

Report to Academic Council
October 24, 2018

Advisory Committee on Academic Staffing (ACAS)
Business for 2018-19

1. The current situation. ACAS has been responding to a directive by the administration that the size of the faculty be reduced by about 10%, much of which was accomplished by the recent VRP. Our current expectation is that the size of the tenure-eligible faculty will remain what it is currently, for the foreseeable future.

As of now, we anticipate that **one** new tenure-track position will be authorized by the Provost in 2018-19 (for a search in 2019-20). This is the result of an unforeseen retirement; if there are other unforeseen departures during the year, this may add to the number of new searches we can recommend.

ACAS will make a recommendation for this one position to the Provost based on our review of hiring requests this year from departments and programs. All other departures anticipated over the coming three years, as of May 2018, have already been taken into account by the hiring plan approved by the Provost and described in last year's ACAS report, which may be found at: https://www.wellesley.edu/sites/default/files/assets/departments/provost/files/acas_report_to_academic_council_on_may_29_2018.pdf

2. Dates. All departments and programs intending to request to search for a tenure-track position in 2019-20 should declare their **intent** to do so by **November 16, 2018**. All that is required at that point is a sentence specifying the proposed field or specialty of the candidate for the search in question. These declarations of intent should be sent to ACAS, c/o Ruth Frommer, and a list of them will be distributed to all departments and programs at the College. Full **hiring requests** are due **February 8, 2019**. The document "Questions for Departments/Programs Requesting a Tenure-Track Appointment," which departments/programs should consult as they frame their requests, may be found here: https://www.wellesley.edu/sites/default/files/assets/acas_questions_for_depts_prgs_requesting_tt_appointment_11-20-17.pdf

We invite departments and programs intending to make a tenure-track hiring request to consider the possibility of a joint appointment and we encourage you to begin to collaborate with potential partner departments/programs in framing your request.

3. Faculty-Only Meeting. ACAS will schedule a faculty-only meeting for after Academic Council on Wednesday, December 12 to discuss the future of hiring at the College and the role that ACAS should play in it.

When ACAS was formed, it was determined that its work would be reviewed by Academic Council after its first three years of existence. We're approaching the end of that term this academic year and invite the faculty to reflect on how ACAS has functioned over the past two years, and on the committee's best possible future.

Some possible questions that faculty may want to consider:

- In the current climate of austerity, with (as of now) only one approval of a new tenure-track position possible this year, does it make sense for ACAS to spend most of its time reviewing tenure-track hiring requests?
- What other work pertaining to staffing does the faculty think is most urgent for ACAS to undertake?
- Over the course of the last two years, our committee has recommended 13 positions, all of which were accepted by the administration. In response to urgent staffing needs that arose, the Provost also approved five tenure-track positions outside of the normal, year-long review process of the committee. Does the faculty think that this practice should continue, or should we find a way for such exceptional cases to be part of ACAS's full review process?

Positions Granted Outside of Regular Process:

1. Africana Studies
2. Jewish Studies (endowed Chair)
3. Computer Science
4. Asian American Studies
5. Geosciences (contingent on award of a Luce Grant)

- ACAS currently advises the Provost in decisions to approve tenure-track requests, but the number of search approvals granted each year is determined by the Provost, the President, and the Trustees of the College. Is the current arrangement, in which ACAS advises only the Provost, still satisfactory to the faculty or should the committee plan to meet with the Trustees and President to express its views on staffing directly?

ACAS encourages Departments, Programs, and individual faculty wishing to discuss hiring, the function of ACAS or any related issues to communicate with us by email or to schedule an in-person meeting with the committee. Please contact the chair of ACAS, H el ene Bilis (hbilis@wellesley.edu) in order to do so.