

Request for Exception to Employment Policy

(To be completed by the student's home department)

Use this form when proposing Associate, TA, GSR, Reader, Remedial Tutor, and Student Assistant appointments which do not meet policy standards.For policy reference, see <http://www.graddiv.ucsb.edu/financial/employment/academic-appointments> Policy reference**For Graduate Division approval, submit request at least 6 weeks prior to quarter.
For departmental approval, exception retained by department.**For complete information regarding Associate Appointments, see the academic Personnel Binder (the Red Binder), Section IV-5, https://ap.ucsb.edu/policies.and.procedures/red.binder/sections/%5B4_03%5D%20Associate.pdf Red Binder reference

TO Dean, Graduate Division Date _____

FROM Satie Airamé, Assistant Dean, Bren School ESMS
Department Chair or Faculty Graduate Advisor

RE Nathaniel Grimes 601233
Student Name Perm Employee ID

COMPLETE SECTIONS BELOW AND FILL IN ACADEMIC JUSTIFICATION ON PAGE 2The Department of Bren School ESMS is requesting an exception to:**GRADUATE DIVISION APPROVAL:**

- ☐ Employment in excess of 75% (APM 410-17-b)
- ☐ Employment in excess of 18 quarters (APM 410-17-c)
- ☐ Academic Probation
- ☒ > 4 quarters Beyond Time to Advance or Degree
- ☐ 100% Career Staff appointment
- ☐ Part-Time Status

HOME DEPARTMENT APPROVAL:

- ☐ Employment of 51%-75% time
- ☒ Employment in 13-18 quarters of service
- ☐ Academic Warning Status (GPA below 3.0; >12 incomplete units)
- ☐ Beyond Departmental Normative Time Standards
- ☐ 1-3 quarters Beyond Time to Advance or Degree

REQUESTS APPROVAL FOR STUDENT TO WORK

50% % as 1506 in Bren School ESMS during Winter 2025
% appt title code employing department quarter/year

If applicable: with concurrent _____ % _____ appointment in _____
% appt title code dual appt department

Robin Roe, Academic Programs Assistant robin@bren.ucsb.edu
Department contact person phone number email address

FOR GRADUATE DIVISION USE:

☐ Approves request ☐ Does not approve request

Signed _____ Date _____
Dean, Graduate Division

FOR HOME DEPARTMENT USE:

☐ Approves request ☐ Does not approve request

Signed _____ Date _____
Department Chair or Faculty Advisor

ACADEMIC JUSTIFICATION

Please Address the Following: (Faculty Mentor: Christopher Costello)

Where is the student with regard to meeting the requirements/milestones of the program and what is the timeline for completion of these requirements?

Nathan is in his seventh year of the PhD program at the Bren school. He completed the Master's of Environmental Science and Management in Spring of 2018 and started the PhD program in Fall 2018. His Time to Advance with the COVID exception is 4 years and Time to Degree is 6 years. He is 7 quarters beyond his TTA. His candidacy exam is set for December 6th 2024.

If applicable, what milestones has the student met since the last employment exception?

Since his last employment exception, Nathan has sent his first chapter out for review to a highly respected economics journal. He has completed the analysis for his second chapter and has successfully integrated novel datasets. He plans to further expand his model to include additional algorithms. He has the conceptual framework for his third chapter, but this section will need additional work in the writing phase of his dissertation.

For Time to Advance/Time to Degree requests, please complete the following questions specifically detailing the planned academic progress though the requested quarter of employment.

If the student has been delayed in their degree progress, what circumstances have brought this about?

Nathan experienced setbacks in his research during the COVID pandemic and struggled to focus his research ideas. He also experience some mental health challenges that further hindered his progress. He focused his efforts on his first chapter (which should result in a prestigious publication) but was not make as much progres with his other chapters as a result.

What steps did the Department take to facilitate better progress?

The Department has been monitoring Nathan's progress and meeting with him quarterly to establish milestones related to progress on his additional chapters and check-in. Nathan has been meeting regularly with his commitee members.

How will the appointment directly benefit the student's career objectives or dissertation research?

Nathan plans on pursuing a career as a professor in environmental data science. The associate position will serve as an incredible opportunity to showcase his teaching credenitals and build his teaching portfolio when on the academic job market. The experience gained as an associate at UCSB will easily differentiate him from other candidates.

How might the appointment inhibit the student's ability to make timely progress?

Nathan does not have an alternative funding plan, so he also needs this position to pay his tuition and fees, so this is a much more desirable than trying to find an alternative position outside the university. It is 20 hours a week that could otherwise be used on research. However, If tuition isn't covered then he will not be able to stay in Santa Barbara and have to work remotely which will impede his progress even further.

If the student is beyond time to advance/degree, can the department support the student with Block Grant funding or provide other financial support?

The department does not have sufficient funds for this student to support him via Block Grant or other financial support.

How will the Department monitor the student and ensure that the proposed appointment does not hinder the student's advancement towards degree completion?

Nathan will continue to meet regularly (biweekly) with his advisor and committee members. Nathan will also meet with staff administrators to discuss his progress plan and check-in about his progress on his milestones.