

A Flawed Process

- Implement merger (by damaging TAM) first; vote later
 - Drain TAM faculty: Break written agreements, violate rule on mandatory retention of 3 lines for departing untenured faculty.
 - Undermine and terminate head search w/o cause.
- Tactic: undue pressure, improper incentives
 - Deans pressured untenured faculty to transfer (This applies to those who did *not* ask to move -- not those who did.)
 - Extraordinary raises (Contrary to proposal, at most 2 of 6 transfers were retention cases. Most had no offers, not all had vital research programs. **However, we have no information on whether these raises were negotiated prior to transfer.**)
 - Tenure clock roll-backs (For those who did NOT transfer, explicit *quid pro quo*. *Interim dean*: must leave TAM to get roll-back. Later rescinded, after extensive negotiation w/ NRS.)
 - College funds to support individual research (Second start-up, for certain transferring faculty. Not all retention cases!)

1

A Flawed Process

- Contravenes earlier legitimate process
 - merger proposal was defeated, but Dean worked to unilaterally undo the decision
 - corrosive precedent for shared governance at UIUC
 - terrible example for our students
- *A sound policy wins on its merits. Policies that can only be realized through abusive and destructive tactics are damaging and do not build excellence. They are unworthy of a great University.*

2

A Flawed Proposal

- **No clear rationale**, justifications change
 - First, “not about resources”; then, “it is about resources”
 - Proposal states, “Mechanics not worthy of support”; yet MechSE touted as “mechanics powerhouse”
- **Not factual** (see TAM’s line-by-line critique)
 - **no significant duplication**, it would increase
 - faculty counts are inconsistent and misleading
 - misrepresents recent history
 - **Of 6 transfers to MIE, only 2 lines not covered by written guarantees or subsequent departure of transferring faculty (Balachandar)**

3

A Flawed Proposal

- **False or questionable premises:**
 - most TAM faculty will land in ME
 - ME is ‘natural’ home for mechanics
 - TAM also serves AAE, CEE, ChemE, AgE, MatSE, ...
 - TAM and ME are no longer distinct
 - Students and faculty who interact with both depts. say otherwise
 - merger reduces costs --- no supporting evidence
 - **merger would boost College rankings**
 - **ASCI center renewal at risk** (College ignored advice from sponsor)
 - **damage to curriculum; loss of top faculty** (esp. fluids and theory)
 - **damage to College reputation**

4

A Flawed Proposal

- A shut down; not a merger
 - ME 'not interested' in all of TAM's mission
 - no meaningful plan for maintaining identity and autonomy of mechanics within the new unit
 - insufficient buy-in from TAM faculty and students
- Denies students access to the faculty and curricula that brought them to UIUC
 - faculty departures, scattering to other units
 - dropped classes; loss of critical expertise; (fluids and CFD)

5

A Flawed Proposal

- Incomplete and inadequate
 - Instruction: no plan exists; simply not addressed
 - Costs: no meaningful assessment
 - decentralized scheme is less efficient
 - must replace lost faculty anyway
 - potential loss of research funding
 - Impact on students: not meaningfully addressed
 - TAM students (loss of advisors, etc.)
 - students in other programs depend on TAM courses
 - loss of top students with deep interest in mechanics

6

A Jewel Worth Preserving

- International visibility and stature
- Expanding, high-quality student body
- Sparks interdisciplinary research (CSE)
- Natural home for advanced computation and computational mathematics; part of the applied math equation
- Efficient, quality instruction (grad and undergrad)
- Structure is not broken; what are we trying to fix?
- A dedicated mechanics unit makes UIUC special — it attracts and retains outstanding faculty and students. TAM's retention is the best way to repair the damage.