

**IPBT Questions for Meetings on
May, 11, 2021 & May 18, 2021**

Each dean will be given 20 minutes to answer the questions below for the following 6 faculty positions:

- BH – Environmental Science
- CA – Film/TV, Animation
- CA – Film/TV, Production
- LA – Communications
- LA – English
- PS – Physics

GENERAL FOR ALL DEANS

- What strategies do you have to try to diversify your applicant pool as much as possible, especially for student groups for which there is an equity gap? For instance, is the Dept. aware of, or has done research on, training/graduate programs and organizations for their disciplines and fields that are known to be welcoming/advocates for diversifying their disciplines and fields?
- How challenging is it to find part time instructors to open up new sections when you have waitlists. How often do you have large waitlists, but no ability to open new sections due to lack of faculty (FT or PT)?
- Where relevant, supporting data for justifications they have written (for example, growing demand, number of students who could not take their classes each quarter, number of students who are delayed because of lack of these classes, etc)
- Confirmation that the data on FT and PT is updated and accurate
- What departments have lab technicians?

Specific Departments:

ESCI

- How long has this position been vacant?

F/TV

- Why is the fill rate between Animation and Production so different?
- Would it be possible to hire someone who could teach both Animation and Production (even though they may specialize in only one of the two)?
- They mentioned that it is "nearly impossible to find a single person" who is capable of teaching the different Production areas. Given this year's delayed timeline, what challenges do they see in hiring?
- How will the hiring of this instructor fulfill the equity and diversity goals?

Communications

- Supporting data, especially on justification #5

English

- Please speak more on the structural reform they're working on
- What is a shared portfolio process?
- As compared to other large departments, English has many faculty and many classes, but a big number of those classes are not full. What's the cause of this inefficiency?
- Is faculty needed for, and therefore hiring efforts would be concentrated toward, certain classes (Women in Literature, African American Literature, Asian Pacific American Literature)
- What factors contribute to the low success rates?

Physics

- Why has there been no FT hiring for so long?
- Please speak more on the "equity efforts" they're working on
- The ethnicity chart only lists 4 individuals in the department, but the website lists 7. Are those 3 individuals considered faculty?
- What factors contribute to the low success rates, and how would the lack of faculty further impact that?