College of Letters and Science Chairs and Business Officers Briefing

October 22, 2018

David Marshall
Executive Vice Chancellor
Campus Climate

- Recent Academic Program Reviews have identified departmental climate issues.
- Program review surveys bring to light student concerns.
- Every year there are concerns, complaints, and charges involving potential gender, race, ethnic discrimination, Title IX violations, bullying, anger management and general faculty conduct and departmental climate issues.
- All such complaints are taken seriously, investigated, and reviewed in a professional manner by relevant offices, Academic Senate committees, and administrators.
- There are consequences.
- Title IX Annual Report in progress.
Sexual Harassment/Sexual Violence Prevention

• Title IX of the Education Amendments of 1972 prohibits sex discrimination in all areas of education: Sexual harassment, sexual violence, and any form of discrimination or harassment based on sex, gender, gender identity, gender expression, pregnancy or sexual orientation/identity.

• Mandatory trainings.

• Faculty and supervisors are required to fulfill the duties of a “responsible employee” in addition to their mandated reporting requirement of sexual violence and sexual harassment of employees. This includes TA’s and GSR’s.

• Required to report information to the Title IX Officer if a student shares information about, or an employee becomes aware of, a possible incident of sexual violence or sexual harassment.

• Allegations of sexual harassment should be reported to the Title IX officer, who will then investigate.

• No one will be forced to make a formal complaint, but it is our duty to follow up on any allegation or report.
NSF announces new measures to protect research community from harassment

• National Science Foundation new award terms and conditions:

• Grantee organizations must report:
  – findings of sexual harassment, or any other kind of harassment regarding a PI or co-PI or any other grant personnel.
  – placement of the PI or co-PI on administrative leave relating to a harassment finding or investigation.

• NSF may take unilateral action as necessary to protect the safety of all grant personnel, to include suspending or terminating an award or requiring the grantee to replace or remove personnel.

• Expectation includes activities at all research facilities and field sites and during conferences and workshops.
Sexual Harassment of Women

Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine

Paula A. Johnson, Sheila E. Widnall, and Frazier F. Benya, Editors

Committee on the Impacts of Sexual Harassment in Academia
Committee on Women in Science, Engineering, and Medicine
Policy and Global Affairs

A Consensus Study Report of
The National Academies of
SCIENCES • ENGINEERING • MEDICINE

THE NATIONAL ACADEMIES PRESS
Washington, DC
www.nap.edu

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“Sexual harassment is a serious issue for women at all levels in academic science, engineering, and medicine; these fields share characteristics that create conditions that make harassment more likely to occur.

Such environments can silence and limit the career opportunities in the short and long terms for both the targets of the sexual harassment and the bystanders—with at least some leaving their field. The consequence of this is a significant and costly loss of talent in science, engineering, and medicine.”
National Academies Report

“We are optimistic that academic institutions can meet the challenge of reducing and preventing sexual harassment, and can even lead other industry sectors in addressing this issue.

Success in addressing this challenge will require committed leadership, hard work, initiative, and financial investment from administrators at every level within academia, as well as support, cooperation, and work from all members of our nation’s college campuses—students, faculty, and staff.

We call on our fellow leaders and all the members of our campus communities to take on the responsibility for promoting a civil and respectful environment that prevents sexual harassment from occurring and creates a healthier environment for all people working in science, engineering, and medicine—and indeed in all academic disciplines.

Eliminating sexual harassment is everyone’s responsibility, and the time to act is now.”

PDF:  http://nap.edu/24994
Equal Opportunity & Discrimination Prevention Office

- Responsible for compliance with federal and state laws and University policies and procedures regarding affirmative action, non-discrimination, and retaliation for staff and faculty.

- Works to promote and integrate the principles of equal opportunity, affirmative action, non-discrimination, and excellence through diversity on campus.

- Responds to concerns from faculty and staff regarding behaviors that may constitute discrimination as covered by University policies.

