

## MEMORANDUM

To: Joe Urgo, Dean of the Faculty  
Joan Stewart, President  
From: Seth Major, for the Committee on Academic Policy  
Subject: Recommendations on faculty allocation requests for AY 2007-08  
Date: May 16, 2008

This report contains the recommendations of the Committee on Academic Policy (CAP) regarding the allocation requests presented to it during the Spring 2008 semester. CAP received allocation requests from 15 departments and programs for 22 positions. However, only five tenure-track and four term positions are available for reallocation this year. After meeting with representatives of those departments and programs, we reached consensus on the allocation of existing tenure-track and term positions. Under the current policy that there will normally be no increase in the number of faculty lines, we recommend that Anthropology, Hispanic Studies, Mathematics, Psychology, and Religious Studies commence searches for tenure-track faculty. In addition, we recommend that Classics, Hispanic Studies, and Psychology (2) open searches for term positions. In light of the significant curricular pressures at the college, we do not recommend removing a term position at this time. While we will be meeting with the Dean on May 28 to discuss these recommendations in detail, here we outline our deliberations on the requests.

Before summarizing our discussions for individual departments, CAP has two overall recommendations for the Dean:

To bring together chairs of departments currently experiencing enrollment surges with chairs of departments that historically have had high enrollments per FTE to discuss curricular planning, teaching strategies, and other ways to manage high enrollments when increasing the number of faculty lines is not an immediate option.

To encourage the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) to engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**Anthropology.** The department requests the reallocation of the tenure-track position made available by Charlotte Beck's upcoming retirement. The CAP concurs with this request. This position is necessary to the continuation of the successful Archaeology track within the Anthropology concentration. Because the department will recruit an archaeologist with expertise in biological anthropology, the holder of this position will also contribute to the Anthropology track, as well as enable the department to pursue a re-structuring of its offerings to better represent the field.

**Biology.** The department requests the allocation of a tenure-track position in Neuroscience. The CAP does not support this request. The Neuroscience program is not currently putting undue enrollment pressure on the Biology Department. Furthermore, the request is premature. This year CAP is recommending that the recently vacated Neuroscience position in Psychology be returned to Psychology and that this hire be made prior to allocating additional positions in Neuroscience in any department. Last year CAP recommended that Biology begin long-term planning discussions with Psychology and consider possible redefinitions of positions within Biology when they become available through retirement. We still think that this is the best approach to finding balance between traditional biology and neuroscience in the Biology Department as well as to finding balance between Biology and Psychology in Neuroscience. In any event, future requests for allocations in Neuroscience should come after full discussion among all of the faculty involved in the program and their department chairs.

**Classics.** The department requests either the conversion of the term position it has held since 2002 into a tenure-track position in advance of eventual retirements, or the renewal of the term position. Although the CAP cannot support the request to convert the position to tenure-track, we do support the request to reallocate the term position to Classics. This position enables the department to maintain its offerings in both Greek and Latin (crucial to a Classics curriculum), while also enabling the tenured members of the department to support a wide variety of initiatives outside Classics. We encourage the department to consider phased retirements to allow mentoring of new faculty and a smooth transition of those hires into the department.

We also recommend that the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) to engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**Communication.** The department requests the allocation of a tenure-track position. The CAP does not support this request. This is a new department, which has just completed hiring for a term position that was renewed last year. It is unclear as yet what effect that new person will have on the departmental curriculum. Moreover, with an external review of the department planned for 2009-10, expansion now would be premature. We are sympathetic to the enrollment pressure on the department, and suggest continuing to take full credit for senior projects and reexamining the number of departmental courses required for the concentration as ways of easing that pressure.

We have also suggested to the Dean that he bring together chairs of departments currently experiencing enrollment surges with chairs of departments that historically have had high

enrollments per FTE to discuss curricular planning, teaching strategies, and other ways to manage high enrollments when increasing the number of faculty lines is not an immediate option.

**Comparative Literature.** The department requests reallocation of the tenure-track position recently vacated by the resignation of Melek Ortabasi. The CAP recommends not allocating a tenure-track position in Asian literature/theory to the department. The CAP applauds the department for its history of energetic contributions to the college curriculum as a whole, and we recognize that not allocating this position to the department reduces it significantly and leaves it imbalanced in favor of Western literature. However, in light of the college's extensive investment in recent years in tenure-track faculty who contribute to Asian Studies (including faculty in Chinese and Japanese who offer literature courses in translation, as well as a position in English in South Asian post-colonial literature) and in light of pressing curricular needs elsewhere, the CAP cannot support the department's request. However, we wish to renew the past CAP recommendations to increase both of the 4/5 positions to full-time in order to restore two courses to the department.

We also recommend that the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**Economics.** The department requests the allocation of a tenure-track position in macroeconomics. This is the second position outlined in the department's thorough and thoughtful long-range plan to increase the size of the department in order to strengthen its curriculum and to respond to the large number of concentrators and high enrollments. The CAP does not support this request at this time. Last year Economics was allocated one position (in sustainable development), which represented an expansion of the number of tenure-track positions at the college. CAP believes it is premature to add an additional position before integrating this new hire into the curriculum.

We have also suggested to the Dean that he bring together chairs of departments currently experiencing enrollment surges with chairs of departments that historically have had high enrollments per FTE to discuss curricular planning, teaching strategies, and other ways to manage high enrollments when increasing the number of faculty lines is not an immediate option.

