

To: Suzanne Keen, Dean of the Faculty

From: Committee on Academic Policy (Courtney Gibbons, Betsy Jensen, Shoshana Keller [Chair], Craig Latrell, Mike McCormick, and Jane Springer.)

Re: Allocation Recommendations

Date: March 31, 2021

In November the CAP received allocation requests from seventeen departments for eighteen tenure-track positions. In addition, the committee received requests from two departments for three renewable positions. Over the next few months there was some consolidation and reconsideration, and the CAP was left with requests from thirteen departments for twelve tenure-track positions, as detailed in the paragraphs below. The Committee considered each request in relationship to its ramifications for the future of the College's curriculum and how it will serve our students. In this process the CAP considered the curricular arguments for each proposed position, and gave weight to enrollments per FTE. Further, the CAP considered each department or program's responses to its most recent external review, as well as its future planning, contributions to the College's curriculum, comparisons with similar programs at peer institutions, and grade distributions as they might relate to enrollments. The CAP discussed the requests in the context of retirements in Economics, Geosciences, Music, and Religious Studies, a resignation in Economics, and the ending of two renewable positions. The allocation process requires members of the CAP to balance the allocation of resources to sustain the breadth of the curriculum with providing assistance to areas that are being overrun by student interest.

This year the CAP is recommending that tenure-track lines be allocated to the following areas: Art History (the restoration of a prior tenure-track line), Economics, Geosciences, Hispanic Studies, and Music. We also recommend the allocation of renewable positions to the German, Russian, Italian, and Arabic (GRIA) Department in German and Italian. The CAP does not support requests for tenure-track lines in the following areas: Anthropology (Education Studies), Classics, Environmental Studies, French and Francophone Studies, Mathematics and Statistics, and Religious Studies. The CAP does not recommend the extension of a current renewable position in Literature and Creative Writing.

Anthropology

The Anthropology Department requests conversion of its renewable term position to a tenure-track line supporting Education Studies as Assistant Professor of Educational Anthropology. The Department submitted a similar request in 2017-2018. This position would contribute to the Anthropology concentration while helping to stabilize the Education Studies Program by giving the minor a permanent home post a 2016 retirement. The Department

makes a compelling curricular argument for this position's ability to 'provide students with a theoretical and methodological frame for understanding education as a facet of human behavior that is widely applicable to their concentration studies,' but given that Anthropology has two years left on its current renewable position, and that the College has more pressing curricular needs elsewhere, the committee recommends declining this request.

Art History

The Art History Department requests the conversion of a renewable position in Architectural History opened by a retirement back to its previous tenure-track status. The Department is particularly interested in candidates who can contribute courses in a secondary field such as transnational art history or material/visual culture, and expects the successful candidate to work with related departments and interdisciplinary programs. For context, this request builds on previous CAP recommendations. In its allocation recommendations of May 11, 2018, the CAP wrote: "The CAP recommends holding the tenure-track line and instead allocating a 4-year renewable position in Architectural History, subject to application for possible conversion to tenure-track in the future." The Dean of Faculty agreed with the recommendation to hold this tenure-track line for Art History. Further, the CAP at that time identified concerns for the Department to address in a future request. The CAP now finds that the concerns have been addressed and believes that the Department is ready to mentor a new assistant professor. The CAP agrees that the curricular argument is compelling and supports the conversion of the renewable position back to a tenure-track position.

Classics

The Classics Department requests an open field tenure-track position with a preference for candidates with expertise in ancient history, material culture, and/or ecocriticism. The Department suggests several exciting possibilities for modernizing the Classics offerings while maintaining the Department's well-earned reputation for excellence. The CAP recognizes the merits of this request, but notes that there has been significant personnel turnover since the last Classics external review in 2013. Thus, the CAP encourages the Department to prioritize scheduling their next external review. At this time, the CAP recommends declining this request; however, the CAP encourages the Dean to consider ways to support the Department's ability to offer a comprehensive selection of courses until the next external review is complete.

Economics

The Economics Department requests a tenure-track position in Industrial Organization. The field addresses core curricular content such as market structures and their implications. It is standard in a comprehensive economics curriculum and has been part of Hamilton's for many years. The Department argues that this field is important to the central educational goal of training

informed and engaged citizens. The CAP supports this request. Separately, the CAP agreed in January to allocate a tenure-track line in the field of financial economics back to Economics on an emergency basis due to a sudden resignation.

