

Department Faculty Meeting

December 14, 2021

Noon – 1:20

Gould 440

Note: Because we will be discussing the search processes, people who have applied for the cohort or data science position should recuse themselves from this meeting until 1:05.

Agenda items

12:00 - 12:05	Welcome – check in	Campbell
12:05 - 12:15	Report on CBE cohort hire process	Campbell
12:15 – 12:45	UDP Search Committee Discussion & Vote	Campbell
12:45 - 1:05	Update on UDP Searches	Committee Chairs
1:05 - 1:20	Short topics and as needed – PAB, Wint enrollments, Wint leaves, etc.	Campbell

Present: Jan Whittington, Christopher Campbell, [Dan Abramson](#), Bob Mugerauer, Alexis Wheeler, Branden Born, [Manish Chalana](#), Qing Shen, Andy Dannenberg, [Mark Purcell](#), [Sofia](#)

[Dermisi](#), Rachel Berney, Ken Yocom, Marina Alberti, Himanshu Grover, Diana Siembor, Christine Bae

Update from Ken Yocom:

Ken is the faculty lead for the overall CBE cohort hire process.

[CBE cluster Hire Process](#)

The committee has been reviewing applications and applicants have been distributed to the 5 departments

All committees have a draft rubric that may be modified by departments. Final rubrics will be shared with Ken

By early Jan a long short list of 15-18 will be identified..

At this point each department can follow up with the long short list of applicants if needed and after that the first round list will be identified and zoom interviews will be scheduled

Zoom interviews will be 25 minutes and must all be the same..meaning same interviewers and they must ask the same questions each time

After this point the 20 applications will be provided to faculty, including strengths and weaknesses. They will also identify the 6-7 priority applicants

At this point if faculty members want to review, they need to review **all** applicants and provide input. How is faculty input gathered for the 20 zoom short long list? They will be

using the same rubric as the committee but it's unclear how exactly that looks. More information will be provided soon

It is the committees decision to select the final 3

In Feb..we will be hosting finalist candidate interviews

After visits...faculty will meet and discuss and vote on the 3 candidates

Final group goes to the executive committee

How is faculty input gathered for the 20 zoom short long list? They will be using the same rubric...unclear how exactly that looks

Slideshow

Core Assumptions:

1. The department would like to participate in the cohort hire
2. The department would like to participate in the data science hire
3. For both, we need a search committee

Shared Goals:

1. Faculty voices need to be heard and carefully considered
2. Faculty should be satisfied with the committee(s) and the search process, at least enough to move forward
3. Faculty rights guaranteed by the faculty code should be respected
4. We don't want to derail the search process for ourselves or the college

My goal as Chair: Ensure that the faculty as a whole is happy with the process and ready to move forward with the search(es). This requires that we vote.

TRADITIONAL SELECTION PROCESS

Chair surveys the faculty – who is interested?

Chair selects from the willing

Chair presents slate to the faculty

Chair asks for feedback and endorsement

Chair appoints the committee(s)

REVIEW: How we got here

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Considerations

Needs of the committee:

- Not too big, not too small
- Balance of expertise/perspectives
- Represents interests of the dept

Equitable distribution of labor in dept

Equitable distribution of opportunity

- 1 search committee per person

Particular characteristics of members:

- Experience
- Past performance
- Work habits
- Special considerations (e.g. rank)

Question was raised in November concerning the cohort committee, after committees had begun work

Other Concerns

- Committee is too small for the task?
Add a member
- Committee does not represent the department
Add a member in an area not represented (e.g. design)
- Committee is biased
Rely on rubric and robust anti-bias measures (including recusal)
- Traditional committee appointment process is contrary to the faculty code

Our traditional practice is to code but best practice prefers stronger vote (can be done retroactively); alternative – create new practice

A note on committee appointment and the faculty code

Chapter 24-52, Section 1

Chapter 24

Section 24-52 Procedure for New Appointments

A. Faculty recommendations of appointments are ordinarily rendered through committees, and the procedure depends upon the level of appointment.

1. For recommendation of a departmental appointment other than that of chair, the department members act as an advisory appointment committee. A department may delegate this responsibility to a departmental committee.
2. A committee responsible for recommending the appointment of a department chair should be an ad hoc committee appointed by the dean of the appropriate college, or if the President so desires, by the President.
3. A committee responsible for recommending the appointment of a dean should be an ad hoc committee appointed by the President.

