



**Request of the Authority to Recommend the Appointment of Regular-Rank, Non-Tenure Track Faculty**

*Revised Per APC request 10/30/15, 12/1/15*

**I. Regular Rank Faculty**

The Franklin Humanities Institute (FHI) requests authority to recommend non-tenure track regular rank faculty appointments directly to the Provost, in consultation as appropriate with the relevant Chair(s) and their relevant Dean(s). The FHI is seeking the same permission for appointment capacity that has been granted to the University Institutes that have made this request to the Board of Trustees: the Social Science Research Institute (2007), the Duke Global Health Institute (2008), and the Duke Institute for Brain Sciences (2009). (The remaining two University Institutes – the Kenan Institute for Ethics and the Nicholas Institute for Environmental Policy Solutions – have not requested this authority.)

This request to recommend non-tenure track regular rank faculty is distinct from yet complementary to FHI's possible future secondary appointments for tenure/tenure-track hires in Departments. "Bridge" hires between University Institutes and Departments, such as between Kenan and Philosophy, or DGH and Evolutionary Anthropology, may offer unique opportunities for research and teaching innovation. They are the outcome of financial capacity, through grants and development, and agreements with Departments with tenure-track hiring authority. Hires between FHI and Departments may facilitate recruitment of faculty of the most distinguished international reputation.

The mission of the FHI is to advance interdisciplinary humanities research, education, and engagement in a changing world. In the twenty-first century, the print book no longer dominates humanities production and reception, but instead belongs to a rapidly transforming knowledge ecosystem that also includes the web, social media, visual technologies, oral literatures, research-based art and performance, and other forms. Our literacies and cognitive adaptations continue to evolve in relation to the objects they encounter. Amid the broader landscape of dramatic technological transformations and rapid economic, environmental, social, and cultural change, humanists also have the opportunity to offer crucial perspectives on our most pressing societal challenges and dilemmas. The Franklin Humanities Institute has worked with our core constituencies – the 18 A&S Departments in the humanities, arts, and interpretive social sciences, and humanists and interpretive social scientists located in Duke's other Schools – to face such paradigm shifts with creativity and in a synergistic, collaborative fashion.

In the interest of keeping pace with new knowledge paradigms and bringing humanistic sensibilities to bear on our age's grand challenges, the Franklin Humanities Institute has supported Departmental engagement with the future of the humanities, and broadened the sphere of humanities influence through interdisciplinary exchanges between humanists and members of other Schools, Institutes, Initiatives, and other units at Duke. In addition to the Institute's historic strength in catalyzing interdisciplinary research questions and methods, the founding of the FHI Humanities Laboratories in 2010 brought a sharpened focus on the social impact of the humanities, and spurred related evolution in training models for graduate and undergraduate students. Humanities Laboratories as pioneered at FHI have been adopted as a model by a number of other universities in relation to perceived nationwide and global, challenges to humanities enrollments, funding, and social applications.

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Rev. 8/20/15 w/ additional revisions following review and re-endorsement by FHI Adv. Board

Rev. 12/1/15 w/ additional revisions as suggested APC, approved by FHI Board via electronic vote 12/9/15

Through the current request to recommend regular rank appointments at FHI, we seek to create research and educational opportunities in strategic areas that respond to significant applications of the intellectual resources of our constituent faculty, students, and public audiences beyond the intellectual ambit or administrative capacity of any single Department, yet in synergy with the vibrant traditions and ambitions of the Departments. At present, these areas of strategic focus – many of which overlap with or extend Duke's broader institutional priorities – include global studies, public humanities, health/sciences intersections, digital humanities, arts/media practice, human rights, and strategic collaborations with other humanities centers or institutes, as well as with Duke museums and libraries (see more below).

To enhance our capacity to advance these increasingly critical areas in contemporary humanities (and others that may emerge in the future) the FHI is requesting the authority, pending financial capacity and MOUs with appropriate central administrative leadership, to recruit, appoint, and evaluate regular rank, non-tenure track faculty members directly into the Institute. Any regular rank searches would target for individuals whose work is of sufficient quality to have established a national or international reputation, or early career individuals whose work shows exceptional promise. Although appointments may at times be in concert with the needs of a particular Department, the FHI will be focused on scholars, instructors, and practitioners whose subject areas, methodological expertise, and capacity for intellectual community-building are more relevant to the Institute's interdisciplinary mission than to the often more specific disciplinary priorities of any Department.

