

September 16, 2005

**DEAN NICOLE BIGGART**, Graduate School of Management  
**DEAN KEN BURTIS**, College of Biological Sciences  
**DEAN WINSTON KO**, Division of Mathematics and Physical Sciences  
**DEAN ENRIQUE LAVERNIA**, College of Engineering  
**DEAN HAROLD LEVINE**, School of Education  
**DEAN BENNIE OSBURN**, School of Veterinary Medicine  
**DEAN REX PERSCHBACHER**, School of Law  
**VICE CHANCELLOR AND DEAN CLAIRE POMEROY**, School of Medicine  
**DEAN STEVE SHEFFRIN**, Division of Social Sciences  
**DEAN PAT TURNER**, Division of Humanities, Arts, & Cultural Studies  
**DEAN NEAL VAN ALFEN**, College of Agricultural & Environmental Sciences

**RE: Faculty FTE Proposal Decisions**

Dear Colleagues:

I am writing to advise you of decisions about the faculty position allocation proposals that you submitted this spring. I appreciate your efforts to develop these proposals. Collectively there were 25 of them, involving over 183.0 FTE (over 106.0 FTE requested from the Provost and Executive Vice Chancellor to be matched by about 77.0 FTE held by the deans). The new faculty allocation process calls for directing to your proposals 30%—or 37.5—of the FTE positions anticipated from growth and retirement for 2005-06 and 2006-07. I have decided to lean a bit on the Provost Reserve and allocate a slightly greater number—39.0 FTE—to address what I believe are the highest priority proposals. Campus resources are sufficient to meet about one-third of your requests.

During the review of these proposals, I received advice from many campus constituents including the Academic Senate Committee on Academic Planning and Budget Review (CAPBR), a faculty group led by Faculty Assistant to the Provost Pam Ronald, the Academic Leadership and Planning (ALAP) committee, the deans and several individual faculty members. This advice was constructive and helpful and reflected a diversity of perspectives and opinions.

**Decisions**

The decisions are guided by the following:

- Advice from campus constituents. Positions were allocated to the proposals that were most consistently rated as high priority by the various review groups.
- The campus' strategic plan. Positions were allocated with particular focus on the goal of continuing excellence in research by investing in targeted areas of established and emerging excellence and distinction.
- The preliminary planning framework for the campus' comprehensive campaign. Positions were allocated with a focus on the "big idea" aspects of the campaign that will focus on existing and unique strengths of UC Davis.

The campus will allocate faculty positions to advance the following proposals (see Attachment 1 for more information):

- Agricultural Sustainability Institute (Van Alfen)
- Global Environmental Change (Van Alfen)
- Foods for Health (Van Alfen)
- Computational Characterization and Exploitation of Biological Networks (Burtis)
- Energy for the Future (Lavernia)
- Islam, Culture and Society (Turner)
- Globalization and Internationalization (Sheffrin)
- Universe@UCDavis (Ko)
- Stem Cells and Bioethics (Pomeroy, Perschbacher)

### **Recruitment and Timing of Allocations**

Later this month, I will send a letter to the lead dean of each proposal identified above that requests a recruitment plan that more fully describes each proposal or initiative. Positions will be released for recruitment after these plans are developed and reviewed. The type of information that you should anticipate providing includes:

- Academic emphasis for each position, the likely home department, center/institute affiliation and role, if applicable, and teaching role;
- Anticipated timeline for recruitments;
- Estimated faculty start-up costs;
- Identification of the space and other resources that will be assigned by the college, division or school to these positions.

### **Looking Forward**

Although I consider the basic framework of the position allocation process to be in place, I plan to make some changes to the process based on the thoughtful advice that was provided by each of you and the reviewers. In particular, future iterations of the process will be modified to address the issues summarized below.

**Timing.** Subsequent iterations of the process will be initiated earlier in the year. The next FTE allocation cycle will be initiated in fall 2006 to inform allocations for 2007-08 and 2008-09.

**Overlap Between Proposals.** Many of you suggested adding a pre-proposal phase to mitigate concerns about overlapping proposals. Therefore, beginning in 2006, we will add a pre-proposal phase in the fall followed by a final proposal process in the winter and a final evaluation process in the spring to inform decisions in the summer.

DEAN NICOLE BIGGART *et al*  
RE: Faculty FTE Proposal Decisions  
September 16, 2005  
Page 3

**Data.** The Office of Resource Management and Planning (ORMP) will annually update the campus's faculty position status (recruitments, separations, growth) to verify planning assumptions used for the two-year process and to frame the subsequent two-year process.

**Proposal Structure.** In the future, an extended proposal cycle will allow time for more information to be provided in advance. This will ensure that proposals are developed in a more uniform manner.

I would like to convey my gratitude for your participation in the process. I look forward to the continued development and implementation of the exciting ideas and opportunities reflected in these proposals. The collective impact of these investments will surely have a positive impact on UC Davis!

Best regards,



Virginia S. Hinshaw  
Provost and Executive Vice Chancellor

/dfu

Attachment

c: Council of Deans and Vice Chancellors  
Academic Senate Planning and Budget Chair Orel  
Assistant Vice Chancellor Ratliff  
Faculty Assistant to the Provost Pam Ronald

## 2005-06/2006-07 FTE Allocations -- Proposal Decisions

Proposal/Initiative	FTE Provided by Campus									Matching FTE Pledged from Dean						
	CA&ES	CBS	COE	HArCS	MPS	DSS	Law	SOM	Total	CA&ES	CBS	COE	MPS	DSS	SOM	Total
Agricultural Sustainability Institute	4.0								<b>4.0</b>	4.0						<b>4.0</b>
Global Environmental Change	3.0	1.0							<b>4.0</b>	3.0	1.0					<b>4.0</b>
Foods For Health	3.0	1.0	1.0						<b>5.0</b>	3.0	1.0	1.0				<b>5.0</b>
Computational characterization and exploitation of biological networks	0.5	1.5	1.0		0.5				<b>3.5</b>	0.5	1.5	1.0	0.5			<b>3.5</b>
Energy for the Future & Energy (ITS)	1.0		3.0		2.0	0.5			<b>6.5</b>	1.0		2.0	2.0	0.5		<b>5.5</b>
Islam, Culture and Society				4.0		2.0			<b>6.0</b>					2.0		<b>2.0</b>
<a href="#">Universe@UCDavis</a>			1.0		2.0				<b>3.0</b>			1.0	2.0			<b>3.0</b>
Globalization and Internationalization						4.0			<b>4.0</b>					5.0		<b>5.0</b>
Stem Cell and Bioethics /1							1.0	2.0	<b>3.0</b>						3.0	<b>3.0</b>
	<b>11.5</b>	<b>3.5</b>	<b>6.0</b>	<b>4.0</b>	<b>4.5</b>	<b>6.5</b>	<b>1.0</b>	<b>2.0</b>	<b>39.0</b>	<b>11.5</b>	<b>3.5</b>	<b>5.0</b>	<b>4.5</b>	<b>7.5</b>	<b>3.0</b>	<b>35.0</b>

Note 1: The FTE available for allocation are general campus I&R positions. Dean Pomeroy will work with the Colleges of Agricultural and Environmental Sciences, Biological Sciences and Engineering to hire faculty whose research is focused on stem cell biology. The final disposition of these 2 FTE will be dependent on the outcome of a cluster recruitment for this purpose. In addition, one FTE will be used to hire a faculty member whose research is in the area of bioethics including ethical issues related to stem cell research.