

May 18, 2009

To: Patrick Reynolds, Acting Dean of the Faculty
Joe Urgo, Acting President

From: The 2008-09 Committee on Academic Policy (Professors Chambliss, Franklin, T. Kelly, Latrell, Strout, Vaughan)

Subject: CAP Allocations Recommendations

This document contains the corrected set of recommendations from the Committee on Academic Policy regarding allocation requests presented to it during the Spring 2009 semester. The Committee received requests from 12 departments for a total of 14 positions. However, only five tenure-track and three term positions are available for allocation. We recommend that tenure-track positions be allocated to Economics, Government, Hispanic Studies, History, and Philosophy and that term positions be allocated to German, Hispanic Studies, and Theatre. Although current policy is not to increase the number of faculty lines, we also recommend investigating the possibility of changing an Asian Studies post-doc into a term position in Japanese and recommend that the resources currently dedicated to the teaching fellow in German be shifted to fund a part-time position in French.

We look forward to our meeting with Pat scheduled for May 19 to discuss these recommendations in more detail.

Communication. The department has requested the addition of a second term position, primarily to address enrollment pressures on courses and the heavy load of concentration advising. The CAP is sympathetic to these concerns, but we agree with last year's CAP that the allocation of any new positions to the department should be considered only after next year's (2009-2010) outside review of the department. The CAP therefore does not support the current request.

Comparative Literature. The department has requested the allocation of a tenure-track (or term) position to restore the position previously held by Melek Ortabasi prior to her resignation from the faculty. Last year, the CAP recommended against allocating a position to the department even though the committee recognized that, if followed, the recommendation would leave the department imbalanced in favor of Western literature. This year's request shifts the focus of the position from Asian literature to transnational theory, giving a new direction to the departmental curriculum. However, given needs elsewhere and the limited resources available, we are unable to recommend an allocation at this time. It is possible that a growing

number of courses in Chinese and Japanese literature and film taught in English will be useful to the department in replacing some of what Ortabasi used to teach.

East Asian Languages and Literatures. With strong support from Asian Studies, the department has requested the addition of a term position focused on Japanese language instruction that would enrich offerings in that language and also enable the two recently-tenured faculty in Japanese to offer more courses taught in English. The CAP agrees that such courses would benefit the general student population. However, given needs elsewhere and the limited resources available, we are unable to recommend that an existing term position be allocated to the department.

Economics. The department has requested that its expiring term position be replaced with a tenure track position in Macroeconomics, or that it retain the term position. The department argues that a tenure-track position will provide greater internal flexibility in the department (which currently has only two macroeconomists) to offer a variety of courses at the intermediate and advanced levels in this important area of the discipline and will also increase options for students in the Senior Program. Moreover, a tenure-track search will result in a more diverse and higher quality pool of applicants. The CAP finds the department's arguments convincing and therefore recommends granting this allocation request, with the understanding that the term position currently in Economics will be allocated elsewhere.

French. The department has requested the allocation of a term position in order to restore to the curriculum an intensive introductory course, an important elective for students planning to study in France, and the curricular flexibility for tenured faculty to offer courses in translation (all other language departments offer at least one course in translation annually). Should resources for a full position not be available, the department requests a 3/5 or 4/5 position. The CAP agrees with the department that the Junior Year in France program merits strong curricular support and that offering courses taught in English will benefit the general student population. However, given needs elsewhere and the limited resources available, the CAP is unable to recommend the allocation of an existing term position to the department. We do recommend that the dean explore ways of directing resources to the department to fund a part-time term or teaching fellow position.

German. The department has requested a term position to replace the existing teaching fellow in order to increase the number of language courses to the level necessary to support the concentration in German Studies. If the term position cannot be allocated, the department proposes intermitting the concentration temporarily, and making only a minor in German language available to students. The CAP does not favor intermitting the concentration and therefore recommends that a term position be allocated to the department and that the resources dedicated to the departmental teaching fellow be allocated elsewhere.

Government. The department has requested the reallocation of two tenure-track positions, one in Chinese politics previously held by Cheng Li, who has resigned, and

one in Latin American politics previously held by Carol Drogus, who has resigned.

The tenure-track position in Chinese politics would also serve the World Politics concentration and the Asian Studies program (which strongly supports the department's request). Recognizing the importance of the area, and the enrollment pressures on the department that would ensue if neither vacant position were reallocated to Government, the CAP recommends that the request for this tenure-track position be approved. We draw attention to the importance to Asian Studies that Government fill the position with a candidate who has advanced fluency in Chinese.

