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UC SANTA BARBARA

Academic Personnel

Fall 2022 Newsletter

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October 14, 2022

Words from AVC Dana Mastro

Faculty Salary Equity Analysis

In 2014, the Executive Vice Chancellor, in consultation with the Academic Senate, appointed a Salary Equity Committee to study pay equity within our faculty, particularly with regard to gender and ethnicity. As part of its charge, the committee conducts an analysis of the salaries of professor series faculty, utilizing statistical models recommended by the American Association of University Professors alongside methodologies developed over previous cycles of salary review on our campus.

Such salary assessments serve two meaningful objectives that support the University's commitment to ensuring fairness in faculty compensation and

promoting an inclusive academic environment. First, they allow us to detect if salary disparities exist based on group memberships such as gender and/or ethnicity, both before and after other systematic influences on compensation are taken into consideration including division, years of experience, and rank. In addition, they assist in identifying cases where an individual faculty member's salary might be out of alignment. Despite the strengths of such widely-accepted statistical methods, no approach or group-level analysis can account for all potential experiences, situations, or influences on salary; nor are they intended to do so. Instead, the purpose is to identify potential inequities in order to facilitate further and regular investigations, recommendations, and actions, as appropriate.

Accordingly, the committee has conducted its next formal review of campus salary data. In this year's analysis of the 2021-2022 academic year salary data, the population of assistant, associate, and full professors was included, totaling 885 faculty members (38% women; 16% Asian, 3% Black/African American, 7% Latina/o/Hispanic, 1.5% Native American/Alaska Native, 68% white, 4% unknown, all based on self-reporting). Initial analyses reveal pay differences for women and historically excluded identities including Asian, Black/African American, Latina/o/Hispanic, and Native American/Alaska Native faculty, indicating that, on average, men earn approximately 14% more than women, and white faculty members earn, on average, approximately 18% more than traditionally underrepresented ethnic/racial (URM) faculty and 14% more than Asian faculty. These disparities are largely attributable to the low representation of these groups in disciplines with higher salaries (e.g., STEM fields), the limited number of women and faculty from historically excluded identities in more advanced stages in their careers, and faculty rank. In models that account for these influences on salary, the average gaps between women and men, between URM faculty and white faculty, and between Asian faculty and white faculty, are not statistically different from zero; with women earning 0.7% more than men but with URM faculty and Asian faculty still earning about 1.7% and 0.8%, respectively, less than white faculty. Although these remaining inconsistencies are not different from a statistical perspective, further scrutiny is warranted, and the committee and Academic Affairs will continue to refine models and methodologies for future analysis.

One reasonable interpretation of these results is that they provide some evidence that our academic personnel processes are serving our faculty equitably, as factors such as years since Ph.D. and discipline are pivotal

influences on salary. At the same time, another credible reading of these findings acknowledges that the ability to explain differences in salary is not a guarantee that patterns of inequity are not present. For example, the current analyses cannot tell us whether there are structural factors limiting the consideration of women and other faculty from historically excluded identities in disciplines with higher paying salaries or hindering their ability to reach more advanced stages in their careers. By either standard, these data highlight the importance of strengthening our efforts in recruiting, retaining, and supporting women and historically underrepresented faculty at all levels and across all disciplines.

As we move forward with regular salary assessments, our study offers guidance in identifying additional factors and analytic techniques that could help detect whether other systemic barriers may be influencing faculty compensation on our campus. It is also important to consider whether or not our merit review practices are rewarding what we value. For example, we might consider whether future analyses could incorporate other (often difficult to quantify) factors known to affect salary, such as research productivity, contributions to DEI, service load, retention offers, honors and awards, or different disciplinary norms. As we continue to expand the number of LPSOE and LSOE faculty on our campus, we also will want to identify the appropriate approach for conducting comparable analyses for these essential members of our faculty.

As AVC for Academic Personnel, I serve as Chair of the Faculty Salary Equity Committee and would like to thank the members for their commitment to this effort, including: Alison Butler, D. Inés Casillas, Maria Charles, Christopher Costello, Michael Doherty, Shelly Lundberg, Steven Velasco, and Helly Kwee. You can read the full [report](#) on the EVC's website.

