

March 24, 2023

CP/EVC Lori Kletzer
Chancellor's Office

RE: 2023-24 Faculty FTE Recommendations

Dear Lori,

The Committee on Planning and Budget (CPB) has reviewed the divisional faculty recruitment requests for 2023-24. In preparing its recommendations, CPB reviewed the faculty recruitment call to the academic divisions (dated 11/28/22), the requests for faculty recruitment submitted by the divisions, and in addition, consulted with each of the divisional deans, all of whom received a set of questions in advance. CPB invited the Chairs of Graduate Council (GC) and the Committee on Educational Policy (CEP) to attend each of the dean consultations. CPB also consulted with the GC and CEP chairs on their perspectives, related to the implications of divisional recruitment plans for graduate and undergraduate education respectively.

Principles for Review

CPB's approach to the FTE call was to first examine and rate (not rank) the positions within a division. CPB's deliberations about the FTE requests were guided by the campus goals, priorities, and academic indicators outlined in the FTE call letter, chief among them was the aim behind the "Faculty 100" goal of reducing UCSC's undergraduate student FTE to Senate faculty FTE workload ratio (31.2) to be in line with UC averages (27.8). Driving this aim is the fundamental principle that the University of California's educational mission as a research university is to provide a UC quality education, defined broadly as the opportunity for students to work with world class researchers and to therefore gain "closely mentored" research experience in an intellectual and campus environment committed to diversity, equity and inclusion.¹ High student to faculty ratios compromise this mission, and while these ratios are increasing system wide, UCSC's ratios are highest. CPB also established its priorities for assessing positions: namely, how the proposed FTE positions would: a) stabilize and strengthen existing undergraduate and graduate programs; and b) support established campus initiatives. With the principles of a UC quality education in mind, as well as the principles of stabilizing and strengthening existing programs and initiatives, the specific factors CPB prioritized when evaluating each FTE request were (in unranked order): a) increasing disciplinary and demographic diversity; b) improving undergraduate and graduate success and experience by reducing impaction and high student-to-faculty ratios; c) strengthening graduate education; and d) supporting programs that are challenged to mount their undergraduate and/or graduate curriculum.

Review Process

CPB received the FTE requests on January 31 and February 3, 2023 and reviewed the submissions over most of the winter quarter. CPB established teams to review and facilitate discussion of each division's submissions. Each team had two members, a lead from outside the division, and a second member from within the division. CPB also received and restructured datasets to look at faculty and student growth over a eighteen year period (from 2003-04 to 2021-22) as well as student to faculty ratios from a variety of angles: looking at faculty FTE as budgeted, payroll and senate FTE; and looking at students as total student FTE, undergraduate, majors, masters and doctoral. We examined each variable and the different

¹ We refer to the [2011 UCEP memo](#) on UC quality education which states that "The quality of education at the University of California is fundamentally derived from two key components: the background and expertise of UC faculty and students and the rich research-based environment inherent in the UC system of ten top-tier public land-grant research institutions."

combinations of workload ratios by department and division, comparing departments to their division and then to the campus average. This data was provided by the Office of Budget and Planning (BAP) and was restructured to present comparative longitudinal analysis.

Challenges & Opportunities

Before moving to the specific recommendations, CPB would like to note some unique challenges faced by UCSC in conducting the FTE review process this year. Namely, the campus is in the midst of a fundamental restructuring of how core funds get distributed to the disciplinary divisions. One of the proposed changes concerns the flow of open unallocated faculty provisions: Currently, these provisions sit with disciplinary divisions; in the proposed model both the provisions and the dollars associated with them will be swept to the center, until the next successful hire. CPB understands that this proposed structure is intended to facilitate the hiring of Senate faculty towards and beyond the “Faculty 100” goal by: 1) having the center assume financial responsibility for start-up costs and; 2) removing the incentive for deans to hold onto open provisions for other funding needs. CPB also understands from its consultations with disciplinary deans that many unallocated open provisions are used for a range of critical functions: some are encumbered for Presidential Postdoctoral or Spousal/Partner hires; others are used for operational, staffing, or instructional needs (to name just a few). Deans have expressed concern and uncertainty about if and how those expenses will be covered after the provisions are swept.

While the details of this proposed shift are still being developed, the implications of this change to the FTE process are substantial. In most FTE requests over the years, disciplinary deans have been asked to provide how many open unallocated faculty divisional provisions they would commit towards their overall request. This year, the FTE call was explicit in not asking deans to identify divisional provisions with their submissions. Some deans nevertheless committed divisional lines while others did not and, when asked, stated they had none to offer that weren’t already encumbered or committed to other critical needs. Because CPB did not want the variability of the Dean’s responses to serve as a decision-factor or bias in a ranking process, and because a clear funding envelope could not be established, CPB did not rank but rated the positions. Specifically, CPB took the following two step approach:

1. CPB assessed the justification of a position relative to the goals and priorities described in the “principles for review” section above. For this first step, CPB gave a binary recommendation: either CPB recommended or did not recommend allocation/authorization²;
2. If CPB recommended allocation/authorization, CPB rated the position as either a “high”, “medium” or “low” priority. A high rating represents a critical and urgent need for a search to be conducted in the upcoming academic year (2023/24). A medium rating represents a critical need but for a search that could be conducted a year out (2024/25). A low rating represents a needed position in a department or program, but with a specific description that might benefit from revision in a near-future context: such as with new hires and/or an external review informing the description.

In some instances, CPB provided a conditional rating dependent on the outcomes of ongoing off-cycle recruitments.

² In previous recommendations, CPB has been careful to use the language of allocation to refer to central positions and authorizations to refer to approval for use of divisional positions. In the current budgetary transition, these distinctions are blurry and therefore the terms may be used interchangeably in this document to indicate support of a position.

Historical Trends: Central FTE Positions and Asymmetrical Student and Faculty Growth

In another departure from past practices, CPB is not recommending how many central positions should go to each division. Instead, CPB presents the case for each division to receive some central positions. Central positions have tended to be linked to growth: specifically, undergraduate growth, graduate growth, extramural growth, and interdisciplinary growth. As is well known, undergraduate student and faculty growth at UCSC have been asymmetric. BSOE has driven the most student growth at UCSC (Figure 1), and has received the most central lines: since 2008, BSOE has received 62.5 central lines, followed by PBSci (44.5), SocSci (26.5), Arts (23), and Hum (13). Yet, faculty growth has not kept pace with student growth: where BSOE UG FTE has grown 288% from 2003/4 and 103% since 2012/13 (the last 10 years), BSOE Senate Faculty FTE has only grown 103% and 56% in those same timeframes (Table 1).

