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

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

Process: PAC met during the fall semester to review enrollment data and to develop the PAC request form and process. The call for proposals was emailed to department chairs and program directors on January 8, 2015. All requestors submitted an application on or before February 15 and were invited in March and April to give a brief presentation to the committee and to answer questions. Once all applications were presented, committee members ranked the proposals according to their relative strengths. PAC met April 29, 2015 to discuss the merits of each proposal and formulate a set of recommendations. When committee members’ own proposals were reviewed, they abstained from both the conversation and the voting.

The PAC deliberations were influenced by our sense of where UNC Asheville wants to be in 10-15 years. In the process we took into account the matrices of departmental need in terms of delivering the curriculum and the university’s need to innovate and be flexible and mindful of the changing landscape of the academia. The committee makes the following general recommendations:

1. That all the new faculty hires have a formalized expectation to teach outside of the major on a regular basis.
2. That all new faculty hires be required to participate in an orientation to teaching beyond the department in areas such as Humanities, Arts and Ideas, LA 178, and other programs such as WGSS and Africana Studies.
3. That departments receiving a position this year revisit the distribution of all faculty resources to further contribute to programs outside of departmental offerings.
4. That departments offering majors with a high number of enrolled students identify ways to manage the number of majors, in advance of pursuing additional faculty positions.

5. That departments with large majors in terms of credit hours revise their curricula in advance of pursuing additional faculty positions.

Below is a list of 12 requests that PAC found most compelling during its deliberations; this list constitutes our allocation recommendations to the Provost, and where pertinent, any feedback we would like to offer to the department/program or the Provost:

- **Humanities (1 position)**
  The committee notes that hiring in this area sets a new precedent, and strongly recommends that care be taken in how a new hire is oriented and incorporated into the life of the university. The committee also encourages consideration of whether the position should be at the rank of Associate Professor. Further, PAC recommends that this position be used fully as a teaching position and not assigned administrative functions that would necessitate release time.

- **Chemistry (1 position)**

- **Environmental Studies (1 position)**
  Though PAC was convinced by the request, there was concern among the committee about the number of required credit hours in the major. We recommend this be addressed before any future requests are made to the committee.

- **New Media (1 position – Graphic Design)**:
  While PAC agreed with the demonstrated need of the department, the committee had concern about the rigidity of the major curriculum and the number of seats available for each class. PAC recommends that the department develop a mechanism to provide for some faculty to be assigned outside of the department offerings (in Humanities for example), and to devise other means of offering more seats in the classroom (lectures with labs for example)

- **Economics (1 position)**

- **Health & Wellness (1 position – Health Education)**
  While it may not resolve all of the demand, the committee recommends that the Health Education position be written to incorporate someone who can offer some specialization in public health that incorporates a mental/developmental health dimension.

- **Management & Accountancy (1 position – Marketing)**
  PAC recommends a search for the Marketing position, and had questions about whether the Accounting major needed to be revisited in terms of how to best use resources to deliver the curriculum and meet student needs.

- **Sociology (1 position)**

- **Foreign Languages (1 position – Spanish – Latin American/Indigenous Studies)**

- **Literature and Language (2 positions – Early Literature; Creative Writing)**:
  The committee recommends that the job description for Early Literature incorporate an expectation of contributing to the Humanities; the committee commended the Creative Writing Program for managing the number of majors by requiring a portfolio for acceptance into the program. The committee was persuaded to allocate a second position in the area of creative writing, on the assumption that the person hired in this area would also contribute to the composition program.

- **Mass Communication (1 position)**
Committee Members:
Agya Boakye-Boaten (University Programs - Program Director Representative), Keya Maitra (Humanities Program Area - Chair Representative), Doug Miller (Natural Science Program Area - Chair Representative), Karin Peterson (Social Sciences Program Area - Chair Representative), Micheal Stratton (Senate Representative), Deans Gwen Ashburn, Ed Katz, Jeff Konz, and Keith Krumpe

(Non-voting Members: Assistant Provost Pat McClellan and Provost Joe Urgo)