

MEMORANDUM

DATE: January 19, 2018

TO: Dylan Rodriguez, Chair
Riverside Division of Academic Senate

FROM: Jean Helwege, Chair
School of Business Executive Committee

Re: Cluster Hiring Initiative

The Executive Committee of the School of Business has reviewed the white paper on the cluster hires. First, we wish to express our gratitude since our school has been able to expand its faculty as a result of the cluster hires. Nonetheless, this nice outcome was not obtained without its problems. Members of the committee were especially concerned about the bottlenecks involved in the process and the timing of the searches. Most of our searches have been done without interviewing, and sometimes without even approaching people, at conferences. This limits the pool of applicants and makes it harder to fairly judge the candidates.

While bottlenecks are inevitable in any process, the committee was unanimous in its opinion that they were worse because of the fact that the searches were done at the university level. By making the process interdisciplinary and by holding training sessions that can accommodate all professors on campus, it was impossible to conduct the search in the most effective way. We much prefer that hiring decisions be made in the department. Of course, we also prefer that the resources for the positions continue to be provided by the university. Therefore, of the three models, model 2 comes closest to what our faculty would like to see in the future.



Jean Helwege, Chair

School of Business Executive Committee