Figure 1: Undergraduate Student FTE from 2003/4 to 2021/22 by Division

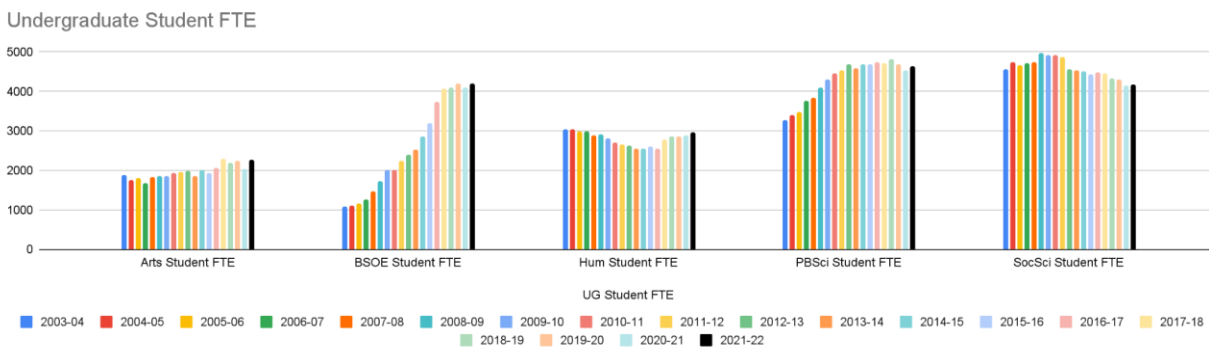


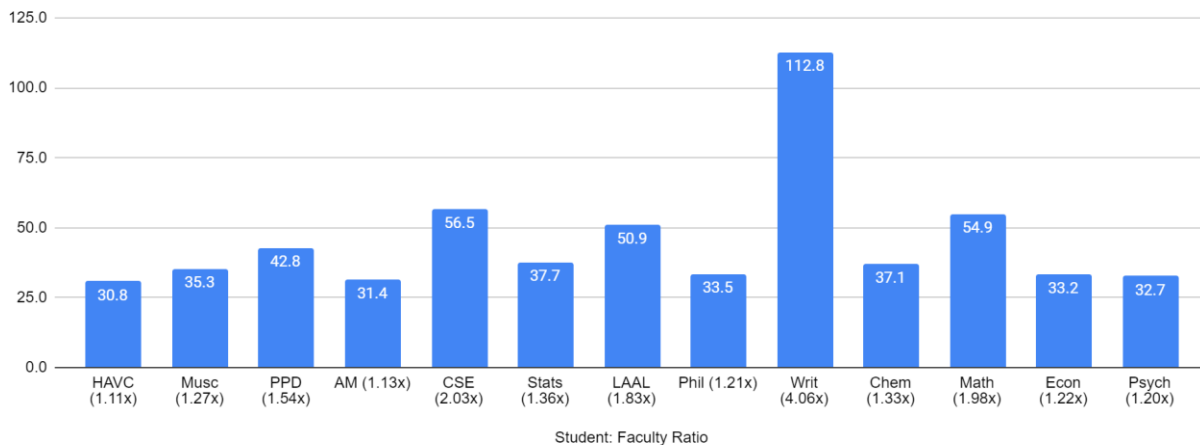
Table 1: Undergraduate and Senate Faculty FTE % Growth from 2003/4-2021/22 and 2012/13-2021/22

UG Student FTE	2003-04	2012-13	2021-22	% Growth from 2003/4	% Growth from 2012/13
Arts Student FTE	1877.4	1986.8	2263.4	21%	14%
BSOE Student FTE	1085.3	2394.9	4211.7	288%	76%
Hum Student FTE	3046.8	2624.8	2973.2	-2%	13%
PBSci Student FTE	3268.6	4693.5	4628.5	42%	-1%
SocSci Student FTE	4552.6	4563	4182.4	-8%	-8%
UCSC UG Student FTE	13830.7	16263.0	18259.2	32%	12%
Senate Faculty FTE	2003-04	2012-13	2021-22	% Growth from 2003/4	% Growth from 2012/13
Arts Student FTE	55.5	64.6	74.6	34%	15%
BSOE Student FTE	58	75.5	117.5	103%	56%

Hum Student FTE	100.1	93	101.5	1%	9%
PBSci Student FTE	131.6	144.9	171.8	31%	19%
SocSci Student FTE	141.4	136.5	156.5	11%	15%
UCSC UG Student FTE	486.6	514.4	621.9	28%	21%

And yet, the last ten years have also shown a change in trends, with Humanities beginning to grow UG Student FTE and PBSci beginning to stabilize. The net result is that all five divisions now have at least two departments or programs that are substantially above the UC average (Figure 2). Since campus practices are no longer attaching positions to growth vs replacement positions, a case can be made that all divisions should receive at least some central positions so as to address the Faculty 100 goal of reducing student to faculty ratios. In this way, Divisions can address critical curricular needs, disciplinary growth, and student growth, without having to structurally pit one department (or division) against the other.

Figure 2: Departments with a student:faculty ratio at least 1.1x larger than the UC average of 27.8.



Summary of Recommendations

In summary, CPB gave high ratings to 36 positions (42 including those targeted for off-cycle hires). While there is a clear envelope of 10-12 central positions, it is not clear how many divisional provisions will ultimately be committed towards this recruitment cycle. CPB does not believe divisions should be either rewarded or punished for the number of divisional provisions they offer: If the Fresh AIR process leads to the center asking the divisions to put forward more divisional positions to bridge the gap, the process should be done equitably, and with due attention to what might go unfunded in the divisions, and the implications of those decisions. The table below summarizes CPB’s recommendations.

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Rating Count	High	Medium	Low	Conditional	CPB Does not support
Arts Division	9	3	0	0	0
BSOE	6	7	0	0	2
Hum	8	2	0	0	2
PBSci	8 (+2 conditional)	2	2	2	1
SocSci	5 (+ 4 conditional)	1	0	4	0
Campus Total	36-42	15	2	6	5

There are five positions CPB does not support: the 2 FTE positions for 4 half time Associate Deans in BSOE; 1 FTE for two half-time Professors of Practice (CSP, Sci Comm) in PBSci; and 2 Teaching Professor positions (History, Philosophy) in the Humanities. In the case of BSOE, CPB appreciates the budgetary need for divisional staffing and administrative support, but argues that Senate faculty lines are not the place to provide those budget lines. In the case of PBSci, CPB agrees that CSP and Sci Comm are highly important programs with outsized impacts and urgently require stability through dedicated funding. CPB argues, however, that Senate faculty lines are not the place to provide permanent funding for adjunct faculty. In the case of these four positions, CPB is adhering to the Fresh AIR principle of using Senate faculty lines *for* Senate faculty hires.

With regard to the requests for Teaching Professors in Hum, CPB agrees with the critical need for the two positions in Philosophy and History, but does not feel the justification for Teaching Professors was adequately made. We detail these rationales below, and summarize them here in the broader context of the Fresh AIR initiative and the Faculty Call letter. CPB supported all other positions and will detail our rationales below.

Discussion of Divisional FTE Requests

Arts Division

The Arts Division has requested 12 positions (an additional position, #7, is a reauthorization request from a previous year). CPB is impressed with Dean Parreñas Shimizu's simultaneous focus on addressing high student:faculty ratios and on proactively pursuing opportunities to support and enhance divisional and campus DEI goals both holistically and systemically, most notably through the Advancing Faculty Diversity (AFD) initiative awarded to the Arts Division. Dean Parreñas Shimizu's requests and rankings represent a careful balance across departments in ways that strengthen both individual departments and the division as a whole, while also enabling both departments and the division to build on current and unique strengths. Dean Parreñas Shimizu's top ranked positions address a cluster of important needs and goals: stabilization of programming due to retirements, separations, and increased enrollments; reduction of student:faculty ratios; robust cross-divisional collaborations; and development of emerging fields of scholarship and teaching. Ultimately, the requests listed here illuminate a bold and exciting vision for the Arts Division.

With regard to justification for central positions, the Arts Division has the second highest student: faculty FTE ratio (31:8) of the five divisions, a figure that does not fully capture the heavy instructional load, given that many upper-division undergraduate courses are intensive studio or performance-based labs. Although the student:faculty FTE ratios for the entire division are dire, they are especially so for Film and Digital Media (32.5), Music (35.2), and Performance, Play & Design (38.9), all of which are well above the UC average of 27.8. The recent and impending retirements threaten to leave HAVC in a similar situation. Furthermore, the Arts Division’s driving vision is mobilizing a comprehensive implementation of DEI resulting in a bottom-up and top-down set of transformations. These include the centralization of DEI as guiding principles to curricular revisions, faculty mentoring, faculty FTE planning, and hiring practices for *all* its departments and programs. The Arts Division’s multi-pronged and systemic approach to advancing faculty diversity and student success should be viewed as a model for the campus.

