

June 26, 2009

To: Joseph R. Urgo, Acting President
From: Patrick D. Reynolds, Acting Dean of Faculty
Re: CAP recommendations on faculty allocations

During the Spring 2009 semester, the Committee on Academic Policy (CAP) considered the allocation of five tenure-track and three term positions available for the 2010–2011 academic year (searches to take place during 2009–2010). The tenure-track positions are available through two resignations in the Government Department, two retirements in Hispanic Studies, and another in History; the term positions are expiring in Economics, Hispanic Studies, and History departments. The CAP received allocation requests for 14 positions from 12 departments. The committee recommends allocation of tenure-track positions to Economics, Government, Hispanic Studies, History, and Philosophy departments, and allocation of term positions to German and Russian Languages and Literatures, Hispanic Studies, and Theatre departments. I concur with their recommendations in all cases; summaries of their conclusions, and my formal recommendations, follow for each departmental request:

Communication. The CAP is sympathetic to the request for a second term position, but recommends that further consideration should await the external departmental review scheduled for the 2009–2010 academic year, with which I concur.

Comparative Literature. Given limited resources and the needs elsewhere in the curriculum, as represented by the allocation requests received by the committee, the CAP is unable to recommend allocation of a tenure-track position at this time. I concur.

East Asian Languages and Literatures. This request, for a term position in the Japanese program, would bring additional language courses and culture/ literature courses taught in English; the request is supported strongly by the Asian Studies Program. The CAP recognizes the benefits of such courses to the curriculum, but declines to recommend allocation at this time due to limited resources and current needs elsewhere in the curriculum. I concur with their recommendation.

Economics. The Department requested either reallocation of their current (expiring) term position or its replacement with a tenure-track position. The CAP is persuaded that such a position provides valuable curricular range and flexibility in the Department in the area of macroeconomics, and agreed with the Department that a tenure-track position would likely result in a more diverse candidate pool than would a search for a term position. Thus, CAP recommends allocation of a tenure-track position to Economics, with which I agree.

French. Despite finding merit in various curricular aspects of the request from the Department, the CAP declines to recommend allocation of a term position at this time, due to limited resources and given other needs elsewhere in the curriculum. I concur with their recommendation.

German and Russian Languages and Literatures. The CAP recommends that, in accordance with the German program's request, a term position be allocated to German in lieu of a teaching fellow for the program. In their recommendation, the committee was persuaded that the German concentration could not be sustained with current staffing, and did not favor loss of the major from the curriculum. I agree with CAP's recommendation.

Government. The CAP considered two requests from the Department, in the areas of Chinese politics and Latin American politics.

The Chinese politics position would serve the World Politics and Asian Studies programs; CAP notes that the Asian Studies Program strongly supports the position and argues for the importance of fluency in Chinese for this position. CAP recommends allocation of the tenure-track position, with which I concur.

CAP does not recommend allocation of a tenure-track position in Latin American politics at this time. While also serving the World Politics (minor and concentration) and Latin American Studies (minor) programs, which strongly support the request as does the Hispanic Studies Department, the committee thinks that these resources are better placed elsewhere in the curriculum at this time. The CAP does recommend that the Department bring a request for a tenure-track position in Latin American politics to CAP when the next tenure-track vacancy occurs in the Department. I agree with this recommendation.

Hispanic Studies. The CAP considered two requests from this department, a tenure-track position in the area of US Latino Studies, Transatlantic, or Contemporary Spanish literature, and a term position in the area of Spanish language. After careful examination of alternatives, the committee is persuaded of the curricular need for these positions, allied with benefit to continuity and stability in staffing for the Department. I agree with the CAP recommendation.

History. The History Department requests allocation of a tenure-track position in the area of medieval history. The CAP is persuaded by the department that the area is crucial to the curriculum, and that a tenure-track position, rather than a term position (as is currently expiring in medieval history) would provide stability to the Department in terms of staffing and the department's curriculum. I concur with recommendation from CAP.

Philosophy. The CAP agrees with the Department that this position, in the area of modern philosophy and symbolic logic, is required for adequate coverage of the Philosophy curriculum. I concur.

Psychology. The CAP considers the request for a tenure-track position "premature," as the term position in this department is currently occupied but due to be withdrawn from the Faculty when the current term expires in two years (as a result of the recent tenure-track appointment in Psychology). The committee declines to recommend a new tenure-track position at this time, but does invite a future request after curricular planning to alleviate enrollment pressures. I agree with the committee's recommendation.

Theatre. The CAP recommends allocation of a term position in the discipline of design, to consist of three course offerings plus two course teaching credits for work on two major

productions a year. The CAP was persuaded of the timeliness of this allocation, given Arts facilities planning. I agree with the committee's recommendation.

I recognize and thank the members of the Committee on Academic Policy for their thorough, careful, and respectful work on behalf of their faculty colleagues and the departments; their work is a crucial contribution to governance in Academic Affairs. I also thank all department and program leaders for their thoughtful work in developing these requests; they articulate ambition for providing curricular excellence to our students. I will communicate these decisions to all parties on approval of these recommendations.