

July 6, 2012

CP/EVC Alison Galloway
Chancellor's Office

Re: CPB Response to Additional Faculty Recruitment Requests 2012-13

Dear Alison:

The Committee on Planning and Budget has reviewed the additional 2012-13 recruitment plans from the five academic divisions (Arts, Baskin School of Engineering, Humanities, Physical and Biological Sciences, and Social Sciences) as authorized in your April letter to the divisions for the coming year. In their allocation of additional FTE, the Deans have taken a variety of approaches, from following established plans (PBSci) to waiting until budget, retirements, and recruitments are finalized (Hum). All have provided a thoughtful, and persuasive, discussion of the FTE proposed. Again, we have found that the best discussions grew out of significant divisional planning.

ARTS

Dean Yager proposes an additional recruitment in the Department of Music. We found this position follows the plans already outlined by the Dean, and we support the effort to strengthen cultural musicology as well as contribute to rebuilding the electronic music emphasis, a well-known strength of the UCSC Music Department. We appreciate that the hire is planned at the junior level.

BASKIN SCHOOL OF ENGINEERING

In his response to the possibility of additional positions, Dean Ramirez has focused upon two areas: rebuilding the Department of Electrical Engineering and supporting further program development in Silicon Valley. He has identified two FTE needs for each focus in response to the allocation of three possible FTE; however, his more recent request (June 5) to recruit a President's Postdoctoral Fellow, which CPB supported, may be part of this planning. We find the Dean's proposal to hire a lecturer in Electrical Engineering a creative, potentially productive response to the various demands of maintaining an undergraduate engineering curriculum while building a strong doctoral curriculum.

In our consideration of the proposals for positions to support Silicon Valley, we were intrigued by his proposed use of the FTE in entrepreneurship allocated to the TIM program. The funding of two-year visiting appointments would serve the need to build relationships with Silicon Valley industrial leaders while enhancing the offerings in entrepreneurship: an innovate alternative to traditional FTE.

Finally, we find that his request for a new position in the area of Technology Management/ Sustainability Management supports his vision for Silicon Valley. While we appreciate the potential of such a program, we note that it is in its early planning stages. Moreover, we remain

concerned with the BSOE consultation process with departments and faculty, including the current faculty in Silicon Valley.

HUMANITIES

Dean Ladusaw's response to the prospect of additional FTE is a carefully measured discussion that incorporates concern for budget considerations, an unresolved 2011-12 search, additional retirements, and the advantages of pursuing cluster hires. In particular, the Dean notes the possibility of clustering one authorized FTE (Religion, Race, Politics) with the two newly-approved FTE in support of the proposed CRES program. CPB appreciates the Dean's careful balancing of searches authorized for this coming year, FTE allocated but not yet authorized, and the four new FTE allocations. In particular, we note that the division continues to benefit from a strong planning process.

PHYSICAL AND BIOLOGICAL SCIENCES

CPB supports Interim Dean Koch's plan for three additional recruitments in 2012-13. The Dean has consistently been taking a conservative approach to hiring, working to maintain adequate resources to support current faculty as well as recruit new candidates. He is clearly following the plan outlined in his previous responses.

SOCIAL SCIENCES

It appears that Dean Kamieniecki has asked that the funding committed in your April 24, 2012 memo be allocated to three of the four recruitments which you had previously authorized (Anthropology, Politics, Psychology). The Dean's request does not detail additional recruitment plans for the three FTE identified though he has listed five junior hires for specific Departments should more permanent funding become available. He has not prioritized these possibilities, nor has he indicated the factors that he would use to make the decision.

SUMMARY/CONCLUSIONS

Overall, CPB supports the proposals of the divisions. Each Dean has carefully laid out the needs of the division and justified the choice of particular areas, generally building upon planning, and we are encouraged by the energy with which the Deans continue to move forward despite budgetary constraints.

Sincerely,



Lynn Westerkamp, Chair
Committee on Planning and Budget

cc: Divisional Deans
VC Delaney
AVC Peterson