**Education Studies.** The program requests the allocation of a term position in order to respond to student interest and to the upcoming retirement of Esther Kanipe, who has regularly contributed courses to the program. The CAP does not support this request at this time. Adding the position would create a small independently staffed program/department to the college, a major curricular change that would appear to require a faculty vote. In addition, the position requested would effectively be in part an administrative one: on the one hand, organizing a curriculum that involves a variety of other departments and faculty, and on the other, organizing and overseeing student teaching practica. We can imagine several possible solutions to the need for a coordinator, including the hiring of an education specialist in one of several extant departments or perhaps adding an administrative line. The issue deserves further serious study, as the need for long-term stability in this valuable program is real.

**English.** The department requests the allocation of a tenure-track position in the field of multi-ethnic literature and film. The CAP does not support this request. Last year, CAP encouraged the department to consider redefining its eighteenth-century literature position as one with a focus in Latino/a literature, creative writing, or film studies. We appreciate that the current request heeded this advice. Indeed, CAP finds the request has merit, but given pressing curricular needs elsewhere, cannot support the allocation of an additional tenure line to English at this time.

We also recommend that the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**French.** The department requests the allocation of a term position or a 3/5 time post-doc to address the loss of courses resulting from the elimination of the department's term position several years ago. The CAP recognizes that the department enrollments and number of concentrators are healthy, and we are enthusiastic in our support of the historically strong program in Paris. However, the needs of other departments are greater. Thus, the CAP suggests that the department engage in discussion of curricular management. Perhaps by adjusting 400-level course offerings the department can offer needed sections of 111, 130, and 295. Furthermore since in most years the program in Paris returns money to the college, we recommend that the dean investigate funding the expense of a post-doc through the Paris program fees.

We also recommend that the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**Hispanic Studies.** Based on the allocation request that the CAP has received from the department, we recommend that the vacant term position and the tenure-track position recently vacated by Rivera-Cordero's resignation be reallocated to the department. The department has clear long-term needs for two reasons. First, there are persistent trends that point to both enthusiastic student interest in Latino/a studies, and growing enrollments from among students who recognize the importance of facility in Spanish. Second, there is a need to re-establish long-term stability in the department. We urge the Dean to give the fullest attention to fostering departmental stability by giving the chair all possible support.

We recommend that the chairs of all the departments that teach literary analysis (Classics, Comparative Literature, East Asian Languages and Literature, English, French, German and Russian Languages and Literatures, and Hispanic Studies) engage collectively in long-term planning to achieve better curricular coordination prior to any further allocation requests from those departments.

**Mathematics.** The department requests the reallocation of the tenure-track position made available by Larry Knop's upcoming retirement. The CAP concurs with this request. The

department was recently allocated (and has filled) an additional tenure-track position in statistics. The rationale for that decision remains valid.

We have also suggested to the Dean that he convene chairs of departments experiencing enrollment surges and chairs of departments that have high enrollments per FTE to discuss not only teaching strategies but also departmental management and planning.

**Psychology.** The department requests the reallocation of a tenure-track position in Neuroscience (formerly held by George Gescheider, who has retired) and a term position, as well as the allocation of two additional tenure-track positions in Neuroscience and general psychology. The CAP recommends the reallocation of the tenure-track position in Neuroscience, the reallocation of the term position, and the allocation of a second term position in Psychology. The reallocation of the tenure-track position is crucial to the survival of Neuroscience, a historically strong interdisciplinary program that is experiencing a sharp rise in the number of concentrators. However, the CAP does not recommend any other allocation to Neuroscience until after the new hire has been integrated into the program. Further requests for allocations to Neuroscience should come after full discussions among all of the faculty in the program and their department chairs.

The CAP recommends that Psychology be allocated two term positions in order to address the serious enrollment pressures on the department, as well as the recent substantial increase in the number of concentrators. The department currently has one term position. Renewing this position and adding a second will give the department time to evaluate the appropriate long-term balance between staffing in neuroscience and staffing in general psychology. The term positions should enable the department to continue to offer an appropriate number of sections each year of Introduction to Psychology, a course taken by approximately 50% of Hamilton students, as well as relieve some of the enrollment pressure on upper-level courses.

We have also suggested to the Dean that he convene chairs of departments experiencing enrollment surges and chairs of departments that have high enrollments per FTE to discuss not only teaching strategies but also departmental management and planning.

In addition, as Psychology is the only department in the laboratory sciences without administrative laboratory support, CAP strongly recommends that the Dean approve suitable support equitable to that in other science departments.

**Religious Studies.** The department requests either a continued reallocation of the term position in Native American/ indigenous religions, or the allocation of a tenure-track position. CAP recommends that the long-standing term position (which dates back to the 1990s as a position in Native American/ indigenous religions) be converted to a tenure-track position. Enrollments in courses offered by the current holder of the term appointment indicate a high level of student interest in this field of study, and the renewal of the position as a term position by past CAPs reflects the value of courses in this area, which is not covered elsewhere in the College's curriculum. The department has demonstrated the growing importance of indigenous study in the field. Furthermore, a tenure line may offer an opportunity for a diversity hire.

**Theatre.** The department requests the allocation of a term position in Design. Unfortunately, the CAP is not able to recommend the allocation of such a position at this time. The department has a demonstrated long-term need for a position in Design, and we believe that it would be an asset

to the college. The position would allow the department to restore its curricular track in Design. However, there are more pressing curricular needs elsewhere in the college. Further, currently the department seems able to fill this need, if only in an *ad hoc* manner. We suggest that the department bring this request back to the CAP in the future.