

Chairs' Meeting Minutes

Date: October 16, 2017
Location: WCH – Room 443
Attendees:

Marek Chrobak
Ilya Dumer
Jay Farrell
Suveen Mathaudhu
Ashok Mulchandani
Walid Najjar
Alissa Rackstraw
Chinya Ravishankar
Kambiz Vafai
Sharon Walker
Charlie Wyman

Absent:

Guillermo Aguilar
Patrick Hartney
Xiaoping Hu
Marko Princevac
Jun Wang

1. Welcome – Sharon

Attempt to go through agenda items quickly as she is aware that multiple attendees have meetings at noon.

2. Approval of Minutes from September 18th, 2017 meeting – Sharon in Jun's absence

Unanimously approved.

3. Graduation Education – Ravi

Ravi reported at the last meeting on the graduate population data. Ravi announced that Helen Chen from our Proposal Office accepted another job in CNAS that was a promotion, so a recruitment will be starting to replace her.

For this meeting, Ravi had come straight from a Facilities meeting and he reported that the group provided feedback that the renovation process was not going well. The main issue is that A&E is not transparent enough and the process is not clear to those involved. Rebecca Goldware is currently running A&E on an interim basis the head is out on a leave. Sharon also noted that Campus has said they will not help with the humidity issues we are having in MSE labs as they state the building is running to the specs that it was designed to run at.

4. Undergraduate Education - Marko

Marko was absent, but provided an update at the last meeting.

5. Academic personnel - Jay

Jay announced that the Engineering Council Dinner was coming up and that faculty can nominate themselves or can be nominated by others. He noted that after the last CAP meeting the chairs returned with concerns about BCOE's presence as Rajiv Gupta is on sabbatical for Fall quarter, but he plans to attend starting in November so there shouldn't be an issue. Rajiv is also the Campus representative for UCOP CAP. There was also some concern that grants weren't being counted/looked at by CAP, but what really occurs is that faculty aren't discounted for a lack of grants. Jay, Walid and Charlie all pointed out that letters need to be worded correctly and focus more measuring recognition to similar areas rather than just numbers of grants/awards/etc. Comparisons should be made to others in similar fields and any negatives should be discussed to explain why and/or for clarification. Kambiz asked for more information, so the following was provided by Cecilia: Per the CALL (page 10), in the area of research, "There must be evidence that the candidate is continuously and effectively engaged in creative activity of high quality and significance. Publications in research and other creative accomplishment must be evaluated, not merely enumerated." (APM 210-1-d (2) Both the quality of publication outlets and impact of the research in the field are important factors. Research and scholarship must be performed at the highest level. In many areas, extramural support is essential for a high quality research program and while it is understood that grant activity cannot be the sole criterion for advancement, it may be used as a gauge of sustainability of the research program as well as another measure of peer review. The absence of extramural funding, however, shall not be taken as a negative indicator of the quality of research. When appropriate, the candidate and department are advised to address the issue of funding in the self-statement and department letter.

http://academicpersonnel.ucr.edu/the_call/17-18/17-18AY%20the%20CALL.pdf

APM 210-1 d. Gives instructions to review committees on Criteria for Appointment, Promotion, and Appraisal of faculty.

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-210.pdf>

The review committee shall judge the candidate with respect to the proposed rank and duties, considering the record of the candidate's performance in (1) teaching, (2) research and other creative work, (3) professional activity, and (4) University and public service.

6. Dean's update - Sharon

Sharon was happy to report that BCOE has six faculty on the Senate at the UC level: Hyle Park, Suveen Mathaudhu, Rajiv Gupta, Jiayu Liao, K.K. Ramakrishnan, and Christian Shelton.

Sharon was in Taiwan last week working on development and fundraising, or "friend raising". She asked that all the departments/centers/programs give her 3-5 bullet points on excellence items that she can use to promote and 3-5 fundraising efforts that are priorities that she can solicit for.