- Diversity & Inclusion Training: interactive presentations focus on various aspects of diversity including, but not limited to racism, sexism, ableism, socio-economic differences, and religion.
Guidance on Abusive Conduct and Bullying in the Workplace

https://policy.ucop.edu/doc/4000647/AbusiveConductAndBullying

“I would like to make clear to you and to those at all of our locations that all UC community members are expected to behave in ways that support the University’s Principles of Community and Regents Policy 1111 (Statement of Ethical Values and Standards of Ethical Conduct), which state that UC is committed to treating each member of the University community with respect and dignity.

The University does not tolerate abusive conduct or bullying. Such behaviors are inconsistent with the values of the University and should be addressed directly and comprehensively, whereby staff at all levels found to be engaging in abusive conduct should be held accountable, and no member of the University community will be retaliated against for reporting bullying in good faith.”

--President Napolitano (7/26/16)
Office of the Ombuds

- Confidential consultation services to faculty, staff, students, parents, or anyone with a campus-related concern.

- Impartial; informal; independent.

- Workplace issues, interpersonal conflict, academic concerns, policy questions, and other problems.

- Mediation; group facilitation; conflict coaching and workshops.
  - Communication and Leadership Coaching.

- Faculty retreats to discuss departmental climate issues.

- Teambuilding retreats for staff and faculty.

- Role of Department Chairs and Business Officers.
Office of the Ombuds

- 2017-18 visitors: 40% staff, 25% undergraduates, 15% graduate students, 15% faculty.

- Top 3 visitor concerns last year were respect; communication; and departmental climate.

- 25% of visitors were thinking of leaving their position, and 30% were thinking of filing a complaint.
Resources

Title IX & Sexual Harassment Policy Compliance Office
Ariana Alvarez, UCSB Title IX Officer
3211 Phelps Hall, 893-5410

Equal Opportunity & Discrimination Prevention Office
Ricardo A. Alcaíno, Director
3211 Phelps Hall, 893-2701

Office of the Ombuds
Caroline Adams, Ombuds
David Rasch, Associate Ombuds
Michael O’Connell, Faculty Ombuds
Girvetz Hall 1205-K; 893-3285

Dean

Executive Vice Chancellor
New Family Resource Website

- [https://www.myfamily.ucsb.edu/](https://www.myfamily.ucsb.edu/)

- Aggregation of UCSB and UC policies and information on child, youth, older adult, and family services, including family and childbearing leave and child care.

- Resources for faculty, staff, undergraduate students, graduate students, and postdoctoral researchers.

- Portal for community information, with links to local off-campus resources.

- Thanks to the Chancellor’s Advisory Committee on the Status of Women, working with Academic Senate Council on Faculty Welfare, Human Resources, the Office of the Executive Vice Chancellor, and Public Affairs & Communications.
Chancellor’s Staff Expansion Program

• Academic Affairs: Plan for 26-30 FTE.
• Priorities: areas that have been impacted by growth in students and faculty, as well as structural deficiencies.

• Positions to support academic units in areas that deans have prioritized.

• Academic advising and academic student services.
• Support for faculty in areas such as finances, grant administration, instruction, and research.

• Academic Personnel (UC Path); Title IX; Library; Graduate Division; Undergraduate Education; Scheduling Coordinator for DSP exam accommodations.
Faculty Recruitment

- 2017-2018: fourth year of ambitious faculty recruitment and renewal program.
- 226 faculty hired over the last four years, about twice as many as preceding four years.
- Number of active searches increased from about 60 to 70.
- 2017-2018 recruitment cycle yielded at least 60 appointments, more recruitments pending.
- 58 new faculty on payroll in 2017-2018, and 9 more as of July 1, 2019.
Faculty Recruitment

• 34 retirements or separations as of July 1, 2018 and 4 additional retirements or separations anticipated by October 31, 2018.
• Net gain of 24 FTE for this recruitment cycle.
• 217 faculty hired between July 1, 2015 and June 30, 2019 but faculty FTE count up by 84.67.

• Given age and years of service of our current faculty, we project comparable retirement rates over the next five years, along with the usual rate of separations; need to maintain an active recruitment agenda.

• New Search Waiver and Recruitment Guidelines.
Justifying New Faculty Salaries in AB 168 Era

• California law prohibits employers from inquiring about or relying upon salary history as a factor in determining salary.

