

Faculty Meeting Minutes (Open session)

January 11, 2021 | 3:45 – 4:45 pm | Benson Hall, Room 109- ZOOM

Attendance:

Meeting start: 3:45 | Adjourn 4:33

Faculty Present (blank=absent)

Department Chair, Jim Pfaendtner - Present

Stu Adler	P	Kyle Caldwell	P	Samson Jenekhe	P	Lilo Pozzo	P	Neda Bagheri	P
François Baneyx		James Carothers		Mary Lidstrom		Buddy Ratner		Cao Guozhong	
David Beck	P	Chad Curtis		Jun Liu	P	Daniel Schwartz	P	Jonathan Posner	
John Berg	P	Cole DeForest	P	Elizabeth Nance	P	Eric Stuve	P		
David Bergsman	P	Hugh Hillhouse	P	Rene Overney	P	Stephanie Valleau	P		
		Vince Holmberg	P						

Others Present

Andrea Gleichweith	Nicole Minkoff	Dave Drischell		Kaitlin Colleary	
Lindsey Doermann	Debbie Carnes	Nicole Devine		Chloe DeWolf-Domingo	

AGENDA

- Announcements and new business – Pfaendtner
- Alumni awards, Moulton award
- Faculty search updates – Pfaendtner and the search committee

Announcements and new business – Pfaendtner

Seminar for the first faculty candidate was today, Andrea will send out a link to the seminar and the chalk talk which is tomorrow.

Bio-supplement annual form coming soon for CY2020 merit. Jim wants to continue to align this with COE forms for P&T and planned efforts for data collection and dissemination (as discussed in the Dec 2020 faculty meeting).

REMINDER:

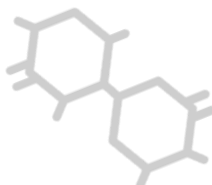
Graduate recruiting (3/5 Friday) – please keep this date available, if possible.

Cole will provide more information and will be reaching out to people to help with the review process for applications.

Jim asked what the target class size is for the PhD cohort. Cole said it would be a minimum class size of 13-14, and a maximum of upper twenties.

Alumni Awards

Moulton award nominations are due to Jim by Monday 2/1, an email follow up will be sent. Faculty will vote at the 2/8 faculty meeting or the one after.



Jim proposed an additional departmental award for early career achievements, a "UW ChemE Early Career Achievement Award". The award could be an endowed award at some point. There would only be one each year, either academic or industry, given within 15 years of the terminal degree. Jim asked for responses.

Lilo supported this proposal and suggested more departmental awards should be given.

Neda supported the idea and asked what defines "alumni"; does it include postdocs? Jim replied that it has been defined as people who have earned a degree, but this could be discussed.

Lilo suggested that awards could also be based on disciplinary distinctions. Jim said that is often done as endowed lectures. Jim and the advancement team have discussed that most of the pool for this award would have already come from the Leadership Seminar Series (LSS). Jim suggested that there could be more named lectureships in the department.

Jim asked Dan and Eric as former chairs if this proposed award needs to be voted on. Dan replied that it does not. Eric and Dan both supported the proposed award.

Jim will follow up with a note to the faculty and will solicit nominations. Jim expects the nominee pool for this award to be larger than for the Moulton award as so many faculty are in contact with people who have recently finished their degree.

Faculty search update – Pfaendtner and search committee

There are 3 slots left on the calendar for potential candidates, but there could be more or less.

Jim thanked Andrea, Elizabeth, and Lilo for their efforts organizing and putting the remote schedule together.

A discussion of the candidates took place.

Lilo added that the fourth candidate, Yogesh Goyal, was seen as a distant 4th by the committee. The first candidate, Shachi Mittal, should be invited right away. Yayuan Li is a strong candidate. Lilo suggested that the 2nd and 3rd spots should be discussed.

Information about possible "+1" hiring

Jim discussed the possibility of being able to hire an additional candidate. The president and provost have launched the Faculty Diversity Initiative (FDI) which makes additional funds available to hire candidates who will increase diversity and broaden participation. The focus is at the department level.

Jim believes there are multiple candidates who would meet these criteria if the faculty are excited about them.

Dan asked if there were any reason not to go for candidate +1 aligned with the cluster. Jim agreed. Lilo added that Shachi was only in the second group because of scheduling and timing of the interview.

The search committee is excited by the pool of cluster candidates. Jim thanked the committee.

Jim asked how many interviews should be scheduled, there are now 5. There is no obligation to make a decision now on any of the remaining candidates. The hiring process nation-wide has slowed. Likely, the faculty search process will be extended later into the spring, but the department should move forward to assure getting a hire this year.

Dan proposed doing at least one more non-cluster candidate interview, so there would be 6 candidates interviewed.

Jim asked who of the second group should be considered. Eric strongly recommended Yayuan Li would be a good fit. She was previously the department DYSS winner.

Lilo asked if the department does get the +1 hire, what our funding position is. Jim replied that the college will work with the department to assure the startup packages can be supported fiscally. The cluster startup packages will include shared equipment shared across the cluster, reducing the demand on ChemE. However, the department cannot do a second hire without the FDI funds.

Dan asked how the department would know if a candidate will be aligned with the FDI. Lilo said there is uncertainty about who will fit the FDI need, but there are strong FDI fits among 4 candidates. The FDI +1 may be associated with the cluster too.

Jim pointed out that with the recent faculty attrition, the department needs to replace historic strengths with new hires. Yayuan may fit the FDI needs. If the department only puts in one application, it would be the one with the strongest FDI fit. We would then look to the College for guidance.

Lilo said Shachi has overlap with the population health initiative; she wants to do work looking at underserved populations in health care. One candidate, Rebecca, is a PhD student, not a postdoc. So there may be the possibility that a new hire may not start right away, which may help with startup packages.

Jim asked the search committee if they liked the idea of moving forward with Shachi and Yayuan and asking more candidates later.

Stephanie and Lilo supported this. David Bergsman asked if there is a concern that if we wait too long, it will be difficult to schedule interviews. Elizabeth said they talked to candidates about this and people are interviewing elsewhere too.

Jim counseled that the department should not bring people to interview unless we can guarantee that we are giving our best interviews. So we should check in about the process more, maybe add an additional decision.

Sam Jenekhe asked Dan about the perspective of CEI regarding Yayuan. Dan asked Jun what he thought and what MSE is looking for. Jun replied MSE was about to make an offer to a candidate last year, but it did not go forward because of the pandemic, MSE is interested in reviving that this year. For Yayuan, Jun would like to interview her personally; her resume looks good. He wants more information about what kind of leadership role she will fulfill. Dan said she has a strong background and he is interested in how others feel about her. Lilo said Yayuan's current position is not in battery materials, but she is deeper into electro-chemical areas. Maybe she would bring traditional electrochemistry interests spanning multiple areas. Eric said she has a very creative outline of projects and she spans many areas; she is a strong candidate.

Jim asked for additional comments. He and Andrea will send out the invites for meeting signups.

Lilo asked if the people who interviewed and met with the first candidate thought the small group format interview was ok. Give feedback to Lilo and if you want individual time to meet with a candidate let them know. David thought it worked well.

Jim adjourned the meeting at 4:33