

Subject: Faculty FTE proposal--additional information
Date: Tue, 19 Apr 2005 15:31:48 -0700
From: "Virginia Hinshaw" <vshinshaw@ucdavis.edu>
To: Council of Deans

Dear Colleagues:

I am writing to provide you with an update about the FTE proposal process (proposals are due May 18, 2005). Recall that proposals should advance the campus strategic plan whether they are for new initiatives or for augmentation of existing areas of academic strength. This process represents an opportunity for me to share an investment in your priorities, so that should be evident in all aspects of your proposals.

Several of you have asked me how you might approach developing proposals for multi-college/division programs or initiatives. Clearly, interdisciplinary programs are strengths of UC Davis, so worthy proposals are likely to come forward. I ask that you take the following approach:

Proponents. Work through the appropriate administrative coordinating council of deans to secure endorsement of the program or initiative, develop a coordinated approach to implementation, and designate a lead dean.

Lead Dean. Obtain and document faculty position commitments from all participating deans. Commitments should come from a combination of sources including formula allocations and pledges to seek appropriate positions through the competitive position allocation process. Please recall that approximately 50 percent of faculty positions available to support recruitment priorities (formula allocation of growth positions, and most recently, formula allocation of projected retirement positions) are already in the hands of the deans and another 30 percent of available positions will be allocated by the competitive proposal process.

Participating Deans. Include in your competitive proposal any faculty positions for multi-disciplinary programs that you do not propose to meet through positions allocated to you by formula (growth and retirement). These positions must be fully integrated into your proposal and their priority noted. You should also note how you are also using formula allocations to meet your commitments to multi-disciplinary programs.

Is it all right to submit an independent proposal for a multi-disciplinary initiative? A lead dean may, for the sake of complete communication, submit a one- or two-page summary of a multi-disciplinary program or initiative that figures in the competitive proposals of participating deans. However, I will not treat this summary as a proposal for position allocations. I will consider allocating positions through the competitive process only if they are proposed as a high priority by the deans who have committed to providing them.

How will we handle proposals for "cluster" hires in support of multi-college or multi-division programs or initiatives? In these cases, home departments for the new hires may be in one of several colleges or divisions, and may not be determined with certainty until near the conclusion of the recruiting process. In these cases, participating deans, in their competitive proposals, should request that I hold some small number of the positions available in the competitive process on their behalf for up to two years or until the cluster hire is accomplished, whichever comes first. I will be most supportive of these requests where it is evident that the participating deans have also committed to support the proposed cluster hires by holding positions allocated to them by formula.

Best regards,
Virginia