

Guidelines for Tenure Track Line Search Proposals: 2010-11

As noted in the Department Chair's Handbook, requests for tenure track searches, either to replace an existing line, or to obtain a new line are usually made as a "new initiative" request during the operating and capital budget submission period. Although the Dean of the Faculty Office received several requests during this academic year, because of the Early Retirement Incentive Program, we are offering departments/ programs the opportunity to submit a proposal (or revise an existing proposal) for consideration for potential tenure track line searches in 2010-11. The following framework may prove useful in drafting a proposal for consideration. Please remember to consult the Department Chair's Handbook for the necessary components (search plan, search committee, etc.) that must accompany the rationale and justification for a tenure track line proposal.

<http://cms.skidmore.edu/dof/loader.cfm?url=/commonspot/security/getfile.cfm&pageID=554907>

Given the challenges currently facing the College, and liberal arts colleges in general, we encourage departments to develop tenure track line proposals that address the relevant objectives in the Strategic Plan. It may also be appropriate to consider how a requested tenure track line might serve broader cross disciplinary or emerging areas in our liberal arts curriculum. In thinking strategically about ways to recruit new faculty, it is important to recognize that graduate programs are producing scholars who are increasingly cross-disciplinary and able to address a broader range of curricular areas and/or support disciplinary interest that cross departments. The Dean of the Faculty Office is particularly interested in departmental proposals for new tenure track lines that find structural ways to bridge appointments across disciplinary areas. Such appointments will permit effective support of new faculty trained in this manner and also permit the College to maximize allocation of critical resources. It is important to note that the Faculty Handbook acknowledges and provides for this type of appointment in Part One, Sect. V. (*B and C*). In addition the Dean of the Faculty Office also recognizes that departments may propose tenure track requests that will focus on specific disciplinary programmatic and curricular needs. In all cases, proposals should address the supporting rationale for a particular approach. Enrollment projections and historical trends with respect to majors may be helpful in developing the justification for any tenure track line proposal.

All new tenure track appointments will be expected to contribute to the First-Year Experience program by teaching in a Scribner Seminar on a cyclical basis based on departmental contributions to the program. Since the Scribner Seminars are primarily taught by tenure-track and tenured faculty, these contributions are part of the regular portfolio of courses that all tenure-track and tenured faculty are expected to teach and are not exceptional contributions. Furthermore, all tenure track searches are expected to generate an inclusive pool of candidates such that the College can continue to enhance faculty diversity. Because this effort is an objective of Goal II of the Strategic Plan, all search plans should address how departments anticipate creating a rich and diverse pool of candidates.

Given these parameters, departments submitting proposals for tenure track lines should clearly indicate which of the following two broad categories are applicable:

- 1) Positions that will contribute primarily to the programmatic and curricular goals of an individual department. These positions will be expected to contribute to the Scribner Seminar program and other all-College requirements but will substantively serve the programmatic and curricular needs of a single department or program.

- 2) Positions that will contribute substantively to the programmatic and curricular goals of more than one department or program. This is 10.040