

Chairs' & Center Directors' Meeting Minutes

Date: January 25, 2016
Location: WCH – Room 443
Attendees: Reza Abbaschian
Guillermo Aguilar
Bir Bhanu
Mitch Boretz
Joe Childers
Marek Chrobak
Jay Farrell
Robert Haddon
Pat Hartney
Nosang Myung
Walid Najjar
Ravi
Kambiz Vafai
Akula Venkatram
Sharon Walker

Absent: Alex Balandin
Matt Barth
Albert Wang

1. Welcome and call for agenda items – Reza

No items were added to the agenda.

2. Approval of minutes – Pat

The minutes of the January 11, 2016 meeting were unanimously approved.

3. Graduate Education & Student Funding – Joe Childers

Joe stated that BCOE received grad student fellowship funding last fiscal year of \$41,587 per student. This figure included \$1.5M in NRT funding. Starting this year, NRT funding is not being included in fellowship funding to UCR schools/colleges. NRT will be covered centrally for PhD students through their normative time to advance to candidacy. Reducing the \$1.5M in NRT funding would have provided a per student average of only ~\$29K in fellowship funding to BCOE. Joe was able to increase this figure to \$34K/student. In effect, more fellowship funding is being provided to BCOE this year than last year. The average campus fellowship funding per student is \$22K so BCOE is receiving about \$12K more per student than campus average. However, BCOE is no longer receiving \$3K for each domestic MS student. BCOE's international MS students can receive fellowship funding when continuing on for a PhD but BCOE's domestic MS students can't receive such fellowship funding since they've already been counted as grad students by UCR. The disadvantage with the campus' new NRT approach is that domestic PhD enrollments in BCOE could decline. Joe noted that he provided \$250K in additional funding last year for exceptional domestic BCOE PhD students. He will continue to provide this funding to all qualified BCOE domestic PhD students (i.e., there is no funding limitation). The Grad Division will continue to return \$7,500/student in MSNRT

funding to BCOE. The College can use this funding for any allowable expense including providing TA support for these MS students. Also, UC is evaluating whether to discount (perhaps to zero) tuition for PhD students after advancement to candidacy. This would significantly lower the cost of TA and GSR appointments. Domestic BS/MS students wouldn't be eligible for PhD fellowship funding but BCOE can use its dissertation funding to provide funding for these domestic students. This would provide ~\$25K in funding per student. Going forward, Joe will try to convince the campus to provide more grad student fellowship funding. Joe offered to work with BCOE to create incentives to recruit domestic PhD students and to provide fellowship funding for BCOE's domestic BS/MS students pursuing a PhD. One option would be to not include BCOE's BS/MS students in campus grad student counts. Joe noted that most BCOE programs use 4-5 quarters as their normative times to advance to candidacy. This period is not dependent on whether a student is an international or domestic PhD student. After discussion, it was suggested that the normative time to candidacy for all BCOE programs should be at least six quarters. Joe will coordinate this request to the Grad Council with Ravi. Lastly, Reza stated that BCOE may need to discontinue its policy of covering UCR's application fees for domestic PhD applicants. There will be discussions at future Chairs/Directors meetings on these application costs and BCOE's ability to recruit URM students.

4. Faculty Search Updates – Chairs

CEE: Nosang reported that the department's search for a Water Quality faculty member is continuing and that there are four shortlisted applicants in CEE's Cluster hire area.

BIEN: Bir stated that three BIEN Chair candidates are being invited back to campus for a second round of interviews.

CSE: Marek indicated that there are three applicants shortlisted for the Graphics position and 11 shortlisted for the Software position. He will find out the current status of the Cluster hire searches that involve CSE.

ECE: Jay reported that there are several good candidates for ECE's recruitment in Autonomous and Intelligent Embedded Systems.

MSE: Guillermo stated that there are over 250 applicants for the MS/MSE faculty position. This is twice as many applicants as last year so Guillermo will ask ME/MSE faculty to help with reviewing these applicants.

5. Senate Updates – Venky

Venky had to leave before this topic could be discussed.

6. Undergraduate Education – Sharon

GPP Program: Sharon reported an increase in the number and quality of GPP applicants. She asked for feedback from Chairs on how large a cohort of GPP students each departments wants to accept this year.

Summer GPP: Sharon asked that a BCOE department volunteer to hold a summer GPP program this year. This summer program would consist of a 5-week Senior Design type class offered by a lecturer (or post-doc) for 15-20 students.