• To prevent perpetuation of pay inequities that arise when employment offers are based on previous pay that may have been based on discriminatory decisions; narrow pay gaps due to gender, race, or ethnicity by focusing on the qualifications and the record of the prospective employee rather than past pay.

• Salary recommendations should be based on such factors as: qualifications of the individual as they relate to the position; record of academic accomplishment, as reflected by research, publications, grants, fellowships, experience, previous academic positions, and other measures that indicate experience, expertise, and standing in the field.

• Market conditions apply to actual competitors and not necessarily to recent appointees.

• Appointment cases must include explanation and justification of salary.
## Preliminary and Incomplete 17-18 Faculty Recruitment Diversity Statistics

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State allocation of $2M to support best practices related to advancing faculty diversity

• $75,000 awarded to UC Santa Barbara for Faculty Retention and Academic Climate initiative in College of Engineering and Department of Physics.

• New comprehensive team-mentoring program for pre-tenure women and URM faculty.

• Inclusion and equity workshops to improve skills and awareness of faculty members and departmental leaders.

• To improve climate and retention of women and URM faculty members, and those with other diverse identities.
Strategies for Diversity and Inclusive Excellence

- Workshops and trainings on best practices.
- Implicit bias training.
- Diverse pool of candidates.
- Proactive identification and recruitment of candidates.
- President’s Postdoctoral Fellow Recruitment Program.
- Diversity statements.
Duncan and Suzanne Mellichamp Academic Initiative Professorships

Mind and Machine Intelligence: Miguel Eckstein, Professor of Psychological and Brain Sciences

Other chairs slated for Psychological and Brain Sciences, Computer Science, and Economics.

Connections to other departments, including Geography, ECE, Linguistics, and English, as well as Neuroscience and Data Science initiatives.
Data Science Initiative

Advisory Board

Kristin Antelman (Librarian)
Kelly Caylor (Bren, Geography, Earth Research Institute)
Hector Ceniceros (Math)
Maria Charles (Sociology, Broom Center for Demography)
Norah Dunbar (Communication)
Stefan Th. Gries (Linguistics)
Matt Hall (AVC, CIO)
Ben Halpern (Bren, National Center for Ecological Analysis and Synthesis)
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Tresa Pollock (Materials)
Joel Rothman (MCDB)
Tim Sherwood (Computer Science, Office of Research)
Ambuj Singh (Computer Science, Convener)
Joe Walther (Communication, Center for Information Technology and Society)
Data Science Initiative

Foundations of Data Science
INT 5, Fall 2018

Introduces students to inferential thinking and computational thinking in the context of real-world problems. How does one analyze data resulting from a real-world process in order to understand the process? The course teaches critical concepts and skills in computer programming and statistical inference, in conjunction with hands-on analysis of real-world datasets, including economic data, document collections, geographical data, and social networks. It delves into social and legal issues surrounding data analysis, including issues of privacy and data ownership.

Principles & Techniques of Data Science
INT 15, Spring 2019

Explore the data science lifecycle, including question formulation, data collection and cleaning, exploratory data analysis and visualization, statistical inference and prediction, and decision-making. It focuses on quantitative critical thinking and the key principles and techniques that are needed. These include languages for transforming, querying and analyzing data; algorithms for machine learning methods including regression, classification and clustering; principles behind creating informative data visualizations; statistical concepts of measurement error and prediction; and techniques for scalable data processing.

November 8, 3:30 pm: first lecture in the 18-19 lecture series on data science (hosted by Statistics & Applied Probability): LeCun Yann, Director of AI research at Facebook; founding director of the NYU Center for Data.

http://transfer17.lsit.ucsb.edu/about
Library

• In support of data science curriculum, library increasing capacity to teach students data science-related tools and techniques in the Interdisciplinary Research Collaboratory.

• Collaborations with faculty in eighteen Data Collective pilot projects across all disciplines to understand and develop data curation solutions.

• Data Curation unit currently recruiting 3 data curators in humanities, social sciences, and earth and environmental sciences.

• Center for Innovative Teaching, Research and Learning (CITRAL) next to Transfer Student Center on 1st floor.