Deans Rank	Dept	Discipline	CPB supports position	CPB Rating
1	FDM	Documentary and Nonfiction Media (critical engagement)	Yes	High
2	MUSC	Hip Hop Scholar/Practitioner - AFD hire	Yes	High
3	HAVC	Indigenous American Art and Visual Culture - AFD and Indigenous Studies Cluster hire	Yes	High
4	PPD	Acting (cross-platform and intersectional performance) - AFD hire	Yes	High
5	Art	Artist in Photography : Race, Representation and Critical Practice - AFD hire	Yes	High
6	FDM	Black Media Practices - AFD hire	Yes	High
8	HAVC	Art and/or Visual Culture of Africa	Yes	High
9	MUSC	Interdisciplinary/Interventionist Music Theorist (inclusionary methodologies)	Yes	High
10	FDM	Latinx, Chicanx and/or Latin American Film and Media	Yes	High
11	MUSC	Historical Musicologist (cultural inquiry)	Yes	Medium
12	HAVC	Assistant Professor with a specialty in Latin American, Caribbean, Chicanx/Latinx, or Afro-Latin Art and Visual Culture	Yes	Medium
13	PPD	Performance and Play (Games/cross-disciplinary)	Yes	Medium

Totals: High-9, Medium-3

High Priority

Assoc Prof 4, Documentary and Non-Fiction Media - Critical Engagement (Film and Digital Media, Dean's Position #1)

The dean states that this is the division's most urgent priority. This position will fill a critical need in documentary filmmaking. Although there are many students and faculty interested in this area, and an MFA program in this area, there is currently no one to teach it. This position would fill critical gaps in the curriculum created by the departure of four faculty members (2 due to retirement, 2 due to separation) and provide support to students and faculty across the division and potentially across campus. This hire will also help reduce student:faculty ratios in a department with one of the highest faculty ratios in the division (32.5) and to support two graduate programs, the MFA in Social Documentation and the PhD in Film and Digital Media. This position emphasizes intersectionality and will contribute to divisional and campus goals of enhancing diversity comprehensively. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Hip Hop Scholar/Practitioner - AFD hire (Music, Dean's Position #2)

This position focuses on hip hop as a lens for examining Black music and Black culture. Hip-hop scholarship is an underrepresented but in-demand field in Music and at UCSC. This position will support the Music department's curriculum in terms of both its topical focus and its capacity to meet growing student demand as the department's enrollments increase (current student:faculty FTE ratio of 35.2). This position will directly contribute to divisional and campus goals for enhancing diversity, and will support the division's AFD priorities and initiatives. Although this position will be based in Music, it has the potential to contribute to cross-disciplinary and cross-divisional collaborations and teaching, especially with CRES and the increasingly popular Black Studies minor. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Indigenous American Art and Visual Culture - AFD and Indigenous Studies Cluster hire (History of Art and Visual Culture, Dean's Position #3)

This position will fill a critical gap in Indigenous Visual Cultures following both a retirement and a separation. It will support undergraduate enrollments and graduate programming. It is also proposed as part of a cluster hire in Indigenous Studies in collaboration with Humanities. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Acting: (Cross-Platform and Intersectional Performance) - AFD hire (Performance, Play & Design, Dean's Position #4)

This position addresses a dire curricular gap caused by the 2020 retirement of PPD's primary Acting professor and will help the department reduce its extraordinarily high student:faculty FTE ratio (38.9). The description of the position as cross-platform will address PPD's new interdisciplinary program, one that encompasses both live and digital performance. This position will strengthen PPD's project of decolonizing the curriculum, and its efforts to decenter white and/or western performance practice. The position has potential for cross-division and cross-campus collaboration. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Artist in Photography : Race, Representation and Critical Practice - AFD hire (Art, Dean's Position #5)

This position will support the campus's commitment to social justice in terms of theory, artistic practice, and community oriented engagement. This position will also have important synergies with the Institute of

Arts and Sciences, CRES, the Institute for Social Transformation, and the Black Studies minor. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Black Media Practices - AFD hire (Film and Digital Media, Dean's Position #6)

This position will increase the department's capacity to offer more film/media production courses at both the undergraduate and graduate levels. It will support and broaden FDM's recently-developed graduate program and will help attract a more diverse pool of candidates to that program. It will also facilitate synergies with research and teaching on Black/African/African diaspora across the division and the campus. CPB views this as a high priority and recommends authorizing this position.

Lecturer LPSOE, Art & Technology (Performance, Play & Design, Dean's Position #7)

→ Moved to reauthorization tab

Asst Prof 3, Art and/or Visual Culture of Africa (History of Art and Visual Culture, Dean's Position #8)

This position fills an imminent critical gap in the department's curriculum and programming, due to an impending retirement. The campus sorely lacks expertise on Africa and African diaspora, and this position will not only fill curricular gaps but provide synergies with Black/African/Diasporic studies across the division and the university. CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Interdisciplinary/Interventionist Music Theorist (inclusionary methodologies) (Music, Dean's Position #9)

This position is a department priority to fill gaps in undergraduate and graduate curricular offerings and mentoring that were created following retirements. This position will focus on inclusive approaches in that discipline's norms and address the discipline's legacy of exclusionary methodologies. This position contributes to the Dean's commitment to defining diversity in multiple ways (in this case, from a theoretical and methodological perspective). CPB views this as a high priority and recommends authorizing this position.

Asst Prof 3, Latinx, Chicanx and/or Latin American Film and Media (Film and Digital Media, Dean's Position #10)

This position fills a critical need for scholarship and teaching in Latinx/Chicanx and Latin American cinema and media, an area of inquiry that has been overlooked in FDM's curriculum. Together with the Black Media studies position (listed above) this position will strengthen (and deepen) FDM's efforts at creating an inclusive program for both theorists and makers. This position will have tremendous synergistic potential with other positions in the Arts, Humanities, and Social Sciences. CPB views this as a high priority and recommends authorizing this position.

Medium Priority

.Asst Prof 3, Historical Musicologist (cultural inquiry) (Music, Dean's Position #11)

This position is a department priority to fill gaps in undergraduate and graduate curricular offerings and mentoring that were created following retirements. This position will focus on comparative historical musical practices. CPB supports this position as a critical need but notes that the lower ranking provided by the Dean indicates this position might not be urgently tied to this hiring cycle.

Asst Prof 3, Assistant Professor with a specialty in Latin American, Caribbean, Chicanx/Latinx, or Afro-Latin Art and Visual Culture (History of Art and Visual Culture, Dean's Position #12)

This position represents an important growth area for the department that would facilitate greater research and teaching connections across the division and the campus. CPB supports this position as a critical need but notes that the lower ranking provided by the Dean indicates this position might not be urgently tied to this hiring cycle.

Asst Prof 3, Performance and Play (Games/cross-disciplinary) (Performance, Play & Design, Dean's Position #13)

CPB supports this position as a critical need but notes that the lower ranking provided by the Dean indicates this position might not be urgently tied to this hiring cycle.

Baskin School of Engineering

Dean Wolf is requesting a total of 15 FTEs. In considering the FTE request, CPB took into account the historical trends of a majority of divisional/central provisions being given to BSOE, in part because of the highly impacted majors, but also because of the considerable faculty turnover. We appreciate Dean Wolf's emphasis on maintaining excellence by enhancing disciplinary and interdisciplinary strength, promoting undergraduate and graduate student success, and expanding diversity, particularly through the innovative proposed position in Engineering and the BIPOC Experience (Dean's position #11). In our evaluation we support the majority of the Dean's requests but have reprioritized some positions. Our rationale is that it is critical at this time to stabilize the Division and the most highly impacted departments such as CSE, and we therefore prioritized increasing stability, providing senior leadership, and maintaining excellence over expansion at this time.

