I  Announcements

II  Discussion of the 2013-14 Draft Recruitment Plan
   Material included: 2013-14 Draft Recruitment Plan

III Further Discussion of the Divisional Plan
Link to the Divisional Plan:
http://humanities.ucsc.edu/about/dean/dean_web_forms/
   Academic_Plan_Update_9-18-12.pdf

   Link to the Department Plans:
http://humanities.ucsc.edu/about/dean/Academic-Plan-Update.html
February 10, 2013

Humanities Department Chairs

Dear Colleagues:

RE: Background for Discussion of Recruitment Requests at HDC 2/14/13

On Thursday we will have the final discussion in preparation for submission of the Division’s recruitment requests to the EVC later this month. Please review my memo of December 18 in preparation for this discussion. In this letter I provide an update on actions taken since our last discussion and also on my current picture of the budget needed to undertake the recruitments that are authorized.

In January, I made the decision to pursue the priority recruitment for History in Ancient Near East with additional focus on digital historical practice through a TOE appointment. Hence that recruitment need not be part of this year’s request.

The recruitment requests can be divided into three groups: those to be based upon Divisionally held provisions, those to be based upon new provisions that have been earmarked for the Division, and those we put forward as additional priorities to be considered in the larger context of competition for new resources. Here is my nomination for the positions in each group (alpha order within each group):

I. Recruitments based upon divisionally held provisions
   a. Literature 1: Mediterranean (medieval and/or early modern)
   b. Literature 2: Mediterranean (comparative ancient)
   c. Philosophy 1: TBD
   d. Philosophy 2: TBD
   e. Writing LSOE 1: Rhetoric & Composition (w/ focus)
   f. Writing LSOE 2: Rhetoric & Composition (w/ focus)

II. Recruitments based upon new but earmarked provisions
   a. HIS: Early Modern Iberian Peninsula and its Empires
   b. HUM: African American / African Diaspora cluster (CRES)
   c. HUM: Religion, Race, and Politics (CRES)
   d. LANG: Spanish Applied Linguistics
III. Additional priorities that may strengthen resource arguments
   a. FMST: Knowledge and Politics
   b. HISC: Philosophy and Critical Theory

These groupings reflect my sense that the following (unranked) considerations are likely to contribute to successful arguments from the Division for new provisions:

- The appointment will consolidate a demonstrably stable program in a way that will contribute to (a) growth in doctoral program enrollment beyond historical levels and (b) attract new undergraduate enrollments or majors into the Division.
- The appointment will provide a developing or emerging program to demonstrate its ability to accomplish the goals above.

I look forward to our conversation on Thursday.

Sincerely yours,

[Signature]

William A. Ladusaw
Dean of Humanities
December 18, 2012

To: Humanities Department Chairs

From: Dean Ladusaw

RE: Working toward a Recruitment Plan for 2013-14

I write to follow up on the discussion begun at the December 13 HCoC meeting of the proposals for faculty recruitment requests for 2013-14. Just before that meeting, I received the EVC’s formal CALL and updated planning targets for the July 1, 2013 budget reductions. Our budget reduction plan is due by January 25, 2013; our recruitment requests are due by February 25.

The January 17 HDC meeting will be devoted to discussion of the plan for budget reductions and administrative effectiveness review. It will also provide an opportunity to review the recruitment plan as well. The February 14 HDC meeting will be devoted to discussion of the draft of the Division’s strategic academic plan and will complete consultation on the biennial recruitment plan.

All of the proposals received in response to this year’s divisional CALL are available for your review in Google Drive. I ask that you treat these submitted documents as confidential within the group at this point. However this memo may be shared with your staff and faculty as part of consultation.

Resource Assumptions

For the last two years, our recruitments have been limited to those that could be authorized based upon the re-use of faculty provisions vacated through retirements or separations that remained after budget cuts.

Last year I indicated that it was my goal to cover the expected July 1, 2013 permanent budget cut by reductions in Academic Support (staff and operations) budgets in order to preserve all available open faculty provisions for faculty recruitments. On December 7, we received the good news that our budget reduction target had been lowered from about $500k to about $285k. While this cut will still require serious measures to meet, I will assume that all available open provisions held by the Division will be used to authorize searches in the 2013-14 Recruitment Plan.

