

**Committee on Educational Policies and Planning (CEPP)**  
Faculty Meeting  
March 30, 2007

**Motion:** CEPP moves that the faculty recognize that the assignment of proportional tenure track lines shared between two Departments, between a Department and an Interdisciplinary Program, or between two Interdisciplinary Programs is consistent with the educational policy of Skidmore College. In determining the appropriateness of a proportional tenure-line, the Vice President for Academic Affairs and the Dean of the Faculty should consult with the appropriate Department Chairs and/or Directors of Interdisciplinary Programs and, if necessary, the faculty serving in the selected Departments and/or Programs.

**Rationale:** In order for the College to advance its core mission of “prepar[ing] liberally educated graduates to continue their quest for knowledge and to make the choices required of informed, responsible citizens,” it must identify creative ways to support the growth of its Departments and Interdisciplinary Programs, and at the same time, nurture its commitment to make “insightful connections across disciplinary boundaries.” The proposed change in College policy to support proportional tenure-track lines reflects the College’s commitment to that philosophy and is based upon consideration of the following perspectives:

*1. Student Perspective*

Creative and responsible resource and curricular planning by the College, by Departments, and by Interdisciplinary Programs, will enrich the student experience.

*2. Faculty Perspective*

Historically, the College has permitted the occasional proportional appointment shared between a Department and an Interdisciplinary Program, despite the absence of policy on this matter. The absence of policy and procedures is an injustice to those individuals.

*3. Department/ID Program Perspective*

Proportional tenure-track lines provide Departments and ID programs with a mechanism to strengthen their discipline-based Departments or Interdisciplinary Programs, while at the same time providing opportunities to infuse each other with valuable cross-disciplinary content.

*4. Institutional Perspective*

Proportional tenure-track lines allow the College the necessary flexibility in resource allocation to meet the demands of Departmental and ID program growth and curricular innovation. For example, a Department or ID Program may have a real and demonstrated need for a partial line, but not for a 100% dedicated line. In this case, a proportional tenure track line shared between two Departments and/or ID programs allows the College to distribute resources according to actual need.