Chairs’ & Center Directors’ Meeting Minutes

Date: June 22, 2015
Location: WCH – Room 443
Attendees: Reza Abbaschian
Alex Balandin
Matt Barth
Mitch Boretz
Marek Chrobak
Jay Farrell
Robert Haddon
Nosang Myung
Walid Najjar
Ravi
Kambiz Vafai

Absent: Guillermo Aguilar (joined by phone for item 9)
Bir Bhanu (joined by phone for item 9)
Pat Hartney
Javier Garay
Mark Matsumoto
Akula Venkatram
Albert Wang

1. Welcome and call for agenda items – Reza.
No items were added.

Reza announced that he will be gone in July with infrequent access to e-mail.

Reza commented that this was a big and exciting year for BCOE with the faculty retreat, 25th
anniversary, and Commencement. Reza pointed out that the Commencement event might change
next year, with all graduate students graduating together and the college-specific ceremonies for
undergraduates. Reza recommends keeping graduates and undergraduates together so we can
attract more faculty to the ceremony and have the celebration afterward. Reza asked chairs to
thank their faculty and staff for their work on Commencement.

2. Approval of minutes – Mitch
The minutes of the June 8, 2015, meeting as revised were approved.

3. College leadership/coverage over the summer – Reza
In Reza’s absence, Mark Matsumoto will be around for the summer. Ravi will be in and out. If
chairs will be away for extended periods, they are asked to let the dean’s office know.

4. Cluster hiring – Reza
The provost last week asked the deans to look at the 33 proposals for 133 lines that have been
selected and come up collectively with an approach to hiring. Only 50 new lines should be
allocated to clusters this year. Colleges will not do regular hiring because there are no lines for them. The deans will meet June 23 to sort out which college will lead each cluster and how partnering will work. The consensus among BCOE chairs/directors is that the PI who proposed the cluster should be the chair of the search committee for that cluster, and the search committee should include representatives of all departments/programs that could take faculty within the cluster. The chairs identified several clusters where one or more BCOE departments could host new faculty.

Reza pointed out that each department/college will have to identify space and initial complement resources before it can hire a candidate. A consultant’s report on campus space is coming out soon.

5. Revised GPP NRTR revenue sharing policy — Ravi
The College has drafted a policy for comment. It calls for 50% of the revenue to go to the program responsible for recruiting and advertising, and 50% to the programs where the student is taking the coursework (based on units taken). Cross-listed courses are a complication, campus policy is that it should go to the department where the instructor is based.

Ravi has been told that everyone accepted into GPP will enroll. He will continue to monitor this over the summer. We will work with Jun Wang and UCR Extension early in the fall regarding the timing of our next GPP recruiting trip.

6. Undergraduate Education — Ravi
We have 519 freshmen SIR’d, which projects to fall enrollment of 441 students. This is short of our target of 475. The transfer numbers are projecting 25% melt, so the 202 SIRs project to 152 enrollees. This slightly exceeds our target. In the future, we can raise the minimum GPA to reduce the number of transfers if necessary.

7. Graduate — Ravi
SIRs are 10% below last year. Walid pointed out that some Computer Engineering applications are still being processed.

Jay and Marek met with Joe Childers about having a portion of graduate application fees come to the departments. Joe Childers appeared to be receptive to the idea and will bring it to Vice Chancellor Anguiano in July.

8. Department updates
Alex commented that Maggie’s intervention with Physical Plant appears to have helped get his work done.

9. Faculty salary increase policy — Reza
Academic Senate has expressed concern about the policy because it interferes with the existing merit process.

The provost has agreed that the policy can be implemented by each college individually. Considering that the Senate is not in favor of the process, Reza has drafted this policy:
BCOE faculty are to be evaluated for one-time salary increases (that will become effective on 7/1/15) based on the following criteria: salary equity, salary compression, salary inversion, exceptional merit. Chairs are to use these criteria consistently when making salary recommendations for department faculty. In support of these recommendations, the BCOE Dean’s Office will provide salary information for all BCOE faculty including histories of base and off-scale salary, merit increases and promotion increases. The BCOE Dean’s Office will provide to each Chair a total amount available for these one-time faculty salary increases. The BCOE Dean’s Office will retain 20% of the total amount available to all departments to address Chair increases and special salary increase requests for department faculty made by Chairs.

Campus wants 15% of faculty to get extra increases; Reza says 20-25% in each department could be a more appropriate target in BCOE. Consensus among the chairs is that roughly 25% is a reasonable target.

Reza said the provost would like to apply all four criteria to the question: equity, compression, inversion, and exceptional merit, but not necessarily equally. The faculty member must have gotten a positive 5-year review merit review to be eligible.

Chairs agreed to make decisions by September 1, 2015, retroactive to July 15, 2015.

Reza will disseminate the policy and share with the chairs before sending it to the provost for approval.
Chairs’ & Center Directors’ Meeting
June 22, 2015

Agenda

Winston Chung Hall – Room 443

1. Welcome - Request for Agenda Items from the Floor
2. Approval of Minutes from June 8, 2015 Meeting
3. College leadership/coverage over summer
4. Cluster Hiring
5. Revised GPP NRTR revenue sharing policy
6. Undergraduate Education
7. Graduate Education
8. Department Updates
9. Faculty Salary Increase Policy
10. Other Matters

Future Meeting Dates

2014
Monday, July-7
Monday, August-11
Monday, September-8
Monday, September-22
Monday, October-6
Wednesday, October-22
Monday, November-3
Monday, November-17
Monday, December-1
Monday, December-15

2015
Monday, January-5
Friday, January-23
Monday, February-2
Friday, February-20
Monday, March-2
Friday, March-20
Monday, March-30
Monday, April-13
Monday, April-27
Monday, May-11
Friday, May-29
Monday, June-8
Monday, June-22