It is expected that individuals appointed in the FHI will contribute their unique expertise toward strategic goals such as the following: active participation in the Humanities Labs, FHI co-sponsored Bass Connections teams, and other similar collaborative, interdisciplinary undertakings; the convening/catalyzing of new cross-school intellectual communities that speak to FHI's evolving priority areas; the offering of regular courses with credits in appropriate partner Departments; the offering of group independent studies, or, pending curricular reforms, modular courses; participation on undergraduate thesis committees or (if deemed eligible by the Graduate School) doctoral dissertation committees; potential service in governance bodies if eligible for nomination or election; and contribution in other materials ways to the research, educational, and outreach missions of the University. FHI appointed faculty will become members of the Institute's governing body, the FHI Advisory Board. We anticipate that these FHI Advisory Board members, invested in the future of the Institute, will contribute in vital ways to FHI strategic planning, including strategies for grant applications and development. Since all appointments will be consistent with the Institute's interdisciplinary mission, these faculty will be well-suited to nurturing connectivity between humanities, arts, and interpretive social science units and their extra-humanities collaborators, for example in the proposed interdisciplinary PhD in Computational Media, Arts and Cultures, which will be co-sponsored by the FHI. Some of these faculty may also focus on building partnerships with groups outside of Duke.

Ideal candidates for consideration for appointments at the FHI include (but are not limited to) scholars, instructors, and/or practitioners in the following areas:

- **Global studies:** In addition to a long-standing partnership with Wits University in South Africa, the FHI recently joined a multi-institutional collaboration on the Global South based at the University of Bologna. The University of Paris VII (Diderot), the State University of Haiti, and the University of Amsterdam are more recent global partners of FHI. Regular-rank appointments will be particularly advantageous for our key faculty partners as we explore the possibilities of Lab-based independent studies, recurring short (½ credit) graduate courses, and other ways of amplifying the impact of these collaborations.
- **Public humanities:** Students as well as faculty are increasingly seeking out opportunities for public engagement, both in the sense of writing for broader audiences and collaborating with non-academic project partners. The FHI can serve this critical need by recruiting (1) practitioners of public history and community-based research, particularly in the local context of Durham and surrounding regions;

- (2) “Humanists-at-large,” i.e. journalists, non-fiction authors, curators, and other non-academic writers and researchers, possibly in collaboration with the Forum for Scholars and Publics (FSP).
- **Humanities and health, the environment, and the sciences:** the FHI is optimally suited to capitalize on emerging trends such as medical school/literature appointments, which currently exist at Stanford and Columbia universities, climate change-related science/humanities/law appointments, and Duke's uniquely developed "Neurohumanities" field (the DIBS/FHI "Neurohumanities Research Group," DIBS/FHI "Neurohumanities in Paris" Global Education program, and DIBS/FHI co-led "Brain & Society" Bass Connections theme).
  - **Digital humanities:** The FHI's PhD Lab in Digital Knowledge, the Digital Humanities Initiative, and HASTAC (Humanities, Arts, Science, and Technology Alliance and Collaboratory) provide a much-needed Duke “hub” for faculty, graduate students, and undergraduate students across the humanities to acquire critical skills in multimodal scholarship, digital pedagogy, and other professional development in the age of social media. A DH specialist appointed at the FHI would allow us to develop more focused training modules or short courses and to catalyze project-based scholarly collaborations and related external funding applications in the humanities.
  - **Documentary, creative arts, and media practice:** The FHI considers documentary forms, creative arts, and media to be essential to the architecture for delivery of the humanities to contemporary audiences. Journalists, documentarists, and creative artists in fields including writing, spoken word, performance art, can help to transmit the most traditional epistemologies and ambitions of the humanities to contemporary audiences, as well as defining new research frameworks emerging from contemporary media.
  - **Human Rights:** The Duke Human Rights Center@FHI is now offering an undergraduate Human Rights Certificate. FHI appointments may bolster existing pedagogical expertise in Human Rights with instruction from Human Rights leaders and legal specialists who are primarily engaged in the public arena.
  - **Museum, library, arts center, and humanities center collaborations:** museums, libraries, arts centers, and humanities centers have emerged as important actors in institutional development today alongside humanities Departments. This category applies to leading scholars who are also leaders in humanities organizational and program innovations, such as directors of humanities centers, who could be appointed to develop pedagogical and research collaborations between Duke and their own unit, and to teach their curatorial innovations.

In the short term, for budgetary reasons, it is anticipated that regular rank faculty appointed at the FHI will be funded primarily through academic Departments, centers, or other sources of support at Duke (including Dean and Provost’s budgets for partner hires), or through external grant funds. We expect to work closely with the Vice Provost for Interdisciplinary Studies and other pertinent administrators on a strategy to maximize the potential for FHI faculty appointments to strengthen a core identity for the humanities mission across unit specializations in Trinity College, fellow institutes, schools, and the Medical Center.

