

UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

January 18, 2018

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Kate Sweeny, Chair
CHASS Executive Committee

RE: Cluster Hiring Initiative-Status and Future Plans

The CHASS Executive Committee discussed the Provost's memo regarding the Cluster Hiring Initiative-Status and Future Plans at the regular meeting on January 17, 2018. The committee concurs with the challenges laid out in the memo, based on direct observations of the recent cluster hiring process and the Senate's responses in the cluster hire surveys. Given these persistent and significant challenges, our committee strongly recommends against the first proposed option (minor revisions to the previous cluster hire plan).

The committee is supportive in spirit of the second option (fulfilling promised cluster hire positions using a different process); however, we feel that such an approach should be pursued with considerable and broad consultation with faculty across colleges and units, providing clear guidance regarding departments' participation in the remaining clusters. That is, even departments not originally involved in a given cluster hire proposal should be given the opportunity to participate in clusters, as desired and within reasonable constraints. Barring such broad consultation and participation, the third option (foregoing most remaining cluster hires) may be the best way to respond to concerns raised in the Senate surveys.

Kate Sweeny, Chair

CHASS Executive Committee