RUSD Science Fair: Sharon stated that BCOE wasn't well represented at last year's RUSD Science Fair. She asked departments to consider sponsoring an award and volunteering judges. This year's event is scheduled for February 9th.

Incoming Freshmen Target: Sharon will be meeting with Jim Sandoval soon. She will email Chairs asking them to provide two incoming freshmen targets: ideal number and max number.

7. Initial Complements – Pat

Pat handed out a summary of current Initial complement (IC) funding policies at UCR. This summary indicates that 100% of IC packages will be provided by campus for Cluster hire faculty up to specific school/college limits. Any IC amount above a college/school limit will need to be provided by the school/college. BCOE's limit is \$600K. Also, the campus will still be providing 60% of IC funding for BCOE's non-Cluster hire faculty recruitments. In comparison, Pat noted that campus is providing 70% of IC funding for CNAS and CHASS faculty recruitments.

Pat stated that the BCOE Dean's Office owes over \$4M in IC funding to exiting faculty. Pat stated that the Dean's Office has tried to provide as much funding to departments/programs as possible and has supported all of its lecturer expenses to date. Additionally, the Dean's Office has identified opportunities for departments to increase revenues (i.e., GPP, MSOL, MSNRT, etc). Also, the number of faculty in BCOE departments would not have increased so significantly if the Dean's Office implemented a more conservative IC funding approach. The Dean's Office has used all of its resources to continue try to cover these IC commitments but has run out of financial options. As such, the Dean's Office has developed a plan to cover these existing IC commitments over the next five fiscal years. This plan does not enable the Dean's Office to take on any more significant IC commitments so Pat has recommended that grad student funding in all non-Cluster hire IC packages be funded by a combination of Grad Division fellowships and department (GSR, TA and other) funding. This plan will need to start with BCOE's five current (non-Cluster hire) recruitments (in CSE, ME, CEE and BIEN). After brief discussion, no objections to this plan were voiced by Chairs.

8. Graduate Education – Ravi

Ravi called attention to the FY 13/14 Performance Based Allocation spreadsheet attached to the agenda. The example presented on this spreadsheet includes estimated revenues to UCR colleges/schools for Undergrad Workload FTE (60%), Undergrad Majors (20%) and Performance (20%). Ravi noted that he has several concerns with this example including BCOE graduation rates and freshmen to sophomore retention rates. BCOE could be disadvantaged with unrealistic targets for these revenue calculations since BCOE's current graduation rate is only about 36% and most courses for BCOE freshmen and sophomores are in CNAS and CHASS. It was noted that the campus' budget model for SoBA only includes juniors and seniors since SoBA doesn't have any freshmen or sophomores. It was suggested that a similar approach be implemented for BCOE. Lastly, Ravi noted that UCR will be accepting 700 additional freshmen and 50 additional transfer students this year. It is unclear at this time how many of these incoming students will be allocated to BCOE.

Ravi also called attention to the UCR Senate Faculty graphs attached to the agenda. He stated that these graphs indicated that about 40% of BCOE faculty are considered to be minorities but also noted that these minority figures include Asian faculty members.

Ravi distributed a handout comparing grad student applications between Fall 2015 and Fall 2016. The total number of applications has increased by 129 (8.1%). BCOE received about 2,400 grad student applications last year so this year's total should be over 2,500. Also, Ravi asked that departmental Grad Assistants send emails to applicants who haven't submitted their applications in GradSis encouraging them to do so.

9. Provost Fellowships – Ravi

Ravi noted the attached Provost Fellowship Overview attached to the agenda. He reported that the Provost is establishing a Provost Professorship (formerly Provost Fellowship) program for faculty Cluster hires. An additional \$5-10K will be added to each Provost Professorship's IC package. Up to 10 Provost Professorships will be awarded this year. These faculty will meet quarterly with the Provost. Provost Professorship appointments will be for two years. It was unclear what criteria will be used to make these appointments.

No other topics were discussed.

