

### Chemistry

The Chemistry Department requests the reallocation of Nicole Synder's tenure track position in organic chemistry. There have been two organic chemists in the Department for over 20 years, and the request provides a strong argument that two are necessary to serve concentrators in Chemistry and other sciences that have chemistry requirements, including the interdisciplinary programs in Biochemistry/Molecular Biology and Chemical Physics, as well as all students wanting to pursue a career in health sciences (Guidelines 2a.iii). Among similar colleges, only Bates College has only one organic chemist among six FTE in the department; the only other schools in this group to have six FTE, Connecticut and Skidmore, have two organic chemists. The remaining schools in this group all have at least seven FTE (2a.ii). Hamilton's Chemistry Department went from six to seven FTE in 2008 with the hiring of Myriam Cotton, whose area is biochemistry; this extra position was supported with an award from the Research Corporation, with the expectation that the College would continue to fund the position after four years (2b).

The Department makes the argument that the number of concentrators has grown since the addition of the seventh tenure line (2c.ii). However, data from IR suggests that the number of concentrators per FTE is lower than the college average, and in particular lower than that of other lab sciences: Biology, Geosciences, and Psychology. The Department notes that the support it received from Research Corporation was largely in recognition of the "research-rich environment" it provides for its students, and indeed the curriculum provides multiple opportunities for research (2a.i, ii). Concentrators are required to take CHEM 317 ("superlab") and a one- or two-semester senior project. In addition, the Department recently started offering a research course for non-majors (CHEM 298). These research opportunities require a very low student-to-faculty ratio. The CAP believes that, while the design of the curriculum no doubt serves students very well, it is an overly-expensive use of faculty resources and thus strains College resources that are in dire need elsewhere. The CAP therefore does not recommend reallocating this tenure track line to Chemistry. Given that the curricular argument for a second organic chemist is strong, the CAP believes that the Department should redefine the position left open by Camille Jones from physical chemistry to organic chemistry.

### Classics

The Classics Department requests the conversion of its two-year term position to a tenure-track line. While the CAP is committed to the offerings of Classics at Hamilton College and favors the continuation of the term FTE in Classics, it cannot recommend granting the request to convert this line to a tenure position. The CAP is concerned that the request hinges on the prospects of future retirements and the advancing age of the Department's faculty. Due to limited available resources, the CAP cannot recommend allocating positions based on the possibility of retirements in the indefinite future and can consider such requests only upon contract agreements entered into with the Dean of Faculty.

### Cinema and New Media Studies

Cinema and New Media Studies (CNMS) requests a four-year term position to be housed in a department in the Humanities most closely associated with the candidate's primary area of expertise. Established in 2009, the CNMS Program combines courses on film with classroom technology. The program seeks to hire someone with interdisciplinary training to support research and pedagogical innovation in the study of new media. The Program is especially interested in someone who addresses "transnational" and "transmedia" forms. The allocation

request substantiates student interest in CNMS on the basis of strong enrollments in introductory courses as well as three minors in 2011 and five minors in 2012. The CAP is concerned, however, that the curricular structure of the CNMS Program lacks clear direction and is especially concerned about the lack of clear definition of how the position requested would support the program (Guidelines 2a.ii). Therefore, the CAP recommends against allocation of the position.

#### Communication

The Communication Department requests that one of its two term positions be converted to a tenure-track line. The CAP recognizes that Communication is a popular major and is convinced that the Department faces significant enrollment pressures (Section c, i and ii). The Department notes that granting the request would not increase the number of its FTEs, but that the conversion of a term position to a tenure-track line would stabilize its faculty, support academic rigor, maintain enrollments and advising, and allow for long-term curricular planning. Beyond providing stability to the concentration, however, the allocation request does not clearly define the position requested or concretely explain how the position would add to the Communication concentration (Section a, i and ii), the most important criteria in deliberations on allocations. The CAP recommends against allocation of the position.

