

**COMMITTEE ON PLANNING AND BUDGET
MINUTES
October 24, 2019**

Present: Bruce Schumm (Chair), Matthew Clapham (Vice Chair), Kimberly Lau (*ex officio*), David Brundage (*ex officio*), Deborah Gould, David Helmbold, Minghui Hu, Dard Neuman, Nirvikar Singh, Fitnat Yildiz, Esthela Bañuelos (Senate Analyst)

Absent: Matthew Mednick (Senate Director)

FTE Transfer Request

The committee reviewed a request for a proposed faculty FTE transfer. CPB deliberated the implications of the proposed transfer in preparation for making its recommendation.

Off-Cycle Recruitment Request

The Baskin School of Engineering requested authorization for an off-cycle recruitment at the Assistant Professor III level for the Computer Engineering Department. The committee reviewed the request and will forward its recommendation to the iCP/EVC.

Members Items

Senate Chair Lau provided an update on the systemwide Academic Council meeting of October 23, 2019. She reported that topics of discussion included cohort based tuition models, UCFW's letter regarding its stance on proposed increases to employee contributions, the upcoming Regents meeting, and the multi-year framework.

Chair Schumm provided an update on the Senate Executive Committee meeting of October 22, 2019. He reported that topics of discussion included student success and faculty diversity.

Forward Funding Model for Faculty Partner Hires

CPB reviewed the proposed Forward Funding Model for Faculty Partner Hires. CPB noted its support for the spirit of the proposed model, but raised questions concerning the equitable application of such a practice. The committee noted that partner hires are important for faculty satisfaction and morale, in terms of costs for both the institution and the faculty member, and also likely in terms of diversity. CPB also noted its support for pre-emptive partner hires; however, it also noted that the campus should adopt a clear policy regarding pre-emptive partner hires in order to head off the potential for both individual and divisional inequities. CPB called for a procedure to be put in place that ensures deans treat equitably all faculty within their division who might benefit from a pre-emptive partner hire. CPB called for having access to data on forwarded-funded history.

Chancellor's Request for Feedback: CDO/ODEI

CPB reviewed Chancellor Larive's request for Senate comment on her plan to revise the leadership structure of the Office of Diversity, Equity, and Inclusion (ODEI) including 1) elevation of ODEI leader position to Associate Vice Chancellor and Chief Diversity Officer (AVC CDO), 2) transition of reporting line to directly report to Chancellor, 3) broadening charge of ODEI and AVC CDO to serve faculty, and 4) removal of EEO/AA from ODEI.

CPB members were supportive of elevating the position to Associate Vice Chancellor and Chief Diversity Officer (AVC/CDO) and having the position report directly to the Chancellor. CPB expressed some concerns about broadening the charge of the ODEI to serve faculty members. CPB decided it did not have sufficient information on the removal of the EEO/AA function from ODEI to make recommendations on

this element of the plan. Members also discussed another possibility not in the chancellor's plan: making the current ODEI a full-fledged division.

Consultation: iCP/EVC

The committee consulted with iCP/EVC Lori Kletzer on the planned campus math summit, time to graduation, and the 2020-21 FTE call. The iCP/EVC's Chief of Staff Linda Rhoads attended the consultation.

Consultation: BSOE Dean

CPB consulted with Baskin School of Engineering Dean Alex Wolf. The consultation was intended as an informal mutual introduction for the committee, ahead of the formal consultation on the faculty FTE requests during winter quarter.

External Reviews

Stage 2 (Comments on ERC Report for Closure Meeting)

Computational Media

CPB commented on the external review report documents for the Computational Media external review. CPB commended the department's entrepreneurial spirit and pioneering work in developing UCSC's academic presence in Silicon Valley. It noted the ERC's recognition of the department's hard work with limited resources, while also its constructive suggestions to help maintain and grow the department's research and teaching profile while stepping back from program building. CPB raised questions in the following areas for discussion at the closure meeting: plans for research excellence if FTE growth is slower than anticipated, evaluation plans for the Serious Games M.S., and plans for self-supporting programs.

Planning: October 31 Meeting

The committee briefly discussed items planned for its next meeting.