DRAFT



Chairs' & Center Directors' Meeting

January 25, 2016

Agenda

Winston Chung Hall – Room 443

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|-----|---------------------------------------------------|------------------|
| 1. | Welcome - Request for Agenda Items from the Floor | Reza |
| 2. | Approval of Minutes from January 11, 2016 Meeting | Pat |
| 3. | Graduate Education & Student Funding | Joseph Childers |
| 4. | Faculty Search Updates | Chairs |
| 5. | Senate Updates | Venky |
| 6. | Initial Complement | Pat |
| 7. | Provost Fellowships | Ravi |
| 8. | Graduate Education | Ravi |
| 9. | Undergraduate Education | Sharon |
| 10. | Department Updates | Chairs/Directors |

Please note next meeting will be on: Monday, February 8, 2016

Future Meeting Dates

2015

Monday, September 28
Monday, October 12
~~Monday, October 26~~
~~Friday, November 6~~
Monday, November 23
~~Monday, December 7~~

2016

Monday, January 11
Monday, January 25
Monday, February 8
Monday, February 22
Monday, March 7
Monday, March 21
Monday, April 4
Monday, April 18
Monday, May 2
Monday, May 16
Monday, June 6
Monday, June 20
Friday, July 1



Provost Fellowships
Program Overview
Fall, 2015

Background

In support of the *UCR 2020* academic strategic plan, UC Riverside will hire 300 new faculty members by 2020 across a wide range of disciplines. Approximately half of these new hires will be recruited as part of interdisciplinary, thematic groups based on the six *UCR 2020* strategic priority areas. In addition to the net new hires, UCR experiences approximately 5% annual turnover of tenure-track faculty positions, each of which provides an opportunity for strategic hiring expansion in areas of core academic strength.

Research funds increase the likelihood of successful recruitment, especially for faculty members who are early in their careers and haven't yet established a robust portfolio of external funding. Such funding need not be substantial, but should be flexible enough to accommodate differing needs by discipline – ideally in the \$5,000 – \$10,000 range. The funding would be disbursed over no more than two years.

Proposal

UC Riverside will create a *Provost Fellows* program to provide recruitment incentives for new faculty, providing between \$5,000 and \$10,000 of research support funds. The exact amount will be determined in consultation with the appropriate dean and will be offered as part of the initial compliment for selected new hires. While Provost Fellows will receive funding for no more than two years, recipients may continue to use the title for the duration of their tenure at UCR pending satisfactory academic progress.

Funding will initially be provided by the Provost and Executive Vice Chancellor, but this program provides a gift opportunity that is very useful for the development office. Endowed scholarship awards tend to be funded at less than \$100,000 while endowed term chairs begin at \$500,000 and full endowed faculty chairs begin at \$1,000,000. There are fewer gift opportunities in the \$150,000 – \$300,000 range. At current spending levels, the net payout on endowments at this level would be \$5,250 – \$10,500, which would provide the right level of income for a *Provost Fellow* in the structure of this program. The UC Riverside Foundation payout policy is 4% less 50 basis points (0.5%) fee for endowment cost recovery.

