

To: Provost's Office
From: Women's Studies Advisory Committee, Philosophy Department
Re.: Women's Studies/ Philosophy hire
Date: May 18, 2008

This memo which discusses many of the dimensions of the hire as a joint appointment in Women's Studies and Philosophy is intended to provide a basis for understanding; a way to avoid misunderstanding and potential problems in the future. It is not intended to become a legal contract.

Hire

Although the search process included input from faculty members from individual departments in which the new hire will teach, the search itself has been overseen by a committee of faculty members acting in their capacity as Women's Studies faculty. This reflects the intent that this hire be PRIMARILY a Women's Studies position. This is so, even though our new colleague will teach half women's studies courses and half in Art History. The primacy of Women's Studies will underlie many of the points raised below. For ease of reference we will refer to Women's Studies as the HOME Program and the Art History as the HOST Department.

Mentoring

We recommend that our new colleague have two "inside" mentors: one from Women's Studies and one from Philosophy. The Women's Studies mentor will also be a member of the Women's Studies Advisory Committee. The mentor from outside the department would be chosen using normal criteria.

Reviews and Responsibilities

Annual Reviews: Senior members of the Women's Studies advisory group and senior members of the Philosophy department should evaluate our new colleague collaboratively. The model we have in mind, will follow the precedent set by Kim Miller's joint hire in Women's Studies and Art History. The procedure is as follows: the Women's Studies advisory group designates a senior member to work closely with the chair of the Philosophy department to orchestrate the review process. The tenured members of the Women's Studies Advisory Committee will constitute a group similar to the tenured members of the Philosophy Department. They will develop a statement that addresses the colleague's teaching for the year, as well as her scholarship and service. Each year, the new colleague will submit her self-evaluation to both Women's Studies and Philosophy. Then, both the Women's Studies representative and the chair of the Philosophy department will produce draft evaluation documents, and will meet with the new colleague to discuss these documents. The chair of the Philosophy department will then incorporate material from the two draft evaluations and the discussion into a final document to be submitted to the Provost's Office and placed in the candidate's file. This final document might include portions of the Philosophy and Women's Studies

evaluations separately, or might weave them together into one piece. All senior members of the Philosophy department and of the Women's Studies advisory will sign off on the final document.

Service to Program and Department: It is essential for our new colleague to be experienced as a full-fledged member of the Philosophy department. The new colleague will be expected to serve on the Women's Studies Advisory Committee on a permanent basis, and to participate actively in the Women's Studies Program. The colleague should be *involved* in all Philosophy department activities and general decisions, but perhaps not take a *leadership role* in many of them. Given the responsibilities of balancing commitments between the Women's Studies Program and the Philosophy Department. We expect the Philosophy department to be very sensitive to workload issues when assigning responsibilities within the host department. Furthermore, when conflicts arise between Philosophy department responsibilities and program responsibilities (as they almost inevitably will, even with careful coordination efforts), it should be recognized that our new colleague's first responsibility is to the Women's Studies program. (For instance, scheduling the colleague's Philosophy department courses should happen only *after* her Women's Studies courses have been scheduled.)

Advising: The new colleague should not be entirely exempt from Philosophy department major advising. Advising in one's major provides an opportunity to learn more about the major and the department. At the same time, the Philosophy department will need to carefully monitor the new colleague's overall advising load, which should normally be less than the average advising load for other host department members. Further, we will not ask our new colleague to advise Women's Studies students for at least her first year. It may be desirable for the WS Program to continue to assign advising to someone other than the coordinator, in part because this will keep more faculty members actively involved in the day-to-day life of the program.

In all, the new hire should not be expected to bear a disproportionate advising load relative to other junior faculty members however that load is distributed.

Teaching Responsibilities: Because this is primarily a Women's Studies position, the individual will teach three courses per year in Women's Studies and two courses per year in Philosophy. Her FYS contribution will count as one of the three Women's Studies courses, and will be expected to focus on a Women's Studies topic. When it is mutually advantageous we suggest that the Philosophy department consider making some of the new courses cross-listed between the Philosophy department and Women's Studies.

Tenure and Promotion:

Reappointment: For the purposes of promotion and reappointment, the Women's Studies Advisory Committee and the Philosophy Department will collaborate similarly to in the year-end evaluation process. The new colleague's reappointment will follow procedures outlined in faculty legislation with the exception that both tenured members

of the Women's Studies Advisory and the Philosophy Department will jointly evaluate and recommend the candidate for reappointment.

Representative to Tenure Committee: The representative should normally be a senior member of the Philosophy department who has been an active participant in the Women's Studies program. We envision preparing the tenure dossier to be a consultative process between Women's Studies and Philosophy, using the same process laid out for annual reviews (a senior member of the Women's Studies advisory working closely with the representative from the Philosophy department).

The dossier: This should follow traditional practices implying there should be letters from members of Women's Studies and Philosophy. Letters written by past and present tenured members of the Women's Studies Advisory Committee will be considered together with letters from tenured members of the Philosophy Department. Similarly, there should be letters from students from both areas.

Scholarship: The total volume of publication in both fields combined, if she publishes in two separate disciplines, need be no greater than what is expected for tenure by non-interdisciplinary faculty members. Similarly, if the candidate publishes in only one of the fields her/his scholarship should be no greater than is expected of a traditional candidate. And of course, when scholarship is interdisciplinary, at the *intersection* between her/his home and host disciplines, the total volume of scholarship need be no greater than what is expected for tenure by non-interdisciplinary faculty members. It is however, important to realize that interdisciplinary scholarship can require a longer time before actual publications appear than is the case with more traditional scholarship.

Teaching: For evaluation of teaching, our new colleague's Women's Studies course evaluations should be compared to past evaluations for the relevant courses (mostly Introduction to Women's Studies and Feminist Theory). Her/his course evaluations should not be compared to the broader universe of courses cross-listed in Women's Studies. Her/his evaluations for courses in the host department should be compared, as usual, with appropriate other courses in that department.

Service: Service expectations for our new colleague need to recognize appropriately the significant service load built into the position, as a joint appointment. The new colleague should not be exempt from service on college-wide committees or other college-wide activities. Service on such committees orients new colleagues to campus organization and culture and allows faculty members to have input into important campus decisions. We imagine that our new colleague will have important contributions to make to many campus-wide initiatives.