This year, the EVC anticipates that she will be able to make available new funding for faculty provisions that can restore some of the FTE that have been lost to budget cuts. These “new” faculty provisions will be awarded to Divisions based upon the campus-level review of the responses to her CALL for recruitment proposals.
This is very welcome news. The competition for these new resources raises the importance of making a strong case for our proposed recruitments within the Division’s strategic plan and the campus’s broader goals. Happily, the proposals that have come forward in response to this year’s Divisional CALL, taken in the context of departments’ draft strategic plans, provides ample basis for doing so.

**Current 2013-14 Plan**

Under the assumption that all five of the 2012-13 searches (currently underway) conclude successfully with appointments, the 2013-14 Faculty Recruitment Plan already includes the following:

I. Writing Program: Up to 2 LSOE appointments in Composition with expertise in applied linguistics with a focus on bilingualism or multilingualism, program assessment, or faculty development.

II. Philosophy: 2 appointments (Assistant Professor) for faculty trained in the analytic tradition with specialities that complement and extend the current Faculty.

III. Literature: 2 appointments (Assistant to early Associate Professor) in Ancient through Medieval Mediterranean Studies.

Each of these recruitments was previously identified as a priority.

The Writing Program had been authorized to make two LSOE appointments in 2011-12 but made only one. This recruitment will restore the senate faculty leadership of the Writing Program to its historical level, ensuring leadership for continuing inquiry into educational effectiveness in lower division writing and building capacity to support faculty development for disciplinary communication.

Recruitment for single appointments in Literature and Philosophy were authorized for 2012-13. The departments deferred their searches until 2013-14 in hopes of obtaining authorization for a second hire.

The faculty provisions for these recruitments are currently available to the Division. It remains to identify the additional priorities for recruitment in 2013-14 or 2014-15.

**Proposals for Priority Consideration**

One additional recruitment was authorized last year but deferred for search until 2013-14:

IV. HUM-unassigned: Religion, Race, and Politics

This appointment, originally proposed by American Studies and History of Consciousness, has the potential to support the initiative in Critical Race and Ethnic Studies. This position does not have an assigned departmental home and would be recruited by a Division-level search committee. The question to be resolved at this point is which departments would be participate in the search by agreeing in principle to host the appointment of a qualified candidate identified in a Division-level search. The final position description would be finalized by the search committee.

The positions brought forward in response to the Divisional CALL not already mentioned
above are (alphabetically by department):

a. FMST: Knowledge and Politics*
b. FMST: Africana/Diaspora/Transnational Feminisms
c. FMST: Feminist Science Studies
d. HIS: Modern France and the French Empire and Postcolonial World
e. HIS: Ancient Near East, with additional focus on digital historical practice
f. HIS: Early Modern Iberian Peninsula and its Empires
g. HISC: Philosophy and Critical Theory
h. HISC: African American Studies/Diaspora*
i. LANG: Spanish Applied Linguistics*
j. LANG: Chinese Applied Linguistics
k. LANG: ESL & Applied Linguistics
l. LIT: African Diasporic Literature and Critical Race Studies
m. LIT: Modern British Literature 1800-Present

*Asterisks indicate positions that were forwarded for discussion last year.

It is striking that three departments (FMST, HISC, and LIT) have identified expertise in African diaspora as a priority. I ask that these three departments confer with each other and develop a proposal for a Divisional recruitment that might identify candidates that fill multiple goals.

After reviewing the departments’ updated academic plans, I suggest that discussions focus on selecting from among the following positions for additional recruitments in 2013-14:

1. HUM-unassigned: Religion, Race, and Politics
2. HUM-unassigned: African diaspora
3. FMST: Knowledge and Politics
4. HIS: Modern France and the French Empire and Postcolonial World
5. HIS: Ancient Near East, with additional focus on digital historical practice
6. HIS: Early Modern Iberian Peninsula and its Empires
7. HISC: Philosophy and Critical Theory
8. LANG: Spanish Applied Linguistics

It is unlikely that we would be able to search for all of these positions next year in addition to the six positions identified above. But since authorizations are valid for two years, this list comes close to being feasible as a recruitment agenda for the biennium 2013-15.

I hope that this discussion frames a productive discussion for the January HDC meeting. I am happy to discuss these issues with individual chairs in the meantime.

Cc: Department Managers
   Anne Callahan
David Symonik