



January 12, 2018

To: Dylan Rodriguez, Chair  
Riverside Division

From: Amit Roy-Chowdhury, Chair  
Committee on Research

RE: Campus Review: [Consultation] Cluster Hiring Initiative: Status and Future

The Committee on Research reviewed the Cluster Hiring Initiative proposal. After reviewing and discussing the three proposed models, the committee preferred model 3, if the following clarifications are addressed satisfactorily. Model 3 provides flexibility by “redirecting the resources to initiatives that may or may not be focused on growing the faculty”; however, it is not clear who makes this decision. CoR supports this model only under the condition that this decision is made by the department(s) involved. Furthermore, model 3 would need to be more specific on whether or not the department retains the available resources, even if they opt out of a faculty growth plan. How would the available funds be divided between departments if a particular opt-out faculty line was a possible fit to multiple departments? Finally, model 3 requires language stating that the department’s future hiring plans are not jeopardized if the department chooses a growth plan.