

**Committee on Academic Planning and Resource Allocation  
(CAPRA)  
Minutes of Meeting  
February 13, 2017**

Pursuant to call, the Committee on Academic Planning and Resource Allocation met at 1:30 pm on February 13, 2017 in Room 362 of the Kolligian Library, Chair Mukesh Singhal presiding.

I. Consultation with Provost/EVC

Prior to this meeting, CAPRA invited comments from Senate committees on the Provost's faculty hiring plan. Comments were received from UGC, D&E, and the Senate Chair. This feedback was distributed to CAPRA members and the Provost prior to today's meeting.

Provost Peterson began by stating that his main concern moving forward is research space, not faculty offices. As such, the difficult options are either to freeze faculty hiring (which he does not intend to do) or conduct an intensive quantitative analysis of how space is currently being used. Current faculty may have to be willing to share their laboratory space until fall 2019 to accommodate new faculty hires. The lack of a plan for addressing space could pose an impediment to faculty recruitment.

The Provost also asked CAPRA for input (per comments submitted by a Senate committee) on the most fair way to accommodate spousal hires and targets of opportunity hires: should the campus continue to borrow against future lines on a case by case basis, or would it be more beneficial to create a dedicated allotment of such lines? A CAPRA member recommended that incentive structures be established to better accommodate spousal hires, especially as we move towards higher faculty numbers.

A CAPRA member pointed that that if units had assurance of getting their space back in a set amount of time, and/or whether the campus had a process

in place for space planning, more faculty may be willing to share their space with new colleagues. Without such a mechanism, many faculty are reluctant to give up space. In addition, the units should be allowed to decide whether they choose to forgo faculty hiring if there is no available space or if faculty in the units are unwilling to relinquish it. Retaining such authority over hiring would be more palatable for faculty than making such decisions at a higher level without their input.

CAPRA members also suggested to the Provost a method used on other campuses whereby faculty with robust research programs pay for research space but faculty with smaller programs – including newly hired assistant professors – can recover the costs. This may encourage faculty to relinquish their space for new hires if they are not effectively using it. Provost Peterson stated that Director of Space Planning and Analysis Maggie Saunders is currently analyzing campus space usage. The Provost also mentioned that fall 2019 is the projected date for new research laboratory occupancy, however, the campus will undergo one more faculty hiring cycle before then, thus making it critical to establish a plan for space. (Searches for 40 faculty positions are currently underway.)

Another CAPRA member inquired whether the Provost has a current accounting of all research space on campus. The Provost replied that all laboratory space on campus and at Castle is accounted for, as are research spaces shared across schools and units. However, the nature of faculty cluster hiring is such that we will not know in which units the hires will be placed but this will become clearer in the interview process.

A CAPRA member asked the Provost to submit his hiring plan to all faculty members.

In response to a question from a CAPRA member, the Provost stated that he is unsure at this time how many faculty lines he will announce for allocation, but estimates 10 – 20. He added that as soon as CAPRA finalizes its yearly

criteria for the evaluation of foundational FTE requests and submits to him, he will issue to the schools with the annual call for FTE requests.

**ACTION:** CAPRA members to revise its criteria for the evaluation of FTE requests and send to the Provost in one week.

## II. Consultation with University Librarian and AVC/CIO of IT

At the invitation of the Senate Chair, Librarian Li and AVC Kovalchick attended to provide a presentation on the state of the Library's budget and on A/V funding.

The Library has been unable to support faculty requests (particularly those in the arts and humanities) for print and electronic monographs. In order to carry out the mission of Collection Services over the next three years, significant budget increases are required. Major challenges facing the Library are ongoing inflation in journal packages, new requests from current faculty, requests from new faculty, and continued acquisition of books (inflation in journal subscription costs has required the library over several years to shift funds from book purchasing to cover these increased journal costs).

Mr. Li related that the Provost provided the Library with funds last year and this year to accommodate new faculty requests. A CAPRA member inquired how the Library prioritizes faculty members' request, and Mr. Li replied that they prioritize the items faculty critically need to teach and conduct research. The next area of prioritization is proposals for new research ideas.

Due to time constraints, AVC Kovalchick was unable to present on A/V funding, so she will be invited to a future meeting.

## III. Consultation with AVC of Office of Planning & Budget

AVC Mendez shared budget numbers and answered questions from CAPRA members about capital projects, improvements, and the Library. Per CAPRA's request, AVC Mendez will run numbers on a base case model to

present at the March 20 CAPRA meeting. In the interim, she will share today's slides with CAPRA members.

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

Attest:

Mukesh Singhal, CAPRA Chair