

To: Suzanne Keen, Dean of the Faculty

From: Committee on Academic Policy (Courtney Gibbons, Shoshana Keller [Chair], Rob Knight, Rob Martin, Mike McCormick, and Edna Rodriguez-Plate.)

Re: Allocation Recommendations

Date: April 24, 2020

In November the CAP received allocation requests from seventeen departments for 25 tenure-track positions. In addition, the committee received two requests for the remaining digital FTE, to be dedicated to the social sciences. Over the next few months there was some consolidation and reconsideration, and the CAP was left with requests from 15 departments for 20 tenure-track positions, as detailed in the paragraphs below. The Committee considered each request in relationship to its ramifications for the future of the College's curriculum and how it will serve our students. In this process the CAP considered the curricular arguments for each proposed position, and gave weight to enrollments per FTE. Further, the CAP considered each department or program's responses to its most recent external review, as well as its future planning, contributions to the College's curriculum, comparisons with similar programs at peer institutions, and grade distributions as they might relate to enrollments. The CAP discussed the requests in the context of retirements in Art History, Biology, Classics, French and Francophone Studies, Literature and Creative Writing, and Sociology, and unexpected departures in Africana Studies, Biology, Chemistry, Computer Science, Economics, Hispanic Studies, and Psychology. The allocation process requires members of the CAP to balance the allocation of resources to sustain the breadth of the curriculum with providing assistance to areas that are being overrun by student interest.

This year the CAP is recommending that tenure-track lines be allocated to the following areas: Art History, Biology (plant ecology and animal physiology), Chemistry (physical and organic), Classics, Computer Science, Economics, GRIA (Arabic; Italian; and the restoration of a previous tenure-track line to German), Hispanic Studies, Literature and Creative Writing, Psychology, and Sociology. The CAP allocated the line to Classics in March to take advantage of an opportunity hire. We recommend that the Sociology Department delay its search until 2022 to allow the department's newest hire time to contribute to the process. The CAP agreed in the fall to support a request from the Economics Department to be allowed to add one FTE in exchange for foregoing two full-year visiting leave replacements, given its difficulties in hiring visitors. Other departments with similar difficulties (and who steadily have two full-year visitors) are invited to consult with CAP and the dean if they are interested in a similar opportunity.

The CAP does not support requests for tenure-track lines in the following areas: Biology (epidemiology), Cinema and Media Studies, East Asian Languages and Literatures,

Environmental Studies, French and Francophone Studies, and GRIA (second lines in Italian and German).

### Art History

The Art History Department requests a tenure-track line in Early Modern European Art History (ca. 1300-1700), to replace a retirement, for a July 2021 start. This position focuses on historical perspectives on art that most directly connect the Art History curriculum with other historical fields in the humanities, such as Classics, History, and Medieval and Renaissance Studies. The department made a compelling curricular argument for this position. The CAP recognizes that most enrollments in Art History are non-concentrators, even in upper level courses, further illustrating the importance of this discipline and this position in supporting the college curriculum. The CAP supports this request.

### Biology

The Biology Department requests three tenure-track lines: to replace a retirement in plant ecology, a resignation in animal physiology (to start in 2022), and a new line in viral epidemiology.

The field of plant ecology studies plants as a foundational species of the Earth's biomes and an essential component of the ecosystem. This position will contribute to the department's curricular components of evolutionary ecology and organismal diversity. The department expects that a plant ecologist will also contribute to the Environmental Studies program and growing student demand for conservation studies. Recognizing that the study of plants is essential to biology, the CAP supports this request.

The study of animal physiology is also a foundational field of the discipline. It is required for students who plan to go into the health professions and is vital for students interested in evolution, ecology, and neuroscience. The CAP supports this request with a July 1, 2022 start. We also strongly encourage the department to work with members of the neuroscience program to find a candidate who can meet curricular needs in both programs.

