

Minutes Draft FAP Meeting #18 AY2016-17
February 2, 2017; 9 a.m. – 10 a.m.
Faculty Governance Conference Room-SL225

Members: Tanja Dominko (Secretary), Tahar El-Korchi (Chair), George Pins, Jeffrey Solomon - Executive Vice President/CFO, Kristopher Sullivan - Assistant Vice President Academic Affairs

1. The meeting was called to order at 9:10 am
2. Agenda was approved as distributed.
3. Annual Planning and Budget Process - APBP report by Chair El-Korchi

Chair El-Korchi provided an update on the progress of Annual Planning and Budget Process. During the meeting of APBP on Monday, January 31st, specific budget requests were articulated by Division heads and final budget decisions will be presented in early March. He reported that the Provost proposed 17 new TTT positions for FY2018/19; searches for which will be conducted starting in FY2017/18. He added that he and Prof. Mark Richman (Faculty representatives to the APBP) voiced a concern over lack of Faculty growth during the past few years – a trend that will likely continue with the proposed 17 new TTT hires. The committee was hopeful that with the completion of the Provost and COG subcommittee’s recommendations for Faculty growth (due at the end of February), the Provost may be adjusting his recommendation. The committee discussed the need for a broader strategy for Faculty growth that will align the vision of the University with research infrastructure and Faculty needs. Prof. Dominko added that in order to maintain the top national ranking earned recently (#1 in balancing education and research) the strategy should carefully consider how the expectations for Faculty teaching loads and demands for increased research productivity will affect this balance in the absence of substantial Faculty growth. To structure the plan for future investment into Faculty growth, we should develop a reasonable start-up cost structure, retention incentives, and identify strategic hiring priorities.

Prof. Pins stated that the structure and amount of start-up packages have to reflect institutional research vision; which in turn defines expectations for new Faculty. He added that competitive start-ups alone may not be sufficient to attract and more importantly retain Faculty if research infrastructure and research support services do not follow suit. Chair El-Korchi added that disparities in capabilities and infrastructure between different departments affect successful Faculty recruitment and retention.

The Committee agreed that a broader institutional strategy should accommodate interdisciplinary collaborations, critical mass of researchers in our strongest areas, efficient use of space and equipment, efficient and comprehensive plan for equipment maintenance and replacement, and productivity/retention incentives.

Mr. Sullivan will share these observations with the Provost’s leadership team and the COG subcommittee on Faculty growth. The Committee anticipates that further discussions between

FAP and the Provost's leadership team will result in a comprehensive and actionable proposal to achieve our research goals.

4. Minutes from Meeting #17, January 25th, 2017 were approved as amended.

5. Adjourned at 10:10 am

Tanja Dominko, Secretary