Environmental Studies

The Environmental Studies Program requests a tenure-track position in Environmental Social Science with a specific emphasis on environmental justice. The Program submitted a similar request in 2019-2020. The committee notes that this area is currently covered by a renewable, non tenure-track line, for two more years. The CAP recognizes the need for stability in core offerings, as well as increased enrollments in the concentration. Nonetheless, with recent hires in environmental data science and environmental history, the committee recommends that the environmental justice position remain renewable for the time being to see how those hires influence and shape the program curriculum. Therefore, the CAP does not support this request at this time.

French and Francophone Studies

The French and Francophone Studies Department requests a tenure-track position in pre-Modern French literature and culture. The Department request and supporting letters argue that recent and upcoming retirements in FFS have created a curricular gap in the area of French literature and culture of the pre-Modern era. The CAP recognizes this curricular need and acknowledges that this gap affects other programs and departments such as the Medieval and Renaissance Studies Program. The committee agrees that this need should be addressed in future hires in the FFS Department and other departments and programs with common curricular interests. However, other departments making similarly strong curricular arguments face greater enrollment pressure. The CAP does not support this request at this time.

Geosciences

The Geosciences Department requests a tenure-track position in structural geology and tectonics. Structural geology is a fundamental core sub-discipline of geosciences, as it concerns the architecture of the Earth's crust and the tectonic forces that make the crust move. The CAP finds the proposal to be strong and supports the request.

German, Russian, Italian, and Arabic (GRIA)

The German, Italian, Russian, and Arabic Department requests two renewable positions, one in German Studies and one in Italian Studies. These requests build on work done over the past several years following an external review in 2018; that work includes merging several language programs into the new GRIA Department, reviving the German Studies Program, establishing a minor in Italian Studies, and hiring for tenure-track positions in German and Italian in the

current year. The CAP understands that the Department could not continue to offer the German Studies concentration or the Italian minor (approved this year by the faculty) without a second faculty member in each program, as noted by the external review. The CAP agrees with the Department's view that these two visiting positions are a step toward long-term goals. Given the work that has been done and the decisions made by previous CAPs and the faculty, the CAP supports this request.

Hispanic Studies

The Hispanic Studies Department requests replacing a renewable position with a tenure-track position in the literature and cultures of the Andean region, one of the essential Latin American areas of coverage for the Department. Since the departure of the previous, tenure-track Andean specialist, the area has been covered by visitors. The CAP notes an increasing enrollment trend in Hispanic Studies, and the fact that the current renewable line has been consistently maintained for twenty years. A tenure-track appointment would enable the Department to increase its stability and to develop longer-term curricular coverage in this area. The CAP supports this request.

Literature and Creative Writing

The Literature and Creative Writing Department requests a renewable position in creative nonfiction in line with its recent external review. The Department seeks to hire in this area to expand its offerings, particularly at the advanced level. While the CAP recognizes the value of the Department's request, the committee recommends communicating with other departments and programs to better understand the landscape of courses that engage with creative nonfiction. The CAP does not recommend allocating a position at this time.

Mathematics and Statistics

The Mathematics and Statistics Department requests conversion of its renewable term position to a tenure-track position in Statistics, covering such topics as stochastic approximation and formation theory. Ideally, this position would contribute to an interdisciplinary concentration in Data Analytics. The CAP appreciates the modernization and expansion that the department has accomplished, as well as its ongoing investigations into integrating data-centered studies into a broad range of courses. While the committee agrees with the curricular arguments for this position, as the Department holds a renewable line for two more years, it does not recommend an allocation at this time.

Music

The Music Department requests a tenure-track line in music theory and history to replace a retirement. The position maintains a music theorist and historian who can teach the music

history of the Baroque, Classic, Romantic, and 20th-century periods, all topics central to the Department's curriculum. The Department makes a compelling argument for the importance of this position and the necessity to maintain this line. The CAP supports this request.

Religious Studies

The Religious Studies Department requests the allocation of a tenure-track position in early Christianity in the ancient Mediterranean as replacement for a recent retirement. The curricular argument made for the position is not as clear and compelling as it could be. While CAP agrees expertise in this area is important, a course in the New Testament is not required for the concentration. The committee does not support this request; however, the CAP encourages the Dean to consider ways to support the Department's ability to offer a comprehensive selection of courses.