#### Comparative Literature

Comparative Literature requests a tenure-track or term position in transnational literary studies – preferably Islamic or Islamic diaspora – and literary theory. The CAP does not recommend allocation due largely to the need for greater consultation with overlapping disciplines: with the Middle East/Islamic Worlds (MEIW) program in the case of the former and/or with English in the case of the latter (Guidelines 2a.iii-iv). The CAP nonetheless urges the DOF to redefine the Department's two tenured lines as full, five-fifths, FTE.

#### Dance and Movement Studies

The Department requests the reallocation of a tenure track line in Ballet and Dance History vacated by the death of Leslie Norton last summer. Established in 1987, the Ballet position was the first tenure-track position in Dance. The Department's goal is to maintain its strengths, improve collaboration with the Music Department, and to build on the talents of a new hire. The request makes a strong argument for the position in terms of Dance history, choreography and the service courses in ballet. Courses in ballet provide the syntax of Dance and its traditions: movement language, and nonverbal expression and thus are of paramount importance to the College as well as the Department. Dance is an art of making something out of nothing; an irreducible form that is central to human development across time and culture. Because the position in Ballet is the bedrock of the Department, particularly in terms of choreography and the history and theory of dance, the CAP believes that these courses cannot be taught by a non-tenure-track or adjunct instructor and thus recommends the allocation of this position as a tenure-track FTE.

#### English/Creative Writing

English/Creative Writing requests a tenure-track or term position in American ethnic diasporic literatures to teach Anglophone literature, ranging from the eighteenth century to the present, with expertise in transnational, Latino/a, African-American, Caribbean, or post-colonial, and

digital Humanities. The request observes that such a position will move beyond the conventional English literary canon, shore up the Department's offerings in American literature, and bring greater diversity to the College's curriculum (Guidelines 2a.i-iii). The request has the strong support of the American Studies program because it will add valuable cultural diversity to the Program. The range of geo-cultural sub-fields (Latino/a, African-American, Caribbean) is broad, which would produce a large applicant pool, but would effectively postpone important curricular decisions that affect the Department's curricular direction. The request notes that a specialist in African-American or Latino/a literature could contribute to the Africana Studies or Latin American Studies curricula respectively, but does not mention any discussions or coordination with either department or program and does not include letters of support from either academic unit. The CAP does not recommend allocation due largely to the need for greater consultation with overlapping disciplines that would be affected by this request.

### Environmental Studies

The Environmental Studies Program requests a dedicated tenure-track position to teach courses in global climate change, the Adirondacks, and environmental history, in addition to overseeing the Senior Program. A concentration in Environmental Studies was added in 2005, and recent years have shown a steady increasing trend in student interest, making it the second most popular interdisciplinary major (3 year average of 10.3 students) behind neuroscience (3 year average of 14.7). Due to the obligations that the contributing faculty have to their home departments, sustaining coverage of critical core courses [ENVST 220 (Adirondacks), 221 (Global Warming), and 250 (Interpreting the American Environment)] and supervising a growing number of thesis students has become a pressing problem. The request provides a strong argument for the need to staff these courses regularly, particularly ENVST 250, a course that offers a historical perspective of environmental problems and represents a current gap in the ENVST curriculum. The CAP agrees that an additional position added to this program would provide needed stability to the course offerings for this program. Unfortunately, tenure lines are not traditionally allocated to programs; faculty must be aligned with a formal department. For this and other reasons the CAP recommends that this request be denied.

### Government

Government requests the return of the Latin American politics position vacated by Carol Drogus, preferably as a tenure-track, or alternatively as a four-year term position. The CAP is persuaded of the need for a Latin American specialist in Government. The Department makes a convincing curricular argument for such a position, with strong collaborative support from the Latin American Studies Program. However, considering that the teaching strength of the Department will increase from 10.4 to 12.2 FTEs next year, the Committee recommends an allocation of a term position. With no approaching retirements in Government, the prospect of hiring a Latin Americanist in a tenure-track position will need to lie in the future long-term planning of the Department.

