

Academic Reorganization Plan Departments of Anthropology and World Languages and Cultures

Submitted to the Office of the Senior Vice President and Provost on December 8, 2015

1. Summary

This proposal outlines a plan to merge the Department of Anthropology and the Department of World Languages and Cultures. The new department will take advantage of existing synergies between the units' undergraduate degree programs, develop new collaborations in teaching and research, and create administrative efficiencies. Undergraduate curricula in both departments share similar learning outcomes and teaching methodologies, particularly with respect to upper-division courses that focus on the interpretation and mediation of culture in diverse historical, social, and (trans-)national contexts. Furthermore, the addition of the Master of Arts in Anthropology to the WLC department (while maintaining it as a separate degree program) will expand the scope of mentoring and research opportunities available to participating graduate students.

2. Review Process

A small group of faculty from both departments initiated discussions about the possibility of a merger in December 2014 and January 2015. Following these discussions, two joint faculty meetings were held in February and March to discuss the potential of merging the Anthropology faculty and the administration of Anthropology degree programs with WLC and the benefits and challenges it would create for the departments, faculty and students. On April 27 and May 8, tenure-stream faculty in both departments voted to move to the planning phase of a potential merger (in Anthropology the vote was: 6 in favor, 0 against, 0 abstentions; in WLC the vote was: 17 in favor, 0 against, 1 abstention). The merged department will, if approved, retain the name of World Languages and Cultures, which is expansive enough to include the teaching and scholarly activities of both departments.

Following these votes, the College of Liberal Arts and Sciences Dean Beate Schmittmann created an ad hoc Planning Committee comprised of faculty from both departments with the task of consulting with relevant administrative and academic parties and proposing a final plan for the merger. The members include Grant Arndt (Anthropology), Rachel Meyers (WLC), Mark Rectanus (committee chair, WLC), Maximilian Viatori (Anthropology), and Stacey Weber-Feve (WLC). Current WLC Department Chair Chad M. Gasta serves as an ex-officio member of the committee. Administrative personnel from the College of Liberal Arts and Sciences including LAS Dean Beate Schmittmann and Associate Deans Arne Hallam, Amy Slagell, and Martin Spalding joined the committee for planning discussions based on topic and need.

In early December, tenured and tenure-eligible faculty in both departments voted unanimously in favor of the merger. The votes were taken via closed, written ballots. The Anthropology faculty reported their vote on December 1, 2015 as 7 in favor of the merger, 0 opposed and 0 abstaining. On December 8, 2015 the World Languages and Cultures

faculty reported their vote as 19 in favor, 0 against, 0 abstentions, and 1 person not participating because of an FPDA.

3. Benefits

The Departments of Anthropology and World Languages and Cultures play critical roles in Iowa State University's mission to educate Global Citizens who are competent working in a range of cultural contexts. This merger will leverage existing and emerging synergies between these two programs in order to strengthen collaborations among faculty in both programs that will enrich scholarship and enhance student learning. For example, the incorporation of the WLC faculty into the M.A. program in Anthropology will expand its scope by broadening the areas of theoretical and methodological expertise available to participating graduate students, as well as build upon existing areas of strength such as interdisciplinary research on Africa, Latin America, and Indigenous Studies. Moreover, the proposed merger will further consolidate existing strengths in the LAS Cross Disciplinary Studies programs in which Anthropology and WLC faculty play pivotal roles such as American Indian Studies, International Studies, Classical Studies, and U.S. Latino/a Studies, among others. (See additional areas below).

Increased collaboration among faculty from these two departments will also help to distinguish the merged department from other programs in ISU's peer institutions and universities around the country by creating a department in which cultures and languages are studied from humanistic, social scientific, professional, and scientific perspectives. This merger will also expand the possibilities for collaborations outside the department and lead to increased visibility both on and off campus. Finally, the merger will create efficiencies in the administration of the two programs and the use of human resources (see below). The following list indicates both existing and potential synergies between Anthropology and WLC:

Existing Synergies

- Teaching and Research in the areas of Cultural Studies and Ethnography
- Strong programs in international undergraduate research and experiential learning: fieldwork in archaeology and biological anthropology abroad, study abroad, international internships and service learning.
- Interdisciplinary Regional Emphases (Africa, Latin America, Indigenous Studies)

