



MEMORANDUM

October 1, 2009

TO: Provost Paul DeLuca
FROM: Gary Sandefur, Dean, College of Letters and Science *GS*
Re: L&S Instructional Madison Initiative Proposals

Attached are our requests for instructional support. These requests are in three documents. The first is an excel spread sheet listing faculty that were hired last year who meet the guidelines of the MIU. A second excel spread sheet lists faculty searches that we would like to do this year. The third document is a proposal from the Department of East Asian Languages and Literature (EALL) for faculty associates in Chinese and Japanese languages.

The first spread sheet (L&S MIU faculty 2009-10) contains the total costs associated with 17 new faculty members who began their appointments in 2009. However, we are not requesting all of this money from the MIU funds. Instead, we request \$1,352,030 in faculty salaries and \$425,000 in TA support for a total of \$1,777,030. Our understanding is that the fringe benefits will be handled separately.

The second spread sheet (L&S MIU faculty 2010-11) contains the total estimated costs associated with 20 proposed faculty searches this academic year. We request \$1,980,000 in faculty salaries and \$500,000 in TA support for a total of \$2,480,000.

The proposal from the Department of East Asian Languages and Literature has a total cost of \$125,000.

Requests from L&S:

Faculty hired last year	\$1,777,030
Proposed hires for next year	2,480,000
EALL	125,000
Total	<u>\$4,382,030</u>

These requests are designed to increase access to high demand majors such as Communication Arts, Economics, English, History, International Studies, Journalism, Psychology, Political Science, Social Work, Sociology, and Spanish and/or to reduce bottlenecks in key courses in Chemistry, Communication Arts, Economics, English, Spanish, and other fields. The column in the far right of each spread sheet lists the purpose of each faculty line or lines. Every department in the spread sheet was identified in presentations to the students and others as departments to which faculty lines would be added if the Madison Initiative was approved.

The positions in International Studies will be administered by the Division of International Studies with tenure homes in departments that may or may not be in the College of Letters and Science. The major in International Studies is a joint venture between the Division and the College of Letters and Science.

To insure that proactive steps will be used to identify and recruit a diverse pool of candidates, we are sending the following memo to all departments involved in a search, whether or not that search is funded by the MIU.

Office of the Dean

College of Letters and Science, The Heart of A Great University
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Gary Sandefur, Dean 608/263-2303 FAX: 608/265-3564 gsandefur@ls.admin.wisc.edu www.ls.wisc.edu

To: Chairs, Directors, Department Administrators
From: Gary Sandefur
Re: Searches for MIU and other faculty positions
Date: October 1, 2009

The guidelines for the MIU clearly state that requests for new hires explain how the search will yield a diverse pool of candidates. The exact language is:

"Describe the proactive steps that will be used to identify and recruit a diverse pool of candidates."

We require all searches in L&S for new faculty in 2009-10 to do the following:

1. At least one member of the search and screen committee will attend the two WISELI workshops set up for L&S. Information about these workshops appears at:

http://wiseli.engr.wisc.edu/hiring/L&S_2009.pdf

2. The department will submit by November 1, 2009 a search process that clearly shows how the department will identify and recruit a diverse set of candidates. Among the methods that may be used are: 1) phone calls to other departments to identify female and minority candidates; 2) contacting organizations of minority and female professionals within a field; and/or 3) other ideas from WISELI or elsewhere.

3. The department will submit a list of the top four candidates when submitting a request for campus visits, and will discuss why the list is or is not diverse.

I appreciate the consideration of the Provost and the oversight committee.

L&S 200-10 Faculty Hires Proposed Under Madison Initiative with TA lines										
25-Sep-09 mwj										
DRAFT										
Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
Chemistry		Asst Prof, began 1/09	\$70,000	\$26,950	\$96,950	\$675,000	1.00	\$25,000	\$796,950	inorganic, material; general chemistry is undergraduate high demand area
Chemistry		Asst Prof	\$72,000	\$27,720	\$99,720	\$850,000	1.00	\$25,000	\$974,720	organic chemistry; undergraduate bottleneck area.
Chemistry		Asst Prof	\$72,000	\$27,720	\$99,720	\$850,000	1.00	\$25,000	\$974,720	organic chemistry; undergraduate bottleneck area.
Comm Arts		Assoc Prof	\$80,000	\$30,800	\$110,800		1.00	\$25,000	\$135,800	media and cultural studies, high demand courses, high demand major

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25-Sep-09 nwj										
DRAFT										
Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
Economics		Asst Prof	\$130,000	\$50,050	\$180,050		1.00	\$25,000	\$205,050	high demand major and access to general introductory and intermediate courses for many majors
Economics		Asst Prof	\$109,000	\$41,965	\$150,965		1.00	\$25,000	\$175,965	high demand major and access to general introductory and intermediate courses for many majors
English		Assoc Prof	\$70,000	\$26,950	\$96,950		1.00	\$25,000	\$121,950	literary studies; high demand major and access to general introductory and intermediate courses for many majors

L&S 200-10 Faculty Hires Proposed Under Madison Initiative with TA lines										
25-Sep-09/nwj										
DRAFT										
Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
English		Assoc Prof	\$75,000	\$28,875	\$103,875		1.00	\$25,000	\$128,875	high demand major and access to general introductory and intermediate courses for many majors military and Native American history; high demand major, fill gap in departmental curriculum
History		Asst Prof	\$100,000	\$38,500	\$138,500		1.00	\$25,000	\$163,500	Asian history; high demand major, fill gap in departmental curriculum
History		Asst Prof	\$57,000	\$21,945	\$78,945		1.00	\$25,000	\$103,945	high demand major, fill gap in departmental curriculum
Journalism		Asst Prof	\$73,000	\$28,105	\$101,105		1.00	\$25,000	\$126,105	high demand major