We expect to build non-tenure track, regular rank faculty positions into our next round of foundation grant applications. Beginning in 2017, our increasing ability to co-fund humanities-related Bass Connections teams through the Schiff gift, and possibly to designate short-term FHI faculty roles for humanities-related Bass Connections teams and other Bass-related co-curricular opportunities, will support our interdisciplinary educational and research goals. FHI will work closely with Duke development to further these goals.

Consistent with the faculty appointment procedures specified in the Faculty Handbook, and guided by the principles outlined below, an appointment can be made after authorization has been given by the Provost. In cases where the strategic needs of the FHI or the University necessitate an appointment be made

without a nationally advertised search, the FHI Faculty Director will petition the Provost to waive the search requirement. Should the search be waived, or if a faculty member is being considered for appointment at a new rank or reappointment at existing rank, a Faculty Review Committee will be constituted to conduct a review of the candidate. Faculty Review Committees will be appointed by the FHI Faculty Director in consultation with the A&S Dean of Humanities and the FHI Advisory Board (as stipulated in FHI by-laws).

The FHI Faculty Director shall have the authority to recommend a Faculty Search committee with appropriate expertise from within or outside the FHI, including representation from any relevant Department(s), whose members shall be chosen in consultation with the FHI Advisory Board. The FHI Faculty Director will forward committee recommendations to the Provost, who will appoint the search committee.

In the first years of appointment capacity, the Faculty Search Committee or the Faculty Review Committee will conduct its evaluation and will issue its recommendation to the FHI Faculty Director, who will then issue their recommendation to the Advisory Board which is composed of faculty, the majority of whom, and no fewer than five, are tenured or tenure-track faculty. Recommendations from the FHI Faculty Director will be voted on by eligible regular rank faculty members of the Advisory Board by secret ballot. The vote can also be taken electronically by email votes that will be collected and stored in a manner that ensures that each faculty member's decision is confidential and does not become known to the other members of the committee, to the faculty director(s), or to other faculty colleagues. When a cohort of faculty has been established, the Advisory Board will yield its role in appointments to the FHI faculty, pursuant to relevant revisions of the FHI bylaws.

Consistent with the voting rules for faculty appointments outlined in the Faculty Handbook, all tenured and tenure-track faculty who are members of the FHI will be eligible to vote on non-tenure track, regular rank appointments. Non-tenure track, regular rank faculty who are members of the FHI Advisory Board and of an equivalent or higher rank than the appointment being considered are also eligible to vote. A two-thirds vote in favor of the candidate among those voting is required for initial faculty appointment, and a majority vote in favor of the candidate among those voting is required for appointment at a new rank, and for re-appointment at existing rank. The FHI Faculty Director will transmit the results of the vote and all relevant materials, along with his or her recommendation, to the Provost for approval and, where approved, recommendation to the Board of Trustees.

Such appointments may be accompanied by one or more appointment(s) in an academic Department. Although often desirable, such secondary or joint appointments will not be a requirement. When appropriate, they will ensure that the individual faculty have access to Departmental colleagues in a relevant discipline (or multiple disciplines), in addition to fellow members of the FHI Advisory Board.

The FHI will be responsible for establishing a plan to ensure financial security for each faculty position for the duration of the appointment, in accordance with the Faculty Handbook. The contracts will be for specified time, not to exceed five years, *with initial appointments no more than three years*.

Career mentoring and annual performance reviews normally will be initiated and conducted by the FHI Faculty Director. The leadership of the FHI is committed to providing regular advice regarding career development to members of the FHI faculty, especially those in the early stages of their careers. Such mentoring will be provided by the FHI Director or other appropriate FHI leaders in conjunction with representatives from the relevant partner Departments. Consideration for renewal and/or promotion should be undertaken in the penultimate year of the faculty member's existing contract and in accordance with the procedures outlined in the attached guidelines.

A non-tenure track regular rank faculty appointment in the FHI itself is awarded only in recognition of extraordinary merit. Such appointments require a willingness to engage in the education, teaching, and service activities of the FHI, according to the terms specified in that faculty member's contract.

Appointments are not accorded for routine or typical contributions to the FHI. For example, scholars interested only in performing term-limited research, without any teaching or service responsibilities, are not eligible for such a faculty appointment. Teaching responsibilities could include non-compensated mentoring of other scholars.

## **II. Non-Regular Rank Faculty**

FHI is also requesting authority to appoint non-regular rank faculty directly into the Institute when appropriate. These non-regular rank appointments will be made on a short-term basis, from a single semester up to not more than three years at a time. Appointments for Postdoctoral fellows will typically be one or two years. All non-regular rank appointments must be approved by the Institute Director, and the appointment letter must clearly outline the term, funding arrangements, and expectations for the position.