Agenda for HDC Meeting (Chairs)

Thursday, December 12, 2013: 12:00 Noon-2:00 p.m.

Humanities 1, Room 202

I  Announcements (12:00-12:10 p.m.)

II  Updates (12:10-1:00 p.m.)
    FTE Call/Recruitment Authorization - reference materials attached to agenda

III Other Business (1:00-2:00 p.m.)
    Special Guest - Dean Yager
    Dean Yager is hoping to learn more about the vision for the future of the Humanities at UCSC, as well as any issues of interest or highlights that he should be aware of as search committee chair.
December 6, 2013

To: Humanities Department Chairs

From: William A. Ladusaw, Dean

RE: Background for HCoC discussion on 2014-15 faculty recruitment plan

I anticipate that the CP/EVC will shortly distribute the annual CALL for faculty recruitment plans. The first hour of the upcoming chairs meeting on Thursday 12/12 will be devoted to developing the division’s resource and recruitment authorization request for 2014-15 and beyond. Responses to the CALL will be due in the latter half of February, allowing us to finalize the plan at the February HDC meeting.

The CALL will expect requests for new faculty FTE to be responsive to certain criteria for evaluation of impact and to be presented in the context of a tentative divisional plan covering three years (recruitments proposed for 2014-15 with tentative plans for the following two years).

The extended time frame for the plans will allow the EVC consider proposals for transdepartmental (and transdivisional) cluster hires. Cluster hires would involve the awarding of up to three FTE to a cluster proposal that would be implemented across multiple years.

Another innovation in this year’s CALL will be an earmark of a certain number of FTE to be devoted to appointments of faculty in LSOE positions (or LPSEO positions, which are the analogs of tenure track assistant professor positions in the LSOE series). This is a welcome opportunity for the division to continue to think strategically about meeting the needs of undergraduate curriculum and research and doctoral training through the distribution of faculty provisions across ladder rank, LSOE, and continuing lecturer positions.

Current State of the Plan

Attached is a list of the currently authorized recruitments, which includes the on-going searches in Languages, Literature, Philosophy, Writing, and the division-level search in Critical Race and Ethnic Studies. There are two authorized searches already scheduled
for next year: The feminist science studies position in Feminist Studies and the History search in early modern Iberia and empires.

These searches will proceed regardless of the outcome of this year’s requests for new resources.

There are six departmental priorities that were discussed at the divisional level last year which are carried forward for consideration in this year’s discussion as potential priorities for resource requests. In the attached I have also listed the rubrics previously associated with two positions that were envisioned as potentially contributing to the CRES initiative. The current CRES searches were not targeted to satisfy these rubrics, and so these are preserved for future reconsideration in the division’s planning once the CRES search is resolved.

Resource Context for the Plan

As you may recall, the resources allocated to support our currently authorized searches drew down our reserve of open provisions below prudent levels. Therefore we do not currently have divisionally held FTE that could be used to support new recruitments. (Any provisions opened this year by retirements or separations should be used to restore our prudent reserve.)

Based upon current estimates, we can expect to receive at least one new FTE this year (and likely in each of the following two years). Our best opportunity to continue to advance toward our goals more rapidly than this would be to frame requests in terms of the anticipated cluster hire and LSOE goals.

I look forward to discussing the criteria and options with you in more detail next Thursday. Meantime I ask that you consider whether there are priorities that have changed or emerged as the result of recent hires or retirements that are not listed on the attached chart.
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December 9, 2013

SHELDON KAMIENECKI
Dean, Social Sciences

PAUL KOCH
Dean, Physical and Biological Sciences

WILLIAM LADUSAWS
Dean, Humanities Division

ARTHUR RAMIREZ
Dean, Baskin School of Engineering

DAVID YAGER
Dean, Arts Division

Dear Colleagues:

Re: Faculty Recruitment Call for 2014-15

Over the past two years, the campus restored funding for 36 faculty positions that were “hollowed” in response to budget cuts. In anticipation of next year’s allocation of rebenching funds, we intend to restore funding for another 16 FTE for 2014-15 recruitments. Eleven positions will be used to support campus strategic investments, three FTE will be available for LSOE (Lecturer with Security of Employment)/LPSOE (Lecturer with Potential of Security of Employment) hires, and at least two FTE will be allocated for the initiation of cluster hires. Details are provided below.

As usual, we also will need to know your use of divisionally held open FTE and positions available through separations. I will be consulting with CPB, the Vice Provosts, and the Vice Chancellor of Research on your recruitment proposals prior to deciding on the distribution of the new FTE.

Proposal Context

Your 2014-15 recruitment proposals should be situated within a multi-year plan, reflecting potential separations, open provisions, and new recruitments over the next three years. For planning purposes, let us assume that 16 new faculty FTE will be allocated in each of the next four years. Your plans should describe 1) your highest recruitment priorities for divisionally-held FTE, and 2) your aspirations that depend on new faculty lines. Recruitment authorizations will be given only for those positions indicated in the first year. I&R support will be provided for the new FTE that are allocated. Your out-year estimates will, obviously, be tentative.
The availability of research space, particularly wet labs, is critical, and we are forming a campuswide space planning task force to analyze this situation. In order to inform this process and anticipate the cost and space issues for these hires, your recruitment proposal should also address how new faculty will be accommodated within the existing divisional space. Please include as much detail as possible, such as building, room numbers, type of lab required (wet or dry), a description and estimated cost of any renovations needed, and space moves that will be required. This is especially critical for the first year of your recruitment plan and should be estimated for hires in the out-years.