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25-Sep-09 [nwj]										
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Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
Psychology		Asst Prof	\$78,000	\$30,030	\$108,030	\$268,030	1.00	\$25,000	\$401,060	Social Cognitive Development, high demand major, need for capstone courses for majors and large enrollment general courses high demand major and access to general introductory courses for many majors
Political Sci		Asst Prof	\$77,000	\$29,645	\$106,645		1.00	\$25,000	\$131,645	

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Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
Social Work		Asst Prof	\$80,000	\$30,800	\$110,800		1.00	\$25,000	\$135,800	employment and workplace opportunity; expand opportunities for undergraduate majors. Teaching SW 442 for undergrads in fall, 2009.
Sociology		Asst Prof	\$75,000	\$28,875	\$103,875		1.00	\$25,000	\$128,875	high demand major and access to general introductory courses for many majors
Sociology		Asst Prof	\$74,030	\$28,502	\$102,532		1.00	\$25,000	\$127,532	high demand major and access to general introductory courses for many majors

L&S 200-10 Faculty Hires Proposed Under Madison Initiative with TA lines										
25-Sep-09 [nwj]										
DRAFT										
Dept	Name	Rank and info	Salary	Fringe at 38.5%	Faculty Salary Total	Start Up?	Semester TA FTE	TA Cost	TOTAL COST INCL. START UP	Areas, Access
Spanish		Asst Prof	\$60,000	\$23,100	\$83,100		1.00	\$25,000	\$108,100	high demand major and access at intermediate and upper levels for many students
TOTAL	17 faculty positions		\$1,352,030	\$520,532	\$1,872,562	\$2,643,030	17.00	\$425,000	\$4,940,592	
NOTE: Course load expectation is 1 large and 3 small classes per year, equals 300 enrollments per faculty position. expectation is that one of the small courses will be a high impact undergraduate course such as FIGs, Undergrad Research, service learning, etc.										
NOTE: TA support is calculated at 1.0 FTE semester TA for large course including salary and tuition remission. This equals \$12,500 for each .50 semester FTE TA.										

L&S Faculty Hires Proposed for 2010-2011 under Madison Initiative									
Builds on 17 faculty positions that begin in 2009-10									
25-Sep-09 [nwj]									
Priority	Dept	Number of Hires	Salary	Start Up?	TA positions (semester FTE)	TA Salary/Remission	Dollar Total	Areas, Access	
1.00	Comm Arts	2	\$180,000	minimal	2.00	\$50,000	\$230,000	access to high demand courses for freshman and sophomores, increased access to major	
1.00	Economics	3	\$360,000	minimal	3.00	\$75,000	\$435,000	huge demand for major and for introductory and intermediate courses	
1.00	History	2	\$180,000	minimal	2.00	\$50,000	\$230,000	address lack of coverage in Asian history	
1.00	Int'l Studies	1	\$90,000	minimal	1.00	\$25,000	\$115,000	expand access to high demand major with hire of one faculty to be .50 Int'l St., .50 tenure home dept	
1.00	Journalism	1	\$90,000	minimal	1.00	\$25,000	\$115,000	expand access to high demand major with competitive admission	
1.00	Political Science	2	\$180,000	minimal	1.00	\$25,000	\$205,000	high demand major and access to general introductory and intermediate courses for many majors	
1.00	Psychology	2	\$180,000	\$1,000,000	2.00	\$50,000	\$1,230,000	large general courses, required capstone in major and research experiences	
1.00	Spanish	2	\$180,000	minimal	2.00	\$50,000	\$230,000	intro and intermediate courses	
2.00	Chemistry	2	\$180,000	\$850,000	2.00	\$50,000	\$1,080,000	bottleneck area	
2.00	Int'l Studies	1	\$90,000		1.00	\$25,000	\$115,000	expand access to high demand major with hire of one faculty to be .50 Int'l St., .50 tenure home dept	

L&S Faculty Hires Proposed for 2010-2011 under Madison Initiative									
Builds on 17 faculty positions that begin in 2009-10									
25-Sep-09 [nw]									
Priority	Dept	Number of Hires	Salary	Start Up?	TA positions (semester FTE)	TA Salary/Remission	Dollar Total	Areas, Access	
2.00	Psychology	1	\$90,000	\$500,000	1.00	\$25,000	\$615,000	high demand major and access to general introductory and intermediate courses for many majors	
2.00	Social Work	1	\$90,000	minimal	1.00	\$25,000	\$115,000	increase access to major and to field placements.	
2.00	Spanish	1	\$90,000	minimal	1.00	\$25,000	\$115,000	intro and intermediate courses and courses in major	
		21	\$1,980,000	\$2,350,000	20.00	\$500,000	\$4,830,000		
NOTE: All faculty positions are \$90,000 each for salary except Economics is \$120,000 each.									
Each .50 Semester TA FTE is \$12,500 including salary and remission.									
NOTE: Course load expectation is 1 large and 3 small classes per year for each position equals 300 enrollments per position, 1.0 semester FTE TA for each large course.									