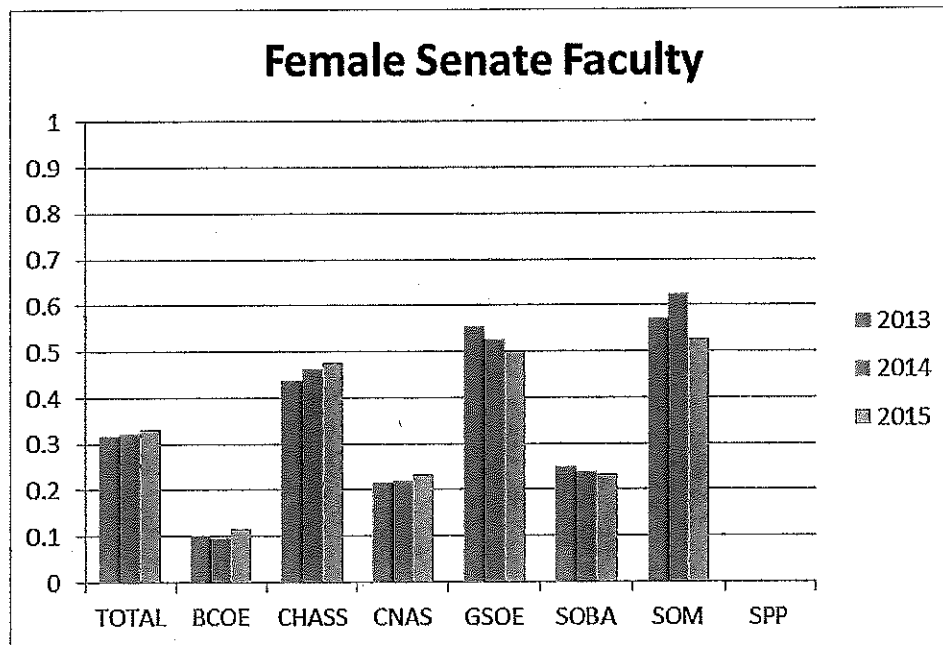
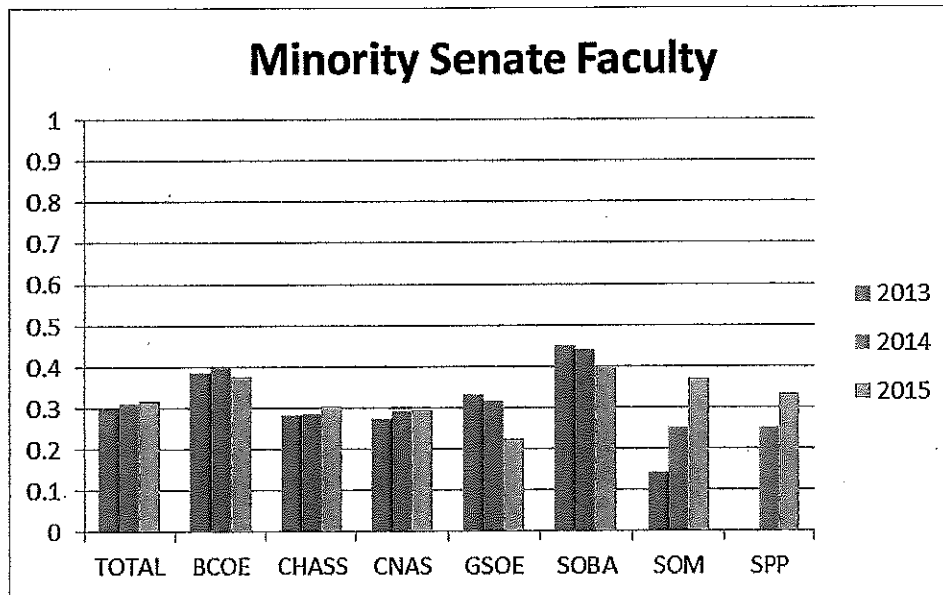
Application Process

Requests for *Provost Fellowships* will be submitted by the appropriate dean for review to the Associate Provost, who will forward to the Provost and Executive Vice Chancellor for approval. Nominations should be in the form of a letter that includes information on the position(s) being recruited, home department and research focus, amount(s) of funding needed, and anticipated start date. For FY2015-16, ten *Provost Fellowships* will be available, with more to be added in future years as additional funding is identified. The Academic Personnel Office will be the office of record for fellowships granted and should be notified upon approval by the Provost and Executive Vice Chancellor.

For questions or more information about the program, contact Associate Provost Ken Baerenklau at (951) 827-1126 or associateprovost@ucr.edu.

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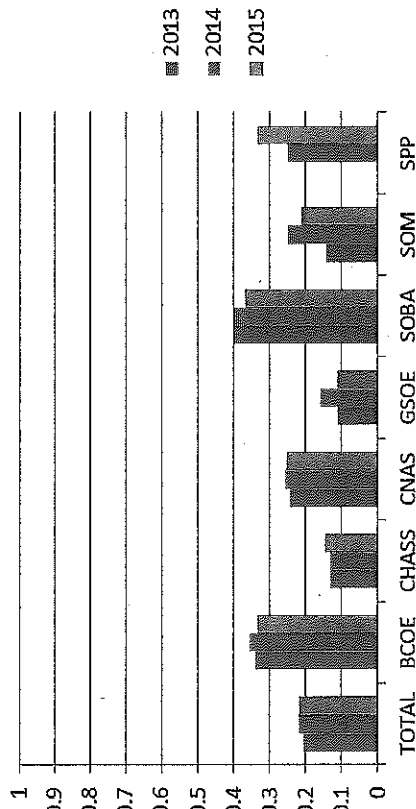
Source: UCR Institutional Research, October faculty headcounts.