Sharon provided a copy of the presentation she gave at the Executive committee meeting based on the request of the chair, Tom Stahovich. The presentation included information on the budget, faculty FTE, and the new Associate Dean of Academic Personnel role. Ashok

asked for clarification on how the role can give feedback/advice without having any decision making authority. Sharon stated that the position's main purpose is to allow her someone to talk with and bounce ideas off of related to faculty files and recruitments. Ashok noted that other campus' have mini committees that serve this role and Sharon stated that she would discuss with the other Deans on campus and at an upcoming UC Engineering Deans meeting. Sharon noted that she has not made any changes to our budget process from previous years, as she believes this should be up to the new Dean when they arrive next year. She also noted that the Dean's Office has continued as in the past to use the ICR allocation to cover start-up packages, retentions, and recruitment searches. Sharon stated that she would be happy to attend any faculty meetings to discuss these items in more detail if needed.

Sharon will be meeting with all UC Engineering Deans in a few weeks, so please let her know if there are any items she should bring up or questions/concerns she can discuss with them.

Marek asked Sharon what her thoughts were on CSE and the service courses they teach. He is wondering if it is worth teaching more or is it actually at a loss. He wants to know the costs of a lecturer versus the return, so Sharon noted that she would ask the Dean's Office finance team to provide an analysis. The team is currently very heavily involved in the start-up of UCPATH and the BCOE service center, so the analysis will not be done immediately.

Questions were brought up regarding the Campus SLAs, so the following list (with links to each) and main SLA information link are being provided that will direct anyone to the SLA information provided by Campus.

Service Level Agreement (SLA) Documents

- SLA — Academic Senate
- SLA — Business Administrative Services
- SLA — Business and Financial Services
- SLA — Computing and Communications
- SLA — Enterprise Risk Management
- SLA — Facilities Services
- SLA — Graduate Division
- SLA — Human Resources
- SLA — Research and Economic Development
- SLA — Student Affairs
- SLA — University Advancement
- SLA — University Library
- SLA — Vice Provost Units

https://www.ucr.edu/about/admin/vc_planning.html

7. Department Updates:

MSOL – Kambiz noted that other than some technical issues with instructors canceling classes and make-up sessions being difficult due to the fact that there is only one room for recording, the program is going well. At the time, there were 98 active students and 30 students have completed and graduated. He noted there are many new applicants in the works at this time. WASC accreditation is also in the works and Kambiz is providing the necessary information.

BIEN – absent

ECE – Ilya noted that they recently had a faculty retreat that went very well and the main focus was on thinking of ways to improve rankings and generate revenue for the department.

CSE – Department received a gift from the Ross family that will provide two term chairs. The gift has been approved at the department level and is in the Senate right now. The gift was for \$620k with a match from CSE in the amount of \$380k. The term chairs will be for 3 years each and will be used to retain, recruit, and award CSE faculty. Marek noted that the beginning of the quarter has been a little hectic and that the grad courses have been heavily impacted and the service courses have a very high demand right now. CSE is working on 17 merit files this year and they have started a Distinguished Lecturer series again this year.

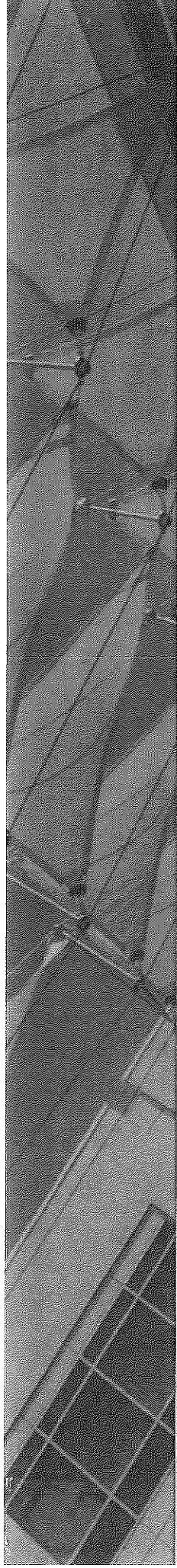
MSE – Ashok noted that the recent BOA meeting was successful and now they are waiting to hear back from the members to decide their next moves.

