

The Anthropology Department requests the allocation of a new tenure-track position in Biological Anthropology. The CAP does not recommend allocating this position to the Department. The Department discusses the ways that adding a position in this field would enhance the Anthropology curriculum and includes letters of support from the Psychology and Biology departments. The proposal is noteworthy for describing the ways that this position would broaden opportunities for Anthropology concentrators and for reaching out to other departments in showing the potential contribution to the broader curriculum at the College and increased scope for collaboration in the Sciences. That said, the comparison data provided in the request shows that only a few comparable liberal arts colleges have specialists in Biological Anthropology, and even fewer schools (three total) have the ability to offer a true “four field” Anthropology program as outlined in the allocation request. Given the current resource constraints, the CAP is unable to support the request at this time.

The Biology Department requests allocation of a tenure-track position in the wake of Dave Gapp’s retirement. Dave Gapp worked in the area of the physiology of vertebrate organisms and the Department wishes to maintain offerings in that area. The proposal makes a convincing case that this area is essential to a viable concentration in biological sciences. The position will maintain course offerings in animal physiology and thus will support the field’s study of cells, organs, and tissues more generally. The request mentions a desire for a colleague with expertise in endocrinology, digestive physiology, toxicology, or environmental stress. The request also makes the case that the position would contribute to students preparing to study in the health sciences. The CAP found the argument for the need to maintain a focus on the physiology of vertebrate organisms to be a strong one and supports the request for the reallocation of Dave Gapp’s position.

The East Asian Languages and Literatures Department requests the following positions:

- A) The renewal of two term positions in Chinese language for another four years;
- B) The addition of a new tenure-track position in Chinese language and culture (contemporary).

The CAP recognizes the ongoing success of the Chinese language program in teaching a Category IV language. In order to maintain the current high level of the program, the CAP recommends the renewal of the two term positions for an additional four years.

The CAP, however, does not recommend the addition of a new tenure-track position. We did not see a strong curricular argument for the position. In addition, we note that the Annual Enrollment per FTE in East Asian Languages (37.6 students per FTE) is already the lowest in the college, roughly half the college average (76 students per FTE). The situation is particularly noticeable in the seven 100-level Chinese language sections offered each semester. In these courses the average number of students per section is well below the enrollment limit posted by the Registrar of 40 students per section.

In addition, as we noted in our response to the allocation requests made last year, “[T]he CAP continues to be concerned with the number of courses that concentrators take in Chinese, at the cost of taking courses in other departments.” Concentrators in Chinese are currently taking nearly half of their college courses in a single department. The CAP maintains that, in a liberal arts college, it is important for every department to provide its

concentrators with the opportunity to balance expertise in the area of concentration with curricular breadth.

The Classics Department requests the reallocation of a tenure-track position due to the expected retirement of Carl Rubino (June 2016). The CAP recommends reallocating this position to the Classics Department. Their request is for a specialist in Greek language and culture. The Department wishes to maintain and build on the Greek curriculum by hiring someone who has shown success in recruiting and retaining students in elementary Greek courses and beyond. The CAP notes that the definition of this position is in agreement with the recommendation of the external review conducted last year. The Chair also discussed the desire to maintain stability in the Department in anticipation of additional upcoming retirements. In light of this, the Department has expressed an interest in hiring someone with at least a few years of teaching experience, which again is in accordance with one of the recommendations from the external review. The CAP recognizes the importance of Classics in the liberal arts and the central role that a Hellenist plays in the Department and supports this request.

Comparative Literature requests a tenure-track position in “literature and science” as well as literary theory and world literature. The request describes a range of possible research areas within literature and science and stresses the important contributions such a position could make in crossing the divisional separation between the Humanities and the Sciences. The CAP acknowledges the basic problem of sustaining its concentration with its current faculty of 2.6 members. It is largely due to considerations of sustaining the concentration that the CAP suggests that the Dean consider allocating a term position with the expectation that the Department will address the following concerns. In the past several years the Department has submitted requests for tenure-line positions that were sometimes formulated in consultation with the English Department and at other times without it. The CAP has, on a number of occasions, urged Comparative Literature to coordinate with English in order to avoid possible overlap in allocation requests, a factor that weighs heavily in the CAP’s deliberations (see Allocation Guidelines #2a.iv). This request has apparently been formulated without such consultation and the prospect of some overlap with courses taught in English remains a possibility. At first glance the allocation request appears to be relatively specific, but when discussing the nine areas of research included under the rubric of “literature and science,” it seemed to us to be too capacious and in need of more precise definition, particularly since such clearer definition might present opportunities to coordinate with other departments in addition to English. The CAP also needs to see clear evidence of long-term plans for how the Department can or might constitute itself in the next decade given the timing of the retirements of its two senior members.

