

Pitzer College

Academic Planning Committee Principles and Process for Expansion Faculty Lines

In spring 2022, the Academic Planning Committee developed the following Principles and Process for Allocating Expansion Faculty Lines:

- The clarity, insight, and foresight of each proposal, including:
 - A clear vision regarding the particular faculty expertise sought
 - How this relates to that of the existing faculty, field group, or program
 - How this responds to known gaps at PZ/5Cs and emerging directions in field
- Rebalancing the student-faculty ratio including impacted majors and groups:
 - Number of majors/minors and advising demand in relation to existing FTE
 - Enrollments in classes in relation to FTE (regardless of students' major/minor)
 - Supporting graduation requirements and corresponding educational objectives
- Consideration for proposals orbiting a common theme (“clusters”) and also for ensuring some disciplinary spread (e.g. balancing across the arts, humanities, social sciences, and STEM).
- Attention to restoring FTE to field groups and programs that lost positions through retirements or the reconfiguration of appointments.
- The diversity mission of the College:
 - How might proposals address institutional history with respect to intercollegiate departments/field groups?
 - How might proposals be crafted to attract candidates of color, esp. Black and Indigenous candidates?
 - How might we pay attention to diverse learners?