

To: Joan Hinde Stewart, President
From: Patrick D. Reynolds, Dean of Faculty
Re: Term and tenure-track faculty allocation recommendations
Date: May 29th, 2013

The Committee on Academic Policy (CAP) released their allocation recommendations on May 24th (<http://www.hamilton.edu/cap/cap-recommendations-to-the-dof-2013>). I thank the CAP members for the time and energy they have committed to the allocation process, and I commend them for their thoroughness and thoughtfulness on these matters.

My recommendations mirror those of CAP, for tenure-track position allocations to Biology, English & Creative Writing, Government, Philosophy, Physics, and Psychology (two), and with 4-year term position allocations in Italian, Hispanic Studies, and Theatre. Sub-disciplines are identified in the CAP recommendations.

CAP recommends a 2-year allocation to Environmental Studies, with direction for further assessment of program stability, and a 1-year allocation to History, with direction for redevelopment of the allocation proposal to meet curricular coordination allocation criteria. These seem reasonable requests and I am grateful for the long-term planning insights from CAP that underlie them.

Several of the allocation recommendations are made on the basis of expected contributions to interdisciplinary programs (Biology: Environmental Studies, English & Creative Writing: American Studies, Government: Latin American Studies, Psychology: Neuroscience), and the allocation to Environmental Studies will be placed in the Geosciences Department, with expected contributions to both curricula. I will require that specific course contributions to the interdisciplinary courses be agreed upon before searches are authorized by DOF, with a view to adding a clear contractual statement of those expectations to appointment letters.

Awaiting action from last year's allocation process was the CAP recommendation for a tenure-track position in Dance. Last year, I agreed with this recommendation with the caveat of concern about the mentorship environment within the department. Having agreement of the Dance and Music department faculty members that "a greater number of experienced tenured members will provide a stronger environment for the mentorship and development of an entry-level tenure-track dance faculty member," they presented an agreement to "form a single Music and Dance Department, which will jointly oversee personnel matters while maintaining independent curricula and budgets." Unfortunately, this agreement, while approved by a majority of the faculty, was not approved by the two-thirds needed to make the Faculty Handbook revision. Thus, I do not recommend placement of a tenure-track position in the Dance department; instead I recommend a term position, which the department can use to continue the two part-time dance instructors currently employed (being within a single term appointment budget), or search for a single full-time visitor in ballet and dance history. I have concerns for the long-term viability of the Dance department and program, especially as further retirements occur in the coming years. I would welcome a revised motion to effect the administrative merger at which point, if approved by the Faculty, I would recommend immediate conversion of the term position into a tenure-track line, which I think is a more stable long-term approach for the program.

I conclude with my appreciation for the thoughtful planning and curricular ambition brought by all departments and programs to the allocation process. While allocations cannot be made for all proposals, especially in this permanent FTE-cap environment, the investment of our time and energies in the enhancement of the Hamilton education offerings is impressive.