With regard to the justification of central positions, BSOE continues to have the highest student:FTE ratio on campus (currently 36:1), and the most impacted major, CSE (with a student:FTE ratio of 46.8:1). BSOE is currently recruiting 7 of 13 positions for CSE, but has achieved only one net gain in FTE from last year due to consistently high turnover. CPB agrees that continued support of CSE and BSOE is critical, but that emphasis should be placed on stabilizing the program while not penalizing other successful departments and programs within the Division. CPB therefore recommends that the campus continue to invest a disproportionate number of FTE in CSE, but that it be done with the goal of reducing the high turnover rate in the department by providing more leadership with senior hires and shifting the culture of the department to improve retention. CPB also recommends central support for other high-priority positions to sustain excellence, provide needed curricular and sub-disciplinary depth, and support student success in the other majors within the Division.

Deans Rank	Dept	Discipline	CPB supports position	CPB Rating
1	Engineering-TBD	50% Time Associate Deans: Graduate Affairs, Undergraduate Affairs	No	N/A
2	Engineering-TBD	50% Time Associate Deans: Research, DEI	No	N/A
3	Applied Mathematics	Teaching Professor in Applied Mathematics	Yes	High

4	Computer Science & Engineering	Theoretical Computer Science	Yes	High
5	Computer Science & Engineering or Electrical & Computer Engineering	Chip Design	Yes	Medium
6	Computer Science & Engineering or Electrical & Computer Engineering	Chip Design	Yes	Medium
7	Computer Science & Engineering	Security and Privacy	Yes	High
8	Biomolecular Engineering	Bioengineering/Biotechnology (Sequencing Technology)	Yes	Medium
9	Computer Science & Engineering	Sustainability (“Green Computing”)	Yes	High
10	Electrical & Computer Engineering	Signal Processing and Mixed Signal Hardware	Yes	High
11	Engineering-TBD	Engineering and the BIPOC Experience	Yes	Medium
12	Computational Media	Next-Generation Media Technology	Yes	Medium
13	Computer Science & Engineering	Security and Privacy	Yes	High
14	Computer Science & Engineering	Natural Language Processing	Yes	Medium
15	Computer Science & Engineering	Programming Languages	Yes	Medium

Totals:High-6, Medium-7, Not Recommended-2

High Priority

Prof 3, Teaching Professor (Applied Math, Dean’s Position #3).

Dean Wolf provides a compelling rationale for this position, and CPB acknowledges that AM would benefit from the addition of a Teaching Professor. This position was also requested in last year’s FTE call, and is the Dean’s highest priority for an FTE. In CPB’s view, this is a high priority and we recommend authorization.

Prof 3, Theoretical Computer Science (CSE, Dean’s Position #4).

CSE is a highly impacted major. CPB agrees with Dean Wolf’s proposal to stabilize this program with the addition of a senior hire. We note that CSE has very high turnover at the Assistant Professor rank, with only

one net gain in FTE despite multiple authorizations last year. We therefore agree that taking a different approach, i.e. providing more senior leadership in the department, is necessary. In CPB's view, this is a high priority and we recommend authorization.

Assoc Prof 3, Security and Privacy (CSE, Dean's Position #7).

This position strengthens existing excellence in CSE and is proposed as a preemptive replacement for an anticipated separation. The position also directly addresses the need to reduce student:faculty ratios in this highly impacted department. CPB also notes that this position was carried forward from last year's FTE call, maintaining continuity of the long term plan for the Division. In CPB's view, this is a high priority and we recommend authorization.

Up to Full Professor, Green Computing (CSE, Position #9).

As with Position #4, CPB acknowledged that CSE is a highly impacted major and needs to be stabilized. CPB supports the model of providing more leadership to this department with senior hires that also strengthen existing areas of excellence. In CPB's view, this is a high priority and we recommend authorization.

Assistant Professor, Signal Processing (ECE, Position #10).

This position would provide balance in the ECE program by adding an FTE in the general area of signal processing, complementing the current emphasis in ECE on communications. The FTE is also intended to broadly collaborate across the campus, supporting campus priorities. This position is a carry-forward from last year's FTE request and is well justified in the 3-year plan. In CPB's view, this is a high priority and we recommend authorization.

Asst Prof 3, Security and Privacy (CSE, Dean's Position #13).

This position is a companion search to the Associate hire requested in the same sub-discipline (Position #4). CPB notes that this position was in last year's FTE request, is well justified in the 3-year plan for the department and Division, and directly addresses student:faculty ratios while enhancing existing excellence. As noted, CPB endorses the use of mini-cluster hires and encourages the Dean to combine positions #4 and #13 into a broad search. We therefore recommend that this position be moved into high priority, so long as the two positions are linked. In CPB's view, this is a high priority and we recommend authorization so long as #4 and #13 are combined into a broad search.

Medium Priority

Assoc Prof 3, Chip Design (CSE/ECE, Deans' Position #5).

The Dean proposes that positions#5-6 will serve as a "mini-cluster" hire, providing a more diverse pool and broader interests from one search. CPB appreciates this approach, and generally supports the concept, which has worked well in PBSci. However, the rationale is that Chip Design is not well represented in BSOE and that it is an emerging national priority. The position would therefore be an expansion into a new area of excellence in response to these trends. Chip Design is not well supported in the departmental self-assessment or proposed hiring plans, presumably because these are "opportunity" hires based on the Dean's vision for the Division. CPB agrees that these positions would enhance CSE/ECE and BSOE, but we reiterate that at this time a focus on stability and increased leadership is more critical. In CPB's view, this is a medium to low priority and we consider this an excellent opportunity for a future FTE call once the Division and the departments have stabilized.

Asst Prof 3, Chip Design (CSE/ECE, Dean's Position #6).

This is the second part of a “mini-cluster” hire, and we fully support this model. We recommend that the two positions remain connected in the FTE process. In CPB’s view, this is a medium to low priority and we consider this an excellent opportunity for a future FTE call once the Division and the departments have stabilized.

Up to Associate 3, Bioengineering (BME, Position #8).

This proposed FTE strengthens existing programs, promoting excellence, and student success. This position is also well-aligned with the 3-year BME hiring plan. CPB notes that this position requires considerable space and renovation costs, which has been an ongoing, multi-year issue for both the Division and the campus. There are two possible recommendations based on these issues. First, the campus could use this hire to accelerate build-out of the Westside Research Park, but at a considerable short-term cost. Second, the position could be delayed until adequate space is available. In CPB’s view, based on these considerations, this is a medium priority, unless there is a desire to prioritize build-out of the WRP, and we recommend authorization.

Up to Full Professor, Engineering and BIPOC Experience (Department TBD, Position #11).

CPB views this as an innovative and potentially transformative position that directly addresses DEI concerns. This position would be highly visible for both undergraduate and graduate education, and would diversify the faculty. However, CPB does not see the BIPOC position as high priority until the purpose and actions associated with the position are more fully explained. In particular, this position should be placed in a broader context of how the Division is addressing diversity and equity so the FTE does not end up being an isolated position with no connection to broader goals and initiatives. In CPB’s view, based on these considerations, this is a medium priority and we recommend authorization. This would be a high priority in future FTE requests if placed into a broader context.

Asst Prof 3, Next Generation Media (CM, Dean’s Position #12).

This position is described as seeking a candidate who is “moving beyond the narrow populations currently enabled to make games.” CPB agrees that there is a real opportunity to expand CM to better align with campus goals and values. Given the recent restructuring of the undergraduate programs, particularly separation of AGPM and CM, CPB suggests that it may be better to wait until the majors reach a new equilibrium before investing additional FTE in the program. In CPB’s view, based on these considerations, this is a medium priority and we recommend authorization. This would be a high priority in future FTE requests once the undergraduate programs have reached equilibrium.

Assoc Prof 3, Natural Language Processing (CSE, Dean’s Position #14).

