Overview:

The plan drafted in March 2001 remains valid in its account of the Department’s overall vitality, and especially in its focus on ensuring continuity in anticipation of retirements by six senior faculty. However, this plan was conceived in a budgetary and planning climate that no longer holds. It’s vision of the program’s growth (to a total of 11 FTE with more than 90 PhD students), and its projected schedules of retirements and FTE recruitments require revision.

Given limited resource projections for the Division, and pressure from other departments to initiate and strengthen graduate programs, History of Consciousness intends to continue at the scale it has sustained over the past decade: 55-60 enrolled doctoral students. The department believes that this represents a viable “niche,” both at UCSC and, nationally, in the very active environment of interdisciplinary PhD programs in the humanities and social sciences. In the current climate, the goal of maintaining the program’s tradition of innovation and excellence is a realistic project. Should the situation change materially, the Department would consider growth options.

Some significant programmatic expansion is underway in the area of undergraduate teaching, and this will be continued.

Looking toward 2012, two tasks require urgent and sustained attention: 1) proactively replacing senior faculty and 2) securing stable sources of appropriate support for graduate students (fellowships, RAships and, especially, TAships).

More detail on all of the above will be provided below. But before proceeding, it may be useful to comment briefly on how the Department contributes to the “four overarching objectives” outlined by Vice-Provost Galloway in the call that initiated the present planning revision.

1. “Maintain and Build Excellence.” By all the usual measures for evaluating graduate programs, History of Consciousness is among the most successful in the University. It has long enjoyed a very high level of selectivity, has guided students to the PhD in good time (given strained levels of support), and has sustained a placement rate of more than 90% (in tenure-track positions and post-docs). The productivity and reputation of the faculty is very high. The program has also admitted, graduated, and placed in ladder positions an unusually large proportion of under-represented minority students. Many
Program graduates are well-published innovators in their academic fields. Thus the Department brings an established tradition of leadership in advanced interdisciplinary work to the Division and to the University. In the immediate term, the goal is to maintain, while transforming and renewing, this tradition.

2. “Sustainability at 17,215 (campus enrollment).” History of Consciousness can be sustained at the robust, but not over-extended, level at which it has flourished. Because no growth is anticipated, and since all projected future hires are replacements, the Department will not require a significant share of the new resources allocated to the Division. Therefore, it should not compete unduly with other divisional needs and aspirations.

3. “Future Opportunities.” Because History of Consciousness has always been a flexible, innovative program, and because it does not need to “cover” any predetermined body of knowledge, it is well placed to take advantage of new possibilities as they arise, given adequate resources.

4. “Promote Synergistic Graduate Programs.” This is an area of great potential at a time when cross-disciplinary thinking and collaboration is of increasing salience. History of Consciousness is, of course, fundamentally interdisciplinary. It involves faculty from a dozen departments in its graduate advising. Over the years, many students from other PhD programs (History, Sociology, Anthropology, Literature, and Politics) have enrolled in History of Consciousness seminars. Department faculty routinely participate in student advising and program governance for other programs. Relations with interdisciplinary units such as Feminist Studies, American Studies, Film and Digital media, and Art History and Visual Culture are ongoing. In the current planning phase, with the hiring of new History of Consciousness faculty, there will be opportunities to extend and formalize these already established synergies.

Program Transition and Recruitment Strategy

The Department’s future shape will be defined within evolving Divisional and campus plans. From its inception, History of Consciousness has articulated itself in relation to resources and initiatives across the “Greater Humanities,” including the interpretive Social Sciences and the theoretical/historical Arts. When there were few PhD programs in these areas, History of Consciousness served as an omnibus graduate resource, both as a source of teaching assistants and as a general catalyst for advanced research. Today, there are more doctoral programs in place; and History of Consciousness is firmly established as a free-standing entity. Nevertheless, the Department still draws significantly from faculty in three divisions for student advising and support; its graduate students teach widely; and it is perceived as an important resource by a range of constituencies in the University. Given this history of interdependence, the Department recognizes the need to consult with the Humanities Dean and with knowledgeable and well-placed faculty to connect the priorities of an evolving program with those of a changing division and a growing university.
In the 2001 10-year plan, a schedule of recruitments was proposed, based on admittedly speculative retirement dates and on fields of concentration extrapolated from current areas of strength. These fields were: 1) Theories of the Visual 2) Science, Society, and Technology 3) Political Economy and Culture. Seven recruitments were projected prior to the end of 2006.

