

COMMITTEE ON ACADEMIC PLANNING & RESOURCE ALLOCATION  
(CAPRA)

Monday, May 12, 2014

3:30 – 5:00 pm

KL 362

Documents found at [UCMCROPS/CAPRA1314/Resources](http://UCMCROPS/CAPRA1314/Resources)

AGENDA

---

- I. **Chair's Report – Anne Kelley**  
Update from May 12 Division Council meeting.
- II. **Consent Calendar**  
A. Approval of the agenda  
B. Approve of the April 29 meeting minutes **Pg. 1-4**
- III. **FTE Process – Anne Kelley** **Pg. 5**  
Provost Peterson submitted a memo to the faculty on May 1 outlining his rationale for this year's FTE process and his projections for next year's FTE lines.  
**Action requested:** CAPRA members to draft a request to the Provost for a list of FTEs from the beginning of the academic year and an update on their current status. CAPRA will suggest a mechanism for tracking the "borrowing" of future FTE lines for this year's opportunity and spousal hires.
- IV. **Systemwide Review Item**  
A. [Compendium Revisions](#).  
*Revisions can be viewed at UCMCROPS/CAPRA1314/Resources/Review Items – Systemwide.*  
**Action requested:** CAPRA to review proposed revisions. Comments are due to Senate Chair by May 21.
- V. **Other Business**

**Committee on Academic Planning and Resource Allocation (CAPRA)**  
**Minutes of Meeting**  
**April 29, 2014**

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 2:30 pm on April 29, 2014 in Room 362 of the Kolligian Library, Chair Anne Kelley presiding.

I. Chair's Report

No updates were presented due to the cancelled Division Council meeting on April 28.

II. Consent Calendar

**ACTION:** Today's agenda and the April 14 meeting minutes were approved as presented.

III. FWDAF Memo on Diversity Hires

The Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF) recently submitted a memo to Division Council requesting that the 3-5 new faculty lines for next year be allocated based on diversity considerations.

CAPRA members expressed doubt that any allocation model would be feasible at this late point in time. Some academic fields begin recruiting in July and August and that is an unreasonable timeline for the Provost's office to assign FTE lines and for recruitment ads to be posted.

The MAPP requires that all faculty positions be nationally advertised. One option is to make additional offers to candidates who have already applied to this year's search pools. A second option is to advertise new positions. Since it is nearly May, the only potential candidates we could contact now are those unable to get an offer from another institution. But the second option leads to the problems that caused the Provost to decide against allocating new lines for next year in the first place. While UC Merced could legally choose to search in fields that are diversity-related, such as FWDAF's suggestions of

“Diversity and Inequality” or “Health Disparities,” we would need to have a thorough faculty discussion about whether such searches would really contribute to our goals of building strength in research fields and meeting our teaching needs. It would require a great deal of work by a large number of faculty and the deans for a very small payoff in terms of numbers of faculty lines.

**ACTION:** CAPRA will submit a memo to the Senate Chair stating that, for the above reasons, the committee does not agree with FWDAF’s proposed FTE allocation model.

#### IV. Systemwide Review Items

--CAPRA members briefly discussed the proposed changes to APM 190 (Whistleblower Complaint Policy) and had no comments.

**ACTION:** Committee analyst will inform the Senate Chair that CAPRA has no comments.

--CAPRA members discussed the proposed revisions to the Compendium. There are changes to the wording pertaining to the Multicampus Research Initiatives Program (MRPI), in terms of how they are established, reviewed, and discontinued. UCOP’s budget has been significantly reduced and the funding for MRUs are no longer renewed automatically. These proposed changes are likely a reflection of that situation.

A CAPRA member stated that as long as the revised language supports research unit organization on campuses without extensive UCOP involvement, CAPRA should support the Compendium revisions. But CAPRA should emphasize in its response that we would like the freedom to collaborate with our campus colleagues to create research units.

**ACTION:** This item was tabled for the May 12 meeting at which CAPRA members will contribute further comments. A final memo of comments will then be sent to the Senate Chair.

V. Tracking Mechanism for Borrowed FTE Lines

The Provost has stated that the reason for so few new FTE lines next year is that many extra positions were allocated for this year for spousal hires or for units who were allowed to hire two faculty members for one position. However, it is uncertain whether these “borrowed” lines are tracked in any way by the Administration. In the past, when Schools drafted their FTE requests, they were required to request FTE lines that were already allocated in order to keep track of them, i.e., Schools had to explicitly state that even though they have a faculty member in that particular position, that FTE line was not part of the prior year’s allocation and therefore they are requesting it again. If the Schools undergo the traditional FTE request process next year, they should again be required to include this statement in their requests.