This position would fill an important role for the Silicon Valley Campus and provides direct support for the professional Master’s program. The focus on big data aligns well with industry trends and would likely attract both undergraduate and graduate students. At this time CPB recommends stabilizing the Division and departments, particularly CSE, but we also need to provide balance across the Division and favor senior positions this year to enhance leadership within the department. In CPB’s view, based on these considerations, this is a medium priority and we recommend authorization. This would be a high priority in future FTE requests once CSE has stabilized.

Asst Prof 3, Programming Languages (CSE, Dean’s Position #15).

This position would expand the “minimal expertise” in programming languages, and clearly addresses an impacted major. This position also provides much needed depth in programming languages for BSOE. This position is a carry-forward from last year’s request and is well justified in the 3-year plan, but is also the

lowest priority for the Dean. In CPB's view, based on these considerations, this is a medium priority and we recommend authorization. This would move to high priority once the CSE department has stabilized.

Not Recommended

Prof 6, Divisional Associate Deans (Dean’s Positions #1-2).

These positions would formalize the past use of open FTE to support otherwise unfunded obligations in the Division. CPB has documented our position on this request, and we reiterate that funding for Associate Dean positions across all divisions needs to be addressed as part of Fresh AIR. CPB therefore does not recommend authorization of these positions.

Humanities Division

The Division of Humanities requested 12 positions. As in past years, CPB was impressed with Dean Alinder’s highly inclusive process in developing her division’s priorities, the synergies she envisions with other divisions, and her thoughtful approach to sequential planning. Her requests overall, and her rankings reflect a balance of critical needs, campus goals, and multi-year planning. Her top ranked positions address: disciplinary growth in the case of the LAAL position for Arabic (#1 rank); urgent need to create a critical mass for department stability and leadership in Feminist Studies (#2 and #3 ranked positions); and strategic planning for “replacement” hires in new areas in anticipation of multiple retirements in the case of Literature (#4 and #9 positions).

Regarding the justification for central positions, CPB argues that it is time for the campus to recommit to the Humanities Division. The larger national trend of declining enrollments in the Humanities is well known. As is the campus history where over this same time span, the Humanities Division has been allocated the fewest number of central positions. However, with respect to the larger Faculty 100 goal of bringing Student:Senate Faculty ratios into UC norms, the Humanities Division has three departments/programs that are considerably higher than the 27.8 UC average, and that provide campus wide service: the Writing Program (112.8), Language and Applied Linguistics (50.9), and Philosophy (33.5). Moreover, the recently departmentalized Critical Race and Ethnic Studies (CRES) has shown considerable student growth over the years the Humanities Division experienced declining enrollment. The Division has rightly moved faculty positions towards that program, serving a campus wide need for disciplinary and demographic diversity. However, in a zero sum environment of minimal central positions, this “growth” has resulted in other departments going beneath a level of critical mass, notably in HistCon (from 9 Senate faculty in 2006/7 to 2.25 in 2021/22), but also now in FMST, as well as with declining faculty numbers in History, Literature, and Philosophy. CRES too has faced years of program and now departmental instability with its faculty committing extraordinary effort and labor towards building the program and mounting its curriculum. Campus commitments will help the Humanities Division and its departments avoid structural competition towards its shared mission and goals, all of which benefit the campus.

CPB largely endorses Dean Alinder’s requests, recommends central positions to the division, and only raises questions about the two requests for Teaching Professors in History and Philosophy.

Deans Rank	Dept	Discipline	CPB supports position	CPB Rating
1	LAAL	Arabic Applied Linguistics	Yes	High
2	FMST	Open Field - Preference to STS, Carceral Studies, Indigenous Studies	Yes	High

3	FMST	Open Field - Preference to STS, Carceral Studies, Indigenous Studies	Yes	High
4	Lit	Indigenous Literatures	Yes	High
5	CRES	Critical Filipinx Studies	Yes	High
6	Writ	Open Field - Advanced Assistant or Associate Teaching Professor	Yes	High
7	Writ	Open Field - Advanced Assistant or Associate Teaching Professor	Yes	High
8	CRES	Chair - Open Field	Yes	Medium
9	Lit	Global Digital Theory and Culture	Yes	Medium
10	Hist	African American/Diaspora	Yes	High
11	Phil	Open Field - Advanced Assistant or Associate Teaching Professor	Yes, but not with Teaching Professor	N/A
12	Hist	Pre-Modern History, 400CE - 1600CE Assistant or Associate Teaching Professor	Yes, but not with Teaching Professor	N/A

Totals: High-8, Medium-2, Not Recommended-2

High Priority

Assoc Prof 3, Arabic (Applied Linguistics, Dean's Position #1).

The position speaks to a divisional priority of growing language research and teaching expertise, of possibly securing the first title VI grant, which would benefit the campus, and disciplinary growth in an area historically underrepresented at UCSC. Additionally, the department has an exceptionally high student: faculty ratio which, at 50.9, is nearly twice (1.83x) the UC average. Even factoring in Lecturers and GSIs, the Student/Payroll Faculty ratios in LAAL is still high (33), compromising the UC mission of students receiving hands on and face to face time with instructors more broadly, and Senate faculty in particular. In CPB's view, this is a high priority and we recommend authorization.

Prof 6, Open Field (Feminist Studies, Dean's Position #2 and 3)

These two proposed positions in Feminist Studies represent a critical need to stabilize and provide leadership in a department that has seen the number of active faculty dwindle to a precarious state. The department has done much work, especially through the just completed external review process, to address past issues and build towards the future. CPB agrees with the dean and department that there should be two senior hires to provide leadership and help stabilize the department, before turning again to assistant rank hires in the future. CPB also supports the strategy of conducting a joint open search in the general areas of STS, Carceral Studies, or Indigenous Studies, areas articulated in the self-study and the ERC report. While the department does not have high student to faculty ratios, the future viability of the department is at stake and so CPB views this as a high and urgent priority. CPB recommends authorization.

Asst Prof 3, Indigenous Literature (Literature, Dean's Position #4)

This position reflects the priority in the hiring plans of a department facing considerable attrition due to retirement and reflects recommendations from their most recent external review. The hire also contributes to the campus commitment to diversity and to a cross disciplinary cluster of an under-represented field: Indigenous studies. Given the department's upcoming retirements, CPB agrees that it is critical to begin rehiring in Literature.

Assoc Prof 3, Critical Filipinx studies (CRES, Dean's Position #5)

This position is a high priority due to CRES's rapidly growing major, one that is responsible for much undergraduate student growth in the Humanities, as well as serving important DEI roles across campus. The specific need for faculty in Filipinx studies is driven by the growing number of students of Filipinx heritage in our institution and as a contribution to the cross disciplinary cluster of Critical Filipinx studies.

Lecturer SOE, Advanced Assistant or Associate Teaching Professor, Open Field (Writing Program, Dean's position #6 & 7)

The Writing Program supports majors across the campus and is crucial to undergraduate retention. The critical need is further demonstrated by the high student to faculty ratio in the program, with a ratio that is 4x the UC average (and with a ratio that has grown from 81.8 in 2014/15 to 112.8 in 2021/22. Even factoring in Lecturers and GSIs, the Student/Payroll Faculty ratios in Writing is still high (43.1), compromising the UC mission of students receiving hands on and face to face time with instructors more broadly, and Senate faculty in particular.

Campus commitment via center positions would also support the Hum Division, which has to utilize its own resources to support this program through lecturers. Increasing the numbers of Senate faculty teaching the writing program both serves the UC mission and, potentially, frees up Humanities divisional open provisions for other faculty positions.

Asst Prof 3, African American / Diaspora / Black Studies (History, Dean's Position #10)

Due to recent and planned retirements, the History component of Black Studies is unsupported, especially from an American perspective. Additionally, the History department has seen enrollments grow while faculty FTE have dwindled. CPB views this as a critically important position in support of the Black Studies minor, its creation and development both being important campus initiatives.

