To: Mary Grant, Chancellor

From: Joseph Urgo, Provost

Re: Response to PAC Recommendations

The Position Allocation Committee (PAC) received 20 requests for tenure track searches from 14 departments and programs in Spring 2015:

- Humanities (1)
- Women, Gender and Sexuality Studies (1)
- Biology (1)
- Chemistry (1)
- Environmental Studies (1)
- New Media (2) (Graphic Design; Interactive Design)
- Economics (1)
- Education (1)
- Health and Wellness (2) (Health Education; Psychological Health)
- Management and Accountancy (2) (one request for Marketing, one for Accounting)
- Mass Communication (1)
- Sociology (1)
- Foreign Languages (2) (Spanish and linguistics; Spanish and Latin American/Indigenous Studies)
- Literature and Language (3) (Early Literature; Creative Writing; Composition)

After extensive deliberations, including presentations by requesting departments and programs, PAC recommends faculty appointments, effective August 2016, in these areas:

- Humanities (1 position)
- Chemistry (1 position)
- Environmental Studies (1 position)
- New Media (1 position – Graphic Design):
- Economics (1 position)
- Health & Wellness (1 position)
- Management & Accountancy (1 position – Marketing)
- Sociology (1 position)
- Foreign Languages (1 position – Spanish – Latin American/Indigenous Studies)
- Literature and Language (2 positions– Early Literature; Creative Writing)
- Mass Communication (1 position)
PAC made recommendations specific to these allocation recommendations.

(1) Humanities: PAC intends this as a precedent-setting appointment and I agree that it is timely and appropriate. The Humanities program anchors the Liberal Arts Core, and it should possess the structural weight an anchor requires. I recommend a search at the assistant or associate level, and that it be a Humanities teacher-scholar position, without administrative responsibilities.

(2) Environmental Studies: I strongly echo the PAC recommendation that Environmental Studies examine its major with the purpose of bringing its required credit hours more closely in alignment with other UNCA majors. Future faculty requests will not be considered without a report on the outcome of this review.

(3) New Media: I share PAC’s concern about course availability, which the committee ties to the rigidity of the major curriculum and seat availability. One result is the absence of New Media faculty from extra-departmental programs, notably Humanities. I will ask Dean Keith Krumpe to work with the department to devise means of increasing seat availability, such as the implementation of a lecture/lab format.

(4) Health and Wellness: PAC realizes it is recommending one position where two were requested, and suggests a combination of specializations. The precise nature of the position should be worked out between the department and the Dean.

(5) Management and Accountancy: PAC suggests a review of the Accountancy major in light of limited resources, with a view to determining whether an Accounting concentration within the Management major might offer programming and staffing advantages. The department will also search for a replacement faculty position in Accountancy this year and should include its new colleague in these discussions.

(6) Literature and Language: The PAC recommends two positions with multiple sets of obligations, including the Humanities and freshman writing, recommendations with which I concur.

In academic departments where requests were not granted, Chairs and Program Directors are encouraged to meet with their Deans in order to discuss how to strengthen future allocation requests.

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The PAC made five general recommendations, arising from the committee’s review of our current deployment of faculty resources for curriculum delivery. In response, the following policies will be adopted:
(1) All faculty lines allocated are to include language in the job ad to the effect that the successful candidate will be expected to teach outside the department (Humanities, First-Year Colloquium, interdisciplinary programs, et al.) at least once annually. Where exceptions are sought, the obligation is to be met by another tenure-line faculty member within the department or program.

(2) To support (1), New Faculty Orientation is to include sessions designed to acquaint faculty with opportunities to teach in areas such as Humanities, Arts and Ideas, LA 178, and in programs such as WGSS and Africana Studies.

(3) All departments receiving positions this year are to inform their Dean, in writing, as to how the new resource will make it possible for established faculty to further contribute to programs outside of departmental offerings.

(4) In future allocation requests to support majors with a high number of enrolled students, departments are to identify ways to manage the number of majors. Faculty lines in large majors will not be considered favorably absent such review. Department chairs and program directors should work with their respective deans to develop strategies for managing their number of majors and delivering their curricula.

(5) A major in a liberal arts institution should be designed to afford maximum opportunity for liberal study. PAC will not favorably consider faculty line requests to support majors requiring credit hours in excess of campus norms. I am asking the Deans to review all majors in their areas and to work with departments to ensure that majors at UNCA are consistent with a broad-based undergraduate education.

Finally, I want to both thank and commend the members of the Position Allocation Committee for their thorough, diligent, and collegial work over the course of the 2014-2015 academic year. With twenty requests and twelve available positions, decisions were not made easily or lightly. Committee members maintained a long view of UNC Asheville, realizing that decisions made this year will affect the University for decades. Their work this year establishes an important precedent for allocation planning in the future.

Committee Members
Agya Boakye-Boaten
Keya Maitra
Doug Miller
Karin Peterson
Micheal Stratton
Deans Gwen Ashburn, Ed Katz, Jeff Konz, and Keith Krumpe