

# Program Review for Philosophy

## Development of Action Steps

### General Comment:

Overall, “a strong impression.” The Department represents one of Lehman College’s “historic strengths, which is to provide opportunities for historically excluded or disadvantaged populations.

### Program Commendations:

1. Faculty, students, and curriculum.
2. Faculty are dedicated accessible, energetic, and committed to undergraduate education
3. The Department has seen a sharp increase in the number of majors it serves since 2015
4. Pedagogical approaches are innovative

### Identified Issues:

1. Department is “markedly understaffed” (no assistant professors, two associate professors, three full professors (including the A&H Dean). Two-track (“Knowledge and Reality” and “Ethics and Public Policy” departments typically require 2-3 times the number of faculty in Lehman’s Department. 5 full-time faculty were present at the time of the review (25% of faculty were full-time at the time of the visit).
2. Overreliance on adjuncts; adjuncts can’t perform certain functions such as advising (related to #1)
3. Uncertain why the development of multiple certificate programs will be in the best long-term interest of the Department, its faculty, and students. The program is really focused on stackable credentials for existing courses. Won’t be more work. Would go through Lehman’s usual curriculum approval process
4. Need to strengthen ability to retain junior faculty. Consider exit interviews of junior faculty who depart.
5. Challenge of integration of technological resources for older students (no recommendation provided). Office of Online Education has student mentors who can be leveraged.

### Recommendations:

Recommendation	Strengths Leveraged/Issues Addressed	Notes	Responsible Party	Timeline	Actions Taken
1. New faculty lines	Issues #1 and #4	The Department is poised to receive faculty lines (down at least two faculty members)	Provost A&H Program		Lecturer line was approved
2. Department should promote the	Issue #2	Had been increased to 27 credits in 2019. Left it at	A&H Program		Internships will be

<p>position that the attractiveness of the Philosophy major has more to do with the creative, practical, and world-expanding possibilities opened up by combining rigorous philosophical studies with other majors</p>		<p>27 credits as Philosophy serves as a backup plan for students who may not be able to complete Nursing, Social Work, SLHS degrees. Helps students graduate; helps advance 90x30. This is an important role that the Department plays. Suggestion is being incorporated into advising of potential Philosophy majors. Can expand flexibility of skills for graduating students.</p> <p>Future: Internship courses could bring it to 30 credits.</p>			<p>possible with the CIE initiative with the two advisors (industry specialist and advisor)</p>
<p>3. Analysis that links development of multiple certificate programs to the long-term best interests of the program</p>	<p>Issue #3</p>	<p>Were considering some undergraduate certificates (in addition to the Business Ethics certificate). A substitute for minors. Could expand some minors into certificate programs. Available to those taking other Majors. Could enhance prospects for students looking to go to Graduate School or Law School.</p> <p>Reasoning and Exposition minor (21 credits) seemed to be under-enrolled. Seems like a minor for non-philosophers. 2 students over the past 6 years (1 dropped out). Isn't attractive to students. Perhaps title change, reduction in credits to transform it into a new minor.</p> <p>Possible approach: Bring minors and certificates into alignment. Bringing some of them together could avoid the work associated with separate minors and certificates.</p>	<p>A&amp;H Program</p>		

<p>4. Wide-ranging internal conversation to address the risk of junior faculty flight</p>	<p>Issue #5</p>	<p>Have already discussed (Department, Dean, and Associate Dean).</p> <p>Reviewers had some good ideas (#5-#7).</p> <p>There is one potential CC faculty member who could be recruited.</p> <p>Change in release time policy where some of it is given after tenure could reduce turnover.</p> <p>3x3 teaching load could be better than the 3x4 credit load.</p>	<p>A&amp;H Program</p>		
<p>5. Focus on combinations of attributes rather than areas of expertise when recruiting faculty to strengthen the fit with Lehman College e.g., public-oriented philosopher in Latin America/Latinx philosophy (focus on uniqueness). Look to CUNY community colleges for a pool of talent</p>	<p>Issues #1, #5</p>	<p>Should move away from not recruiting from the CUNY Graduate Center graduates with caution/due diligence. There had been some ineffective hiring practices related to GC graduates in the past. GC has been making efforts to diversify its student pool. Its ranking in the world has increased.</p>	<p>A&amp;H Program</p>		
<p>6. Develop a fast-track tenure-track appointment (perhaps a special Postdoctoral Fellowship that leads to a tenure-track offer after two years)</p>	<p>Issues #1, #5</p>	<p>Could be a good way to retain junior faculty. Would rotate among different departments, including Philosophy. There are differing retention rates among Departments in A&amp;H. Focus of the Postdoctoral Fellowships could be on areas with retention challenges. Could be a longer-term goal.</p>	<p>CUNY Central A&amp;H Program</p>		<p>Not feasible</p>
<p>7. Joint appointments in the humanities with Social, Natural, and Professional Sciences</p>	<p>Issues #1, #5</p>	<p>Would allow Philosophy to benefit from the School of Business (joint appointment with Business). Could be subject to future accreditation issues at the</p>	<p>A&amp;H NSS HS2N Program</p>		<p>Premature. probably something for next PSC contract negotiations</p>

		School of Business. Could be 60% philosophy-40% business. Would benefit business majors (greater flexibility, richer experience, etc.). Would this be a new position? Philosophy faculty member could get affiliation with the Business School.			
8. Sublines could be given to adjuncts (at other CUNY college)/candidates	Issues #1, #5	Problem is that they are semester-to-semester. Full-year sublines could be a recruitment/retention tool. Could lead to hiring for FT faculty positions afterward. Probably easier to implement than a Postdoc Program. Could be a shorter-term goal.	A&H Program		Allowable within current policy
9. Think through the two-tracks approach.	Issue #1	Should get enrollment data to examine the potential issue. Look for trends before making a decision. Too early to make a decision. Chair believes enrollment is fairly similar between the two tracks. Will monitor the data on an annual basis to address this suggestion.  Hoping to get to 8 FT faculty. Then re-examine the issue.	A&H Program		Get the enrollment data for the two tracks