

MINUTES
COMMITTEE ON PLANNING AND BUDGET
Meeting of May 8, 2008

Present: Chair Susan Gillman, Michael Brown, Lori Kletzer, Tracy Larrabee, Herbert Lee, Olga Najera-Ramirez, Karen Otteman, Grant Pogson, Quentin Williams, Kyle Simerly and Mary-Beth Harhen

Absent: Emily Honig (with notice)

Guests: EVC Dave Kliger, VC Meredith Michaels, Dean Georges Van Den Abbeele, Dean Steve Thorsett, Dean Sheldon Kamieniecki, Acting Dean Maggie Morse, and Acting Dean Michael Isaacson

Consultation with Humanities Dean Van Den Abbeele

CPB began by asking the dean about the survival of small departments. The dean responded that Feminist Studies has hired a President's Post doctoral fellow this year, bringing the department back to six FTE, which is about where they were a year ago. The department had requested a senior position, but the dean wants to wait and see what the external review recommends. The Feminist Studies graduate proposal is being revised.

The dean has concerns about American Studies. They have had two failed searches, a denial of tenure, and a faculty member who has taken an administrative position instead of retiring. There is also an increasingly split mission inside the department between a focus on the classic version of American studies and more of an ethnic studies approach. The dean is considering alternative ways to strengthen the department.

Next discussed was History of Consciousness, which has lost two faculty members. In addition, two faculty have announced their retirements. The dean is looking at this as an opportunity to make History of Consciousness a truly interdisciplinary program. He feels the strength of the program has stemmed from the faculty, who are one-of-a-kind trend setters and intellectual leaders. This profile has value for the division and the campus in terms of high profile, motivated people.

Dean Van Den Abbeele provided an update on the Languages. Languages currently has one full professor signed on and offers out to two others, but there are spousal hire issues. The dean feels spousal hires tend to be the stumbling block in these recruitments.

Finally the dean said the Sikh Studies pool was too small. He believes a mistake was made when he tried to locate it in a department, and would like to relaunch as a divisional search. Departments that want an FTE will thus have an incentive to get one.

Consultation with Physical and Biological Sciences Dean Thorsett

CPB began by asking Dean Thorsett for an update on current hires and how they relate to his 2008-09 requests. The dean reported that the division had ended up hiring all the

people they wanted to hire. There were six searches and in all six cases the top person was hired. Overall things have gone very well, and they plan on reauthorizing the searches that failed. The dean added that there is not enough space to bring in a director of CIRUM and a new hire that will probably have to wait until the new building is completed. He said that a CIRUM director will become critical in about two years when they start to hire junior faculty.

The dean said the division has some serious challenges with the budget cuts. Looking at the last five years, the division has a smaller staff and is receiving less money per student, while salaries and enrollments are up. Start up is becoming more expensive with each hire, and there are real concerns about changing the mix of students. The dean is seeing a more expensive curriculum at the same time he is hearing about potential changes to the TA formula, which will also be costly.

When asked about the STEPS director position, the dean responded that the position is not actually in his division. The appointment is made by the VC of Research and at the moment the three deans do not think there is a plan in place that will result in a successful hire. CPB cited concern about STEPS and the lack of departmental support for the program. The dean responded that if they move forward with an interim director there could be restructuring which will make the program more functional.

Finally the dean reported that interdepartmental and interdivisional cooperation has been going well. There have not been any formal joint or split appointments but the dean has used search committees as a way to foster cooperation between departments.

Consultation with Social Sciences Dean Kamieniecki

The consultation began with a discussion of how the dean assigns priorities. The dean reported that he picked very simple criteria. He assessed departments on whether or not they have a Ph.D. program. He now has much better confidence in his ability to assess departments. The dean looks at the prestige of faculty, whether they have won major book awards or other honors, major fellowships, and whether they are members of editorial boards. He noted that there are disciplinary differences as to what is the critical elements to judge.