Welcome Dean Daina Ramey Berry

Division of Humanities & Fine Arts

Dr. Daina Ramey Berry joins the UCSB campus as the new Michael Douglas Dean of Humanities & Fine Arts. A native Californian who grew up in Davis and earned all of her degrees from UCLA, Dr. Berry comes to us most recently from the University of Texas at Austin, where she was the Oliver H. Radkey

Regents Professor of History and chair of the history department, as well as associate dean of the graduate school. As a “scholar of the enslaved,” Dr. Berry researches, writes and teaches about the lives of the enslaved as well as the long-lasting repercussions of slavery on society. She is a specialist on gender and slavery, and on Black women's history in the United States, and is a sought-after consultant for public-facing projects offered by museums, historical sites, K-12 educational initiatives, syndicated radio programs, online podcasts and public television.

Please join us in welcoming Dean Berry to our campus.

(adapted from the [announcement on The Current](#))

Welcome New Faculty

We wish a warm welcome to our new faculty colleagues

Giovanni Batz, Chicana/o Studies

Laurel Brehm, Linguistics

Eve L. Brown, Black Studies

David Caratelli, Physics

Andrea Carlini, Chemistry & Biochemistry

Faithe Day, Black Studies

Joan Dudney, Environmental Studies, Bren School of Environmental Science & Management

Morgan Gainer, Chemistry & Biochemistry

Amanda Greene, Philosophy

Dorit Hanein, Chemistry & Biochemistry

Susan Hwang, East Asian Languages & Cultural Studies

Anna James, Creative Studies, Ecology Evolution & Marine Biology

Haewon Jeong, Electrical & Computer Engineering

Andy MacDonald, Bren School of Environmental Science & Management

Ousmane Kodio, Mechanical Engineering

Yueyaun Ma, Economics

Hui-Ling Malone, Education

Daniel Martin, Economics

Ziad Matni, Computer Science

Jack Miller, Statistics & Applied Probability

Maegan Miller, Global Studies

Taylor Moore, History
Ruth Oliver, Bren School of Environmental Science & Management
Christopher Parker, Political Science
Jaime Pérez González, Linguistics
Yao Qin, Electrical & Computer Engineering
Ananya Renuka Balakrishna, Materials
Nils Reimer, Psychological & Brain Sciences
Albert Rice, Political Science
Silvia Rodríguez Vega, Chicana/o Studies
David Stein, History
Nicole Thompson Gonzalez, Anthropology
Antar Tichavakunda, Education
Giancarlo Tursi, French & Italian
Jane Ward, Feminist Studies

Recognition of Retired Faculty

We thank the following faculty who retired during the 2021-22 academic year, for their service to UCSB

Rod Alferness, College of Engineering
Stephen Barley, Technology Management Program
Gui Bazan, Chemistry and Biochemistry
Chuck Bazerman, Education
Laurel Beckman, Art
Henning Bohn, Economics
Mark Brzezinski, Ecology, Evolution & Marine Biology
Grace Chang, Feminist Studies
Paige Digeser, Political Science
Kathy Foltz, Molecular, Cellular & Developmental Biology
James Frew, Bren School
Mario Garcio, Chicana/o Studies
Helen Gardner, Environmental Studies
John Gilbert, Computer Science
Roger Ingham, Speech & Hearing Sciences
ann-elise lewallen, East Asian Languages & Cultural Studies
David Low, Molecular, Cellular & Developmental Biology
Diane Mackie, Psychological & Brain Sciences

Brenda Major, Psychological & Brain Sciences
Philip Pincus, Physics and Materials
Ben Reese, Psychological & Brain Sciences
Belinda Robnett, Diversity, Equity & Inclusion
Lee Rothfarb, Music
Tine Sloane, Education
James Thomson, Molecular, Cellular & Developmental Biology
Wim van Dam, Computer Science and Physics
Petra van Koppen, Chemistry & Biochemistry
Sharon Yu, East Asian Languages & Cultural Studies

Congratulations Newly Tenured Faculty

We are delighted to recognize our newly tenured colleagues

Nicole Albada, Psychological & Brain Sciences
Mahnoosh Alizadeh, Electrical & Computer Engineering
Jaime Alves, Black Studies
Miya Barnett, Counseling, Clinical & School Psychology
Thomas Barrett, Philosophy
Christopher Bates, Materials
Youssef Benzarti, Economics
Joseph Blankholm, Religious Studies
Francesc Castella-Cabello, Mathematics
Alison Cerzo, Counseling, Clinical & School Psychology
Dan Conroy-Beam, Psychological & Brain Sciences
Andre Correa de Sa, Spanish & Portuguese
Manuel Covo, History
Zach Eilon, Earth Science
Erika Eliason Parsons, Ecology, Evolution & Marine Biology
Patricio Fernandez, Philosophy
Michael Goard, Psychological & Brain Sciences and Molecular, Cell & Developmental Biology
Elliot Hawkes, Mechanical Engineering
Stephanie Hom, French & Italian
Suma Ikeuchi, East Asian Languages & Cultural Studies

