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## UC SANTA BARBARA

# Academic Personnel

## Fall 2024 Newsletter

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October 28, 2024

## Words from AVC Dana Mastro

The 2024-2025 academic year brings with it the start of an important set of changes to our Red Binder policies pertaining to the merit review process. These changes were designed to streamline our academic personnel review procedures, make explicit longstanding practices, and align our processes with campus and systemwide values and expectations for faculty evaluation and advancement. In so doing, we are optimistic that these revisions will ultimately improve and simplify the process at all levels, while ensuring that faculty continue to be rewarded for their noteworthy accomplishments.

As departments move forward with this year's cases, I want to highlight some of the most pertinent changes to keep in mind:

- **Areas of Review** ([RB I-75](#)): In the Professor series, faculty will be evaluated based on the record of performance in (1) research/creative activity, (2) teaching/mentoring, and (3) service. Achievements previously classified as "professional activity" are now incorporated into research or service, as appropriate. In the Teaching Professor series, the areas of review remain unchanged

and include (1) teaching/mentoring, (2) professional and/or scholarly achievement and activity, and (3) service. Red Binder I-75 describes the types of activities that comprise these areas as well as the criteria for evaluation within each area.

- **Appropriate Flexibility** (RB I-36 & I-75): In evaluating a candidate's performance within these areas, reviewing agencies should utilize reasonable flexibility, taking into account justifiable shifts in scholarly commitments, responsibilities, and/or recognized variations in disciplinary arcs. This flexibility does not imply a relaxation of high standards; instead it can be exercised when patterns of work, which can be explained, deviate from established expectations for a temporary period of time.

- **Acceleration** (RB I-36): Accelerations are awarded in full step and/or one-half step increments and are expected to be awarded in step (i.e., on the ladder), except when the recommendation justifies a one-half step increase, which is apportioned in off-scale. In rare cases, accelerations beyond one-half step in off-scale may be granted when appropriately justified. As the size of the recommended acceleration increases, increasingly meritorious achievements are expected, with performance expectations rising at higher levels of the professoriate.

- **Overlapping Steps** (RB I-37): Overlapping steps may be used when a faculty member has met the expectations for a normative advancement but the record of accomplishments has not yet attained sufficient strength to warrant promotion or career review advancement. These steps allow for extra time, if needed, at the lower rank while a candidate prepares for promotion to the higher rank or advancement across the barrier at a career review. The overlapping steps include Assistant Professor/Teaching Professor V and VI, Associate Professor/Teaching Professor IV and V, and Professor/Teaching Professor V+ and IX+. These steps do not change the standard progression for promotion/career review. Time served at an overlapping step counts in lieu of service at the lateral step at the next rank or step progression. The requirements formerly expected for advancement to the "special" steps have been removed. Important considerations for use of the overlapping steps are addressed in Red Binder I-37.

- **Online Bio-Bibliography** (RB I-27): Consistent with past practice, it is the responsibility of each faculty member to maintain an accurate and updated bio-bibliography. This should now be completed using the online bio-bib application. You can access the online bio-bib by [signing into AP Folio](#) using your UCSB credentials. On the "Bio-bib Home" tab, you will find detailed instructions for navigating the app.

If you have not had an opportunity to familiarize yourself with the revised policies pertaining to our faculty merit review process, consider starting with [Red Binder I-75](#) which presents a comprehensive overview of these policies, procedures, and standards as well as [Red Binder I-36](#) which details the range and criteria for advancement. These sections offer essential context for discussions of faculty performance.

As questions emerge, faculty are encouraged to attend [AP office hours](#) on Mondays at 1:00 or register for [upcoming AP workshops or AVC office hours](#). Your ongoing collaboration and consideration during this transition period are greatly appreciated.

