

Dean-Division Directors Meeting
January 12, 2015
3:00pm - 4:00 pm

Agenda

1. RCM implementation
2. Transition to Departments
 - a. Performance based incentives
 - i. Teaching
 - ii. Research
 - b. Accountability

Minutes

Present: John Ehiri, Zhao Chen, Dan Derksen, Doug Taren, Iman Hakim

RCM

- Discussion about RCM implementation and access to the formula online.
- A separate meeting will be devoted for experimentation
- Engagement of the faculty in each division in the RCM discussion for better understanding and decision making

Transition to Departments

- The 3 division directors to engage the division members in discussions about the concerns, opportunities related to the transition
- Appoint a transitional team to work with the division directors to engage and get feedback from faculty, APs and staff and help advice and guide the process

A summary (fact sheet) about the current operation (fiscal year) as compared to (academic year) was discussed .

Current Operations

- Faculty are on Fiscal year (11 month +1month vacation) as compared to academic appointment (9 months).
- Our Fiscal Salaries are based on 12 month appointments (salary for academic appointments are prorated to a 9 month appointment which is 75% of the fiscal year appointment's salary)
- Full time academic appointment = 75% FTE fiscal. Currently our T/TE faculty are at 68% (7% less)
- T/TE/NTE Faculty get compensated at 10% FTE of their fiscal salary per course. This translates to 33% FTE during the semester [(10% X 4 months)/12 months]
- Adjunct instructors are compensated between \$3000-\$5000 for a 3 units class
- T/TE faculty are guaranteed 50% of their salaries for teaching equivalent to 3 classes (30%) and services/mentoring (20%)
- On average T/TE faculty are spending their time as
 - 30% teaching/20% service /50% research OR 40% teaching; 20% service/ 40% Research
 - 40% teaching/20% service/40% research
- Faculty are encouraged to engage in research early on in their career and any salary saving is being used for bridging faculty as needed
- NTE faculty are recommended by the division directors based on current criteria: 1) faculty has research funding of at least 50% for 2 years and 2) review by P&T committee.