• New Library Award for Undergraduate Research.

• Increased library hours and access this fall: entire library open until 2 am, and entire 1st and 2nd floors overnight; Davidson doors open again.
UCSB Reads: *The Best We Could Do*

- An illustrated memoir by Thi Bui, written in the form of a comic book, in the tradition of Art Spiegelman’s *Maus* and Marjane Satrapi’s *Persepolis*.

- Thi Bui chronicles generations of her family history in Vietnam, including her birth during the final months of the Vietnam War and her parents’ escape to, and early years in, the United States.

- Free public lecture in Campbell Hall on **April 25, 2019**.
Enrollment

• Higher yield + lower “melt” rates + 2:1 freshman-transfer ratio + over 100,000 applications = over-enrollment.
• State and UC pressures; Long-Range Development Plan.
• Classroom strategies.
• Impacted majors and enrollment management strategies.
• Proactive recruitment measures for areas with capacity.
• FTE and “conversion ratio” credit unit strategies.

• Graduate Enrollment: New class is slightly smaller than last year (3.7%) (due to decline in Master’s enrollments).
• Enrollments in Engineering and MLPS increased; 59% of incoming class.
• Among new domestic students, URM enrollments at 20% (up from 17.3% last year, but not as high as 22% two years ago).
• International doctoral students show a slight decline (6 students overall), but international master’s students saw a more significant decline (22% drop).
Summer Sessions

• 10% growth of UC Student FTE over Summer 2017.

• 42% of Fall 2017 undergraduates attended summer (historically 38%).

• 9,000 UC students.

• 700 Incoming freshmen students enrolled (estimated 15% of incoming fall cohort).

• 540 Incoming freshmen took part in Freshman Summer Start Program (largest class in program history).

• 155 students completed new online course, INT W 20, *Introduction to the Majors* course.

• 959 total courses this summer (121 Graduate, 341 LD, 497 UD courses).

• Summer will now work more directly with departments on curricular planning.
• Summer for impacted courses, bridge programs, laboratory for innovative pedagogy and curriculum.
Proposed New Classroom Building

- 4-story building, 2,290 seats (53,940 ASF; 95,250 GSF).
- Classroom inventory: increase by 35%, seating capacity by 40%.
- 32 GA classrooms.
- 5 lecture halls: one 350-seat, two 250-seats, two 175-seat.
- Active learning classrooms: 200-seat, one 100-seat, two 50-seat.
- Flexible Classrooms: 23 smaller 30-seat classrooms.
- $97,133,000 (including $17,346,000 campus funds).
Disabled Students Program

• Current and future space identified for DSP testing.

• New staff position to coordinate with departments and help with scheduling.

• Working with DSP, Registrar, SIS&T, and Undergraduate Education on scheduling.

• Goals: to better accommodate student testing needs; and remove as much staff and faculty time and labor from departments as possible.
Innovative Learning Technology Initiative (ILTI)

- System-wide proposals due April 5, 2019.

- Academic Senate faculty; Unit 18 Continuing Lecturers may submit proposals in collaboration with Senate PI’s.

- PI’s may submit as individual or team, department or undergraduate curriculum chair.

- In an effort to help accommodate substantial enrollment growth on campus and to address the high demand for impacted courses, campus call will prioritize proposals for hybrid courses.
UC PATH

• Despite preparation, extraordinary efforts, and overall success of implementation, still addressing significant process issues and outstanding individual cases.

• Dependence on UC PATH Center.

• Report to follow.

• Thank you to everyone for extraordinary preparation and ongoing work.
Isla Vista

• Halloween on Wednesday, October 31st.

• Preparations for weekend and Halloween.
National Cyber Security Awareness Month

• Lecture: “The Role of Artificial Intelligence in Cybersecurity” by Professor Giovanni Vigna today in Loma Pelona at 3:00 PM.

• Join remotely at: https://ucsb.zoom.us/j/621561285

• Immediately after talk, discussion with faculty in the lounge at The Club focusing on ETS cybersecurity plans for the year.

• Plans include multi-factor authentication for UC PATH and other enterprise systems.
Thank you.