Of these, only one has been completed (David Marriott, hired in 2001) and a second is currently being searched. The next hiring that can realistically be expected is a replacement for the first anticipated senior retirement, deferred several years beyond the date projected in the 2001 plan. Moreover, the naming of three general fields for recruitment, while still useful as a rough orientation, now appears overly restrictive and does not, in any event, correspond to the way our program has developed in the past. History of Consciousness is a pragmatic, adaptive organism. Thus we need to recognize that any future “map” projected now will, and must, change as new senior hires are made. It makes little sense for current faculty to devise a template for the program in 2012, and then try to fill in the blanks with recruitments. The first priority should be to find talented scholars who will actively redefine History of Consciousness and make it theirs.

It is always difficult to predict faculty retirements with precision. But it seems certain that, by 2012, at least four and possibly six will have occurred. As the 2001 plan emphasized, echoing the recommendations of a recent external review, this prospect poses an immediate and urgent challenge. The situation has not changed, and indeed has become more pressing.

We are currently embarked on a two-stage process of program renewal. In the next few years a critical mass of new, younger senior faculty will be formed. With advice and assistance from the more senior faculty, this nucleus will take the lead in shaping a second stage of development. The consolidation of this group should coincide with extensive consultations in the Division and beyond, including an external review, probably in 2007-08. Based on these consultations, subsequent appointments will be planned, in time to anticipate the retirements of senior faculty between 2009 and 2012 and to ensure there is no lapse of program continuity and visibility. The possibility of cluster hiring, joint appointments, and a limited number of faculty transfers from within UCSC should not be excluded.

In all our searches we need to find people who are doing genuinely innovative work across disciplines. They need to be intellectuals who combine theoretical acumen with one or more areas of substantive expertise. A graduate program such as ours needs exciting, prominent, senior scholars in order to attract and place students. Thus we need to recruit new and replacement faculty who are already influential or are clearly in the process of becoming so. We also need to find people who are eager to participate in program–building.

Conceived within these general parameters, the position currently being recruited is not defined by academic field. It searches for an innovative, mid-career senior scholar with
leadership potential, whose research connects with, and opens out, current programmatic emphases. Whether or not the Department continues to recruit in this manner, or targets broadly pitched topical/theoretical areas, remains to be determined.

Accordingly, it is not appropriate to project an explicit sequence of future recruitments, each one tied to a particular area of specialization. No new (growth) faculty positions are anticipated. Each future hiring will be timed to anticipate announced retirements or, possibly, permanent reduced-time arrangements for existing faculty. In order to maintain maximum continuity, forward funding for these replacement positions is highly desirable.

At the current moment, our next retirement is confidently predicted for June 2008. Given this near certainty, a recruitment in 2006-7 would be appropriate. The risk of failing to act quickly and proactively is that a cluster of senior faculty could retire a few years later, and the department would not yet have a viable core of new, leadership faculty in place to manage the transition.

**Undergraduate Teaching**

History of Consciousness faculty have, in recent years, offered a regular array of undergraduate courses, primarily at the introductory, 80s level: approximately 3-4 per year. In 2004-5 we began to augment these faculty offerings with approximately three 80s level lectures per year taught by advanced graduate student Teaching Fellows. We are monitoring this program closely, and if successful, it will be continued and possibly expanded.

History of Consciousness undergraduate offerings are not part of any structured program or major—though a fair number of students over the years have taken a broad selection and have constructed, in effect, their own Histcon minor. The courses meet topical (T) and ethnic (E) distribution requirements. We are exploring the possibility of designing courses that meet the IH distribution requirement, thus expanding our potential audience and increasing class sizes.

The Department would be interested in exploring the possibility of participating in, but not administering, a new interdisciplinary major or minor in the Humanities. This could provide a valuable context for our current free-standing offerings. We are also interested in exploring ways that some of these introductory lecture courses could be integrated with curricula in allied departments, possibly adapting to meet major requirements in those areas. Thinking synergistically, this could be a benefit to programs that are struggling to sustain full undergraduate and graduate curricula, while providing a stable source of enrollments and TA ships to Histcon students.
Graduate Student Support

There is no need to repeat here what is now recognized at the highest levels: the growing crisis in graduate support throughout the University, and especially in sectors such as the Humanities where access to external grants is limited. History of Consciousness struggles, every year, to recruit top candidates and to support its continuing students.

