

# Trinity College

## Academic Affairs

TO: The Trinity Faculty  
FROM: Educational Policy Committee (EPC)  
RE: Annual Call for Proposals  
DATE: May 8, 2024

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The EPC invites proposals for tenure-line positions in 2024-25. We will have **up to 11 positions** to allocate, in addition to lines already allocated to Engineering and Mathematics. The Appendix lists the origins of these positions.

Our strategy of prioritizing different factors in recent years (diversity or structural urgencies) was quite effective. Next year, we invite any department that wishes to submit a proposal to do so. We will rely on all four criteria, elaborated below and found in the *Faculty Manual*, to evaluate proposal submissions:

- Curricular strength and integrity of majors
- Impact beyond the major
- Experimentation and innovation
- Student interests and needs

Allocating a tenure line always reflects a long-term commitment by the College to offer a field of study. Consequently, EPC will only recommend allocating a tenure line in its entirety (100%) to departments/programs with an approved major. In the case of an academic program with a template major, any tenure-line appointments will be made jointly with a department/program that offers a regular major. A regular major refers here to a major that has been recommended by the Curriculum Committee and approved by a vote of the entire faculty. A template major refers to a major that has been approved only by the Curriculum Committee, as per their established processes and is associated with an academic program.

We understand that departments/programs with **multiple recent vacancies** may wish to submit a proposal for more than one position; these departments are not discouraged from doing so, since EPC would like to understand all staffing needs. Should a department/program with multiple vacancies submit more than one proposal, EPC would like to see the same departmental vision and statement of DEI commitment (see below) sections in all proposals. Departments can direct related questions to the EPC Chair, Todd Ryan, through June 30. Beginning July 1, questions can be directed to the incoming chair, Tim Landry.

## Submission Guidelines

**Format:** It is imperative that all proposals address the full range of criteria listed below. Proposals should be structured as a narrative. Each proposal should also include a **sample job ad**.

**Length:** All proposals should be a maximum of 12 pages, 1.5 line spacing and 12-point font. For reasons of equity, proposals that do not follow the page guidelines will be returned. Sample job ads can be included as an appendix and will not count toward the 12 page limit.

**Content:** Substantively, each subsection should include responses to the questions included under each set of criteria (see below).

**Resubmission:** Departments/programs resubmitting a revised proposal from the past two years should include a cover note, outlining how the proposal has changed or why it has not.

**Deadlines:** The deadline for all submissions will be **November 1**. *Please send all proposals as a single PDF to Sylvia DeMore.*

## EPC Criteria

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### I. DEPARTMENTAL VISION

How does the position fit into the department's/program's coherent long-term vision for its future? If the department/program is submitting multiple proposals, please state explicitly which is the priority and why. Also include in your response, the following items:

- Relationship of the proposal to the department's/program's most recent external review process as well as to recent position allocations; and
- A description of the curricular planning process undertaken by the department/program.

### II. CURRICULAR STRENGTH AND INTEGRITY OF MAJORS

How will the position contribute to the strength and integrity of your curriculum? In your response, please address each of the following factors, noting that "Duplication of curricular areas [in a department/program] will be discouraged" (*Faculty Manual*). Positions that build clusters of strength and excellence across the College and provide candidates with a broad intellectual community are welcome.

- Breadth or depth of offerings;
- Diversity of voices and perspectives (including theoretical approaches, texts, methodologies, or pedagogies) and the position's contribution to making the curriculum more inclusive; and
- Comparison with all relevant peers, especially in terms of FTE's, number of requirements for the major, and how similar positions fit into the curriculum.\*

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\* EPC Comparison Schools: Amherst College, Bates College, Bowdoin College, Bryn Mawr College, Bucknell University, Colby College, Colgate University, Connecticut College, Davidson College, Hamilton College, Haverford College, Macalester College, Middlebury College, Mt. Holyoke College, Sarah Lawrence College, Skidmore College, Smith College, Swarthmore, Union College, Vassar College, Wellesley College, Wesleyan University, Williams.

### III. IMPACT BEYOND THE MAJOR

How will this position contribute to the College's overall liberal arts curriculum and intellectual life, including academic centers and co-curricular programs? In your response, please address each of these factors:

- Contribution to diversifying or making the College curriculum (and not just the department's or program's) more inclusive; and
- Impact on new curricular opportunities for non-majors, both in and out of the division (e.g., gateway programs, First-Year Seminars, pre-health students, interdisciplinary programs, other majors).

### IV. EXPERIMENTATION AND INNOVATION

How does the position respond to emerging trends in your field and beyond it? In your response, please address each of these factors:

- New developments in your field and connections to other disciplines or events in the world;
- Trinity's distinctiveness among other selective liberal arts colleges, including support for the College's strategic goals (i.e., creating a first-choice college, connecting to Hartford and the world in transformative ways, or building on our historic strengths to ensure a sustainable future).

### V. STUDENT INTERESTS AND NEEDS

How does this position address enrollment pressures and trends in your department/program? In your response, please address each of these factors:

- Enhancing the quality of teaching and advising in your department/program to better meet student needs;
- Responding to current student interest in the discipline and the potential for generating new interests;
- Developing students' knowledge of critical areas and skills, cultivating their appreciation for a diversity of perspectives, and better preparing them to work, live, and learn in a diverse and changing world.

### VI. COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Each EPC proposal should include a section that addresses, and provides evidence of, the department's/program's general commitment to diversity, equity, and inclusion. This section should address the following questions:

- How has the department/program supported diversity, equity, and inclusion at Trinity, including within the department/program?
- Have members of the department/program engaged in DEI initiatives outside of Trinity (e.g., within the Hartford community, within their disciplines)?
- How has the department/program experienced success in recruiting and retaining faculty from diverse backgrounds? How has it learned from any challenges in this area?
- How has the department/program experienced success, or taken steps to make progress in, supporting the diversity of students in majors/minors/courses?

## APPENDIX

### Origins of Open Tenure Lines for Allocation in 2024-25

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- Art History (Alden Gordon, retirement, December 2024)
- Art History (Jean Cadogan, retirement, December 2024)
- Biology (Robert Fleming, 2-year phased retirement, begins July 2024)
- Economics (Diane Zannoni, retirement, June 2025)
- Educational Studies (Jack Dougherty, 2-year phased retirement, begins July 2024)
- History (Sam Kassow, retirement, June 2025)
- History (Jeff Bayliss, resignation, June 2024)
- Language and Culture Studies (Doyle Calhoun, resignation, June 2024)
- Language and Culture Studies (Johannes Evelein, death, January 2024)
- Language and Culture Studies (Sara Kippur, resignation, June 2024)
- Psychology (Dina Anselmi, retirement, June 2026)
- Designated Lines for Engineering and Mathematics (approved through growth, as reported in upcoming EPC annual reports)