CEE – absent

ME – Suveen filling in for Guillermo and stated he had nothing to report at the moment.

Sharon – Noted that the Council of Advisors would be here on Monday and that their main focus this time around was to meet with Campus administrators, i.e. the Chancellor, Provost, Vice Chancellors, etc. She also noted that the MRB#1 construction and move in plans were moving along smoothly and that things were looking good. The committee is currently meeting with potential faculty who might move into MRB#1 to assess needs.

No other topics were discussed.



Presentation to BCOE Executive Committee

October 9, 2017

Sharon Walker, Interim Dean
John Babbage Chair in Environmental Engineering
Professor, Chemical and Environmental Engineering

TOPICS

Associate Dean
of Academic
Personnel

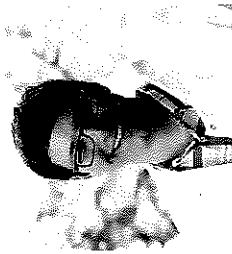


Budget

11 NEW FACULTY



Asst. Professor, BIEN
Megan Peters



Asst. Professor, BIEN
Justin Charlton



Asst. Professor, BIEN
Joshua Morgan



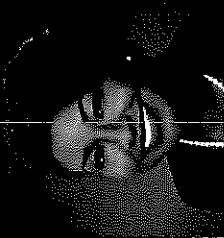
Asst. Professor, BIEN
Kevin Freedman



Asst. Professor, BIEN
Jia Guo



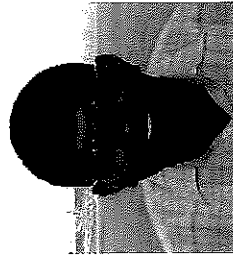
Asst. Professor, CEE
Kandis Gilliard*



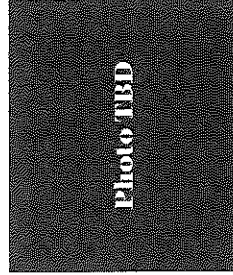
Asst. Professor, CEE
Cesunika Ivey*



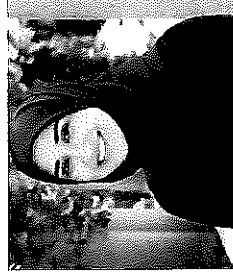
Asst. Professor, CSE
Giles Hobbs



Asst. Professor, CSE
Amir Nagdy



Asst. Professor, ECE
TBA**



Asst. Professor, ME
Mona Eskandari*

*Will begin faculty appointment after one-year postdoc
** Will begin faculty appointment January 2018