# Welcome New Faculty

**We extend a warm welcome to our new faculty colleagues.**

Shaun Armstead, History

Natchee Blu Barnd, History of Art and Architecture

Christine Beckman, Technology Management

Max Czapanskiy, College of Creative Studies, Bren School of Environmental Science and Management

Daniel Dauhajre, Geography

Andrew Deener, Sociology

Michel Devoret, Physics

Cristine Donham, College of Creative Studies, Molecular, Cellular, and Developmental Biology

Katie Elder, Communication

Christine Garnier, History of Art and Architecture

Alfredo González, Political Science

Mohamad Jarada, Anthropology

Andrew Jolivet, Sociology

Sanjukta Krishnagopal, Computer Science

Annie Lamar, Classics

Bree Lang, Economics

Matthew Lang, Economics

Jason Ludwig, Film and Media Studies

Guadalupe Madrigal, Communication

Tobia Marcucci, Electrical and Computer Engineering

Carolina Martinez-Gutierrez, Earth Science

Maung Ting Nyeu, Education

Keith A. Mayes, Black Studies

Aniel Mundra, Religious Studies

Nabeel Nasir, Computer Science

Stephanie Pazos, Chemistry and Biochemistry

Alexandra Phillips, Bren School of Environmental Science and Management

James Preiss, Computer Science

Rafael Juan Pablo Schmitt, Environmental Studies Program

Joel Sharbrough, Ecology, Evolution, and Marine Biology

Jackie Shay, Ecology, Evolution, and Marine Biology

Brooke Smiley, Theater and Dance

Phung Ngoc Su, Sociology

Andrew Thurber, Ecology, Evolution, and Marine Biology

Elizabeth Van Es, Education

Julio Vega-Payne, Classics

Rebecca Vega-Thurber, Ecology, Evolution, and Marine Biology

Justin Wilson, Chemistry and Biochemistry

# Recognition of Retired Faculty

**We thank the following faculty who retired during the 2023-24 academic year, for their service to UCSB.**

Ann Adams, History of Art and Architecture

Kum-Kum Bhavnani, Sociology

Jill Bambach (Felber), Music

Randy Bergstrom, History

Jacqueline Bobo, Feminist Studies

Rolf Christoffersen, Molecular, Cellular, and Developmental Biology

Daryl Cooper, Mathematics

Jody Enders, French and Italian

John Foran, Sociology

W Garr, Religious Studies

Steven Gaulin, Anthropology

Ken Goodearl, Mathematics

Scott Grafton, Psychological and Brain Sciences

Steven Gross, Music

John Hsu, Statistics and Applied Probability

Birge Huisgen-Zimmerman, Mathematics

Cynthia Kaplan, Political Science

Carol Lansing, History

Carlos Levi, Materials, Mechanical Engineering

Kyle Lewis, Technology Management

Darren Long, Mathematics

John Majewski, History

Didier Maleuvre, French and Italian

Harold Marcuse, History

Laurie Monahan, History of Art and Architecture

Cherrie Moraga, English

Constance Penley, Film and Media Studies

Curtis Roads, Media Art and Technology

Nathan Salmon, Philosophy

Russell Schmitt, Ecology, Evolution, and Marine Biology

Mark Srednicki, Physics

Cynthia Stohl, Communication

Michael Stohl, Communication

Charles Stuart, Economics

Galen Stucky, Chemistry and Biochemistry, Materials

Janet Walker, Film and Media Studies

Elliot Wolfson, Religious Studies

Kim Yasuda, Art

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# Congratulations

## Newly Tenured Faculty

**We are delighted to recognize our newly tenured colleagues**

Erika Arenas Velazquez, Sociology

Kerem Camsari, Electrical and Computer Engineering

Joe Chada, Chemistry and Biochemistry Engineering

Raphaële Clément, Materials

Juan Cobo Betancourt, History

Debanuj DasGupta, Feminist Studies

Ranjit Deshmukh, Bren School of Environmental Science and  
Management, Environmental Studies Program

Sid Dey, Bioengineering, Chemistry and Biochemistry Engineering

Micaela Díaz-Sánchez, Chicana and Chicano Studies

Halley Froehlich, Ecology, Evolution and Marine Biology,  
Environmental Studies Program

Jon Goodwin, Counseling, Clinical, and School Psychology

Summer Gray, Environmental Studies Program

Trinabh Gupta, Computer Science

John Harter, Materials

Robert Heilmayr, Bren School of Environmental Science and Management,  
Environmental Studies Program

