

## Department Faculty Meeting

November 16, 2021

Noon – 1:20

Gould 440

### Agenda items

12:00 - 12:10	Welcome – check in	Campbell
12:10 - 12:15	Approve November 2nd minutes	Campbell
12:15 – 1:10	Continue faculty hire discussions	Campbell/Born
1:10 - 1:20	Other topics as needed	Campbell

### Additional information

Please review the cohort hire job description at

[https://ap.washington.edu/ahr/position-details/?job\\_id=80273](https://ap.washington.edu/ahr/position-details/?job_id=80273)

Present: Himanshu Grover, Larissa Maziak, Christopher Campbell, [Jan Whittington](#), [Bob Freitag](#), [Mark Purcell](#), [Dan Abramson](#)[Bob Mugerauer](#), [Branden Born](#), Rachel Berney, Christine Bae, [Manish Chalana](#)[Alexis Wheeler](#), [Jess Zimbabwe](#)[Marina Alberti](#)

Absent: Qing Shen

Welcome:

## November 2 Minutes

Move Second

9 yes, 0 no, 0 abstention

### Branden to discuss the [Departmental Rubric for the cluster hires](#)

How do you evaluate 459 files?

Most of the Criteria are drawn from the job description...

Rather than have the larger college look at the criteria...specifically EDI...we are looking for direction from the departments...

Currently the criteria draft for the **CBE Cohort Hire** are:

Research Focus

Research Extension

Equity/Diversity

Teaching/Mentoring

Service/Collegiality

Broad Thinking

Priority

Currently the criteria draft for the **Data Science Hire** are

Research achievement and productivity

Research potential

Research Fit or Relevance

Skill sets: Geo Spatial, Geo temporal data, data visualization

EDI

Teaching

Service community Engagement

\*they listed where they will find this information...for example..research and productivity..they will be looking at the CV

### Discussion

Benefit of the rubric is to whittle away people who don't fit and why...based on the criteria

If someone is doing research..we should look at what type of research they are doing and how that research would benefit the department

The criteria and rubric should reflect the job advertisement but they are super broad...

The one we are looking at for the college...we should take this and adapt for the department..for example..maybe we could use the Data science hire research criteria and use those instead

Would it be helpful to add Planning or Design? Practice?

Are some rows rated higher than others? Maybe they should be

Is there a basic minimum that each person should meet

Broad thinking? Is that saying interdisciplinary?

Departmental affiliations? Can that be more clearly scored?

We want people to see that candidates ARE aligned with other departments...its less for us and more for the chairs and the deans...what do they see for potential cross departmental interactions

Transdisciplinary...transcends departments?

**Marina**

Let's look more carefully at some of the key themes that have come out of the survey we looked at last time

**Christopher has taken Marina's slides and tried to organize the data**

**See Slide Info**

Research and Scholarship are the ones that come to the top

Teaching also came up but what type?

Collaboration...

Interdisciplinarity

This exercise is good to look at ourselves but not necessarily as check marks when we are looking at applicants. These are things that are important to us

Do we have any criteria like..we need people to teach X classes?

Some gaps can be filled by professionals...some gaps can be filled by sharing..

Currently affiliates are covering both core and electives..GIS..

Is something going to happen to our budget based on affiliate hires?

When students come here ...what are they looking for that we currently aren't offering?

What are the teaching needs of the department overall...

These hires are not supposed to fill in gaps..We shouldn't have affiliates teaching core classes..( but we do)

If a potential candidate has great research potential...can we also assume they would have strong teaching skills?

These people will need to be teaching larger classes...

Can we get a little more clarity on what we want? For example...we want someone to teach undergrad..larger classes...What about the PhD program...

We need to be open minded...and it's not a perfect science.

It's also important to look at people who have *potential*...

To Marks point...are we specifically looking for someone to teach a housing class

Should we look at how much they publish vs how much research they say they are doing.

Is there a potential candidate that CAN teach a large undergraduate course...that addresses the budgetary issue..

For Real Estate...FYI they are looking for another housing person...

There are the fiscal realities of the department and we should think about what are the areas of research that we'd like to diversify into?

Either we need to offer new courses...or look at our current courses and see if there is a disconnect.

We need to decide whether the future of the field will shape our priorities...OR if what is important to us will shape the field..

We did not ask for a specific discipline in this hire...

Pragmatically...if we got 100 files..could we sort them down to 15 that are really excellent?

Can we ask for a little more time??

The problem on the back end is not having enough time and not funneling information to the larger group.

Rubric is NOT mandatory....

Real Estate is going to review all applications as a group..i.e. ALL faculty will have a chance to review ALL the CV's