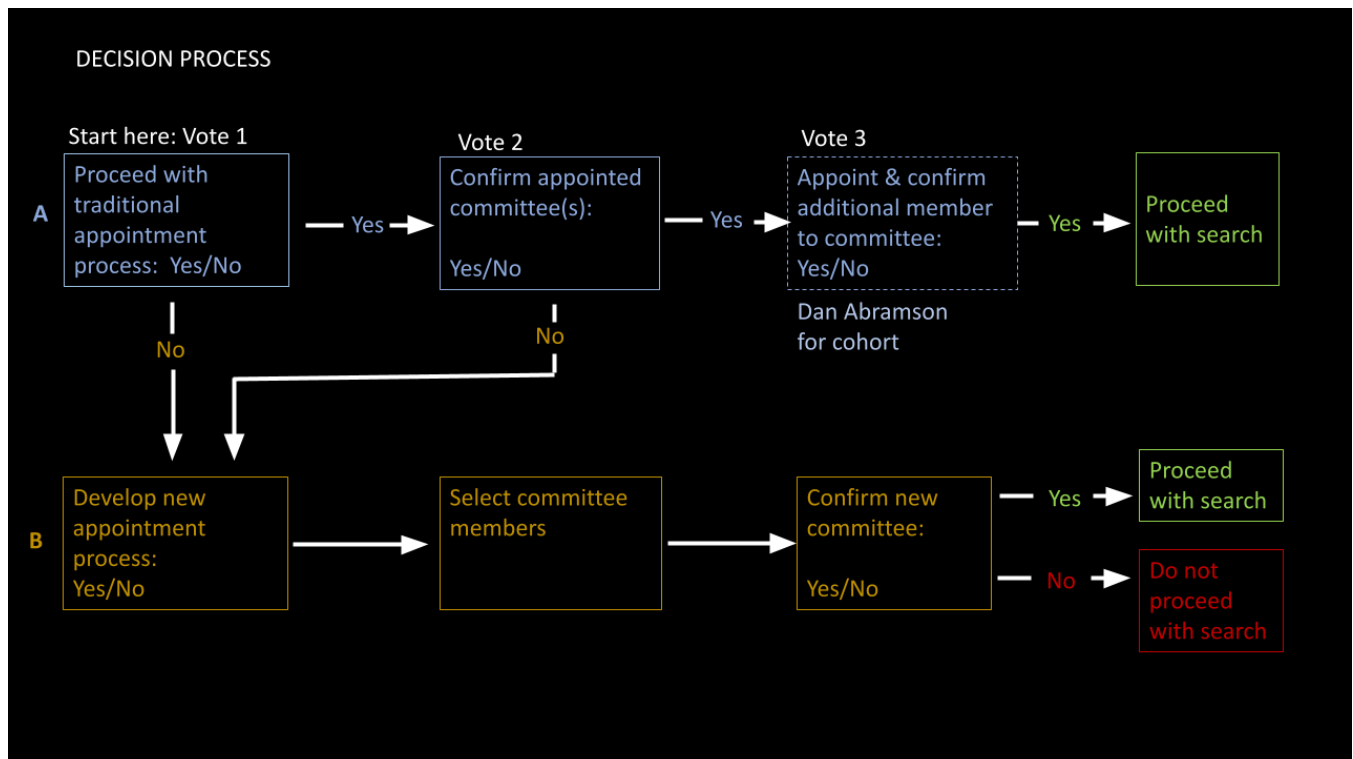
A delegation can take place when the chair proposes a slate and the faculty approves the slate.

1. A motion is properly made and seconded and then approved by vote (Strongest)
2. Chair asks for objections, hearing none the measure passes (Medium)
3. Chair makes a statement of appointment; slate is recorded in minutes; minutes are passed without objection or correction, indicating record is uncontested (Weak)

Two Paths:

Path A: Move forward with our current process by approving the current process for selecting committees, and by approving the current slate(s) as presented. Followed by a vote to approve the addition of one member to the cohort search committee.

Path B: Revoke the current slate(s) and develop a new appointment process and new committee(s)



Sofia has a proposed revision...

The first vote is adding a new member to the committee...basically move to vote 3

Jan would like to vote on individuals rather than appoint the slate as a group

Marina: important to vote on the collective committee not individuals

Qing : The Slate vote...is that a usual process suggested by the faculty code?

CC: The code doesn't speak specifically on committee v individual but this is how UDP has traditionally appointment a committee

Branden: We delegate authority to the chair for a number of reasons..

Jan moves that we vote for the slate that includes, Mark, Marina, BB and Dan
No one seconds

First Motion:

To proceed with the traditional UDP appointment process whereby the Chair, in consultation with the faculty, appoints the search committee: Yes/No

Branden Moves

Bob Seconds

8 yes

5 no

0 abstentions

Second Motion:

Approve the appt of the following slate to the the CBE cohort search committee :
Yes/No

Mark Purcell Chair

Branden Born

Marina Alberti

PHD student

Dan moves

Branden second

10 yes

3 no

0 abstentions

Third Motion:

Appoint Dan as the fourth member of the committee (due to the high number of applications)

Manish Move

Mark Second

12 yes

0 no

0 abstentions

Fourth Motion:

Approve the slate of the Data Science hire committee

Bob Move

Manish second

Jan Whittington Co chair

Qing SHen

11 yes

2 no

0 absentions

Update Data Science

Flrst screen of over 80 was to ensure they are qualified

Andy and Jan brought back 28 to committee

These 28 applications have been shared with the committee at large..

Full screen is due today and they will discuss on Thursday and get down to a group of 10(ish) to set up zoom meetings

When does this faculty get to review the applicants?

If people are reviewing...they should be reviewing on ALL 28 or 10 but they can't just comment on 1 or 2

Is there consensus in the data science?

Yes..QIng and Jan are doing the scores for urban planning...more input would be welcome..a bit tight for the 28 to 10

Candidates only made it into 28 because they all show promise in both UDP and Public Health

Cohort Hire

Working on the finalized rubric so that we are ready to evaluate.
It's beneficial that we now have an additional member

Working on disclosure..all of the existing relationships
Each member will get a number of applicants to review

If they have a relationship with any of the candidates, we need to minimize that close review...again that will be sorted with disclosure..

When will UDP get the short long list that will be opened up to the UDP faculty...unclear

Meeting closed at 1:45PM