

**Committee on Academic Planning and Resource Allocation
(CAPRA)**

**Minutes of Meeting
October 10, 2016**

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 1:30 pm on October 10, 2016, in Room 362 of the Kolligian Library, Chair Mukesh Singhal presiding.

I. Consultation with MIST lead author and Graduate Council chair

CAPRA submitted its memo on MIST (with PDST) to Division Council on September 21. It was announced subsequently that PDST implementation will be postponed. CAPRA invited MIST lead author Paul Maglio and GC chair Ramesh Balasubramaniam to today's meeting to clarify their request for CAPRA to review the revised MIST proposal.

After a brief discussion on the future of the PDST component of the proposal, CAPRA members came to a consensus on their revised memo.

ACTION: CAPRA to submit a revised memo on the MIST proposal to the Senate Chair and the GC chair by Friday, October 14.

II. Consultation with Adaptive & Functional Matter Steering Committee Chair

CAPRA invited AFM pillar steering committee chair Ajay Gopinathan to today's meeting to discuss AFM's hiring plan and job advertisements.

Professor Gopinathan indicated that the search committee was recently formed.

CAPRA members raised the following questions:

- How the search committee will review multiple applications.
- How the search committee will compare natural sciences and engineering candidates.

- How cluster hiring serves the needs of the campus (versus traditional disciplinary hiring).
- Diversity considerations in engineering hiring.
- How the pillar progressed this summer into forming a steering committee.
- Logistical issues surrounding the ad being “open until filled”.

ACTION: CAPRA to invite the AFM search committee chair to a future meeting.

III. Consultation with Sustainability Pillar Steering and Search Committee Co-Chairs

CAPRA invited Sustainability steering committee chair Tom Harmon and search committee co-chairs Peggy O’Day and Mario Sifuentez to today’s meeting to discuss Sustainability’s hiring plan and job advertisements.

Professor O’Day shared that the search committee is scheduled to meet next week to articulate what their process will be in reviewing the multiple applications. She met with Professor Tanya Golash-Boza, the SAFI Faculty Equity Advisor, who, along with VPF Camfield, will attend the meeting next week to discuss diversity considerations.

The Sustainability search committee is considering the possibility of engaging with bylaw 55 unit chairs and graduate group chairs so that these groups can assist in the application review process on an advisory level but cannot vote. VPF Camfield has approved of the idea of granting these advisory faculty members access to the Sustainability application pool so they can review applications.

CAPRA raised the following questions:

- How and if the pillar’s process is affected by the faculty feedback received from last year’s SAFI survey on cluster hiring.

- Timeline issues for senior versus junior faculty candidates. Senior candidates have the flexibility to consider offers as late as the end of spring semester before committing to a position.
- Faculty-to-student ratios as a criteria in evaluating candidate applications.
- Resource constraints with hiring senior candidates given the increased need for space.
- Comparison of candidates that span several disciplines.
- Which bylaw units future hires will be assigned.

Professor O'Day indicated the need for a "clearing house" for all SAFI search committees to meet and discuss lessons learned and best practices from this year's cluster hiring.

There being no further business, the meeting was adjourned at 3:00 pm.

Attest:

Mukesh Singhal, CAPRA Chair