

June 19, 2012

MAUREEN STANTON

Vice Provost – Academic Affairs

RE: Davis Division Response: Draft – Best Practices and Procedures for Target of Excellence (TOE) Recruitments

The Davis Division of the Academic Senate forwarded the referenced proposal to all divisional standing committees as well as Faculty Executive Committees within each college/professional school. Detailed responses were received from Committee on Academic Personnel and Planning and Budget.

Both committees suggested the following rewording on Page 2:

Current:

d), it is stated that "Faculty support for the TOE nomination may be influenced by the resource allocation agreement reached between the dean and the Provost. At the dean's discretion, another departmental discussion and vote on the nomination may be requested."

Change to:

"Faculty support for the TOE nomination may be influenced by the resource allocation agreement reached between the dean and the Provost. The department chair and the faculty should be informed of the details of the agreement, together with the origin of the resources, the future impact on the department's budget, and the future impact on departmental hiring. The faculty may choose to have a subsequent departmental discussion and vote again on the nomination."

The following additional comments are reflected by committee:

Committee on Academic Personnel-Oversight Subcommittee

CAP strongly supports the proposed document on TOE procedures and has only a few comments:

- The department should make a statement in the TOE request about how this search waiver and appointment would impact its diversity plan.
- The document should address how to handle cases involving joint appointments with FTE split between two or more departments or programs.

Committee on Planning and Budget

CPB has reviewed the draft of the "Best practices and procedures for Target of Excellence (TOE) recruitments". CPB strongly supports the documentation of these procedures as outlined in this draft. There are only minor comments:

- CPB feels that the process needs to proceed as quickly as possible. CPB is concerned that given the complicated nature of the process there are many places, at the department, college, higher administration or Academic Senate level which could prove to be a bottleneck in the procedure.
- CPB requests that a statement be added to the document that states that at all levels of review the review be done efficiently and as quickly as possible.

The Davis Division looks forward to receiving a copy of the final version.

Sincerely,



Linda F. Bisson, Chair
Davis Division of the Academic Senate
Professor: Viticulture and Enology