



SCHOOL OF BIOLOGICAL SCIENCES

EXECUTIVE COMMITTEE

February 5, 2018

To: Frank LaFerla, Dean
School of Biological Sciences

RE: FTE allocation to split appointment in Ecology and Evolutionary Biology and
Developmental and Cell Biology

Dear Dean LaFerla:

On January 25, 2018, the Executive committee met with the Chair of Developmental and Cell Biology, Tom Schilling, and the Chair of Ecology and Evolutionary Biology, Kathleen Treseder, to discuss the possibility of a split hire in the area of evolution and development. UCI has historically only had one faculty member who conducts research in this area, Robert Reed, a member of the EEB department who was recruited to Cornell University in 2012, and has since done spectacularly well with publications in *Nature*, *Science*, and *PNAS*. Reed's departure represents a major loss to the School. In previous searches both in EEB and DCB, it has been difficult to hire suitable candidates that study both evolution and development due to the interdisciplinary nature of their work. Nonetheless, the intrinsic beauty of studying patterning of organisms whether it be found on the wings of a butterfly or a bird or the scales of a fish, has had an outsized impact on the imaginations of young students interested in pursuing graduate degrees in biology. Moreover, with the invention of CRISPR/Cas9 permitting for the first time genetic manipulation of non-model systems, evo-devo as a field is ripe for explosion of new discoveries.

The Executive Committee is enthusiastic about the potential hiring of a new faculty member in evo-devo, and unanimously endorsed this idea, with provisions described below. The Committee was concerned with workload issues intrinsic to a split appointment. Consequently, the Chair of the Executive Committee met with Dean LaFerla on February 5, 2018 to establish the following agreement regarding this split appointment:

1. The candidate would have the option to become primary in one department or another or to maintain their split appointment; this agreement would be made in writing as part of the offer.
2. Mentoring and merit/tenure review committees contain members from both departments. This is meant to facilitate communication between departments regarding this faculty member. The split merit/tenure review committee would present the file at both departmental faculty meetings.

3. Department service assignment would be light in consideration that the split faculty member would be expected to attend two sets of faculty meetings, seminars, and participate in two graduate programs.
4. Where possible, courses taught should be cross-listed in both departments.
5. Department Chairs will communicate with each other prior to any proposed change in service or teaching for the split faculty member.

Sincerely,

Melanie Cocco, Chair

2017/2018 Faculty Executive Committee for the School of Biological Sciences

Manny Azizi

Lee Bardwell

Adriana Briscoe

Ken Cho

Ron Frostig

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