CPB commented that it seems the dean is building on faculty excellence versus a set of strategic considerations. CPB asked the dean to explain how he balances or distinguishes between the two. Dean Kamieniecki responded that he wishes he had a formula he could give CPB but he can't. He admits that there is some subjectivity. Up until this year he didn't feel that he knew the departments well enough, but now he does. The dean said he does not have an agenda and is trying to do the best he can without data. The learning curve has been difficult, and next year the dean plans on attending the national meetings of all departments. He wants to educate himself on the "soul" of the department, and hopes that will help him better calibrate his decisions.

Next, the dean discussed the public health appointments. He said that he has a good idea of what Social Sciences (SocSci) needs are regardless of whether a Masters in Public

Health program moves forward. The dean reported that this really bubbled up from the faculty. CPB asked if the position in public health will speak to the questions in the Community Studies external review. The dean responded that the undergraduate committee came back and said no about the public health program, but the graduate program thinks it is worth proceeding. The dean spoke with the Community Studies department about integrating social documentation, and hopes that will encourage more interaction. There are leadership changes in the department and the new chair is committed to integrating the two areas.

CPB then asked about the dean's policy of no hires during external reviews. The dean said that this policy is for brand new hires as opposed to continuing or TOE hires. He feels he needs the external review information and is not willing to give in on that. The dean also said this will not be an ongoing policy; when he feels confident and comfortable with his level of knowledge about the division, he will do away with the moratorium.

The dean reported that this year he met with all departments chairs individually to consult on their 2008-09 FTE requests, and feels this has been helpful.

Responding to a question from CPB about the potential for overlap with the economics positions, the dean said to avoid this there will have to be coordination between departments. The dean also said that these positions are sufficiently different that it would not justify a joint appointment.

Consultation with Acting Arts Dean Morse

CPB began by asking about the Digital Arts and New Media (DANM) request. Acting Dean Morse responded that DANM is in a crisis situation that was not anticipated when the former dean was creating his request. The prime effect of DANM structural difficulties is there is not enough faculty to teach core courses. DANM is in a situation where there has been a lot of strife and struggle, and through various processes FTE were eroded. This came to a head this year because of a failed project group. The available faculty were not qualified to teach core courses, and students did not want to sign up for the follow up. The faculty would not recognize the requirements.

CPB commented that the situation appears to have deteriorated so deeply and fundamentally that one or two additional FTE will not fix the structural problem. Changing DANM from a non FTE holding unit to a FTE holding unit is not necessarily the answer. Acting Dean Morse responded that she thinks the prognosis of DANM is quite good. The EVC pointed out that if the division wanted to have a different structure for DANM, they would need Senate approval and it does not seem appropriate to give them the FTE until the structure is determined.

The acting dean reiterated that she believes the problem is there is are new FTE. CPB asked if DANM could have a moratorium on new enrollments for one year, so the situation can be approached more strategically. Acting Dean Morse said that they have already accepted their students for next year, and they desperately need to have this

position filled. She added that this problem will be alleviated in the future because DANM representatives will be on the search committee.

Consultation with Acting School of Engineering Dean Isaacson

The consultation began with a discussion on the size of start ups for division. CPB is particularly interested in the revisions to start ups. Acting Dean Isaacson agreed that the start up funds are high, but not even close to what his peers offer. The School of Engineering (SOE) is making a transition from straight computing to wet engineering. The acting dean and department chairs try to be as realistic as possible, but they often don't know until the person actually arrives on campus. SOE is trying to separate start up costs from renovation costs which are a bigger issue. Acting Dean Isaacson said they do their best to gauge the market, but it is a highly fluid situation. CPB responded that it would like to have the most realistic estimate as possible.

CPB then asked about the status of the memorandum of understanding (MOU) between Arts and SOE. The acting dean said there is nothing in writing at this point, but the deans meet on a regular basis. Ultimately they would like the positions to be joint appointments. There are equity issues and divisional differences. The acting dean would like to get something in place before the end of summer.

Acting Dean Isaacson then provided an update on current searches, which he anticipates will be successful.