

CAP's Criteria in Considering Staffing Requests

In its task of establishing the academic priorities of the College, CAP members have formulated a set of *criteria* to guide its work of evaluating staffing requests. CAP's evaluation criteria fall into two groups: *strategic* and *foundational*. Most tenure track requests address foundational criteria. Tenure track requests that address strategic criteria will now be given higher priority. Though it's unlikely that a proposal could satisfy all the criteria, we think each item represents an important element for you to consider. As you develop your proposal, it is important to work with the staff in Institutional Research and Educational Effectiveness as you gather data on enrollment and number of majors in your department/program over the last 5 to 10 years.

Strategic Criteria

- *Inclusion and Diversity* – how do you address the college's commitment to inclusion, access, and to ethnic, racial, cultural, economic, and geographic diversity in our curriculum? How will this position attract a diverse pool of candidates and promote inclusion once at Smith?
- *Disciplinary Transformation* – does the proposal respond imaginatively to methodological changes in the field? Does it allow for flexibility over the next 5 to 10 years? Please see the CAP annual report for a list of college-wide emerging areas of the curriculum, informed by CMP's AY16 strategic planning process.

Foundational Criteria

- *College Goals* – does the proposed position contribute to the college's goals and commitment to a liberal arts curriculum as set forth in the college's new strategic plan?
- *Connectivity* – does the proposal connect with other departments, programs or disciplines? Is this a possible joint or connected appointment? Will it depend on a shared curriculum or require course commitments in other academic areas?
- *Excellence* – our assessment of the proposal will be informed by our knowledge of best practices in higher education, especially at leading liberal arts colleges. How does the proposal measure against the best established or emerging national standards for your discipline(s)? Does the proposal address issues/concerns that were outlined by the external review team from the most recent decennial review?
- *Resources* – what resources for research and teaching will be necessary to support the proposed position (facilities, equipment, library, technology, etc.)? Does the proposed position make use of or require Five College resources?

Emerging Academic Areas Informed by the Strategic Plan

Following extensive collaboration with CMP during the AY16 strategic planning process, CAP identified the following academic areas emerging from departmental staffing proposals, from campus-wide call for strategic ideas, from careful review of student trends, and from decennial reviews. CAP will continue to work with CMP and chairs/directors to affirm further nexus areas of growth.

Emerging Academic Areas Informed by the Strategic Plan (continued)

- **Creative Campus** CAP will support proposals that contribute substantially to this emphasis via faculty expertise in making, innovation, and creative collaboration. Proposals in this area might support initiatives already underway in Design Thinking, creative writing, the producing and performing arts, and the Conway Center.
- **Critical Data Analysis** Computing technology has made it possible to easily collect and transfer large data sets, a need now present in nearly every field and profession. Leadership, citizenship, and professional expertise increasingly require an ability to gather, curate, analyze, and ethically engage with data in a sophisticated way, across disciplines. CAP encourages proposals that support data analysis, computational processes, associated statistical modeling, visualization, digital humanities and arts, spatial analysis (GIS), and other emerging arenas.
- **New Media & Histories of Technologies** The program in Film and Media Studies has been identified by CAP as a possible area for growth and restructuring as a broader curricular matrix. Film and Media Studies now commonly encompasses the study of New Media (internet-based and digital moving images of all kinds), and Smith is behind the curve in this respect. As students' working and personal lives become ever more embedded in these media, it is crucial that they develop the tools to situate them historically, theoretically and critically. As Media Studies expands, it will open up new relations among all three academic divisions.
- **Climate Change and Sustainability** Climate change and unsustainable use of resources are complex problems facing humanity that require examination and innovative thinking through multiple disciplinary lenses and methodologies. They are among the high-stakes challenges exacerbating global inequities and driving environmental change. Students who develop the capacity to analyze the varied issues surrounding climate change will be able to problem-solve effectively, communicate about these complex, urgent problems, move toward creative solutions, and be prepared to lead and foster sustainable, just lives and communities. CAP encourages proposals that will strengthen and diversify Smith's expertise and offerings on climate change and sustainability – across the divisions and through disciplinary and interdisciplinary approaches.
- **Writing and Public Discourse** Based on an external review of Smith's resources and programs devoted to the teaching of writing, CAP will support proposals that contribute substantially to its efforts to improve the teaching of writing across the curriculum.
- **Other Areas** As several Concentrations sunset and evolve, new ones were flagged during the strategic planning process as potential areas of interest: Creative Writing, International Law and Policy, and Public Health. CAP reaffirms the initial concept, resourcing, and evaluation of Concentrations (Faculty Code, section 76.d, e, f, g). Were a critical mass of faculty interest to cohere in these areas, future initiatives (Concentrations, certificates, minors, and/or tracks) might support these or other areas that emerge.