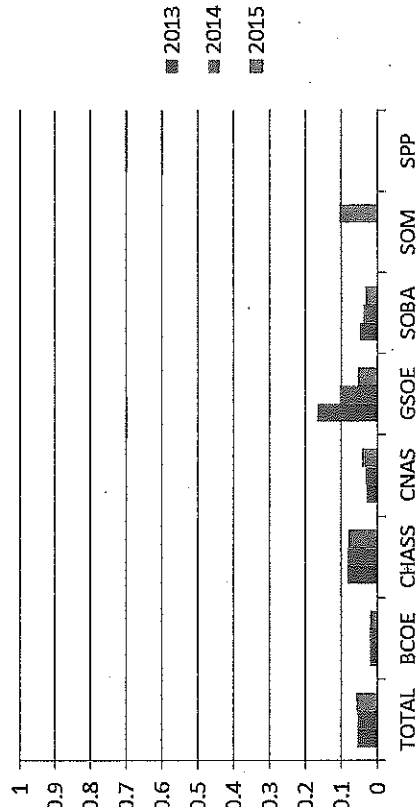
Hired vs. Total for Ethnic Minority and Female Senate Faculty

	2013		2014		2015	
	Hired	Total	Hired	Total	Hired	Total
Minority	29.0%	29.7%	34.0%	31.0%	27.1%	31.6%
Female	35.5%	31.7%	32.0%	32.3%	35.7%	33.1%

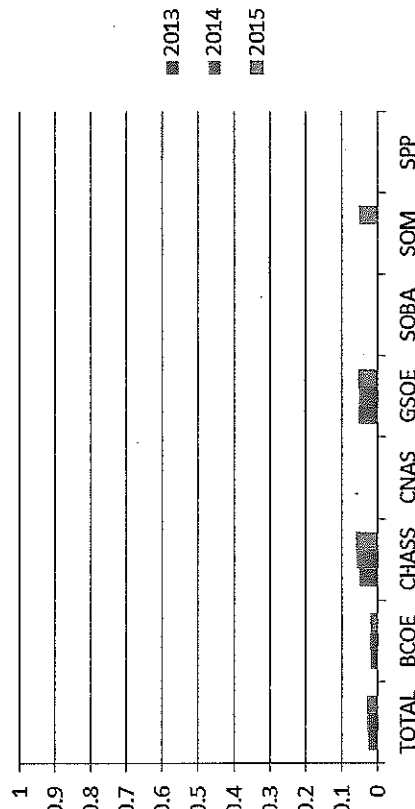
Asian American Senate Faculty



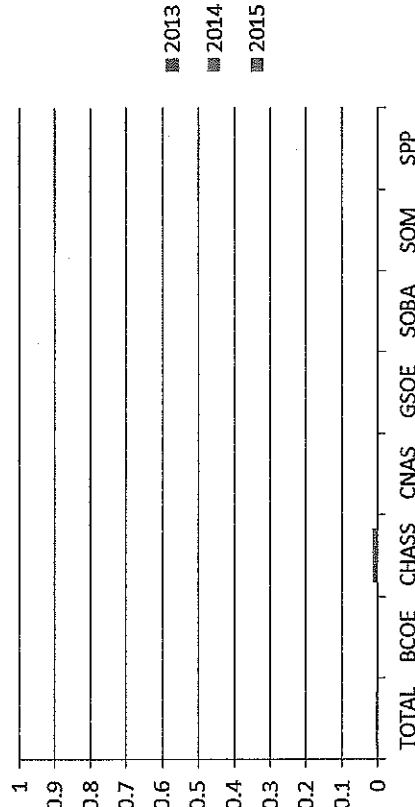
Chicano/Latino Senate Faculty



African American Senate Faculty



Native American Senate Faculty



FY 2013-14 Performance Based Allocation - 70% Allocation and 30% SIF

20% of Tuition Funding is Reserved for Improvements in Performance Outcomes Based on Improvements in First-Year Retention Rates and Four-Year Graduation Rates

Sample Model for Discussion Purposes

PERFORMANCE METRICS CALCULATIONS

Freshman 4-year w/in UCR Graduation Rate	IOE	Target	Incr
CHASS	51.7%	75.0%	23.3%
CNAS	45.9%	75.0%	29.1%
BCOE	35.8%	75.0%	39.2%
SOBA	53.2%	75.0%	21.8%

Allocation Per UG FTE (60%)	UG Major (20%)	UG Malors (20%)
\$ 3,451	\$ 1,070	10,083
\$ 3,451	\$ 1,070	4,520
\$ 3,451	\$ 1,070	2,267
\$ 3,451	\$ 1,070	1,071

50% Target Value Per UG Major	Yearly Incr (10 Year)	Yearly \$ Incr (10 Year)	Annual Value
\$ 535	2.33%	\$ 54	\$ 539,441
\$ 535	2.91%	\$ 54	\$ 241,820
\$ 535	3.92%	\$ 54	\$ 121,285
\$ 535	2.18%	\$ 54	\$ 57,299

