

## **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, 25<sup>th</sup> 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 | Reza  |
| 2.  | Approval of Minutes from June 8, 2015 Meeting     | Mitch |
| 3.  | College leadership/coverage over summer           | Reza  |
| 4.  | Cluster Hiring                                    | Reza  |
| 5.  | Revised GPP NRTR revenue sharing policy           | Ravi  |
| 6.  | Undergraduate Education                           | Mark  |
| 7.  | Graduate Education                                | Mark  |
| 8.  | Department Updates                                |       |
| 9.  | Faculty Salary Increase Policy                    | Reza  |
| 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**