

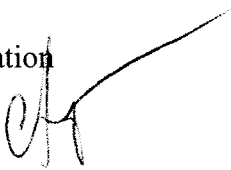
# TEXAS A&M UNIVERSITY

College of Liberal Arts  
Office of the Dean

July 31, 2006

## MEMORANDUM

To: Judith Hamera, Performance Studies  
Joseph Jewell, Sociology  
Craig Kallendorf, English and European and Classical Languages and Cultures  
Pamela Matthews, College of Liberal Arts (chair)  
Claudia Nelson, Women's Studies and English  
Larry Oliver, College of Liberal Arts  
Paul A. Parrish, English  
Richard Street, Communication

From: Charles A. Johnson, Dean 

Subject: Ad Hoc Committee on Joint Appointments

The College of Liberal Arts has approved eight joint appointments between departments and interdisciplinary studies programs in FY 2008 and FY 2009. In seven of these appointments, the new position will be split evenly—50% in the department and 50% in either Africana Studies or Women's Studies. In one case, the appointment is evenly divided between two interdisciplinary programs, Journalism and Women's Studies. Such appointments were a featured recommendation of the Final Report of the Ad Hoc Committee on Interdisciplinary Programs in the College of Liberal Arts.

I appreciate your willingness to serve on the Ad Hoc Committee on Joint Appointments, a committee to identify the issues related to joint appointments in the College—the ones mentioned above specifically and future joint appointments generally. I ask for your advice to guide implementation of these appointments. The goal is to ensure that every new faculty member in a jointly appointed position is provided the support necessary to thrive in the College of Liberal Arts at Texas A&M University.

Proceeding from two basic assumptions—that joint appointments have special challenges but also present exciting opportunities, and that the major aim is to create an environment that encourages faculty and student success—I ask the committee to make recommendations on the following:

1. What questions should departments and programs anticipate from job candidates about their appointment? What responses should departments and programs consider to

address these questions? What issues might hiring faculties raise in departments and programs, and what responses should be considered?

2. The College of Liberal Arts Tenure and Promotion Procedures (9<sup>th</sup> revision) specify the joint evaluation process for Tenure and Promotion of jointly appointed faculty. By what process should teaching and service assignments be made? How should annual pre-tenure reviews be conducted?
3. What routine resources (offices, computers, research bursaries, travel funds, and the like) should be provided by the respective units? What is the division of responsibilities for providing these resources? Where should the offices for interdisciplinary faculty be located?
4. Who should work on assuring professional development in such areas as mentoring or instructional support that will be needed to assure jointly appointed faculty members feel included in the departmental, interdisciplinary, and College communities?

There may be additional questions which the Committee might consider to assure that we are creating an environment supportive of professional development and success. Please feel free to raise and address these questions. I would appreciate receiving your draft report by October 15<sup>th</sup>.

Thank you for your thoughtful deliberations and future recommendations. This is an exciting opportunity for the College of Liberal Arts to become a leader in the implementation and day-to-day operation of joint appointments and interdisciplinary studies. I look forward to reading your draft report.