Yearly Incr (5 Year)	Yearly \$ Incr (5 Year)	Annual Value
4.67%	\$ 107	\$ 1,078,881
5.83%	\$ 107	\$ 483,640
7.84%	\$ 107	\$ 242,569
4.37%	\$ 107	\$ 114,597

Full Value
\$ 5,394,405
\$ 2,418,200
\$ 1,212,845
\$ 572,985

Freshman 1st-to- 2nd Year Retention Rate w/in UCR	IOE	Target	Incr
CHASS	88.3%	95.0%	6.7%
CNAS	90.4%	95.0%	4.6%
BCOE	89.6%	95.0%	5.4%
SOBA	91.2%	95.0%	3.8%

Allocation Per UG FTE (60%)	UG Major (20%)	UG Malors (20%)
\$ 3,451	\$ 1,070	10,083
\$ 3,451	\$ 1,070	4,520
\$ 3,451	\$ 1,070	2,267
\$ 3,451	\$ 1,070	1,071

50% Target Value Per UG Major	Yearly Incr (10 Year)	Yearly \$ Incr (10 Year)	Annual Value
\$ 535	0.67%	\$ 54	\$ 539,441
\$ 535	0.46%	\$ 54	\$ 241,820
\$ 535	0.54%	\$ 54	\$ 121,285
\$ 535	0.38%	\$ 54	\$ 57,299

Yearly Incr (5 Year)	Yearly \$ Incr (5 Year)	Annual Value
1.33%	\$ 107	\$ 1,078,881
0.93%	\$ 107	\$ 483,640
1.07%	\$ 107	\$ 242,569
0.76%	\$ 107	\$ 114,597

Full Value
\$ 5,394,405
\$ 2,418,200
\$ 1,212,845
\$ 572,985

SCENARIO 1

1-Year Improvement in Performance - 10 Year Plan				
Unit	UG FTE	UG Major	Performance	Total Allocation
CHASS	28,433,952	10,791,812	1,079,181	\$ 40,304,945
CNAS	17,151,673	4,837,746	483,775	\$ 22,473,193
BCOE	4,895,302	2,426,365	242,636	\$ 7,564,304
SOBA	3,776,632	1,146,289	114,629	\$ 5,037,550
Total	\$54,257,560	\$ 19,202,211	\$ 1,920,221	\$75,379,992

SCENARIO 2

1-Year Improvement in Performance - 5 Year Plan				
Unit	UG FTE Allocation	UG Major Performance	Performance	Total Allocation
CHASS	28,433,952	10,791,812	2,158,362	\$41,384,127
CNAS	17,151,673	4,837,746	967,549	\$22,956,968
BCOE	4,895,302	2,426,365	485,273	\$ 7,806,940
SOBA	3,776,632	1,146,289	229,258	\$ 5,152,179
Total	\$54,257,560	\$19,202,211	\$ 3,840,442	\$77,300,214

750 students extra
Campus-wide.
700 FR + 50 TR

FACULTY CLUSTER HIRING PROGRAM

Faculty Recruitment Package Averages By School/College

*Within these averages
the Provost will fund 100%.*

*Beyond that
is
colleges
obligation.*

*for 134 cluste
that end up
in our college*

	Average Package Cost
Graduate School of Education	125,000
Bourns College of Engineering	600,000
College of Humanities, Arts and Social Sciences	100,000
School of Business Administration	120,000
College of Natural and Agricultural Sciences	
Physical Sciences	889,000
Life Science	771,300
Computational	185,200
School of Public Policy	85,000
School of Medicine (ladder Faculty)	600,000

TRADITIONAL FACULTY HIRING

Faculty Recruitment Package Funding Splits By School/College

For

non-cluster hires, replace

	Funding Splits	
	College	Campus
Graduate School of Education	40%	60%
Bourns College of Engineering	40%	60%
College of Humanities, Arts and Social Sciences	30%	70%
School of Business Administration	40%	60%
College of Natural and Agricultural Sciences	30%	70%
School of Public Policy	0%	100%
School of Medicine	40%	60%

Program	Fall 2015	Fall 2016	% Change
Bioengineering	105	112	6.7%
Chemical and Environmental Engineering	193	169	-12.4%
Computer Engineering	52	57	9.6%
Computer Science	596	769	29.0%
Electrical Engineering	424	361	-14.9%
Materials Science & Engineering	105	125	19.0%
Mechanical Engineering	117	125	6.8%
Total	1592	1721	8.1%