

Trinity College

Academic Affairs

TO: The Trinity Faculty
FROM: Educational Policy Committee (EPC)
RE: Annual Call for Proposals
DATE: July 6, 2023

The EPC invites proposals for tenure-line positions in 2023-24. Although the three-year Special Opportunity Hiring (SOH) Initiative concluded in June 2023, this mechanism remains available to departments on an exceptional basis, as per the Faculty Manual.

The completion of the SOH initiative, combined with the EPC's work last year in prioritizing departments/programs with significant staffing challenges, especially those with an ongoing reliance on visiting faculty, was effective. In the end, however, we still had more deserving proposals than positions to allocate. *Going into next year, we have only two unallocated vacancies resulting from resignation/retirement.* The EPC and FAC have thus also endorsed the Dean's proposal to create five more tenure-line positions, resulting from the use of restricted funds and the conversion of long-term lines. See both the Appendix and the Dean's upcoming EPC Report for more details.

Given this context, the EPC's call for next academic year prioritizes urgent structural needs. Our immediate goal is to complete the work we started in 2022-23. We hope to help stabilize as many departments/programs as possible, without putting departments/programs in the position of preparing time-consuming proposals that are unlikely to prevail among a backlog of needs.

That said, any department or program that does not meet the below listed criteria but believes they will be harmed by not applying for a tenure-track position in 2023-24, may submit a proposal to the EPC.

The EPC's call for 2023-24 will prioritize the following in allocating 5 open lines:

- Departments/programs with more than one line not returned in the past two years; and
- Departments/programs with the resignation of an assistant professor in the past two years that has not been returned.

Additionally, four lines are designated for departments that cannot be allocated to anyone else (e.g., involving restricted funds): Engineering and Religious Studies as well as two for Political Science.

To reiterate, other departments with perceived structural urgencies may also submit a proposal, which will be considered carefully alongside all submissions.

Submission Guidelines

Format: It is imperative that all proposals address the full range of criteria listed below. Proposals should be structured as a narrative, with a section addressing DEI, broadly defined, and four distinct subheadings corresponding to the four EPC criteria.

Length: All proposals should be a maximum of 12 pages, 1.5 line spacing and 12-point font. For reasons of equity, proposals that do not follow the page guidelines will be returned.

Content: Substantively, each subsection should include responses to the questions included under each set of criteria. In addition, the proposal should include a description of the curricular planning process undertaken by the department/program and how the current proposal fits within the long-term vision of the department/program. Note that there will not be a two-phase process this year.

Resubmission: Departments/programs resubmitting a revised proposal from 2022-23 should include a cover note, outlining how the proposal has changed or why it has not.

Deadlines: The target date for all submissions (except those with designated lines) will be **November 1**. Departments with a designated line (i.e., Engineering, Political Science, and Religious Studies) have the option of submitting at any time after September 1. *Please send all proposals as a single PDF to Sylvia DeMore.*

Commitment to Diversity, Equity, and Inclusion

Each EPC proposal should include a section that addresses, and provides evidence of, the department's/program's general commitment to diversity, equity, and inclusion. This section should address the following questions:

1. How has the department/program supported diversity, equity, and inclusion at Trinity, including within the department/program?
2. Have members of the department/program engaged in DEI initiatives outside of Trinity (e.g., within the Hartford community, within their disciplines)?
3. How has the department/program experienced success in recruiting and retaining faculty from diverse backgrounds? How has it learned from any challenges in this area?
4. How has the department/program experienced success, or taken steps to make progress in, supporting the diversity of students in majors/minors/courses?

EPC Criteria

I. CURRICULAR STRENGTH AND INTEGRITY OF MAJORS

How will the position contribute to the strength and integrity of your curriculum? In your response, please address each of the following factors, noting that “Duplication of curricular areas [in a department/program] will be discouraged” (*Faculty Manual*). Positions that build clusters of strength and excellence across the College and provide candidates with a broad intellectual community are welcome.

- Breadth or depth of offerings;
- Diversity of voices and perspectives (including theoretical approaches, texts, methodologies, or pedagogies) and the position’s contribution to making the curriculum more inclusive;
- The department/program’s vision for its future, as well as its most recent external review; and
- Comparison with all relevant peers, especially in terms of FTE’s, number of requirements for the major, and how similar positions fit into the curriculum.*

II. IMPACT BEYOND THE MAJOR

How will this position contribute to the College’s overall liberal arts curriculum and intellectual life, including academic centers and co-curricular programs? In your response, please address each of these factors:

- Contribution to diversifying or making the College curriculum (and not just the department’s or program’s) more inclusive; and
- Impact on new curricular opportunities for non-majors, both in and out of the division (e.g., gateway programs, First-Year Seminars, pre-health students, interdisciplinary programs, other majors).

III. EXPERIMENTATION AND INNOVATION

How does the position respond to emerging trends in your field and beyond it? In your response, please address each of these factors:

- New developments in your field and connections to other disciplines or events in the world;
- Trinity’s distinctiveness among other selective liberal arts colleges, including support for the College’s strategic goals (i.e., creating a first-choice college, connecting to Hartford and the world in transformative ways, or building on our historic strengths to ensure a sustainable future).

* EPC Comparison Schools: Amherst College, Bates College, Bowdoin College, Bryn Mawr College, Bucknell University, Colby College, Colgate University, Connecticut College, Davidson College, Hamilton College, Haverford College, Macalester College, Middlebury College, Mt. Holyoke College, Sarah Lawrence College, Skidmore College, Smith College, Swarthmore, Union College, Vassar College, Wellesley College, Wesleyan University, Williams.

IV. STUDENT INTERESTS AND NEEDS

How does this position address enrollment pressures and trends in your department/program? In your response, please address each of these factors:

- Enhancing the quality of teaching and advising in your department/program to better meet student needs;
- Responding to current student interest in the discipline and the potential for generating new interests;
- Developing students' knowledge of critical areas and skills, cultivating their appreciation for a diversity of perspectives, and better preparing them to work, live, and learn in a diverse and changing world.

APPENDIX

Origins of Open Tenure Lines for Allocation in 2023-24

- We are carrying into this year 2 lines tied to a specific department: Political Science and Religious Studies. These lines were already reported last year; these departments will still have to submit a proposal to the EPC.
- We also have two new lines originating in retirement/resignation (Mathematics and Engineering).
- Additionally, we have created 5 new tenure lines, following the process in the Faculty Manual. 2 of these lines involve restricted funds and are being designated for Engineering and Political Science. These departments will still have to submit a proposal to the EPC. 3 of these lines can be allocated as per the EPC's call.
- In total, in making its recommendations to the Dean, the EPC has 9 lines to allocate this year: 5 lines as per its call and 4 lines for designated departments.