11 NEW FACULTY

UCLA



Asst. Professor, BIEN

Asst. Professor, BIEN



Asst. Professor, BIEN



Asst. Professor, BIEN

UC San Diego

Asst. Professor, BIEN

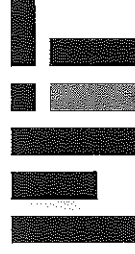


Asst. Professor, CEE



University of Nevada, Reno

Asst. Professor, CEE



Asst. Professor, CSE



Asst. Professor, CSE



Asst. Professor, CEE



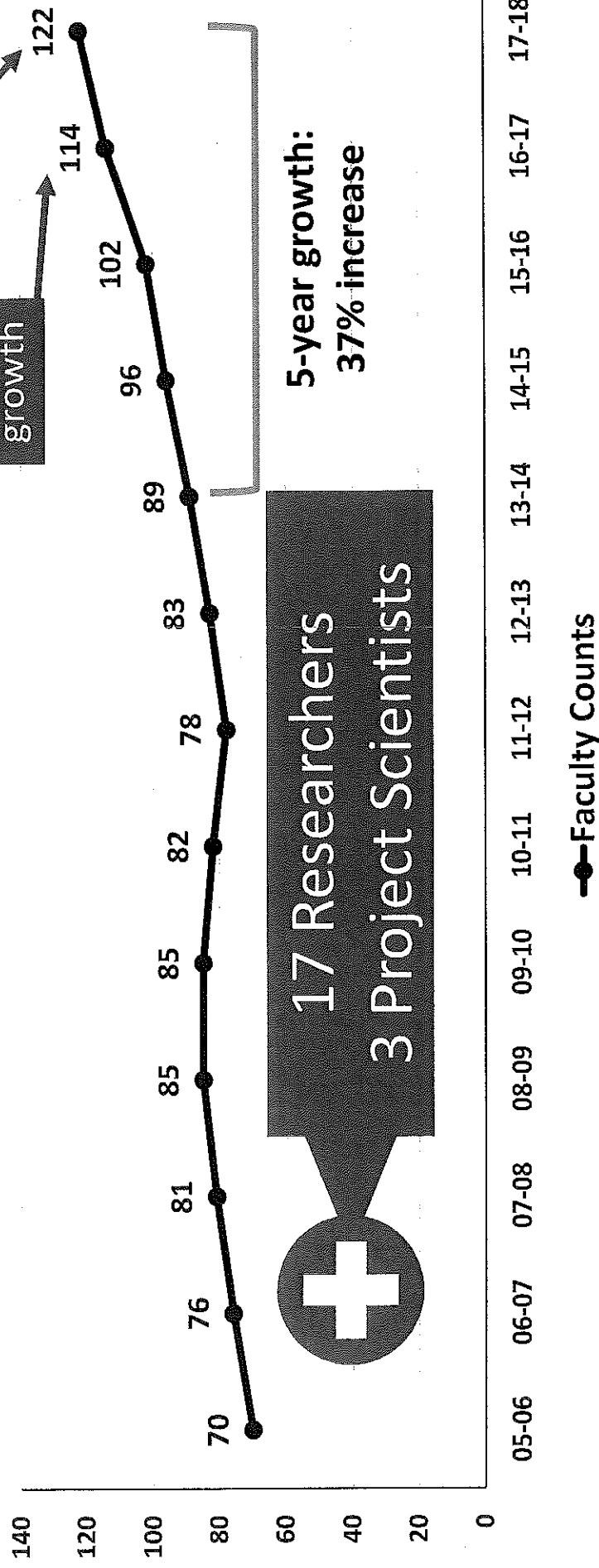
Asst. Professor, DME

*Will begin faculty appointment after one-year postdoc
 ** Will begin faculty appointment January 2018

COLLEGE GROWTH

As we continue to grow, it is critical to put measures in place to support faculty members

Faculty Counts



CAMPUS-LEVEL FACULTY SUPPORT

Built-In Support

CHASS

CNAS

Associate/
Divisional
Deans

Assist the Dean
with the faculty
review process

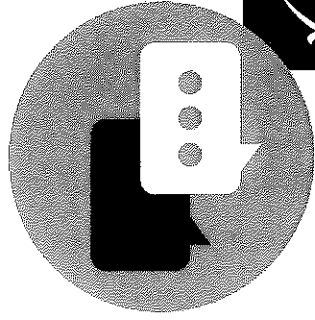
UC SYSTEMWIDE FACULTY SUPPORT

Engineering colleges in UC

At the encouragement of senior campus leaders

Equivalent Positions	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSC	UCSD
Assoc. Dean Academic Affairs	X		X						
Assoc. Dean Faculty Affairs & Welfare									X
Assoc. Dean Academic Personnel				X		X	X		
Assoc. Dean Academic Personnel & Planning		X							

BACKGROUND RESEARCH

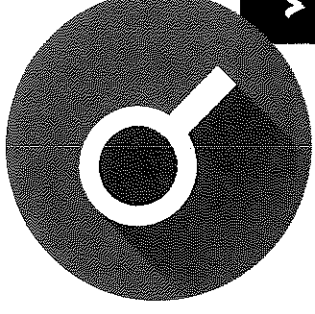


✓ Senior campus
leaders

✓ UCI Dean

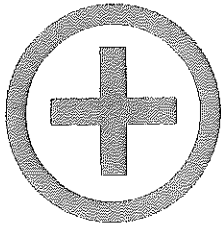
✓ UCI Associate Dean
of Academic Affairs

