

February 2, 2108

TO: Dylan Rodriguez, Chair  
UCR Academic Senate

FROM: Jan Blacher, Chair  
GSOE Executive Committee

SUBJ: GSOE Executive Committee response to Cluster Hire Initiative: Status and  
Future Plans

Thanks so much to the Provost and Executive Vice Chancellor for preparing this paper to bring members of the Academic Senate and related faculty up-to-date with regard to the Administration's reflections on the cluster hiring process.

After some deliberation, Executive Committee members of the GSOE emerged in support of your Model #2, for the following reasons: 1) We are concerned about negative effects on faculty hired as part of a cluster that might remain "incomplete." By not bringing on additional members, those faculty members may not only feel isolated, but their work could potentially be undermined by not bringing on additional members. 2) The second model more-or-less assures that a department/unit would take ownership of the hire and thus conduct the search with the blessing and enthusiasm of the entire faculty. Some previous cluster searches, as the surveys suggest, left departments a bit fragmented. 3) This point was not stated in #2, but Dean's proposals should be required to indicate how the position will contribute to interdisciplinary efforts, and which other departments would be involved in the search. As a final comment: It is not clear whether the data on underrepresented minorities (URMs) and women are mutually exclusive. EC members were curious about how many URMs hired were also women.