



Davis Division Academic Senate

Request for Consultation Responses

Target of Excellence Process Draft

June 14, 2012

The Chairs of CPB and CAP-Oversight have worked with the VP Academic Affairs to develop a process for Target of Excellence (TOE). The draft is forwarded for final draft review by relevant committees. It should be noted that a couple of Deans are already using the draft to guide TOE activities.

CAP Oversight Committee

June 13, 2012 5:17 PM

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

1. The department should make a statement in the TOE request about how this search waiver and appointment would impact its diversity plan.
2. The document should address how to handle cases involving joint appointments with FTE split between two or more departments or programs.
3. On page 2, Nomination approval process 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.”

CAP suggests the following rewording of this point: “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.”

Elections, Rules & Jurisdiction

May 30, 2012 2:12 PM

No response at this time.

Graduate Council

June 12, 2012 12:20 PM

No response at this time.

Planning & Budget

May 30, 2012 2:12 PM

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.

1) 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.

2) On page 2, Nomination approval process 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."

CPB requests this be changed as follows: "Faculty support for the TOE nomination may be influenced by the resource allocation agreement reached between the dean and the Provost. The faculty should be informed of the details of the agreement. Another departmental discussion and vote on the nomination may be requested."

Research

May 30, 2012 2:12 PM

No response at this time.