Medium Priority**Prof 6, Chair Open Field (CRES, Dean's Position #8)**

This position would provide much needed leadership to a new, rapidly growing department. The bulk of the faculty are low or mid ranked and higher rank mentorship would sustain the fledgling department. While CPB strongly agrees that CRES is in need of another position and also agrees that a senior hire will help balance the ranks and provide leadership, the description would have benefited from a specified field or area that fits within the department's hiring vision.

Asst Prof 3, Global Theory and Digital Culture (Literature, Dean's Position #9)

Literature is facing numerous retirements and this position would support the growing digital humanities strength in the department. Additionally, this person would also enable greater intra- and cross-divisional collaborations with Digital Arts and New Media, Games and Playable Media, Politics, and Sociology. CPB

supports this position as a critical need but notes that the lower ranking provided by the Dean indicates this position might not be urgently tied to this hiring cycle.

Not Recommended

CPB found Philosophy and History position descriptions for Teaching Professors to be compelling, and would fulfill important needs. However, CPB did not find a strong articulation or argument for why these two positions should be filled with Teaching Professors: In the FTE call, Deans were asked to “include an articulation of the principles that frame the roles of these Senate faculty in your division and departments.” Both positions clearly require specialized knowledge and advanced (as well as continuing) research that could contribute to the undergraduate and graduate mission. Given the small size of the Philosophy Department, would its doctoral program be better served by the addition of ladder-rank faculty? Given the large size of the History department, is there a risk that without clear principles about the roles of Teaching Professors, there is risk of developing a two-tiered system?

Advanced Assistant or Associate Teaching Professor, Open Field (Philosophy, Dean’s Position #11)

CPB views this as an important and critically needed position that serves the department, division, and the campus, and the community (via the public philosophy program). The department also has a student: faculty ratio (33.5) that is 1.2x the UC average (and that has been above 30 for 7 of the last 10 years). The Philosophy department has a strong undergraduate and graduate program, but has been strained by low numbers of Senate faculty. This position would both expand the department and stabilize the public philosophy program. CPB supports the position, but questions whether a teaching professor is preferable, given the department’s needs to support both undergraduate and graduate programs.

Assistant or Associate Teaching Professor, Pre-Modern History, 400CE-1600CE (History, Dean’s Position #12)

As noted by the Humanities request, the History department has a critical need for trans-regional coverage of the period connecting the classical period and the early modern period. Moreover, the position would potentially support the interdisciplinary Classic program. As above, CPB supports this position, but questions the request for a teaching professor, rather than a research professor.

Physical and Biological Sciences Division

In the current cycle, Dean Koch is requesting a total of 15 hires, 9 of which are justified in relation to recent separations in key fields across departments. Of the remaining 6 positions, 5 are requested to support teaching in impacted fields across the division (Math, Physics, CSP, and Sci Comm), and one is requested to replace a tenured faculty member in Chemistry who is moving to a divisional appointment to focus on teaching. CPB supports Dean Koch’s decision to prioritize replacement FTEs in areas of excellence, and growth FTEs for positions in heavily impacted fields that offer key curricula serving students across the division.

Regarding the justification for central positions, PBSci continues to be an impressive campus leader in interdisciplinary growth fields and extramural grants. CPB agrees that the commitment to supporting heavily impacted fields warrants investment of central FTE.

Our rating largely follows Dean Koch’s priorities for the division with two notable exceptions, #4 (EPS: Seismology) and #9 (Chemistry: Structural Biology). Additionally, while CPB supports long term stability in Sci Comm and CSP, we do not support the use of senate FTE for the requested Professor of Practice positions (14a and 14b).

Deans Rank	Dept	Discipline	CPB supports position	CPB Rating
1	Phys	Teaching Professor	Yes	High
2	Math	Representation and category theory	Yes	High
3	EPS	Seismology - earthquake	Yes	High
4	EPS	Seismology - structural	Yes	Medium
5	Chem	Materials theory	Yes	High
6	Phys	Condensed matter /materials theory	Yes	High
7	EPS	Paleoclimatology/ paleoceanography	Yes	High (Conditional)
8	Chem	Chemical biology	Yes	High
9	Chem	Structural biology	Yes	Low
10	METX	Environmental and molecular microbiology	Yes	High
11	MCDB	Subfield open	Yes	High
12	Phys	Particle or astro- physics, cosmology	Yes	Medium
13	Math	Number theory, algebraic geometry	Yes	High (Conditional)
14a	CSP	Professor of Practice in Coastal Science and Policy - 0.5 FTE	Yes, but not with Senate faculty lines	N/A
14b	SC	Professor of Practice in Science Communication - 0.5 FTE	Yes, but not with Senate faculty lines	N/A
15	Math	Visiting Assistant Professor - Math pedagogy and research	Yes	Low

Totals: High-8 (+2 conditional), Medium-2, Low-2, Not Recommended-1

High Priority

Assoc Prof 3, Physics Pedagogy (Physics, Dean's Position #1)

The Dean's top priority is a Teaching Professor in Physics for life and environmental science, and we agree that this is a high priority. This hire would be a second teaching professor with expertise in the curriculum and pedagogic approaches most effective for the large number of science undergraduates required to take

introductory physics. The position will go far in supporting a department with very high student to faculty ratios, and one that performs significant curricular service to departments across the division and beyond.

Asst Prof 3, Algebra (Math, Dean's Position #2)

The Math department requests a position to hire a scholar of Representation and category theory, a field of strength in the department, and one that provides opportunities to build connections with other departments, especially Physics. Dean Koch seeks to grow the ladder faculty in Math to 20 while building strength in a few key areas, like Algebra. This position would allow them to compete successfully for graduate training grants, and would lead to net growth in a core research area for the department. Given the very high student to faculty ratios in Mathematics, we support this position as a high priority for the campus.

Assoc Prof 3, Seismology - Earthquake (1st position in EPS, Dean's Position #3)

EPS requests 2 positions in Seismology (earthquake and structural). Geophysics and seismology are historical strengths for UCSC, and consistently one of the top ranked subdisciplines in the US. In addition to supporting a top PhD program, geophysics faculty teach in the core series and offer important GE courses. Two separations in this field generate urgency to maintain excellence. EPS envisions a broad search in seismology, encompassing both earthquake and structural subdisciplines, and open to any method of study. We support the dean's request to mount a search for *one* of the two positions requested as a high priority. However, for reasons outlined below, we recommend one of these positions be deprioritized until the next cycle.

Assoc Prof 3, Materials Theory (Chemistry, Dean's Position #5):

Chemistry & Biochemistry seeks a materials theorist with broad emphasis on the design and understanding of functionalized materials, 2D materials, quantum materials and platforms for energy capture and storage. The growth of the Materials Science and Engineering program at UCSC has been a major accomplishment for the division and for the campus as a whole. A highly ranked program, a separation (also see 5 below) generates urgency to maintain growing excellence and avoid erosion of stature in this field. Thus we concur with the dean that the position in Materials Theory (Chemistry) should be a high priority for the campus.

Asst Prof 3, Condensed Matter Physics (Materials) Theory (Physics, Dean's Position #6)

Physics requests a position in Condensed Matter Physics (Materials) Theory, a position which will allow them to further cement our role as a leader in this field, both within the discipline and, in the case of Materials, in an interdisciplinary manner enveloping work in Physics, Chemistry and Materials Engineering. The growth of the Materials Science and Engineering program at UCSC has been a major accomplishment for the division and for the campus as a whole. The recent (2022) Physics Department external review report highlighted Condensed Matter Physics Theory as an area of excellence within the department. A highly ranked program, a separation (see 5 below) generates urgency to maintain growing excellence and avoid erosion of stature in this field. Thus we concur with the dean that the position in Condensed Matter Physics (Materials) Theory should be a high priority for the campus.

