

DRAFT MEMO

To: David Caldwell, Dean, College of Humanities and Social Sciences
Abe Harraf, Provost, UNC

From: Anthropology, School of Social Sciences, College of Humanities and Social Sciences

Re: President's Planning Council and Re-structuring to Departmental Status

Date: May 7, 2009

It is the consensus of the discipline of Anthropology faculty that an autonomous department of Anthropology would be the most efficient for the following reasons:

1. The advantages of being a department include

- Increased visibility of discipline. Discipline no longer imbedded in a School of Social Sciences.
- Increased visibility in the academy. Most Universities and Colleges have Departments and Department Chairs.
- Research opportunities enhanced; funding agencies question the legitimacy of a "program area." The term "program" is demeaning to UNC in general; the larger academic community of researchers questions the seriousness of the research endeavors of a "program."
- Discipline-based "leadership" roles have an accepted terminology that is understood by Universities. That terminology is "Department Chair." The term "Program Coordinator" assigns UNC to a lower status that does not reflect our level of seriousness.
- Higher faculty morale. The work that faculty do in the classroom would be perceived as more highly valued with a return to an autonomous department.
- Recruitment and retention of new faculty is hampered by the word "program" which is perceived as less serious and less rigorous than a "department." The arbitrariness of the "school" structure is a confusing one that requires extended explanation (and since we never understood the logic, our task is impossible).
- Recruitment of students has been made the more difficult because the word "program" creates confusion among students and their parents as to whether a "program" has a major (or not). Students and parents have also asked why we don't have a Department? Again, we do not have satisfactory answers.
- Our majors have expressed grave concerns that their graduation from a "program" as opposed to a "department" creates questions as to the seriousness of our academic endeavors. Indeed, at least one student was challenged in her application to graduate school.
- Communication is distorted when the desires of the discipline need to be filtered through a school director, the discipline of whom may not be that of the program area.
- The additional layer of a "director" of a school is not only inefficient, but costly. In advancing the academic plan, administrative redundancy takes time and monetary resources away from the real goals of the University. Additionally, accountability is distorted with this mid-level management layer.

2. To ensure the quality of the academic enterprise it has to be discipline based. Only someone versed in the discipline has the expertise and academic leadership to complete certain tasks including but not limited to:

- Course offerings; Course scheduling
- Oversee curriculum changes, catalogue changes, and the like
- Oversee Program Assessment and related report
- Advise new majors; publicize program to potential majors; recruitment at Major Fairs, Preview Days, and the like
- Hire, observe, and evaluate adjunct faculty; request for contracts
- Hiring plan requests
- Coordinate faculty evaluation process
- Convene and schedule faculty meetings
- Resolve student-faculty differences
- Web page oversight
- Generate administrative reports
- Daily trouble-shooting
- Leadership in over-all growth and development of the discipline

These tasks could not be done by someone outside of the discipline. The above do not affect the operations of other units and the college.

3. Other related issues:

- Threshold: Number of full time faculty and staff: 3 tenure/tenure track; 1 PhD. Lecturer (full time); 1 Ph.D. Lecturer (half time); 1 (*to be requested*) MA Lecturer (full time). Additionally Anthropologists Dr. Robert Brunswig (Director, School of Social Sciences) and Dr. Michael Kimball (Director of Honors, Scholars, and Leadership) are members of the program area and offer one course/year.
- Classes: In 2009 (spring, summer, fall), we have scheduled **24 sections of ANT 100 and 110**; this includes on-line classes; one [Spring 2009; Hawthorne] is over-enrolled at 35
- Student credit-hour production

Fall Semester 2007: **2607 (652/Teaching FTE)**

Spring Semester 2008: **2295 (604/Teaching FTE)** (Wanner on leave)

Fall Semester 2008: **3129 (625/Teaching FTE)**

Spring Semester 2009: **2586 (431/Teaching FTE)**
- Number of majors (and graduates)

We currently have **75 majors** (more than double what we had in 2006). We graduated 4 majors in Dec. 2008 and will graduate 13 majors this May 2009.
- Potential for growth and academic distinction: as the number of majors grows, and as more of our majors are being admitted into graduate programs, we anticipate adding new positions and increasing visibility. The research and teaching of our faculty are exemplary. For example: Frederic Sellet, 2009: Excellence in Social Science Research for Junior Faculty; 2008: Sally McBeth, College Scholar, 2007: M. Lucile

Harrison Award; Robert Brunswig, University Distinguished Scholar 2005, College Scholar, 2004. Anthropology Departmental Excellence in Teaching 2004.

4. The academic enterprise is delivered by the program area; autonomous departments would in no way interfere with interdisciplinary research and scholarship.

5. Promotion and tenure decisions would be unaffected by a return to autonomous departments.

6. Budget

- Current administrative support (we share an Administrative Assistant with Geography) would remain the same.
- In order to provide a continuous .2 FTE course release for the chair, savings from the school-level budget could be used to attain budget-neutrality. A significant amount of time is needed to discharge the duties of a department chair. Department chairs should receive reassigned time and an administrative stipend. The amount of reassigned time and the amount of the stipend would be based on recommendations from the HSS Policies and Procedures Committee, analysis of cost data from the College, and on the size of the department. Due to the many duties that must be undertaken during the summer, a summer stipend should be included as well.

These are forward-looking recommendations which provide provisions for future growth and insure the ongoing quality of our discipline-based unit.