Andrew Jayich, Physics
Rachel Lambert, Education
Ashley Larsen, Bren School of Environmental Science & Management
Zoe Liberman, Psychological & Brain Sciences
Hugh Lippincott, Physics
Karin Lohwasser, Education
Paasha Mahdavi, Political Science
Shana Moulton, Art
Ramtin Pedarsani, Electrical & Computer Engineering
Matt Rioux, Earth Science
Sarah Roberts, Education
Renee Rottner, Technology Management Program
Alban Sauret, Mechanical Engineering
Richert Wang, Computer Science and Creative Studies
Brandon Whited, Theater & Dance
Vanessa Woods, Psychological & Brain Sciences
Ya Zuo, History

2022-23 Hellman Family Fellowship Award Winners

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. The award is designed to aid targeted faculty near the middle of their pre-tenure period in developing a strong research record in preparation for tenure review. We congratulate this year's award recipients:

Brandon Greene, Department of Chemistry and Biochemistry: "*Thyl radical control in enzyme catalysis*"

Mengyang Gu, Department of Statistics and Applied Probability: "*Faithful prediction and uncertainty quantification for physical systems with a high-dimensional input space*"

Xiao Luo, Department of Physics: "*Towards Building a Novel Detector to Solve the Neutrino Mass Puzzle*"

Jessica Santana, Technology Management Program: "*Data Repository for the Computational Study of Entrepreneurship*"

Sui Tang, Department of Mathematics: "*1/3 Bridging interacting particle systems with data science via machine learning Mathematical foundation and applications to ecology and epidemiology*"

Kai Thaler, Department of Global and International Studies: "*Repertoires of Protest and Repression in the 21st Century: Enduring Histories and Evolving Tactics*"

The 2022 UC Journey Toward Retirement

Considering retiring from UC in the next five years? Wondering what steps to take as you prepare to retire with UC? Not quite sure where to start? Please join us as Fidelity guides us through the Journey Toward Retirement with the University of California. In these retirement sessions, Fidelity will walk you through every step that you should take, from beginning to end, as you approach retirement.

Space is limited, so please register on [Shoreline](#) for the whole series or just the sessions that interest you the most. Can't make a session? Please email [Fidelity](#) to schedule an appointment.

Open Enrollment Dates

The 2023 open enrollment period will start October 27, 2022 at 8:00AM and end November 18, 2022 at 5:00PM

A virtual benefits counselor will be available to assist employees in selecting appropriate benefits. A new Accolade Health Care Advocate for CORE, UC Care and UC Health Savings Plan members is available starting in January. For more information, visit [UCnet](#).

Chancellor's Reception for New Retirees

The annual Chancellor's Reception Celebrating New Emeriti and Retirees will return this year at the Mosher Alumni House, Alumni Hall, on Tuesday, October 18. This event honors our recently retired faculty and staff. The Chancellor's Reception has been on hiatus since 2019 due to

COVID, so this year's reception will welcome anyone who retired from June of 2019 to the present.

Location:

Mosher Alumni House, Alumni Hall
3 pm to 5 pm, on Tuesday, October 18, 2022

Who Is Invited:

Newly retired staff and faculty and those who have retired since June of 2019, plus a guest

RSVP to Ellen Pasternack at epasternack@ucsb.edu or x2168

Upcoming Training & Workshops

Dates and times for upcoming AP training and workshops for staff and faculty are posted on our [website](#). Upcoming sessions include AP Certificate Classes and Workshops for staff, a bio-bib session and open-forum office hours for faculty, and workshops for Chairs.

As a reminder, staff who work with AP are expected to attend the relevant topic workshops every year to ensure that they are up to date on policy, procedure, and best practice. These workshops are also meant to be interactive sessions, so please bring your questions and discussion points.

Please visit the [Training and Workshop Registration page](#) to register.

Contacting the AP Office

Do you have questions but aren't sure whom to contact?

For policy-related questions, please contact the appropriate AP analyst for your population/division: <https://ap.ucsb.edu/contacts/>

Still not sure who the right contact is? Start with inquiry@ap.ucsb.edu

For UCPath-specific inquiries, contact ap-path@ucsb.edu. Please do not use the AP-Path email address for general AP matters.

Our next newsletter is scheduled for Winter 2023. If you have a question or topic to suggest, please contact [Helly Kwee](#) at helly.kwee@ucsb.edu.

The Academic Personnel office is currently open and operating on a hybrid schedule. Contact via email is recommended. See the [AP](#)

[Office staff list](#) for more information.



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