Department Faculty Meeting

November 30, 2021
Noon – 1:20
Gould 440

Agenda items

12:00 - 12:10	Welcome – check in	Campbell
12:10 - 12:15	Approve November 16th minutes	Campbell
12:15 – 12:45	Faculty hire updates discussions	Campbell
12:45 - 1:00	Group Project discussion	Campbell
	CBE Update & Other Topics as Needed	Campbell et al

Additional information

Please review the cohort hire job description at
https://ap.washington.edu/ahr/position-details/?job_id=80273

Present Dan Abramson, CHristopher Campbell, Jan WhittingtonDavid Blum, Andy Dannenberg, Marina Alberti, Jess Zimbabwe, Rachel Berney, Branden Born, Manish Chalana, Alexis M. Wheeler, Diana Siembor, Mark Purcell, Himanshu Grover, Sofia Dermisi, Qing Shen

Absent: Christine Bae

Minutes Nov 16:
Move Second 9 yes 0 no 0 abstain

Data Science Update:
50-60 applications… Jan and Andy will do the initial screen.
Meeting on Thu with the full committee to discuss next steps.

Hoping to have a short list soon

Cohort Hire
We have reviewed 460ish applications..The committee had at least 3 sets of eyes on each application.
Sorted them into debt. bins..BB looked at 150 …didn't see anyone who did not meet the qualifications..
Half of applicants were planners..there will be a huge number to review for UDP
LARCH and RE had very few files…
Ken is compiling a list for the departments…
Dept hiring committee will be hopefully getting the short list by the end of the year…

For today's meeting….we should decide collectively what the rubric should be…

Rubric

Research Productivity [Inside the word cloud]
    -evidence of

Teaching Excellence
     -evidence of
iFit!
         -success in CBE Process
         -EDI
         - Interdisciplinary

Rubric is interwoven and non discrete ….as the draft of what this looks like…we'll need to come up with a more final version

Can we see these categories be mutually exclusive? Then we can have individuals look at applicants..

We should make a conscious effort to make sure applicants are weighted based on years of experience…

Productivity could also be promised...or showing potential

This helps to stay away for a complex rubric…

Everyone seemed to value the *quality* of the faculty OVER their specific area…

WHat are the main sources of comparisons going to be?

5 categories?
- Research
- teaching
- interdisciplinary within the college
- EDI
- Interdisciplinary outside cbe

The word clouds are useful for conversations...but harder to call out as rubric tools

For teaching...do we want to indicate any specific TYPE of teaching that we're looking for??

While we're not hiring a planner, it might be worth us considering how this individual relates to planning
 ^ should this be its own item?

The flattening of the rubric helps to facilitate conversations..

Who is reading the applications? Can we collectively have access to applications?

The CBE interfolio is currently limited to committee members….which is Mark, Marina, Branden and a PhD students.

The college has an established process which is to appoint the hiring committee...review and come up with a short list..then that list comes to the faculty..
We are giving the committee the trust to review

Jan is responding that she thinks there should be a sub committee

Sofia says that RE faculty will not have access to interfolio...Each committee will get a google drive with all the names..The committee will only give a number of names to faculty

Chad is saying all faculty should have access to all the applicants IF the department chooses that .

Each dept will get a google folder...in RE all faculty will receive access..

If we will open the cohort hire can we then also open the data hire to all faculty?

The challenge then is how will the excess faculty views affect the committee decision?

If you open up the committee...it can't be part time...you need to be full time

RE is using their faculty input to help "guide" the committee

There is benefit in having a small committee...the committee doesn't make decision

If you open up the committee, it can be ineffective...

It's not just a matter of who's on the committee. but taking into consideration what the faculty are doing..

At what part of the process do we bring in faculty?

Review all 200 applications

 OR

The short long list..of 15-18

The committee is set up for a reason

We created this committee to do the first round...but thought it would be more open...

Let's say the committee picks 20....then does the faculty get to see those 20? currently no BUT

We could perhaps modify it to open it up at 20?

Jan willing to be on the committee
Manish has been asked to be on the committee but not sure...he will be on sabbatical winter

Committee chair doesn't want to have anyone else on the committee

It's the role of the chair to make the decision...he will deliberate for 24 hours...