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Subject: Taking Action

Dear Faculty Colleagues:

The recent call to action from our Black students shook me out of my own sense that we can continue on an incremental path of diversifying our faculty. It's time to accelerate this work. It's also time to make other concrete changes, beyond words, bolstering the structural underpinnings of a culture of inclusiveness and accountability at Trinity.

One of the key goals the Umoja Coalition raised was to diversify Trinity's faculty. We can do this here and now by aligning our existing resources with our priorities. I'm pleased to share that the members of the EPC have supported the proposal for a Special Opportunity Hiring Initiative in AY 20-21, as outlined below. The EPC will follow up with the details and timeline.

Beyond faculty hiring, we must take other actions. To this end, I've written the Curriculum Committee and the Appointments & Promotions Committee about how we can address systemic racism in our curriculum and evaluation processes, ensuring that our classrooms are inclusive spaces—never sites of marginalization or belittlement. Even if so much of what we do as faculty is transformative in a positive sense, this is a moment of confronting how we must do better.

At a time when we might grow despondent, let's be inspired by our students and their demand that we create a more just campus.

Best, Sonia

EPC Allocations in 2020

Challenges and Parameters

The 2020-21 academic year will be a challenging one for faculty hiring across the country. Travel restrictions and budgetary uncertainties will make the process more difficult than usual. Many institutions have already announced hiring freezes, including Brown and Yale. At Trinity, we do not yet know the full financial implications of this crisis. Yet as of July 1, 2020, we will have 19 open tenure-track lines, or 11.5% of our 165 tenure lines.

A Strategy for Staggering Faculty Hiring

- **2020 EPC Allocations.** We will complete the EPC process that we started in AY19-20. Of 15 unallocated lines on July 1, 2020, we will allocate 9 through our regular process; and 6 through a Special Opportunity Hiring Initiative in AY20-21, open to scholars at any rank.
- **Regular EPC Process in AY20-21 to be Suspended.** Given budgetary considerations and strategic priorities, we will not accept regular EPC proposals in AY20-21.

- **Faculty Hiring Freeze.** We will institute a faculty hiring freeze next year for visiting faculty and some tenure-track positions, with the following exceptions: the 4 tenure-track lines that are approved but unfilled (American Studies, Computer Science, Economics, and Physics) and up to 6 additional special opportunity hires as outlined below.
- **Special Opportunity Hiring.** Recognizing our longstanding commitment to diversifying Trinity's faculty and the historic significance of the current national moment, including urgent calls from our Black students, we will accelerate efforts to diversify our faculty through our existing special opportunity hiring program. Detailed guidelines for nominating candidates, including mentoring requirements, will be developed this summer by the EPC, working closely with the Vice President for Diversity, Equity, and Inclusion and consistent with the process outlined in the Faculty Manual for special opportunity hires; students of color will be included in the nomination process. As per the Faculty Manual, the A&P Committee will review and recommend candidates for hiring to the acting dean of faculty.

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