The new line in viral epidemiology would help serve our public health students and increase the department's breadth of coverage. The importance of the fields of virology and epidemiology will not be gainsaid. Furthermore, Biology is one of the most heavily enrolled departments on campus. However, the CAP is hopeful that the recently added lab instructor position will help address enrollment pressures. More importantly, with two new hires over the next two years, a relatively new introductory curriculum, and an impending external review, the contribution of this new line should be clarified in the near future. Accordingly, the CAP does not support this request at this time.

### Cinema and Media Studies

The Cinema and Media Studies (CMS) program requests a tenure-track hire specializing in Cinema and Media Studies to anchor the interdisciplinary program and bolster the offerings for the concentration. The college currently does not have any faculty whose primary expertise is Cinema and Media Studies, so the concentration is made possible by regular contributions from faculty in other departments who have secondary expertise in this area. The CAP found the curricular arguments would have been more persuasive had the program committee reached out to other departments to get a comprehensive sense of how the new position would contribute to the overall college curriculum. The CAP notes that the CMS program has never had an external review and that one is scheduled for next year. The CAP is optimistic that the external review process will flesh out potential curricular paths and long-term planning, both of which would strengthen a future proposal from CMS. The CAP does not support this request.

### Classics

The Classics Department requested a tenure-track line to teach across the areas of Greek, Latin, and Classical Studies, and to support the department's SSIH offerings, particularly in the area of race in antiquity. The proposal provided a strong curricular rationale, and the CAP noted that the position is necessary to effectively support the department's enrollments and existing program. In response to an extraordinary time-sensitive opportunity, the Committee on Academic Policy agreed to accelerate its recommendation regarding the allocation of a vacated position in Classics, to enable the dean to make an opportunity hire, as authorized by the College's affirmative action policy: <https://www.hamilton.edu/offices/human-resources/policies/affirmative-action-policy>. Although not a requirement of our policy, the faculty member in this case was originally hired as the result of a national search.

### Chemistry

The Chemistry Department requests two tenure-track positions with expertise in experimental physical chemistry, and in biochemistry. These positions were requested to replace two colleagues who have resigned. This is a strong proposal from the curricular point of view, and it is clear how continuing these positions will maintain the gains that have been made in the last few years in response to the 2016 external review. It is also clear in the proposal how these positions will support interdisciplinary work with other departments housed in the Science Center, including Physics and Environmental Studies. The CAP also noted that the proposal addresses how the department plans to mentor new colleagues for retention. The CAP supports these requests.

### Computer Science

The Computer Science Department requests a tenure-track line to replace an unexpected resignation. The CAP recognizes the pressing need that the department has to maintain five FTEs given enrollment pressures and the implementation of their recent curriculum revision. The CAP recognizes that many subfields provide rich curricular offerings appropriate to the department's needs and the recent developments in computer science. The CAP expects that the department

will conduct the search for this position keeping in mind their new curriculum and their recent external review, including the prioritization of diversifying the department. The CAP supports this request.

### Economics

The Economics Department requests a tenure-track line in Environmental Economics to replace a vacated position for a July 2021 start. The department argues convincingly for the importance of this position in maintaining advising and instruction for the senior program and for their recently revised introductory course, which also fulfills the college SSIH requirement for their concentrators. Consistent with their last external review, Economics proposes to use this position to further build connections across the campus. The CAP agrees that an environmental economist offers significant opportunities to engage interdisciplinary and disciplinary programs at Hamilton, particularly in Environmental Studies, Public Policy, and Government, but also in the sciences, social sciences and arts. Furthermore, in light of continued and growing concern over climate change, the omission of this position would leave a conspicuous hole in our curriculum. The CAP supports this request.

