

February 10, 2004

D R A F T

**Hiring and Program Implementation Plan
Alliance for Social, Political, Ethical and Cultural Thought
(ASPECT)**

This initiative is inspired by comparable programs at several Top 30 research institutions, which also are members of the Association of American Universities (AAU). They include the University of Chicago, Duke University, the University of Pittsburgh, Stanford University, and Vanderbilt University. ASPECT was approved by the Dean of Arts and Sciences in 2002, it was endorsed for implementation by the Administrative Coordinating Council for the Arts, Humanities and Social Sciences (ACCAHSS) during 2002-2003, it has been given a green light for implementation by AY 05-06 in the Graduate School's Plan for Graduate Degrees (IPGD), and it is now supported by the Dean of the College of Liberal Arts and Human Sciences. The IPGD asks the Department of History, Philosophy, and Political Science to implement this program. However, ASPECT will also include faculty from other College of Liberal Arts and Human Sciences units as well as faculty in the Pamplin College of Business and the College of Architecture and Urban Studies. As the IPGD identified base for ASPECT, History, Philosophy, and Political Science intend to follow the operational model they have developed successfully in building the Science and Technology Studies Ph.D. program in the former College of Arts and Sciences. These three department heads concur: the approach to implement this graduate degree program, once the new resources needed for it to succeed are assigned to them, should adhere to the existing STS model by seeing ASPECT faculty, graduate students, curriculum, and program management as their shared governance and managerial responsibilities on campus as they work with Burruss Hall to get APSECT approved in Richmond.

It is imperative that the University implement this program quickly. There are a considerable number of expert faculty already clustered together at Virginia Tech, working in this area of study. They mostly are in three different colleges, and their work is very respected nationally and internationally. ASPECT would provide a new intellectual project for them, and it would allow them to become more fully engaged in moving the University toward AAU membership. In addition, ASPECT would:

- provide a focused rationale for reinvesting in departments located with three colleges where budget cuts have prevented the teaching of vitally important core courses;
- create graduate programs of study for academic units that now do not have them, tied to a collective undertaking to lay additional foundations for future departmental development;
- train many new doctoral students, who could teach additional 1000, 2000, and even some 3000 level courses, to cover core curriculum needs, free tenure/tenure-track faculty for research, and gain innovative instructional experience in the classroom;
- draw together world-class faculty in many different departments to work on a common project at Virginia Tech. focusing their highly sophisticated approaches to cultural, ethical, political, and social thought upon pressing moral and policy concerns; and, finally,
- retain a number of outstanding assistant, associate and full professors whom all serendipitously have chosen to work at Virginia Tech, but who remain quite moveable both in the U.S.A. and abroad within their professional areas of work.

Implementation Plan:

Implementing ASPECT in 2003-2004 will require the University to invest in a number of new GTA/GA lines in the three main ASPECT departments – History, Philosophy, and Political Science -- to build a cohort of new doctoral students in the colleges where arts, humanities, and social sciences programs are now positioned. Nine new GTAs lines a year for four years -- three each in History, Philosophy, and Political Science -- are needed to create the minimum cohort that would allow APSECT to work well. It also will require replacing colleagues that have left Virginia Tech to relocate elsewhere in the USA or abroad. The first wave would focus on History, Philosophy, and Political Science, and the second wave would bring ASPECT colleagues in for other affiliated units. The following new faculty resources—some for new hires and some for hiring in unfilled existing positions—will be needed over the next two years with the salary figures here being only provisional ones used for planning purposes:

2003-2004 Academic Year: First Wave

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|----------------------------------------------------------------|----------|
| 1. Assistant Professor in Philosophy | \$45,000 |
| • Ethical and Political Philosophy: position vacant since 1998 | |

2. Assistant Professor in Political Science	\$45,000
• Political Theory: position vacant since 2002	
3. Assistant Professor History/Religious Studies	\$45,000
• Islamic Culture and History: new joint position	
4. Assistant Professor in History	\$45,000
• Modern Cultural History: new position	
5. Assistant Professor in Political Science	\$45,000
• Political Theory: position vacant since 2003	
6. Assistant Professor in Philosophy	\$45,000
• Applied Ethics/Bioethics: position vacant since 2001	
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Total	\$270,000

2004-2005 Academic Year: Second Wave

1. Assistant Professor in Management	\$45,000 [+X]
• Corporate Ethics/International Business Ethics: position vacant since 2003	
2. Assistant Professor in Foreign Languages and Literatures	\$45,000
• Cultural Theory (French or Italian): new position	
3. Assistant Professor in Government and International Affairs	\$45,000
• Social and Political Theory of Globalization: new position	
4. Assistant Professor in Religious Studies/Judaic Studies	\$45,000
• Judaic Thought/Askenazic-Rabbic Cultural Studies/Comparative Diastoric Studies: position vacant since 2002 [Might be filled by CLAHS during in AY 03-04]	
5. Assistant Professor in Teaching and Learning	\$45,000
• Philosophy of Education/Media Theory/Information Society and Technology: position vacant since 2003	

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|-----------------------------------------------------------------------------|----------|
| 6. Assistant Professor in Women’s Studies | \$45,000 |
| • Feminism and Politics/Women in Development:
position vacant since 2003 | |

Total	\$270,000
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These new hires into ASPECT can be phased in over two (or three) years, and they represent a total of only \$540,000 (with the Management Position base needing a supplement to its ASPECT budgeted base). Since these hires are all priced at only \$45,000 for an entry-level AY appointment, which is a reasonable, but not competitive, figure, the Department of Management position will clearly require a supplement. With the exception of two new hires in AY 04-05, and three new hires in AY 05-06, all of these faculty searches would also fill positions that were occupied. The new faculty and doctoral students in ASPECT will meet pressing intellectual and programmatic needs in three colleges. All of the twelve hires represent a focused effort to build upon existing strengths by leveraging relatively low-cost positions in disciplines tied to the humanities and social sciences to work toward AAU membership. ASPECT program faculty and their Ph.D. students will serve many undergraduate students in several key departments with heavy core curricular requirements as well as anchor a vital new doctoral program of study endorsed by the ACCAHSS in 2003 and the Graduate School in 2004. To improve the University’s research reputation in the arts, humanities, and social sciences, it is imperative that the Provost’s Office immediately begin to build the ASPECT doctoral program.