### Hispanic Studies

The Hispanic Studies Department requests the conversion of one of its term positions to a tenure-track line. (In 2000 the department had a tenure line reduced to a term position.) Converting the term position would increase the number of tenure lines from 5 to 6, and provide the needed stability to staff the program here at Hamilton as well as the program in Madrid (HCAYS). The

position is defined as “Golden Age/Colonial to Modern Spain,” which fills in the sizable and critical gap separating Maria Willstedt’s expertise in the literature of Medieval Spain and Joana Sabadell-Nieto’s specialization in contemporary literature and film. Expertise in Spanish literature from the Golden Age to Modern Spain is especially important for preparing students for the HCAYS in Madrid, where background in the literature of this period often is assumed. The Hispanic Studies Department has one of the highest language enrollments at the College, and has struggled in recent years to staff its programs here with experienced and qualified personnel due to the competitiveness of the job market. Currently, the faculty count for the Hispanic Studies Department falls about in the middle of NESCAC schools, however close to half of the positions at the College are temporary and few other schools administer a study-abroad program of HCAYS’s caliber. While the CAP would have liked to have seen greater elaboration in writing on the curricular significance of a position in Modern Spain as opposed to other areas – especially Latin American literature – we recognize the challenges the Department faces with long-term planning and recommend the conversion of the term to a tenure-track line.

### Mathematics

The Department requests reallocation of a tenure track line to replace Robert Redfield, who has entered into an agreement with the College regarding his retirement. Professor Redfield is the College’s main algebraist and the Department would seek a scholar with research interests in algebra and teach courses in linear Algebra, modern Algebra, and contribute to upper level courses and the Senior Seminar. The Algebra position is a core position within the Department’s curriculum and thus the curricular argument is strong and well defined. The CAP recommends that the Dean approve this request and notes the Department’s contributions to the College in terms of service courses, well structured curriculum, and college-wide participation. The request was well supported with comparison data both within the College and externally and indicates high student to FTE ratios and increasing the number of concentrators. The CAP also acknowledges the Department’s strong record in mentorship, structure of curriculum, and enrollments.

### Psychology

The Department requests the reallocation of the tenure-track line vacated by Jon Vaughan’s retirement in 2016. In response to increasing student demand as well as recent trends within the field, the Department wants to redefine the position as one in neuroscience, with expertise in the connections between brain function and social cognitive behavior. Such a person would strengthen both the Psychology Department and the interdisciplinary Neuroscience Program by increasing the availability of upper-level neuroscience electives and providing supervision of senior theses in this area (Guidelines 2a.i,ii,iii). The Department is a very successful one at the College, attracting a large number of students both as concentrators and in the general education program. The curriculum is thoughtfully structured, and its rigor is evidenced by an impressive student success at obtaining national fellowships and progressing to graduate school (2a.v). The CAP recommends reallocating Jon Vaughan’s tenure-track line to the Department.

Psychology also requests the continuation of the term position scheduled to expire in June 2013. The CAP believes that with the addition a ninth tenure-track position in 2009-10, as well as Jon Vaughan’s part-time status over the next 3 years, the Department will be adequately staffed and recommends against reallocating the term position to Psychology.

Sociology

Sociology requests two tenure-track positions. One is to retain the position currently held by Dennis Gilbert, who will teach two courses in 2012-13, and three courses per year for three years until his retirement in 2016. The Sociology Department argues that it needs an additional tenure-track FTE to enable it to address certain curricular weaknesses of its program (Guidelines 2a.i), as well as to alleviate enrollment pressures (c.i).

The CAP acknowledges the enrollment pressures that Sociology faces, especially in the popular intro-level courses that serve a wide range of students at the College (a-iii). The Department also advises an increasingly large number of concentrators (c.ii). Because of enrollment pressures, and in light of Gilbert's multi-year part-time appointment, the CAP recommends that one tenure-track position be allocated to Sociology. However, the Committee finds that the merits of the curricular argument for the second tenure-track position (i.e. the sixth tenure line in the Department) are less well defined. The CAP needs to see a more concrete explanation of the ways in which the sub-field(s) of a sixth tenure line would affect the Department's curriculum.