In the fall the Economics Department submitted a separate request to the CAP for a new tenure-track FTE to address the difficult problem of staffing leave replacements in the department. As a discipline, Economics suffers from a chronic and severe shortage of qualified visiting faculty in the academy. Yet, due to their size and the regular cycle of faculty leaves, the department has averaged 2.25 visitors on staff for the last two decades. Thus, the department has a standing need that is not easily addressed. As a remedy, the department offered to exchange the two essentially perpetual visiting positions for one tenure-track line and to coordinate the scheduling of faculty leaves to eliminate, or reduce to very infrequent, the need for hiring visiting faculty. The department offered a compelling argument that such a tradeoff was in the best interests of our students based on pedagogy, curriculum, and advising, and presented a convincing plan for implementation. The CAP endorsed this proposal with the understanding that this avenue would be available to similarly situated departments. Senior staff approved this request.

### East Asian Languages and Literatures

The East Asian Languages and Literatures (EALL) Department requests a tenure-track position to strengthen and unify both EALL programs (Chinese and Japanese) by contributing language and non-language course offerings in both Chinese and Japanese. The CAP is heartened by EALL's attention to the recommendations from their recent external review, including increased staffing to support a potential concentration in Japanese (to parallel the concentration in Chinese). However, the CAP found this proposal less compelling than others because of the unclearly articulated curricular merits for each of the possible specialties described in the request, the relatively low enrollments in Japanese courses, and the comparison group's staffing levels. The CAP does not support this request.

### Environmental Studies

The Environmental Studies program requests the replacement of its current renewable position in environmental justice with a tenure-track line. The position would be filled by an environmental social scientist with a focus on environmental justice and additional possible expertise in related subfields. Environmental justice is central to the field and to the program's curriculum. The program and its curriculum have been attracting outsized enrollments and increasing numbers of concentrators. This growth will likely continue, but with the recently hired environmental data scientist and environmental historian starting this fall, the Committee recommends that the environmental justice position remain renewable for now. Accordingly, the CAP does not support this request.

### French and Francophone Studies

The Department of French and Francophone Studies requests a tenure-track position in spatial studies, with a possible range of specialities such as critical geography, historical geography, cultural geography, environmental humanities, ecocriticism, etc. While requesting a specialization in spatial studies appealed to a number of external departments that wrote in support of the request, the request did not convincingly articulate how this area would contribute to the French curriculum. In addition, the CAP noted that with the department's upcoming retirement it would be without core expertise in Medieval and Renaissance French literature, an area that the committee felt more central to the College's broader curriculum. In addition, the CAP noted that enrollments were lower relative to other departments making similar requests. The CAP does not support this request.

### German, Russian, Italian and Arabic Department (GRIA)

#### *Arabic*

The GRIA Department, and the program in Middle East and Islamic World Studies (MEIWS), request a tenure track position in Arabic language and culture. This line is for a scholar of Arabic language who is trained in Middle Eastern Studies or Islamic Studies. Arabic language and literature courses have been over-enrolled consistently for the last ten years. Beside teaching language courses, the department expects this hire to offer one or two courses in Arabic literature, history or cultural studies, in order to strengthen the offerings of the MEIWS program, as well as other departments and programs. The CAP recognizes the increase of students' interest in Arabic, and sees this hire as an opportunity to address our curricular gap in this field. The CAP supports this request.

#### *German*

The GRIA Department, and the program in Germanic Studies, requests two tenure track lines in German language and cultural studies. One of these lines would be a conversion of a current renewable position for which a tenure track line has been held in abeyance, pending the stabilization of the program. The second position would be a new tenure line with a 2023 start

date. The department makes a solid curricular argument, demonstrating many expected contributions to other parts of the curriculum. Despite past instability in the program, rebuilding is clearly underway. Accordingly, while the CAP does not support allocating a new tenure track line at this time, it does support restoration of the previous position to tenure-track status.

