

Event: All Faculty & VPAP Caucus

Date: Friday, June 2, 2022

Time: 12:00pm – 2:00pm

Location: virtual via zoon

Facilitator: Daniel R. Jeske, Vice Provost for Academic Personnel

Agenda: The format for this meeting was an open discussion.

1. Issues Raised During New Faculty Caucus Discussion (6/2)

- a. Delay in equipment set-up
 - i. Access to start-up funds
 - ii. SCN issues
- b. Inability to reach people by phone to solve problems
- c. Delay in getting keys to labs
- d. Difficulty with use of temporary NetIDs
- e. Difficulty with housing options
 - i. Priority for UCR community for the UCR-owned homes
 - ii. Could existing UCR faculty advertise available rooms in their homes?
 - iii. Housing options for staff, post-docs, and GSRs
 - iv. MOP distance limit
- f. Missing interactions with faculty colleagues
- g. Lack of start-up funds for a new PoT

2. Issues Raised During All Faculty Caucus (6/3)

- a. Delay in M/P outcomes
 - i. Assistant Professor Promotions should be the highest priority
 - ii. Concern about fairness with regard to files that might be rushed through at end of the year
 - iii. Considerable interest remains in the Dean's Final concept

- iv. What will be done about staffing shortages to prevent the same problem from occurring again next year?
 - v. Staff having hard time keeping up with the changes in the CALL; suggested improved socialization/training for them.
 - vi. Will CAP have an earlier meeting with Chairs than mid-November?
- b. Teaching Evaluations
- i. Some confusion remains about what APM-210 says concerning which student evaluations should be included.
 - ii. Much discussion around the committee charged with developing alternatives to ieval, and the fact that some type of student opinion should be part of the file.
- c. Service in M/P Reviews
- i. Discussion around if Senate service is more valued than other service
 - ii. Discussion around if service, in general, gets recognized
- d. Helping Female Faculty
- i. Subsidized and expanded daycare facilities
 - ii. Relief for campus commuters
 - iii. All Senate committee meetings should be via zoom
 - iv. Leave 4-5 pm free of scheduled duty (e.g., seminars, committee meetings, teaching) for kids pickup
 - v. Class scheduling (avoid evening classes)
- e. Concern that PoT teaching assignments may be overreaching

3. Spring Chair Forum (5/19)

- a. Topics and materials for new faculty orientation?
- i. M/P overview,
 - ii. Senate overview
 - iii. Benefits
 - iv. Contracts and Grants
 - v. DTA
 - vi. Supervision and management of people
 - vii. Dictionary of acronyms
 - viii. IRB overview
 - ix. Guide of where to find information

- b. How should chairs coach faculty when considering and preparing files?
 - i. Meet 1-1 with candidates prior to their assembling files
 - ii. Coach faculty approaching promotion and major steps (VI, AS)
 - iii. Clearly define department expectations for teaching, research, and service
 - iv. Encourage effective self-statements
 - v. Encourage reading of the appropriate parts of the CALL
 - vi. Prepare a Candidate's Version of the CALL
 - vii. Encourage candidates to start early
 - viii. Guidance on proper use of categories

- c. How can we improve the rate at which files are submitted, reviewed, and announced?
 - i. Reduce requirement for Dean's letters
 - ii. Solicit extramural letters sooner
 - iii. Hire more staff
 - iv. Delegate actions down (i.e., Dean's Final)
 - v. Lower the frequency of changes to the CALL
 - vi. Provide way to view status of files to both chair and candidate
 - vii. Put an end date on individual candidate for their file
 - viii. Split CAP into different disciplines so files can be processed in parallel

- d. What are some things the Dean's office and/or APO can do help you carry out your role as Chair more efficiently
 - i. More staff, and improved training for them
 - ii. Make the CALL more consistent and streamlined
 - iii. Separate procedure from evaluations criteria more clearly in the CALL
 - iv. Prepare eligibility list ahead of time and more accurately (e.g., by June)
 - v. v. Stop sending files back for inconsequential issues