Asst Prof 3, Chemical Biology (Chem, Dean's Position #8)

Chemistry & Biochemistry seeks to hire an assistant professor within the areas of chemical biology, bioanalytical chemistry, or biocompatible materials, with emphasis on pharmaceutical development, biotechnology, elucidation of metabolic pathways, understanding of mechanisms of microbial or viral infection. This position is needed to maintain momentum in Global Community Health, and is particularly urgent given a recent separation in the department. We support this position as a high priority for the campus.

Asst Prof 3, Environmental and molecular microbiology (METX, Dean's Position #10)

METX requests authorization for a position in One Health/antibiotic resistance. One Health is an interdisciplinary approach to health issues that acknowledges the interdependence of human, animal, and environmental health, and is particularly important in addressing the issue of antibiotic resistance. This position will build upon existing strengths within METX in the areas of mechanisms of antibiotic resistance, antimicrobial drug discovery, bacterial genomics, biofilm formation, host-pathogen interactions, microbiome, and environmental microbiology. It is acutely needed to maintain momentum in Global Community Health, and is particularly urgent given a recent separation in the department. We recommend that this position be considered a high priority for the campus.

Asst Prof 3, Biomedical Science (MCDB, Dean's Position #11)

Molecular, Cell, & Developmental Biology requests authorization to do a broad search for a faculty member who can serve the research and teaching needs of the Global & Community Health program. This position is particularly urgent given a recent separation in the department, and we support it as a high priority for the campus.

Conditional High Priority

(Dependent on Current Off-Cycle Hiring Outcomes)

Asst Prof 3, Paleoceanography/ paleoclimatology (EPS, Dean's Position #7)

EPS requests a position in Paleoclimatology/Paleoceanography for a scholar who investigates climate, the water or carbon cycle, and/or other environmental conditions in Earth's past. UCSC is widely known for its strength in climate science, especially ancient climates, which are becoming increasingly relevant as models for the future because atmospheric carbon dioxide is now at levels not seen for millions of years. A recent separation requires urgency in maintaining excellence in Paleoceanography, and we agree that this position is a high priority for the division and the campus as a whole. However, should EPS's current Target of Excellence (TOE) waiver of open recruitment request (currently under Senate review) be approved, we would not recommend pursuing this position at this time.

Asst Prof 3, Number Theory / Algebraic Geometry (Math, Dean's Position #13)

The Math department requests a position Dean Koch seeks to grow the ladder faculty in Math to 20 while building strength in a few key areas, like Algebra. It would allow us to compete successfully for graduate training grants. This position would lead to net growth in a core research area for the department. Given the very high student to faculty ratios in Mathematics, we support this position as a high priority for the campus. However, should the department succeed in their ongoing, authorized effort to recruit a TOE in this field, we agree with Dean Koch that this position should not be pursued at this time.

Medium Priority**Assoc Prof 3, Seismology - Structural (2nd position in EPS, Dean's Position #4)**

EPS requests 2 positions in Seismology (see #3 above). In consultation with Dean Koch, we asked about the appropriateness of hiring 3 positions in EPS now, in the absence of a recent external review (the last one was conducted in 2016-2017). We appreciated Paul's response to our concerns, which centered on the department's high profile nationally, and full teaching profile, and believe that all three positions are warranted in the longer term. However, we recommend that one of the positions requested, perhaps #4 (Seismology - structural) should be deprioritized until the next hiring cycle (2024/2025). Deprioritizing one position would allow for the current external review process to unfold, for new faculty to have input on the third hire, and it would take the pressure off of staff during what would be, otherwise, a laborious hiring

cycle. We noted that both Seismology positions (#3 and #4) are equally ranked in Dean Koch's narrative, and therefore deprioritized #4. If the Dean prefers, he could perhaps exchange it with position #3.

Asst Prof 3, Particle or astro-physics, cosmology (Physics, Dean's Position #12)

Physics requests a broadly construed hire within the Physics Department to support one or more of its foci of excellence within the broader, interdisciplinary, and interdivisional umbrella of the Institute for Particle Physics. The position could be filled by either an experimentalist or a theorist, depending on the quality of and opportunities promised by any individual candidate who applies. The recent Physics Department external review report highlighted particle physics and astrophysics as an area of achievement and international reputation. However, because this search is not triggered by separation, and thus not urgent, we consider it to be of medium priority to the campus as a whole.

Low Priority

Asst Prof 3, Structural Biology (Chem, Dean's Position #9)

The Chemistry department requests to hire an assistant professor within the areas of structural biology, biochemistry, or biophysics who will lead research programs that impact understanding of biological mechanisms, human disease, translational approaches, or biotechnology. CPB members expressed concern regarding this third proposed hire in Chemistry. Chemistry has not had an external review for quite some time (2017-2018). This factor, in and of itself, should not preclude hiring. However, as in EPS (above), we believe 3 searches in one year would be potentially unmanageable by department staff, and limits the amount of input new hires could contribute to the process. Our reasoning for moving this position to Low, rather than Medium Priority, however, was largely based on our concern that the justification for #9 is weak. This position was justified primarily in reference to the declining research output of one department member, who is planning on moving their FTE to the division to focus on teaching. With limited FTE to distribute, and clear pressing needs within the division, we question the prudence of using an FTE in this manner, and worry that it sets a bad precedent across the division, and the campus as a whole.

Visiting Asst Prof 3, (Math, Dean's Position #15)

The dean requests a second hire in our effort to stabilize a VAP program in Math. The VAP will support student success goals by reducing the extremely high student-to-faculty ratio in Mathematics. CPB approved the request to hire a VAP in Math last year, and the strategy of formalizing and increasing the VAP program was endorsed by a recent external review of the Mathematics Department. We continue to support the use of faculty FTE lines for such purposes.

Not Recommended

Lastly, CPB does not support the request to hire *Professors of Practice in CPS and Sci Comm (Dean's Position 14a and 14b)*. We agree fundamentally that these two important programs deserve stability and dedicated funding to support the important teaching and mentoring that they do. However, we do not believe that the use of Senate faculty lines in this manner is appropriate. We hope that the EVC finds funding mechanisms other than the FTE call to support these positions.

Social Sciences Division

The Social Science Division proposes 11 hires. CPB supports each position and believes all contribute significantly to the campus mission and fulfill CPB's review criteria. However, some of these proposed hires are closely related to positions for which there are ongoing off-cycle hiring requests underway, some of which were submitted after the 2023-2024 SocSci FTE recruitment authorization response was submitted by Acting Dean Bullock on Jan 30, 2023. Several of our recommendations regarding prioritization are

therefore conditional based on the outcomes of the aforementioned off-cycle hires. In summary, we rated 6 FTE requests as being of “high priority,” 1 FTE requests as “medium priority,” and 4 FTE requests as “conditional,” with their ratings being dependent on the outcome of off-cycle hiring requests. In each of these conditional cases, if the off-cycle hiring is NOT successful, we would rate the position as a high priority for next year. Further details on each recommendation can be found below.

Overall, the Social Sciences Division proposes a cluster of hires in the next few years that will articulate the need to remake the Center for Statistical Analysis in the Social Sciences into a hub for Critical Data Studies. CPB sees this as an exciting possibility for our campus. We also support the Dean’s ongoing investment in hires focused on the study of race and ethnicity as this is a key area of strength for the Division.