Synergies Resulting from the Anthropology and WLC Merger

- Strengthen interdisciplinary research and teaching; American Indian Studies, Classical Studies; International Studies; U.S. Latino/a Studies; Indigenous Studies
- Study Abroad, a strength for both departments, will allow for the strengthening and expansion of programs with a language and/or culture focus as well as increase opportunities for new curricular and regional emphases and expand experiential learning components;
- Opportunities for co-teaching existing or new courses at both the undergraduate and graduate levels;
- Collaborative research in cultural studies, cultural anthropology, anthropological and classical archeology, and world languages;

- The Graduate M.A. in Anthropology will increase opportunities for interdisciplinary research across disciplines and expand mentoring opportunities with WLC faculty. Similarly, Anthropology graduate students working in trans-national contexts will have the opportunity to learn or improve language and culture knowledge;
- Expanded ability to pursue more external funding opportunities by leveraging faculty research strengths in the humanities and social sciences and matching those collaborations with grant opportunities not typically available to one discipline or the other;
- Opportunity to share and expand existing collaborations with partners across ISU Colleges (e.g., Languages and Cultures for Professions partnerships with CALS, COB, and COE or the Anthropology M.A. studies emphasis with COD);
- Shared resources and approaches in the area of student recruitment to attract a diverse pool of undergraduate and graduate students who can benefit from interdisciplinary curricula in Anthropology and WLC;

Challenges Resulting from the Anthropology and WLC Merger

- **Differential Teaching Loads:** tenure-stream Anthropology faculty teach four courses annually while WLC faculty teach five. These loads will continue unchanged after the merger is approved, but discussions will be held to consider the long-term teaching loads by all faculty of the merged department.
- **Office and Teaching Space:** as indicated below, plans already are underway to move anthropology faculty and graduate students to the second floor of Pearson Hall once a suitable location can be found for the Department of Theatre. However, some teaching and research space needs will have to be addressed at some point in the near future after the merger: a teaching laboratory with a fume hood and faculty laboratory will eventually be re-located to Pearson; a seminar room with locked storage for specimens will also have to be configured from existing space; additional space for graduate teaching assistants will be constructed from space currently occupied by Theatre.

4. Implementation

The proposed merger will become effective July 1, 2016, and will result in the integration of the resources from the Department of Anthropology into the Department of World Languages and Cultures. The following table provides an overview of the resources in budget, personnel, and curricula that will be merged and/or realigned:

	Anthropology	World Languages & Cultures
Operating Budget	\$913,382	\$2,959,969
Personnel:		
• Tenure-eligible faculty	7 (1 professor, 4 associates, 2 assistants)	21 (3 professors, 13 associates, 5 assistants)
• Non-tenure eligible faculty	1 lecturer, 2 adjunct assistant professors	5 senior lecturers, 15 lecturers, 2 adjunct assistant professors
• Merit Employees	N/A	2 (secretarial)

• P&S Employees	1 administrative specialist	3 (Language Studies Resource Center Director, 1 Academic Adviser III, 1 Academic Adviser II ½ time)
• Graduate Teaching Assistants	Approximately 13	N/A
Curricula:		
• Graduate Programs	M.A., Anthropology Certificate in Forensic Sciences	N/A
• Undergraduate Programs*	B.A., Anthropology B.S., Anthropology Minor, Anthropology	<ul style="list-style-type: none"> ▪ B.A., World Languages & Cultures: French Studies ▪ B.A., World Languages & Cultures: French Languages and Cultures for Professions ▪ B.A., World Languages & Cultures: German Studies ▪ B.A., World Languages & Cultures: German Languages and Cultures for Professions ▪ B.A., World Languages & Cultures: Spanish ▪ B.A., World Languages & Cultures: Spanish Languages and Cultures for Professions ▪ B.A., International Studies (program administered by WLC) ▪ Minors in Chinese Studies, French, German, Russian Studies, Spanish, World Film Studies ▪ Cross-Disciplinary Studies (CDS) minors administered by WLC: American Indian Studies, Classical Studies, International Studies, U.S. Latino/a Studies ▪ Certificate in Latin American Studies (administered by International Studies Program in WLC)

* As indicated above, WLC offers two concentrations within the B.A.: 1) Languages and Cultures with a Concentration in French Studies, German Studies, or Spanish; 2) Languages and Cultures for Professions (as a second major only) with a Concentration in French, German, or Spanish. The B.A. , B.S., and M.A. degrees in Anthropology will continue to be listed on separate curriculum pages in the ISU Catalog, with an additional note that states: “(Administered by the Department of World Languages and Cultures)”.

