

## Philosophy's take on realignment

The Philosophy Department is with the sixty-five percent of faculty and staff who favor either that no changes be made or that changes be minor. Points 1) and 2) express the consensus of the department. The later points were relayed to me by one or more department member.

1) It is known that major realignment, involving the addition of new colleges, will cost a considerable amount money, but not known whether these changes will bring the hoped for benefits. More evidence should be presented and carefully evaluated before making such a costly investment (especially given the current financial pressures facing the University).

2) Problems having to do with the size of CLAS might be less drastically dealt with by the creation of sub-colleges. The creation of sub-colleges, rather than wholly separate colleges, could also speak to the concerns about resource-distribution, fundraising, and clear identity.

3) Concern was expressed about how realignment would affect the daily work load of the faculty (e.g., if CLAS was divided into three colleges, would there now be three RTP committees, three curriculum committees, etc.?)

4) A fear was expressed that problems with collaboration between and across faculty and staff could be exacerbated rather than rectified by greater division. While there was less concern with the realignment of departments *outside* the CLAS, thoughts were expressed that there are longstanding institutional and academic reasons for the current alignment of the disciplines currently housed within CLAS. Any changes could have some negative impact upon ongoing, interdisciplinary collaboration involving both our faculty and students.

5) Another concern was with how realignment would affect students, as it is common for our majors and minors to major or minor in disciplines that are within the current CLAS, but would not be in the same college under the 7-college proposal. It was also a concern that a division in the current CLAS could make it more difficult for Philosophy to recruit minors from disciplines that would not be in the Arts and Humanities college.

6) The opinion was expressed that before any plan be considered, a disparate impact study should be performed that would examine how racial, ethnic, sexual orientation, and other relevant variables are distributed first, under the existing structures, and then under any proposed structures. The university has a responsibility to its diverse student body to perform basic due diligence, since it seems possible that the proposed changes may adversely and disproportionality impact certain demographics.

Respectfully,

Brian Hutchinson  
Philosophy chair