Lina Hou, Linguistics

Ruimeng Hu, Mathematics, Statistics and Applied Probability

Argyro Katsika, Linguistics

Alex Lukas, Art

Holly Moeller, Ecology, Evolution and Marine Biology

Sowon Park, English

Dave Patterson, Physics

Angela Pitenis, Materials

Morgan Raven, Earth Science

Lior Sepunaru, Chemistry and Biochemistry

Miriam Thompson, Counseling, Clinical, and School Psychology

Vojtech Vlcek, Chemistry and Biochemistry

Max Wilson, Molecular, Cellular, and Developmental Biology

Lingqi Yan, Computer Science

Enoch Yeung, Mechanical Engineering

Xiaolei Zhao, Mathematics

# 2024-25 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:

**Haewon Jeong**, Electrical and Computer Engineering, *"From Dirty Data To Fair Prediction: Data Preparation Framework For End-To-End Equitable Machine Learning"*

**Chenhao Jin**, Physics, *"Ultrafast manipulation of topological magnets"*

**Yader Lanuza**, Sociology, *"Undocumented & Privileged: Immigrant Selectivity and Legal Status in the High School-to-College Transition"*

**Regina Lapate**, Psychological and Brain Sciences, *"The Life of Memories Project"* (Moy Peterson Awardee)

**Gen Li**, Earth Science, *"Geologic Carbon Dioxide Drawdown: Fate of Earthquake-Eroded Organic Carbon"*

**Amrah Salomón Johnson**, English, *"Confluences: Indigenous Fugitivity on the Border"*

**David Stein**, History, *"Fearing Inflation, Inflating Fears: The Civil Rights Struggle for Full Employment and the Rise of the Carceral State, 1929-1986"*

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## 2024-25 Career Development Awards and Fellowships

Career Development Awards and Fellowships are designed to provide faculty with time to strengthen their record of research/creative activities by providing course release funds or summer research support. The three Award and Fellowship designations include:

- Faculty Career Development Award (FCDA)
- Regents' Junior Faculty Fellowship (RJFF)
- Regents' Humanities Faculty Fellowship (RHFF)

Congratulations to the recipients below:

**Liz Carlisle**, Environmental Studies Program: RHFF, *"Living Roots: Perennial Foods for an Abundant Future"*

**Mona Damluji**, Film and Media Studies: RJFF, *"Pipeline Cinema: The Cultural Infrastructure of Oil in Iraq"*

**Eloi Grasset Morell**, Spanish and Portuguese: RHFF, *"Tasty Politics. Food Culture and Political Ideologies in 20th Century Catalonia"*

**Michelle Grue (Petty)**, College of Creative Studies: RHFF, *"The Sea's Mercy"*

**Haewon Jeong**, Electrical and Computer Engineering: RJFF, *"Can we catch two birds of fairness and privacy?"*

**Jessica López-Espino**, Sociology: RJFF, *"Hearing Child Welfare: Ideologies of Latinx Parenthood in a California Juvenile Dependency Court"*

**Alexander Lukas**, Art: RHFF, *"Public Texts: A Californian Visual Language"*

**Daniel Masterson**, Political Science: FCDA, *"From Displacement to Resilience: Aid, Economic Recovery, and Social Cohesion in Post-War Iraq"*

**William Nomikos**, Political Science: RJFF, *"How Disinformation Shapes Local Attitudes toward Peacebuilders in Conflict Settings"*

**Raquel Pacheco**, Anthropology: RJFF, *"Gender Progress: Self-making and belonging in Neoliberal Mexico"*

**Mayra Puente**, Education: RJFF, *"Rural Latinx Students' College Transition Experiences"*

**Yao Qin**, Electrical and Computer Engineering: RJFF, *"Detecting, Quantifying, and Mitigating Subtle but Harmful Biases in Text-to-Image Generation"*

**Omar Ramirez Pimienta**, Spanish and Portuguese: RJFF, *"Imagined Californias: Emergency Poetics and Transfronterhizomatic Gnosis and Praxis at the Tijuana/San Diego Borderlands"*