The Computer Science Department requests two new tenure track positions to more fully cover the field of computer science and to offer special and interdisciplinary topics in the faculty members’ areas of expertise. They would in addition be able to offer more sections of courses, mainly at the introductory level. The Department argues that the new positions (in networks, parallel computing, operating systems, or graphics) would also

allow them to cover periodic leaves that are not covered now through visiting positions because of the difficulty in finding qualified candidates.

The CAP does not recommend the allocation of new positions in computer science for several reasons. The allocation request cites the need to offer more introductory courses, but offers little justification for the Department's specific curricular needs. The proposal does not offer comparisons of the structure and offerings of Hamilton's computer science program with those of other comparable colleges in our peer group. Further, the Department suggests adding expertise through these proposed positions in interdisciplinary areas such as bioinformatics and digital arts. These ideas need more substance and shape and would be strengthened with the addition of letters from collaborating departments. CAP also notes that the addition of tenure-track positions is not necessitated by enrollment pressures, which might be addressed by other means, including suggestions in the 2009 external report.

The Economics Department requests allocation of a tenure-track FTE in the wake of Danny Barth's resignation from the College to work in the Department of the Treasury. Danny Barth worked in the area of financial economics, the study of the role of financial markets in the global economy, an area that the Department wishes to maintain. The proposal makes the case that the area is essential to a viable concentration in economics. The position will maintain course offerings in financial economics, will enable students to engage in senior projects in an important area of study, and will contribute to the concentration in Public Policy. The CAP found the argument for the need to maintain a focus on financial markets to be a strong one and supports the request for the reallocation of Danny Barth's position.

The Geosciences Department requests reallocation of the position open due to the retirement of Eugene Domack. The proposed position is in the area of sedimentary geology, which CAP notes is an integral part of the undergraduate curriculum in Geoscience along with the Department's continuing expertise in petrology, hydrology, structural geology, and paleontology. The position has historical roots within the Department, and no current faculty member has the expertise to teach courses in this field of study. The position in the "soft rocks" area of expertise will likely include study of the earth's climate and, as such, will contribute to the Environmental Studies program and will bring research as well as teaching expertise in sedimentary Geoscience to concentrators in the Department. The CAP recommends reallocating this tenure-track position.

The Religious Studies Department requests the reallocation of a tenure-track position focusing on American religion to replace Richard Seager who is retiring. The CAP supports this request. We found that the Religious Studies Department makes a clear curricular argument for the position, describing the evolving role of the American religions position in the College's curriculum and within the broader, disciplinary context. The Department also points to its active contributions to the college-wide curriculum, including work with the DHI, the Cinema and Media Studies program, the Humanities Initiative and, next semester, the First Year Course program. We note also that the Department has acted on recommendations made during the most recent departmental

review (2008) and that the Department is starting to make long-term plans for personnel issues and mentoring.

The Sociology Department requests the re-allocation of a tenure-track position in the wake of the resignation of Jenny Irons. The CAP recommends the allocation of a term position at this time for several reasons.

The written request focuses on the impact of enrollment pressures on the Department's ability to fulfill its curricular obligations and on the continued viability of the program. The CAP concurs with the principle that the Department requires at least five FTE to sustain its concentration and its contributions to the College's curriculum.

The CAP does not recommend allocation of a tenure-track position, however, without a thorough and precise statement on the curricular merits of the request as outlined in the Allocation Guidelines. The request needs to explain, for example, what gaps in the Department's curriculum this position would fill. The external review of 2011, moreover, recommends a thorough examination of the structure of the concentration and the balance of introductory course and upper level courses.

The external review of 2011 and the CAP's recommendation of 2012 discuss problems resulting from the Department's practice of "hiring the best person" in an otherwise open search. Though the CAP lauds any effort to secure the best candidate in the pool, open searches pose additional difficulties in addressing a department's specific curricular gaps. This proposal nonetheless follows the open-search approach. The CAP maintains that by describing particular disciplinary subfields, the Department would effectively address the primary considerations in allocation decisions summarized under 2a of the Guidelines and create new possibilities to coordinate with other departments or programs that could write in support of Sociology's allocation request.