HEADSUP Steering Committee Minutes

Meeting Date: 2013.10.06-08:00-09:30  Minute Date: 2014.10.06-16:11

From: Robert Miller, committee co-chair

Copy: committee members

Faculty Members Attending: Alfie, Casper, Chen, Chorover, Ghosh, Gregorio, R. Miller, Rhoades, Ruiz, Serio,

Absent: T. Miller, Nikolich-Zugich

Quorum: 6 needed for simple majority; 10 present

Page: 1 of 3

1.0 10/27 Headsup Luncheon “From Department to Team” with Provost Comrie

1.1 TT and NTT issues:

Material that should be covered:

Policy vs. Culture: Getting departments to be more effective and more inclusive is cultural as much as a matter of policy.

Emeriti Faculty: Include Emeriti in effort to make departments work better. (Riuz: They require special approval to be on committees and do other duties after the first year. We need to make it easier to use these faculty.)

Changing Tracks: It is difficult to move faculty between NTT and TT. Changing tracks does not necessarily signal a performance issue. The University would benefit by setting standards in which track-changes are appropriate and facilitated.

Track Definitions: Work performed by TT may be performed by some NTT faculty. Is it possible to better define why and when a position should be TT vs. NTT?

UA Alumni: There are conceptual barriers to hiring our own graduates, which would sometimes be good for the institution. We should make this easier and more honorable under the right circumstances.

NTT Inclusion: Some departments exclude NTT faculty from faculty meetings and other faculty events. In some departments NTT faculty are invited but don’t participate.

TT vs NTT: The University, with the rest of the country, has been increasing its percentage of NTT faculty in response to economics. Rather than make this change incrementally as a budget imperative, the University should have a strategic goal for the right mix or the optimal conditions governing tracks.

Remuneration: Steering Committee in favor of shining a light on NTT remuneration and improving career trajectories.

1.2 Cluster hires:

Steering Committee feels it would be wise to address Cluster Hires at this Luncheon, while it is timely and relates to the theme of Teamwork. In general, the Committee finds the Cluster process to have been insufficiently transparent. Concerns to be addressed:

Clusters: How were the specific Clusters determined?
FUNDING: Where did the funding come from to fund these hires? How is it being apportioned between them?

SEARCH: What is the selection process? Who determines who gets hired?

HEALTH SCIENCES: Why were the Health Sciences clusters cut-off from those on the main campus? (Feels like an ironic and poorly organized operation, given the goals of cluster hires.)

TRACKS: Why are only TT searches included? (Feels like an ironic and ill-timed decision, in light of program to improve status of NTT faculty and Staff.)

STAGING: The Cluster process has been too rushed. Is there a reason not to stage the initiative, having one stage this year and another (one or two) in coming years? This would give us a better chance to learn from the first round and make improvements in search process and cluster establishment.

START-UP / SET-UP FUNDS: Are there Set-Up funds for Cluster hires? (If not, much of the initiative will be wasted as top researchers will not come.)

1.3 luncheon format

To respond to suggestions from the Retreat and to maximize impact:

ADVANCE PRIMER: Send a briefing document to Heads in advance of the Luncheon and facilitate the advance submission of questions for the Provost.

DISCUSSION: Keep the event oriented to conversations about the topic rather than information download.

CLUSTER: Include interdepartmental clusters, not just departments, in the discussion of team optimization.

2.0 RCM

The beta model will be released to Deans at the end of October. While Deans will control flow of funds, and therefore there will not be financial consistency between colleges, department heads will have the best chance of using RCM as it was intended if they understand the model and are involved in tweaking it. To empower Heads in RCM, immediate steps:

MODEL: Release RCM model to Heads at the same time it goes to deans.

TRAINING: Set up training for Heads on use of the model.

VALUES: Arrange a session to brief Heads on the values behind the model, including the logic determining the rate of subvention and its distribution.

3.0 FOLLOW-THROUGH

Tasks will be handled as indicated; incomplete tasks from past meetings are not repeated here. Where applicable, numbers below refer to paragraph numbers above.

GREGORIO ON 10/7: Meet Comrie for pre-luncheon briefing; follow-up with Committee on results.

R. MILLER ON 10/7: Meet Comrie for pre-luncheon briefing; follow-up with Committee on results.
BY 11/3: Find out if it is legal for Faculty to meet in closed session (request by Ruiz).

SERIO ASAP: Get permission to release RCM model to Heads; work with co-chairs to set up training for Heads on use of the model and on RCM values session.

NIKOLICH-ZUGICH BY 10/15: Roll-out PR on MDC program with event dates.

NEXT STEERING COMMITTEE MEETING: 3 NOVEMBER 08:00, Rhoades (HOST), Education, Room 311

END OF MINUTES
If these MINUTES contain information that does not accurately reflect your understanding of issues or events covered, please advise sender in writing.