### *Italian*

The GRIA Department requests the allocation of two tenure track positions in Italian language and cultural studies to be filled over the next three years. The CAP recognizes the steady student demand to take Italian, and the department's 2018 external review key recommendation to address the provisional faculty in this program. The CAP agrees with the external review that the program is very much alive and active on our campus and should be given the opportunity to continue. The CAP acknowledges the formation of the Italian Studies committee composed by faculty in History, Africana Studies, and Classics, and also sees the curricular possibilities for a minor based on interdisciplinary cooperation. The CAP supports the allocation of one tenure track position at this time.

### Hispanic Studies

The Hispanic Studies Department requests a tenure-track position to replace a tenured member who has resigned. The department requests that this line be in early modern Spanish literature, a sub-field that is a requirement for the concentration. This position will focus on literature and cultural production before 1800; all other faculty in the department specialize in later periods. The CAP recognizes that the early modern period, which encompasses the rise of the global Spanish Empire and highly influential developments in literature and art, is vital to a comprehensive Hispanic Studies curriculum and to the program in Medieval and Renaissance Studies. The CAP supports this request.

### Literature and Creative Writing

The Literature and Creative Writing Department requests a tenure-track line in 18th and early 19th century comparative or global literature and culture to begin July 2021. The position addresses the long 18<sup>th</sup> century, which encompasses development of the novel and the Romantic period. The department seeks a colleague who can teach the novel and who is a comparatist to further develop their identity as a merged department comprising comparative literature, English, and creative writing. The department makes a compelling argument for the importance of this position and the curricular gap that it will address. The CAP supports this request.

### Psychology

The Psychology Department requests a tenure-track line to replace a tenure-track faculty member who recently resigned. The department seeks a social, clinical, or affective neuroscientist to complement existing departmental expertise. The CAP noted that this position is critical to supporting the college's largest interdisciplinary program, Neuroscience, and that the areas of

expertise were clearly supported by the Neuroscience program's recent external review. The CAP supports this request.

### Sociology

The Sociology Department requests a tenure-track position for a specialist in family and gender. Hiring a specialist would allow the department to offer additional courses around these topics for the first time since 2012. These courses could augment the offerings from the Women and Gender Studies Department. The CAP recognizes the departmental and extra-departmental curricular merits of this proposal. The CAP supports this request with a hire date of July 1, 2022 for several reasons. In 2020-2021, Sociology will be joined by a new assistant professor with a subspecialty in family and gender who can help shape the job ad and search parameters for the requested position. The CAP also encourages Sociology to schedule their upcoming external review early in the fall of 2021. This way they will have completed their self-study and received some feedback from external reviewers while they are conducting their search.

### **Digital FTE in the social sciences**

#### Government and Philosophy

The Government and Philosophy departments request a new position in Digital Research and Pedagogy. The curricular rationale is to provide Hamilton students with the ability to understand and shape emerging trends in a digital world, specifically those related to political, metaphysical, and epistemological issues raised by the prevalent use of these technologies. The CAP agrees that this curricular addition would be valuable and, among the Digital FTE positions, would provide a heightened focus on the reflection of how digital technology affects and shapes individuals and society, while at the same time adding the necessary pedagogically-appropriate digital technologies and applications in the classroom. The CAP was impressed by the strong potential for interdisciplinary collaboration in this proposal, not only between these two departments, but also among the departments that provided support letters. Also, the prospective contributions of the hire, whether in Government or Philosophy, were clearly articulated. The CAP supports this request.

#### Women's and Gender Studies

The Women's and Gender Studies Department requests the digital tenure-track position in Digital Feminisms. This new position would address issues of digital technology and social justice, online identity and representation, structural inequality, and digital activism, among other possibilities. Because the field of women's and gender studies is inherently interdisciplinary, the new hire could contribute courses to a variety of programs across the curriculum. While the CAP recognizes the merit of the department's argument, the committee regrets that WMGSt did not reach out to develop a proposal in cooperation with the Government/Philosophy proposal or the Sociology department. This proposal is not as strong as the competing Government/Philosophy proposal, and the CAP does not support it.