Regarding the justification for central positions, the Social Sciences Division not only plays a crucial role in the study of race, ethnicity, and social justice, but also is effectively serving more undergraduate and graduate students from underrepresented groups than the campus averages, as indicated by the graduation rates and demographic data shared by the Dean. While the Division’s student workload FTE to payroll faculty FTE ratio is not as high as some of the other divisions, they have several departments with ratios above the campus average, which is 25.4 in 2021-2022. In particular, Psychology (34.2), LALS (32.2), Economics (28.2) and Politics (25.4). More notably, many departments in the Division have exceptionally high ratios of majors to Senate Faculty, with the Division overall supporting 23 undergraduate majors per senate faculty, compared to the campus average of 15. Meaningful opportunities to engage with research-active faculty within one’s major field of study is a fundamental component of a UC-quality education, and it is more difficult to build these pedagogical relationships with such a high ratio. Investing additional central FTE in the Social Sciences is therefore critical to maintaining a high quality educational experience for undergraduate students.

Deans Rank	Dept	Discipline	CPB supports position	CPB Rating
1	Education	Ethnic Studies/Civic Education	Yes	High
2	Psychology	Quantitative - Critical Data Studies	Yes	High
3	Economics	Applied Microeconomics - Critical Data Studies	Yes	High (Conditional)
4	Sociology	Everett Program - Community Engagement & Tech (LPSOE)	Yes	High
5	Education	Elementary Math Education - Race and Ethnic Studies	Yes	High
6	Politics	Legal Studies - Democracy, Inequality, and Law	Yes	High (Conditional)
7	Politics	Global Security - Health, Food, or Climate	Yes	Medium
8	Sociology	Critical Data Studies	Yes	High

9	Anthropology	Biological Anthropology - Critical Data Studies	Yes	High
10	Psychology	Cognitive - High-Level Perception	Yes	High (Conditional)
11	Latin American & Latino Studies	Food, Labor, Climate and Environmental Displacements	Yes	High (Conditional)

Totals: High-6 (+4 Conditional), Medium-1

High Priority

Assoc Prof 3, Ethnic Studies/Civic Education (Education, Dean's Position #1)

CPB concurs that the Ethnic Studies position is a high priority in order to build back the capacity of the Education department, contribute to their new major, and enhance their work supporting the growing number of California educators who will need to be prepared to teach Ethnic Studies in K-12 contexts.

Assoc Prof 3, Quantitative - Critical Data Studies (Psychology, Dean's Position #2)

The position in Critical Data Studies will mitigate the effects of the planned retirement of Prof. Bonnett (Director of the Center for Statistical Analysis in the Social Sciences). CPB agrees that this is an important hire that should be given high priority.

Asst Prof 3, Everett Program - Community Engagement & Tech (Sociology, Dean's Position #4)

The department is requesting one tenure-track teaching professor for the Everett Program for Technology and Social Change. This will compensate for the (pending) separation of Dr. Kang. We consider this high priority due to the crucial role of the teaching professor in this innovative and impactful campus program that substantially enacts the campus commitment to engaged learning.

Asst Prof 3, Elementary Math Education - Race and Ethnic Studies (Education, Dean's Position #5)

The Assistant Professor position in Elementary Math Education has an emphasis in elementary education for historically underserved students and youth in school, community, after-school, and/or informal learning environments. This position helps rebuild capacity in Education and is a preemptive response to forthcoming retirements.

Asst Prof 3, Critical Data Studies (Sociology, Dean's Position #8)

This hire is in Critical Data Studies, which is the main thematic area of articulation made by the Social Sciences Dean and Acting Dean. The Sociology department has also indicated their significant interest in developing and supporting a cross-divisional cluster around Critical Data Studies. We generally support the position because of this synergistic potential but note that while the Sociology department has a very large number of undergraduate majors, their undergraduate FTE/Senate Faculty ratio has significantly improved in the past several years, now placing it below Economics, Psychology, Politics, and Latin American and Latino Studies.

Asst Prof 3, Biological Anthropology - Critical Data Studies (Anthropology, Dean's Position #9)

The department is requesting a faculty position in biological anthropology focusing on the effects of environmental change on past or present human or non-human primate communities. Anthropology maintains three distinct subfields, the curriculum for which prepares students for different career tracks.

While the department as a whole maintains a UG student to ladder faculty ratio of 17.5 the Biological Anthropology subfield currently suffers from a 38.6 ratio. In addition to addressing this imbalance, hiring in this area will allow faculty in this subfield to take advantage of long overdue opportunities for sabbaticals and other research leave without jeopardizing the department's ability to mount the curriculum.

Conditional High Priority
(Dependent on Current Off-Cycle Hiring Outcomes)

Asst Prof 3, Applied Microeconomics - Critical Data Studies (Economics, Dean's Position #3)

The department of Economics is requesting a faculty position in Applied Microeconomics to enhance faculty resources in introductory economics classes (Econ 1 and Econ 2). Given the off-cycle hire request in Microeconomics recently approved by CPB, we see our support for this position as conditional. A successful recruitment of a second Microeconomics scholar this year would fulfill the need articulated here, making this a very low priority hire. On the other hand, if the second hire is not successful, we agree that this remains a high priority for SocSci and the campus.

Asst Prof 3, Legal Studies - Democracy, Inequality, and Law (Politics, Dean's Position #6)

The Politics department requests an Assistant professor in Legal Studies (Democracy, Inequality, and Law) with emphasis on race and ethnicity. This new hire would build on existing strengths in the department and contribute to diversity in research and teaching. Since the FTE request was submitted, Politics has begun recruiting a former PFP in this area. Therefore, if the PFP hire is successful, this need would be fulfilled. However, if the PFP recruitment is not successful, we submit that this position should be a high priority for SocSci and the campus.

Asst Prof 3, Food, Labor, Climate and Environmental Displacements (LALS, Dean's Position #11)

LALS requests a ladder-rank hire who, through a social justice lens, links concerns with food, agricultural technology, labor, and/or environmental degradation with people, communities, and their displacement. If either of the department's two requested PFP positions are NOT successfully recruited, we recommend that this position be considered a high priority based on the relatively small size of the department and its associated challenges mounting their undergraduate and graduate curriculum as indicated in their recent external review, as well as the moderately high undergraduate FTE/Senate faculty ratio (fourth in the Division). If both PFP hires are successful, we would still consider this to be a medium priority, given the department's significant need and major contributions to campus DEI goals, as well as the fact that this hire is in a distinct and synergistic research area not covered by the two PFP positions.

Asst Prof 3, Cognitive - High-Level Perception (Psychology, Dean's Position #10)

A position in cognitive psychology, with particular focus in high-level perception, is requested to meet growing student demand in this area. However, the department has recently requested two off-cycle recruitments (second hires): one in developmental psychology (Dec 19, 2022) and one in social psychology (Feb 27, 2023). In the latter request, the department indicated that they were willing to forego this hire next year, and the Dean also suggested that the cognitive hire could be delayed. CPB was made aware on March 23rd that the second hire in Developmental psychology was not successful and that the off-cycle hire requested on Feb 27 was also not successful. Another request for a second-hire within the same pool of social psychology applicants was submitted on March 21st. Given Psychology's impacted status, if a second social psychology hire is unsuccessful, we recommend treating the cognitive perception hire as a high priority.

Medium Priority**Asst Prof 3, Global Security - Health, Food or Climate (Politics, Dean's Position #7)**

The Politics department seeks to hire an International Relations/Global Politics scholar who works on emerging challenges in global security, defined broadly in human-centered terms to encompass a wide range of contemporary problems such as migration and refugee crises, emergent health threats, gendered and sexual violence, and climate change. Global politics represents one-fourth of the department's undergraduate curriculum, and this hire would be beneficial to mitigate the instructional workload of the Politics department. However, it is somewhat less urgent than the other position in Politics and, hence, in our opinion, this position should be assigned medium priority.

CPB appreciates the opportunity to provide its recommendations on the 2023-24 faculty FTE requests. We look forward to further discussion as needed on the recommendations and CPB's review process.

Sincerely,



Dard Neuman, Chair
Committee on Planning and Budget

cc: Academic Deans
Chancellor Larive
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