The Department faces, also, a structural challenge of growing proportions, linked to its status as an all-graduate program without an undergraduate major. History of Consciousness came into being and thrived because of a lack of graduate programs in the Humanities, the Arts, and Social Sciences. It filled a gap, providing successful TAs in a wide range of contexts. Lacking its own source of TAships, History of Consciousness has depended on a large “open market” in three divisions. As more and more graduate programs take hold, reserving teaching slots for their own students, the open market is shrinking.

History of Consciousness students currently find just enough TAships to meet their needs. But the scramble is increasingly intense, and many find positions only at the very last minute, in subject areas distant from their research. This introduces considerable uncertainty in planning, and it delays progress to the degree. Moreover an increasing number of graduate students from other Humanities departments, notably Literature and History, are also dependent on the shrinking TA open market.

The present, barely stable situation, will soon cease to be viable. If and when Feminist Studies, Film and Digital Media, and CUSSP (also potentially Art History and Visual Culture) fully develop their PhD programs, History of Consciousness will lose more than 50 quarters of TA support that it currently depends on. The new MA program in Community Studies has already eroded the Department’s support base, following the recent loss of access to Philosophy and Politics.

The trend is clear. If History of Consciousness is to survive, new resources must be found. Based on current projections of future growth, the needed support cannot come primarily from the finite fund of TAships likely to be allocated to the Humanities. At the current moment, History of Consciousness receives the smallest number of TA allocations (18) of any department in the Division. A modest increase, based on undergraduate enrollments could be justified. But the anticipated shortfall is far greater. Moreover, the overall demand for TAships is growing across the Division, and probably cannot be met by anticipated increases in supply.

History of Consciousness will seek a solution on multiple fronts:

1) New flexibility in seeking out employment in the open market as it continues to exist and change, albeit on a reduced scale: ie. the writing program, college core courses, new undergraduate programs if and when they emerge. There are clear limits to the solutions this can provide. And too much teaching in fields quite distant from students’ areas of specialization can be distracting and educationally counter-productive. (The department
is already subsidizing TAships to support students who, for career reasons, need experience teaching Philosophy and Politics. More of this targeted reallocation of TAs will be necessary.)

We cannot know how many regular TAships, in future years, will be provided by the open market. But the supply must have a certain regularity or we will not be able to function in a predictable manner (for example, convincing prospective students that they will be adequately supported). It is clear that no more than a third (optimistically estimated) of the projected need can be filled in this way.

2) Increased undergraduate teaching, by both faculty and advanced graduate students. We are currently moving in this direction (see above). We hope, moreover, that our undergraduate teaching can find ways to articulate productively with one or more of the Division’s undergraduate programs. No more than a third (again, optimistically calculated) of projected needs can be met in this way. It is clear, in any event, that to generate student support under its control, History of Consciousness will need to be more involved in undergraduate teaching, to the extent this is possible without compromising the program’s primary graduate mandate.

3) Development initiatives. The Department is eager to work with campus development staff to explore all options in this area. In the immediate term, however, short of a windfall, this is unlikely to provide more than a handful of fellowships.

4) Conversion of FTE into TAships or GSRships. TAships created in this manner would be allocated to the Department and re-assigned to neighboring programs for use in large courses, with qualified History of Consciousness students attached. GSRships, the most educationally-effective form of support, would be used primarily in recruitment packages and targeted for dissertation year students. At this moment FTE conversion appears to be the only way to establish a predictable, solid base of resources for the Department. Over the next 5 years one or two FTE might need to be so converted, depending on the scale of developments in other graduate programs, changes in the open market for TAs, and possible increases in undergraduate course offerings.

Converting FTE into TAships or GSRships is a drastic remedy. Moreover the source of this funding would need to be negotiated in a way that did not reduce the size of History of Consciousness dramatically. It would be self-defeating to wither a robust program. The new structural environment requires new strategies and a commitment to preserve existing areas of excellence. The Division (and we would hope the University) would need to agree that an expenditure of resources on this limited scale was justified to ensure the continuation of a unique, unusually visible and successful program.
Diversity

The last external review strongly underlined the importance of diversity to the distinctive shape and success of History of Consciousness:

The faculty are well aware of the importance of diversity amongst students and teachers, and they encourage it in the best manner. Indeed, no other humanities program in the world can equal the quantity and quality of PhD-credentialed experts on racial inequality that have emerged from the HistCon program at Santa Cruz. This enables the Santa Cruz campus to play an unusually influential role in shaping the contours of scholarly studies of race in the U.S. and around the world. In the process, this area of research expertise has enabled the HistCon program to establish an enviable reputation as the single most important producer of PhDs from under-represented minority groups. At a time when a combination of factors have conspired to artificially lower the pool of potential scholars from these groups, the ability of the HistCon program to draw from such a broad pool of talent and consequently to augment the quality of research excellence is worth noting.