CAPRA members agreed that the Senate should also keep track of the borrowed FTE lines in addition to the Provost’s office. The committee should ask the Provost to provide 1) the list of FTEs from the beginning of the year that were due to be allocated and 2) the list of FTEs at the end of this academic year that were allocated or were allocated as extra positions. Some FTEs are still pending (potential new hires are in the negotiation stage with the Deans) while others are confirmed (new hires to start on July 1).

CAPRA fully recognizes the importance of spousal hires or opportunity hires and the need for the Provost to be flexible in these situations. These types of hires are important, particularly at the senior level. CAPRA is only concerned with the lack of recordkeeping of these types of hires. The faculty are the stewards of resource allocation and have the right to all relevant information.

Faculty are encouraged to attend the May 1 Meeting of the Division which will include updates and announcements from the Provost.

Another issue to mention to the Provost is the ratio of non-Senate faculty to Senate faculty and the need for more Senate faculty. While unit 18 lecturers

are important, there is a concern that there may be more emphasis on hiring them due to the economic advantage rather than ladder rank Senate faculty.

**ACTION:** Following the May 1 Division meeting, CAPRA will submit a memo to the Provost, requesting the list of FTE allocations that includes original allocations at the beginning of the year and the current status.

There being no further business, the meeting adjourned at 3:45 pm.

Attest:

Anne Kelley, Chair

Minutes prepared by:

Simrin Takhar, Senate Senior Analyst

DRAFT



OFFICE OF THE PROVOST AND EXECUTIVE VICE CHANCELLOR

UNIVERSITY OF CALIFORNIA, MERCED  
5200 N LAKE RD  
MERCED, CA 95343  
PH: 209-228-4439  
FX: 209-228-4376

Thursday, May 01, 2014

TO: The Campus Academic Community  
FROM: Tom Peterson, Provost and Executive Vice Chancellor  
RE: Recruitment of Ladder Rank Faculty in AY14-15

As you may know, the rate of increase in our freshman enrollments will slow for the next two years (especially for next year) before it returns to a growth rate more typical of what we experience annually here at UC Merced. Specifically, while we increased freshman enrollments by 600 to 800 students in recent years, we will increase our enrollments by about 100 students in AY 2014-15 and by about 400 students in AY 2015-16. Because a higher than projected fraction of students who were admitted to UC Merced chose to come to our campus for their studies, our growth rate has been higher than the rate we projected for funding models used by the Office of the President. Since our campus revenues are strongly tied to undergraduate enrollments, a slower rate of increasing enrollments means a slower rate of increasing revenues. This dictates the need for a temporary reduction in the number of faculty positions to be filled; approximately 10 to be recruited in AY14-15 (to arrive in fall 2015) and approximately 16 in AY15-16.

Further, it will be approximately 2 more years before additional classroom capacity or faculty office space comes online through the completion of the second classroom and office building.

This year we are recruiting to fill nearly 35 positions. Hopefully most, if not all, of those recruitments will be successful. History has shown, however, that it is likely we will not fill all of those positions. Any unfilled positions this year will automatically be carried over for recruitment into next year. That is, no units will lose the right to recruit if they are unable to hire the best possible candidate this year.

In the course of recruiting to fill these 35 positions this year, each one of the schools has also requested the opportunity to expand their hiring either to accommodate spousal hiring requests, or because multiple outstanding candidates have been identified. Once again, it is impossible to predict exactly how many of those additional hires will be successful. The current number of requests for such positions is in the range of 8-12, and this would clearly have to come out of next year's allocation.

For all these reasons (the most important being a significant reduction in the rate of increase in campus revenue), one year of significant reduction in the rapid pace of faculty hiring is in order, followed by a year of modest increase in faculty recruitment before returning to a hiring rate in the range of 25 new ladder rank faculty per year. Therefore, I am recommending that we focus next year solely on faculty recruitments that will complete those recruitments that were unsuccessful this year. There is no reason to put the entire faculty and the academic Senate through a formal FTE request process for what would be only a few new positions, if any. An additional benefit to this approach is that it will allow all of us to complete the strategic academic focusing process which, in concert with traditional disciplinary hires, will shape our hiring strategy for the next 6 to 8 years.

While there may be a brief lull in the active recruitment of faculty, there must be no lull in the strategic "planning and doing" for processes going forward. If we do not use the time wisely, we will have wasted an opportunity to thoughtfully and efficiently shape the campus trajectory for many years to come.