsb.edu)***