Since this was written, the Department has continued to seek out, to mentor, and to place in good jobs, a broad range of under-represented students. A steady stream of successful PhDs has been maintained. However, in recent years it has become more difficult to recruit strong minority candidates. Competition with much wealthier institutions is increasingly fierce, and the support packages we are able to offer are often woefully inadequate. History of Consciousness remains strongly committed to diversity in all aspects of its program. What is at stake is not simply a matter of representation in the faculty and student body, but of the fundamental content of our intellectual work.

The same can be said of another area of diversity with which History of Consciousness is very concerned: the ongoing problem of supporting international students. This has been recognized as a serious concern at system-wide levels. It is particularly acute in a program such as ours which has limited access to external grants. Moreover, international, complexly global/local, perspectives are critical to virtually every topic we investigate. The Department has, for more than a decade, struggled to support at least a few international students. It will continue to do so, while actively searching for sources of support both within and beyond the university.

Synergies

History of Consciousness maintains established cooperative relations with a broad range of departments in the Humanities, Social Sciences, and Arts. These relations take the form of faculty “below the line” affiliations, cross-listed courses, student participation in graduate seminars, advising, service on qualifying exams and theses, parenthetical degree notations, and occasional co-teaching. We would like to explore ways to formalize these mutually productive connections. Possible areas of synergy include, but are not limited to, relations with American Studies, Feminist Studies, Philosophy, Literature, Anthropology, Film and Digital Media, History of Art and Visual Culture.
Looking beyond current ad hoc practices of cross-listing courses, it should be possible, in some cases at least, to plan for a partial integration of curricula, at both undergraduate and graduate levels.

Regular support for co-teaching, particularly at the graduate level would go a long way toward building substantive links across departments. The Division and the IHR could institute programs to encourage these kinds of focused and specific collaborations.

Visiting Distinguished Professorships would bring influential scholars to campus for extended periods to teach advanced seminars or workshops of interest to several departments. This could be a program with development potential.

It should be possible to target synergistic research/teaching areas for multi-faceted development over a five to ten year period. There are several such possible domains in which History of Consciousness could play an important role and which could guide our future hiring strategies. As an example, we mention the following especially promising set of developments.

History of Consciousness and UCSC broadly has a strong national and international presence in science, technology, and medicine studies, with active faculty in this area in Histcon, Women's Studies, Philosophy, Film and Digital Media, Sociology, History of Art, Anthropology, and Environmental Studies. Strong new appointments in Sociology, Philosophy, and Women's Studies open the possibility of coordinated graduate seminars, strengthened inter-departmental advising, co-taught courses, coordinated clusters of undergraduate courses, policies of assigning TAs among the departments to enhance grad student professional preparation, and collaborative grant proposals with RAs included. Appointment of distinguished visiting professors, on the model of Jacques Derrida at UCI and Bruno Latour at UCSD in the 1990s, would strengthen the graduate-faculty dimension of this synergistic area at UCSC. History of Consciousness could host such distinguished professorships, perhaps on a rotating basis with other departments. On a wider scale, new appointments of strong mid-career and junior faculty in Science, Technology, and Medicine Studies at other northern UC campuses, joined to existing senior faculty in several departments, has led to the formation of a NorCal STMS group. Plans are underway for inter-campus cooperation, possibly including a graduate group and a STMS summer school, in which UCSC graduate students and faculty would cooperate. Development funds, as well as grant applications with provision for RAships and summer school fellowships, would be important to this collaborative venture.

**Staffing**

Program staff at the current level of support are stretched to the limit. The half-time position in support of the department manager is not adequate to meet increasing demands. The program has steadily grown in size and in the range and complexity of its activities. Meeting the individualized needs of graduate students, who are increasingly
hard-pressed, and must compete in a widely dispersed and uncertain TA market, requires impressive managerial skills and enormous amounts of time. As the program moves into a period of more frequent faculty recruitments, and as it continues to expand in the undergraduate area or adds new programmatic dimensions, the current inadequate staffing levels will become intolerable. An increase of the half-time position to two-thirds can be justified immediately. (This would be a return to former staffing levels.) Two full-time positions would be an appropriate goal for the medium term.