✓ Counterparts at
other UCs



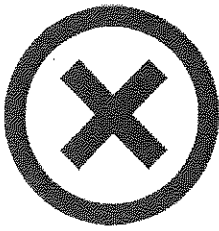
✓ Identify best
practices and
programs under
development at
sister colleges

MERIT & PROMOTION INVOLVEMENT



Works with the Dean to:

- Read and evaluate files
- Provide draft text



- AD-AP has NO DECISION AUTHORITY
- The authority is the Dean's alone

BENEFITS

- Advocate in the college well-versed about UC AP matters
- Provide guidance to our future permanent Dean, especially if he/she is unfamiliar with the UC system

OTHER ACTIVITIES

Oversee BCOE academic personnel processes

Department Chairs

- AP liaison
- Advocate for BCOE in the development and implementation of new procedures and deadlines

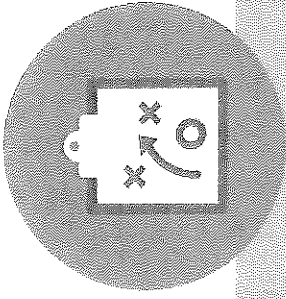
Campus-Level Academic
Personnel Office
Led by Vice Provost Aimee Walker

AD-AP

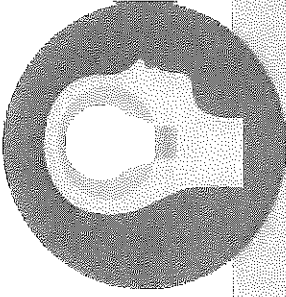
BCOE Academic Personnel Staff
Led by Cecilia Gonzalez

GOAL: Ensure timely and equitable review of all faculty files

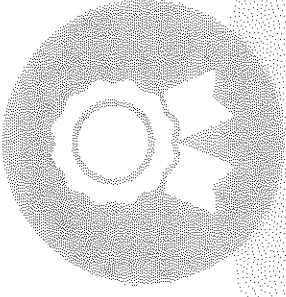
OTHER ACTIVITIES



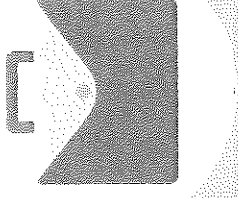
- Lead college-level “on-boarding” with new faculty
- Guide them to information they need
- Understand and address issues impeding progress



- Develop professional development opportunities for faculty at all stages of their careers
- Collaborate with departments, campus and UCOP



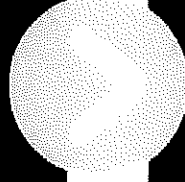
- Assist with promoting visibility of faculty
- Award nominations and competitive programs



- Help coordinate faculty hiring on behalf of the Dean
- Serve as liaison with departments

TOPICS

Associate Dean
of Academic
Personnel



Budget

FACULTY HIRING AND BUDGET

“Stay the course”: ~14 FTE reserved for lecturers

Standard “replacement” hires IC paid for 60:40 (campus:college)

Clusters and LSOEs IC paid for by campus (past two hiring cycles)

Costs of running search paid for by college (for clusters, paid for by college only if successful)

College portion of IC, costs of searches, and retention packages paid for indirect cost return