**Daniel Reeve**, English: RJFF, *"Translation and loss in Middle English romance"*

**Elana Resnick**, Anthropology: FCDA, *"To Love a River Toxic: Nuclear Ecologies and the Racial Politics of Green Energy"*

**Elizabeth Rubio**, Asian American Studies: RJFF, *"Dreams Beyond Recognition: Liberalism's False Promises and the Search for Alternatives in Asian American Immigrant Justice Activism"*



**Amrah Salomon Johnson**, English: FCDA, "Confluences: Indigenous Fugitivity on the Border"

**Samantha Scudder**, Psychological and Brain Sciences: RJFF, "Exploring the Impact of Course-based Support and Engagement Strategies on Undergraduates"

**David Stein**, History: RJFF, "Fearing Inflation, Inflating Fears: The Civil Rights Struggle for Full Employment and the Rise of the Carceral State, 1929-1986"

**Sui Tang**, Mathematics: FCDA, "Data-driven modelling of collective behaviours with neural differential equations"

**Antar Tichavakunda**, Education: RJFF, "Making Black Places on Campus: The Labor of Black Student Union Leadership"

**Giancarlo Tursi**, French and Italian: RJFF, "Dialectal Dante: The Politics of Translation in Risorgimento Italy"

**Guo Yu**, Statistics and Applied Probability: RJFF, "Predictive Inference for Interaction Models"

## UC Recruit Tips

### Did you know that there are two UC Recruit systems available at UCSB?

Most people are aware of the Production site at [recruit.ap.ucsb.edu](https://recruit.ap.ucsb.edu). This is the site departments use to manage recruitments and search waivers from start to finish.

But few people know of the existence of the UC Recruit Testing site at [recruit.ap.ucsb.edu/training](https://recruit.ap.ucsb.edu/training) where you can find a full featured "sandbox" recruitment system. This site exists to enable you to create draft search plans and to experiment with features and options.

We ask that you please use the Testing site for recruitment practice and only use the Production site for actual recruitments.

If you have any questions about the Testing site or run into technical issues, please contact [help@aait.ucsb.edu](mailto:help@aait.ucsb.edu).

## RASC's Retirement Counseling and Advisory Service

A dedicated team of accredited financial professionals are available for personalized retirement counseling by appointment.

RASC's Retirement Counseling and Advisory Services aims to assist members of the UC Retirement Plan (UCRP) in making informed decisions about their retirement.

Online scheduling is available via the RASC's new portal:  
<https://rasc.universityofcalifornia.edu/>

To learn more about this service, check out [this video](#).

## UCSB Annual Required Trainings

### Are you up to date?

**Most employees must complete several compliance activities annually.**

To check your status, visit [learningcenter.ucsb.edu/login](https://learningcenter.ucsb.edu/login) and click on "Required Training"

## Upcoming Training and Workshops

Dates and times for upcoming AP training and workshops for both faculty and staff are posted on our [website](#), alongside presentations and materials from past courses and workshops.

Upcoming **Faculty Workshops** include:

- Open-forum office hours with the AVC every quarter
  - Spring quarter's session will be focused on promotion to tenure; faculty planning to undergo tenure review soon are especially invited to attend and bring their questions!
- Bio-bib workshop session
- M&P workshop for Department Chairs

Upcoming **Staff Trainings** include:

- AP Certificate Classes
- AP Workshops on specific topics

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?**

- UCPATH questions should be sent to [ap-path@ucsb.edu](mailto:ap-path@ucsb.edu)
- Leave questions should be sent to [ap-leave@ucsb.edu](mailto:ap-leave@ucsb.edu)
- Policy questions should be directed to the policy analyst that supports that population: [ap.ucsb.edu/contacts](https://ap.ucsb.edu/contacts)

Still not sure who the right contact is? Start with: [ap-inquiry@ucsb.edu](mailto:ap-inquiry@ucsb.edu)

Need to request systems access for new staff, or remove access for staff who have departed? Have the department manager fill out and submit the Access Request Form: <https://ap.ucsb.edu/access.request>

If you have a question or topic to suggest for the next newsletter, please contact Helly Kwee at [helly.kwee@ucsb.edu](mailto: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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