

**Academic Programs Committee
Resolution on the 2015 Franklin Humanities Institute
Proposal for Hiring Authority of Non-Tenure Track Faculty**

Overview: The Franklin Humanities Institute (FHI) is a broad interdisciplinary University Institute with a mission to promote humanistic inquiry across traditional academic disciplines and to develop increased awareness of the centrality of the humanities to all aspects of research, teaching, and service at Duke. To enhance its core mission and the broader needs of the University, the FHI request authority to hire non-tenure track regular rank faculty, with permission from the Provost and in consultation with relevant department chair(s) and Dean(s). The APC met with the FHI Director Deborah Jenson and Associate Director Christina Chia on 26 August, 2015 and again with Jenson on 4 November, 2015. In light of the feedback from the APC, Jenson worked closely with the FHI Advisory Board members and submitted a thorough revision of the proposal on 10 January, 2016 which the APC discussed at its 13 January, 2016 meeting in closed session.

Summary of APC Discussion: Topics raised and brought to closure: Throughout the period of consideration of the proposal, the APC expressed strong support of the key interdisciplinary mission of the FHI at Duke, and was generally in favor of supporting this proposal if the ability to make such faculty appointments clearly furthered this mission.

The committee's primary concern with the initial proposals was that they did not clearly articulate how appointments of non-tenure track regular rank faculty would actually improve the ability of the FHI to carry out its mission. The APC is now satisfied that the revised proposal does this by making a strong and compelling case for exactly how such appointments would further the FHI's missions in a) Global Studies, b) Public Humanities, c) Humanities and Health, The Environment, and the Sciences, d) Digital Humanities, e) Documentary, Creative Arts, and Media Practice, f) Human Rights, and g) Museum, Library, Arts Center, and Humanities Center collaborations.

The committee's secondary concern was that the proposals did not clearly outline a plan for moving great faculty from somewhat short-term, non-tenure track positions into more permanent positions that would have a lasting influence on the interdisciplinarity of humanities at Duke. The APC is now satisfied that the revised proposal adequately addresses this concern.

The APC was also concerned that a hiring strategy was not sufficiently articulated. The latest revision now articulates how the FHI will prioritize appointments in light of competing claims from different departments and interests.

One issue raised by the APC that should be considered in the review and evaluation of the Institute in the future is the extent to which the FHI core mission should address issues of race and diversity. The APC recommends continued attention to this dimension of the FHI core mission and for the FHI leadership and the Administration to further discuss how it can play a role in promoting diversity and inclusion at Duke.

Resolution: The APC supports the revised FHI request for the authority to recommend the appointment of non-tenure track regular rank faculty. Going forward, the APC recommends that the FHI leadership further develop its faculty mentorship plan, and suggests that a mentoring committee be appointed to support each new faculty hire.

Vote: 24 for and 0 against, with 1 missing