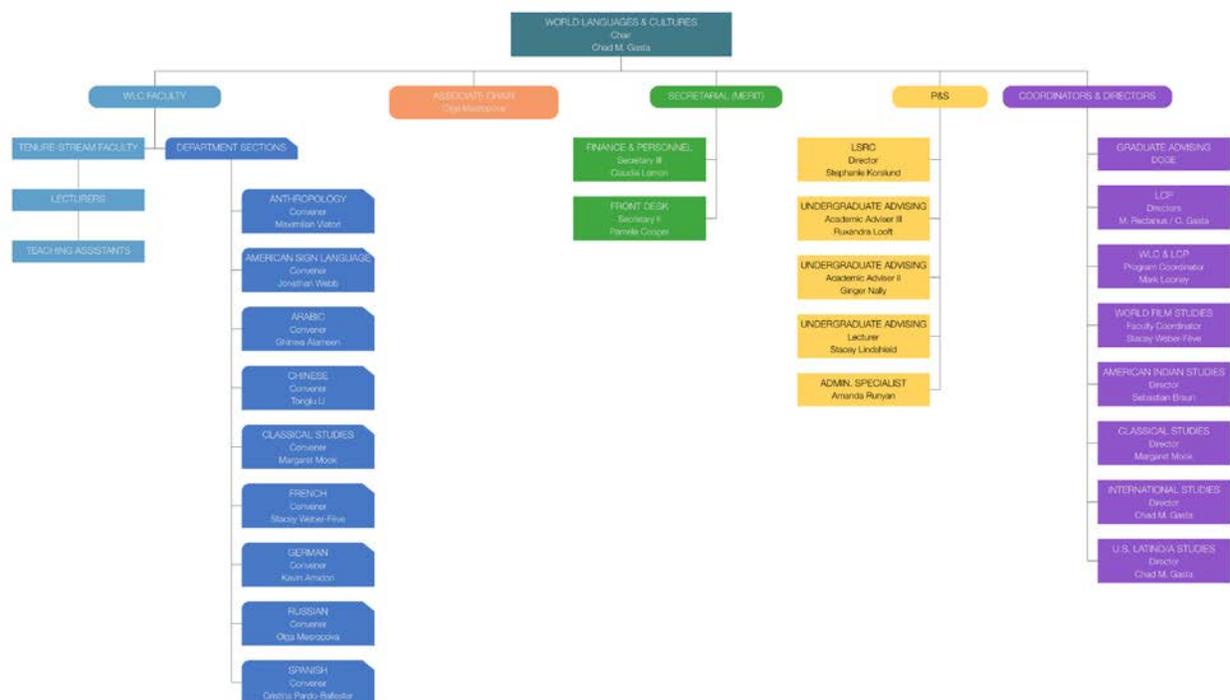
Note: The proposed merger includes the following cross-disciplinary studies programs currently administered by Anthropology or WLC: American Indian Studies, Classical Studies, International Studies, and U.S. Latino/a Studies. A major leading to a B.A. in Interdisciplinary Studies with tracks in American Indian Studies, Classical Studies, or U.S. Latino/a Studies is also available through the College of Liberal Arts and Sciences. WLC also offers a B.A. in International Studies which can be taken as a second major only.

In addition, the merger is expected to result in consolidated physical space and equipment in Pearson Hall but, for the short term, existing Anthropology laboratories will be maintained in East Hall and Curtiss Hall. All sponsored funding will also be integrated.

Budget and Personnel

Up to July 1, 2015, the Department of Anthropology and the Department of Sociology shared administrative support, secretarial services, and advising. In May and June, 2015, the Departments began integrating their administrative and advising services to the extent possible. Effective July 1, 2015, Anthropology and Sociology separated their joint functions and associated budgets: a lecturer was appointed fulltime to handle advising anthropology students, and a full-time administrative specialist will be housed in Anthropology until the merger is complete at which time she will transfer to WLC. The departments are also currently working with the LAS College to relocate Anthropology to Pearson Hall so that it can be physically integrated with WLC provided the merger is approved.

Upon completion of the proposed merger, the Department of Anthropology will become a program, or “section,” within the Department of World Languages and Cultures, and every effort will be made to cultivate a strong and distinct identity that will continue to attract undergraduate and graduate students to the study of Anthropology. As with the other programs in WLC, the Anthropology program will have a convener, who will coordinate the undergraduate curriculum, convene the faculty, and determine issues relevant to the section as per the existing administrative structure for sections in WLC. There will also be a Director of Graduate Education to coordinate the M.A. in Anthropology. As indicated above, a recently appointed lecturer with advising and teaching duties will take up the advising responsibilities for Anthropology, and be housed alongside the other two advisers currently working in WLC. The current WLC Chair will be the Chair of the merged departments and serve at the pleasure of the LAS Dean. The chart below summarizes the proposed administrative alignment:



Governance Documents

At the time of writing, the Planning Committee has already developed a new version of the WLC “Constitution” and By-Laws” (i.e., Governance Document) and “Guidelines for Faculty Evaluation, Reappointment, Promotion, and Tenure.” The former has been discussed by both faculties and is currently being voted on. The latter will be introduced to the faculties in early October 2015 with a closed ballot vote shortly after. In both cases, the original WLC documents served as the model for discussion and the resulting policies include integration of policies held by Anthropology.