BCOE FILLED AND UNFILLED FACULTY FTE CHANGES: FY 16/17 TO FY 17/18

FY 16/17		Unfilled FTE	Filled FTE	Total
		Replacement Hires	Reserved for Lecturer Funding	
	FY 16/17 Start>	4.00	14.25	98.10 116.35
	Replacement Hires	FTE		
CEE	J. Liu	1.00		
CSE	M. Lesani, C. Schroeder	2.00		
ME	S. Cybart	1.00		
	TOTAL	4.00		
Cluster Hires & LSOEs (funded by campus)				
ME	S. Coh, C. Li, S. Vendatadriagram (LSOE)		3.00	
BIEN	X. Hu		1.00	
CEE	K. Tam (LSOE), R. Jinkerson, Y. Li		3.00	
CSE	A. Eldawy, E. Papalexakis, C. Song, H. Yin		4.00	
ECE	S. Asif, K. Karydis, H. Kim		3.00	
	TOTAL		14.00	
	Faculty FTE Separations in FY 16/17>	-4.0		
	FY18 START>	4.00	14.25	112.10 130.35

BCOE FILLED AND UNFILLED FACULTY FTE CHANGES: FY 17/18 TO FY 18/19

		Unfilled FTE		Filled FTE	Total
		Replacement Hires	Reserved for Lecturer Funding		
FY 17/18 Start>					
		4.00	14.25	112.10	130.35
Replacement Hires		FTE			
BIEN	J. Chartron, K. Freedman, J. Morgan	3.00			
ECE	S. Oymak	1.00			
TOTAL		4.00			
Cluster Hires & LSOEs (funded by campus)					
BIEN	M. Peters, J. Guo			2.00	
CSE	A. Magdy, S. Richelson			2.00	
TOTAL				4.00	
Projected Faculty FTE Separations in FY 17/18>					
		-2.0			
Projected FY 18/19 START>		2.00	14.25	118.10*	134.35
FY 16/17 Funding value for 14.25 Unfilled FTE		1,410,465			
Average cost for Lecturer salary/benefits for last 2 years>		1,325,090			

*Total current BCOE Faculty Headcount = 122 (including Hackwood and Pazzani) and not deducting for 2 projected FY 17/18 faculty separations



Marlan and Rosemary Bourns
College of Engineering

BCOE PROFIT & LOSS STATEMENT

REVENUES: FY 17 (ACTUAL) VS FY 18 (ESTIMATED)

	FY 17 (Actual)	FY 18 (Estimated)
Direct Revenue		
Course Materials Fees	375,000	381,000
ICR Return to DO	1,393,120	1,503,457
Sales/Service	800,958	808,362
MSOL Tuition	1,844,842	1,899,935
C&G Direct Revenue	20,840,370	22,020,038
Private Gift Revenue	2,039,535	2,101,512
Total Direct Revenue	27,293,825	28,714,304
Net Tuition Revenue		
Undergrad	9,314,055	9,377,416
Masters	2,073,573	2,183,411
Total Tuition Revenue	11,387,628	11,560,827
TOTAL REVENUES	38,681,453	40,275,131

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and not deducting for 2 projected FY 17/18 faculty separations



Marlan and Rosemary Bourns
College of Engineering

BCOE PROFIT & LOSS STATEMENT

DIRECT & INDIRECT EXPENSES

FY 17 (ACTUAL) VS FY 18 (ESTIMATED)

	FY 17 (Actual)	FY 18 (Estimated)
Direct Expenses		
Acad Sal/Ben	40,106,986	41,594,670
Staff Sal/Ben	9,621,840	9,978,940
M&S, etc.	12,646,355	13,847,759
Equipment <i>OK</i>	3,715,765	4,198,814
Recharge	-1,879,140	-1,987,840
Total Direct Expenses	62,211,806	67,632,433
Indirect Expenses		
Infrastructure <i>Facilities CAC</i>	7,337,325	8,013,970
Admin <i>BAS BFS Risk HR Admin VP</i>	2,627,918	2,661,277
Student Support <i>GRD</i>	1,852,117	1,948,387
Acad/Research Support <i>Acad sent R&D</i>	4,984,294	5,257,312
Total Indirect Expenses	16,801,654	17,880,946
TOTAL EXPENSES	81,013,460	85,513,379

*Total current BCOE Faculty Headcount = 122 (including Hackwood and Pazzani)
and not deducting for 2 projected FY 17/18 faculty separations



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