The tenure-track position in Latin American politics would also serve both the World Politics concentration and the Latin American Studies minor (which strongly supports the department's request, as does the Department of Hispanic Studies). The CAP must recommend against allocating this position to the Government department at this time. While the department and related disciplines argue cogently for the curricular need to represent this area, the CAP notes that the department has been able to expand its FTE count in recent years, including both the transformation of a term position to a tenure-track position and the return to the department of David Paris. The CAP encourages the department, on the occasion of its next tenure-track vacancy, to bring to CAP a new request for a tenure-track position in the area of Latin American politics.

Hispanic Studies. The department has requested the reallocations of both the tenure-track position previously held by Santiago Tejerina-Canal, who has retired, and the term position currently held by Y. Elena Aguilar. The department proposes defining the tenure-track position as one in US Latino Studies, Transatlantic, or Contemporary Spanish literature, to be hired at the associate or full professor level. The department proposes filling the term position with either a generalist or a specialist in Spanish language. This year's CAP concurs with the observations of last year's committee that the department has a clear long term need to achieve greater stability and continuity in staffing and that the curricular value to Hamilton students of studying Spanish is high. The department enjoys an impressive number of concentrators and the highest enrollments per FTE among the language departments at Hamilton. Moreover, there appears to be no sensible curricular adjustment within the department that might make these two positions unnecessary. (Indeed, the department has recently had to withdraw its support for a proposed off-campus program in Mexico in order to focus on its more immediate curricular objectives.) The CAP therefore recommends allocating both a tenure-track and a term position to the department. We also support the department's desire to search for the tenure-track position at the level of associate or full professor. It is possible that combining the open tenure-track search that was unsuccessful this year with the new searches will facilitate the consideration of couples who might apply.

History. The department has requested the reallocation of the tenure-track position previously held by Esther Kanipe, who has retired. The department proposes re-defining this position as one in medieval history and thus is not requesting the

reallocation of its current term position in that area. The CAP concurs with the department that medieval history is crucial to the departmental curriculum and that it would not be possible to adequately provide coverage without either a tenure-track or a term position. We also agree with the department that a tenure-track position will provide the appropriate level of stability in this important subfield of the discipline. We therefore support the department's request, with the understanding that the term position will be allocated elsewhere.

Philosophy. The department requests the reallocation of the tenure-track position previously held by Kirk Pillow, who has resigned. The CAP concurs with the department that this position, which covers modern philosophy and symbolic logic, is crucial to the departmental curriculum and that it would not be possible to adequately provide coverage in those areas without the position. We therefore support this request.

Psychology. The department has requested a tenure-track position to address enrollment pressures at all levels of its curriculum. Last year the Psychology department made a similar request, a request that also noted that despite its status as a lab science, it was the only lab science department without a lab technician. Given that the department is still without a lab technician, the CAP strongly urges the Dean to authorize a lab technician position so that the department will be on par with other lab sciences and so that at least some of the burden shouldered by the current members of the department will be alleviated.

Although the dean has stated that the recent tenure-track appointment in Psychology requires the department to relinquish its current term position when that position is eventually vacated, we consider a tenure-track allocation predicated on enrollment pressures premature because the term position is currently occupied. Moreover, the department may request the continuation of that term position, and it may well be that a continuing term position is the appropriate response to the enrollment pressures faced by the department. Furthermore, the CAP believes that the department should explore and if possible pilot adjustments to its concentration that may help mitigate its enrollment pressures. The CAP encourages the department to submit a new allocation request next year in the context of a plan for such adjustments to the department's curriculum.

Theatre. The department has requested the allocation of a tenure-track or term position in Design. The position would, in effect, restore a previous position in this area that was not replaced some years ago. The teaching load would comprise three courses in Design, broadly construed, and two course credits for the design of two major productions each year. The proposed position is timely, given the current progress on the design and construction of a new Arts facility, which will include a new theatre. Someone in this position would be well placed to consult on the design of the new facility, and to shepherd the transition to it. The CAP views the department's request in the context of the committee's having recognized last year the long term curricular need in this area while recommending against allocating a term position at that time. With a year's more progress toward the new Arts facility,

continuing to meet the curricular need in Design on an ad hoc basis makes less sense than it did last year. Thus, the CAP supports the department's request, and recommends that the college fill the position with a term appointment. The CAP believes that a strong hire can be made for a term position, and that the college will be in a good position to revisit the status of the position in four years, when the Arts facility may be complete (or nearly so). The cost of the term position to the College is mitigated somewhat, because the hire would obviate the need to hire an adjunct to teach scenic design.