With respect to the “Guidelines for Faculty Evaluation, Reappointment, Promotion, and Tenure,” an addendum will allow all pre-tenure assistant professors as of July 1, 2016 to be evaluated for preliminary review and promotion and tenure by the tenured faculty members of the department to which they belonged prior to the merger, and under the policies and procedures held by that department. A second aspect of this addendum allows all associate professors as of July 1, 2016 who seek promotion to full professor before April 1, 2020 to do so under the guidelines of the department to which they belonged prior to the merger. This addendum will be included after all faculty involved have discussed and after both the College of Liberal Arts and Sciences and the Office of the Provost approve it.

5. Tentative Timeline

The following is a *tentative* timeline for the implementation of the merger:

Restructuring of Support Staff of Anthropology and Sociology	July 1, 2015
Creation of Merger Planning Committee	June 1, 2015
Presentation of Merger Plan to Faculties	September 1, 2015
Development of (draft) new Governance Doc & Dept. Policies	Sept.-Nov., 2015
Anthropology & WLC Votes on Merger Plan (respectively)	Dec. 1, Dec. 8, 2015
Proposal Presented to Provost for formal review	Dec. 8, 2015
Planning for full fiscal and HR integration begins	Jan. 4, 2016
Faculty Senate Review – First Reading	Jan. 19, 2016
Faculty Senate Review – Second Reading	Feb. 9, 2016
Proposal Transmitted to Provost’s Office	Feb. 10, 2016
Provost Transmits Proposal to President’s Office	Feb. 12, 2016
Proposal Presented to Council of Provosts	Feb. 16, 2016
Proposal Discussed at Council of Provosts	Feb. 24-25, 2016
BOR Academic and Student Affairs Committee	April 20, 2016
Board of Regents approval	April 21, 2016
Department & College Committee integration	May 1, 2016
Election of Convener and New DOGE for Anthropology programs	May 8, 2016
Planning for full fiscal and HR integration completed	June 30, 2016
Launch of New Merged Department	July 1, 2016

6. Process Used to Develop the Planning Proposal

After the two departments met in face-to-face meetings about the opportunities for the proposed merger, both voted unanimously to go forward with the formal planning process as indicated in the ISU Faculty Handbook. At that point, Dean Schmittmann and all Associate Deans were consulted to be sure that the College remained favorable to the merger. In consultation with leaders from both departments, the Dean then appointed a six-member Planning Committee (see above) who was charged with proposing this Merger Planning Proposal. Initially, to facilitate the drafting of the document and to move forward expeditiously, three members of the committee (Viatori, Gasta, and Rectanus) discussed what elements should be included in the proposal and they composed an early draft of the merger proposal in July 2015. Initial feedback was then sought from the LAS Deans, who provided suggestions for improving the proposal. In August 2015, the proposal was shared with the other members of the Planning Committee who provided useful feedback. The resulting document was then presented to the tenure-stream faculty of both departments for formal discussion and a vote. During tenure-stream faculty discussions in both departments, friendly amendments were offered and accepted thereby ensuring that both groups of tenure-stream faculty claimed ownership over the document's contents. At that point, both departments voted unanimously to present the proposal formally to the LAS Dean and Associate Deans, who provided one additional reading and minor suggestions for improvement. The Planning Committee determined that these final changes were factual and/or chronological and did not necessitate additional discussion with the larger faculty of either department. The amended proposal was then approved by the LAS Dean and presented for discussion to the LAS Representative Assembly. After the formal vote to merge, which was undertaken by Anthropology on December 1, 2015 and by WLC on Dec. 8, 2015, this proposal was changed only to account for those updates. The two departments voted unanimously to formally merge on December 1 and December 8, respectively.

It should be noted that during the fall semester, the Planning Committee, with input from LAS and the tenure-stream faculty of both departments, continues to discuss department policies and procedures so as to make the transition, once the merger is fully approved, an easy one.

