

MEMORANDUM

DATE: October 1, 2019

TO: Associate Dean Sarah Nielsen, CLASS

FROM: Chair Bridget Ford, Department of History

RE: Probationary Tenure-Track Hire Request, Ac5.83 (Academic Affairs) 2019-2020

Our FTES averages have remained fairly steady in the last five years, yet growth among our faculty ranks has been elusive. We had 427.5 in 2013, and at this point, we remain at the same number of faculty. This is due to two retirements and two separations over this period. As a result of these separations, our tenure-track faculty diversity has also diminished.

Our FTES averages have remained fairly steady in the last five years, with 427.5 in 2013 and 427.5 in 2018. We had a high of 437.7 FTES in 2014, but as a means to grapple with the Great Recession's budgetary constraints, in 2019, though, our FTES dipped to 385.42, even with 99.5 FTE. The Department of History currently has 1,911 students enrolled, and our student/faculty ratio reached a low of 29.2 in 2016, but has climbed to 30.1 in 2019.

**Reflections on Trends and Program Statistics:**

Semester conversion in Fall 2018 makes it difficult to extrapolate definitive patterns, although we are closely watching the number of our majors and their engagement and success with our transformed curriculum.

Two phenomena, though, appear at odds with each other. Even as our majors become more diverse, it appears challenging for CSU East Bay to retain diverse tenure-track faculty in our current Bay Area economic conditions. The department's first tenure-track African American historian, a scholar of California's uniquely diverse late 20<sup>th</sup> century political history, departed for Texas State University after two years, citing the high cost of living among her reasons. Dr. Khal Schneider, a scholar of Native American history, moved to Sacramento State for a similar reason.

Two senior professors, Dr. Nancy Thompson, and Dr. Dee Andrews, have also retired or joined the Faculty Early Retirement Program. We therefore feel we are treading water to an extent, even as we have great ambition for a uniquely forward-looking history program and curriculum. Each faculty retirement or separation of course demands a retrenchment and redistribution of duties, and it becomes challenging to recruit for the wonderful programs we created with semester conversion when our tenure-track faculty ranks shift substantially every year.

**REQUEST FOR RESOURCES****Request for Tenure-Track Hires**

Given the foregoing, the Department of History hopes to conduct a search similar to the one filled in 2017 by Dr. Casey Nichols, who departed last Spring after two years at East Bay. Dr. Nichols developed popular courses in African American history and the history of social justice and reform in her brief time here, and students were drawn to her California and the World (HIST 382) history course. A number of students have expressed disappointment that Dr. Nichols departed East Bay.

We are therefore hopeful that we might be able to conduct a similar tenure-track

developing public history programs and curricula involving the local community, will be given special consideration. A tenure track hire must show a willingness to develop upper division courses appropriate to his/her research specialty, prepare lower division courses in World Civilization or in U.S. History, support the department's core offerings in historical writing, research, and historiography, and teach in the graduate program. Preference will be given to scholars who have experience in the methodology and practice of Public History. A Ph.D. in history or related field is required.

In terms of the College, this hire would contribute to CLASS's strong presence in community engagement curriculum on campus and courses addressing diversity and social justice. This hire could also be an ideal point of collaboration for the departments within the proposed School of Global Humanities.

In terms of the University, this hire addresses key institutional learning outcomes: applying knowledge of diversity and multicultural competencies to promote equity and social justice in our communities; and working collaboratively and respectfully as members and leaders of diverse teams and communities. It would also augment the collective desire on campus to create a more diverse and robust program of community engagement on campus and fortify CSUEB's relationship with the local community and area historical and cultural institutions.

Finally, in terms of our Department, this proposed search fulfills pressing needs:

1. Curricular: A scholar the addresses issues of diversity in US History with a global perspective, to tie US curriculum into the global framework we find essential; in addition, we need a scholar that has interest and experience in developing community engagement programs through the study of history that will bring CSUEB students out of the classroom into the local community to hone their collaborative skills and fine tune approaches to public history;
2. Student Demand: A scholar with advanced skills in public history and community involvement. Our Public History program has gained enough traction in both the BA and MA program that students want more diversity in offerings, integrated throughout the history curriculum;
3. University Mission: Especially important for sustaining academic quality, campus inclusion, enrollment growth, and quest for distinction. But more so, this is a position that is thinking forward, developing new, exciting approaches within traditional fields, with an eye towards innovation in teaching and learning, as well as the institutional learning outcomes and shared mandates the address multiculturalism, social justice, community engagement and innovation in higher education.
4. Potential to contribute to our growing (and renewed) California history emphasis: This coming January, the \_\_\_\_\_ journal, a long-standing scholarly publication, will return to CSU East Bay. Mary Ann Irwin, a lecturer in the Department of History, will serve as the editor of this journal. She has many wonderful and creative plans for issues, and we plan to embed some of the critical work and design of the journal into our public history program and courses. We can envision a further elevation of our California history curriculum and expertise with this hire. We would be happy to adjust the job description as well, in order to lean into this new emphasis.