Distribution and Type of Faculty Recruitment

Eleven positions will be distributed to support campus strategic investments. Each division will receive at least one position, but positions beyond that will be assigned based on evaluation of the merits of each request. Faculty are expected to teach across the curriculum. The criteria used to evaluate the positions are as follows:

- Potential to enhance growth of graduate programs by either being critical for the development of new programs or significantly enhancing enrollment in existing programs;
- Potential to significantly enhance the research profile of the campus, particularly situating this request to advance the department/program into new areas or to solidify our commitment to areas seen as important to our future research mission;
- Enhancement of previous hires so that, seen together, these hires could constitute a “cluster hire”; and
- Evidence of divisional investment in this area.

LSOE/LPSOE hires are Senate faculty whose responsibilities are described in CAPM 514.285. Their professional responsibilities are in teaching, university service and professional achievement. They typically hold voting rights within the department. Hires as LSOE/LPSOE bring significant advantages for the program in which they serve: 1) their focus on issues of pedagogy can assist the program in incorporating new methods of teaching and keeping abreast of advances in teaching; 2) their expertise can be critical in instruction of graduate students on issues of pedagogy; 3) they provide an active voice for core portions of the curriculum; and 4) they often are key instructors providing continuity in specific areas. Proposals for LSOE/LPSOE hires will be assessed based upon the following criteria:

- Support of undergraduate or professional Masters program where there is demonstrated need;
- Support of a newly-redesigned undergraduate curriculum, or to advance the redesign of this curriculum, particularly focused on curricular capacity and efficiency from the student perspective; and
- Support of graduate curriculum either directly, as in a professional program, or by expanding the capacity of ladder-rank faculty to support the graduate curriculum.

At least two positions will be held for the initiation of cluster hires. These positions are envisioned as being made at the senior level. For each cluster selected in the 2014-15 recruitment cycle, one to two positions at the junior level will be reserved from the 2015-16 pool. Proposals
for cluster hires will be evaluated by their ability to initiate new graduate programs, to expand existing high quality graduate programs, and to work within or across divisions to foster excellence in teaching and research in areas that further divisional or campus goals.

The Academic Senate has expressed strong interest in promoting cluster hires. In particular, they have expressed interest in generating a call directly to the faculty in Winter 2014 to begin discussions that would then be ready to be included in the 2015-16 cycle. Because of the obvious need to keep the deans and department chairs fully engaged in this process, such proposals would need to be processed through normal channels once the Senate has vetted the initial concept.

An additional resource to consider is the President’s Postdoctoral Fellowship Program. This program is expected to continue and allows for forward-funding of a diverse group of young scholars. President Napolitano has recently expressed her support of this program and has proposed expanding it to further address diversity concerns. Deans and departments are strongly encouraged to see if these scholars fit programmatically with planned future recruitments of a department or program. Information on the program is available at http://ppfp.ucop.edu/info/.

Faculty Start-Up and Upgrades

Funding for start-up costs and faulty upgrades will be provided consistent with current policies. These policies and guidelines are available at: http://planning.ucsc.edu/budget/facdata/recruit/recruit-policy.pdf

In addition to current policy, I intend to make available a limited amount of central funding for faculty upgrades related to senior hires. I will provide central funds for up to 25 percent of the newly-allocated positions to assist with upgrade costs of senior hires. The specific recruitments eligible for this funding will be determined after reviewing your proposals and the rationale/justification provided. The division will be responsible for the full salary up to the Professor, step I level, with central funds providing the actual amount above that once the position is filled.

I will support Low-Interest Option Supplemental Home Loan Program (LIO-SHLP) loans up to $75,000 for new faculty hired at the assistant or associate rank or faculty recruitment allowances up to $50,000 (e.g., via the standard cost-sharing policy applied to the combined total of personal start-up and recruitment allowance costs).

I would appreciate receiving your recruitment proposals by February 21, 2014. Please include the following information in your faculty recruitment plan:

1. A brief narrative outlining your recruitment plan that includes a discussion of opportunities for campus strategic investments including senior hires and/or anticipated President’s Postdoctoral Fellows Program recruitments, hiring of LSOE faculty, and cluster hiring initiatives. The narrative should also address how new faculty hires will be accommodated within the existing divisional space, and if renovations will be needed.
2. A multi-year plan for 2014-15 to 2016-17 that projects potential separations, open provisions, recruitments needed, and a space plan that accommodates anticipated new hires over the three year period. For cluster hires proposed in 2014-15, these plans should include the additional junior level recruitments anticipated in subsequent years. Note that recruitment authorizations will only be given for 2014-15.

3. Completed templates (to be provided electronically by Planning & Budget) that include:

   A) Discipline and source of funding;
   B) Open provisions in the division;
   C) Divisional FTE released by faculty retirements or departures;
   D) New centrally provided FTE;
   E) Level of Hire;
   F) Priority order for each FTE in the recruitment plan (ranked from 1 to n);
   G) Realistic estimates of start-up costs, including faculty recruitment allowances and renovations; and
   H) Space Information

Thank you all in advance for your thoughtful planning. I look forward to a successful recruitment cycle.

Sincerely,

[Signature]
Alison Galloway
Campus Provost and
Executive Vice Chancellor

cc: Vice Chancellor Delaney
CPB Chair Friedman
Vice Provost and Dean Hughey
Senate Chair Konopelski
Vice Provost Lee
Vice Provost and Dean Miller
Assistant Vice Chancellor Peterson