The following statements serve as an addendum to the Department of World Languages and Cultures’ “Guidelines for Faculty Evaluation, Reappointment, Promotion and Tenure” and the Department of Anthropology’s “Faculty Governance Document.” The first part deals with policies regarding preliminary review and promotion and tenure for all assistant professors of the two aforementioned departments who are pre-tenure as of July 1, 2016. The second part provides a policy on associate professors in either department who seek advancement to full professor before April 1, 2021.

The reason for this addendum is to ensure the fairness and clarity of the preliminary review and promotion and tenure process as the two departments finalize their merger. Assuming the two departments merge into a single department on July 1, 2016, the following transition arrangements are meant to clarify how pre-tenure assistant and tenured associate professors will be evaluated for preliminary review or for promotion and tenure following that date. These arrangements apply to all assistant and associate professors in the merged department as of July 1, 2016. Any case for promotion and tenure or promotion to full professor after April 1, 2021, will follow the guidelines established in the new governance document of the merged department. It is expected that when the new guidelines are in effect after April 1, 2021, all faculty from both departments will be reasonably knowledgeable about each other’s research, teaching, and service.

Policy on Preliminary Review and Promotion and Tenure for Assistant Professors in the Departments of Anthropology and World Languages and Cultures who are pre-tenure as of July 1, 2016

The Promotion and Tenure Transition Arrangement

All pretenure assistant professors will undergo preliminary review and/or tenure and promotion according to the standards and guidelines that were in effect in their respective departments before July 1, 2016; they will not be evaluated on the basis of any new guidelines being developed and adopted by the merged department after July 1, 2016. This policy will remain in effect until each of the individuals have completed the preliminary review and promotion and tenure cycles and will include any extensions of the tenure clock that have been or will be granted by the Provost.

Eligible Voting Members

All tenured faculty of each respective department will vote on the preliminary review and P&T cases just as they would under their department’s guidelines prior to reorganization. Barring any retirements and resignations, the tenured faculty eligible to vote on the preliminary review and promotion and tenure of the above-mentioned assistant professors by department will be:

	Anthropology	World Languages & Cultures
Eligible Voting Faculty as of July 1, 2016	Grant Arndt Sebastian Braun Matthew Hill Jill Pruetz Maximilian Viatori	Linda Quinn Allen Kevin Amidon Dawn Bratsch-Prince <i>(if no longer Associate Provost)</i> Melissa Deininger <i>(if granted promotion and tenure in 2016)</i> Julia Dominguez Chad M. Gasta <i>(if no longer WLC Chair)</i> Rachel Haywood Ferreira Tonglu Li <i>(if granted promotion and tenure in 2016)</i> Francis Mariner Eugenio Matibag

Olga Mesropova
Margaret Mook
Aili Mu
Cristina Pardo-Ballester
Mark Rectanus
Elisa Rizo
Stacey Weber-Feve

Additionally, any of the pre-tenure assistant professors who are promoted to associate professor during this time period will be eligible to vote on subsequent preliminary review and promotion and tenure cases in the department of which they were a member prior to the merger. Finally, any associate or full professor hired with tenure after July 1, 2016 will be considered eligible voting faculty for preliminary review and promotion and tenure cases according to the department with which s/he would most likely have been associated before the merger (i.e. either Anthropology or WLC).

Policy on Promotion to Full Professor for tenured Associate Professors in Anthropology or World Languages and Cultures as of July 1, 2016

All associate professors in either department who seek advancement to full professor will do so following the guidelines for promotion of the department to which they belonged prior to the merger. In these cases, the faculty review committee and voting members will be assembled as per the guidelines of either department prior to the merger. Any full professor hired with tenure after July 1, 2016 will be considered eligible voting faculty for preliminary review and promotion and tenure cases according to the department with which s/he would most likely have been associated before the merger (i.e. either Anthropology or WLC). This policy will remain in effect up to April 1, 2021, and will include any promotion cases sent out for external review before this date.

Role of the department Chair

In all promotion and tenure cases, the Chair of the merged Department of World Languages and Cultures will serve as the Chair of all of these P&T cases irrespective of which department they belonged to prior to reorganization.

Merger Suspension

If the proposed merger is officially suspended for any reason, these policies contained herein are voided, and all affected pre-tenure assistant or associate professors in each academic unit will be evaluated for preliminary review, and promotion and/or tenure, or promotion under the guidelines adopted by each department prior to reorganization.

Archives

A copy of each department's promotion and tenure guidelines prior to reorganization will be kept on the WLC website until each of the pre-tenure assistant professors have completed their promotion and tenure cycle or resigned from their position, whichever comes first, and until April 1, 2021 in the case of those holding the rank of associate professor at the time of the merger.