

BOWDOIN COLLEGE

SENIOR VICE PRESIDENT AND DEAN FOR ACADEMIC AFFAIRS

MEMORANDUM

To: The Faculty
From: Jennifer Scanlon 
Date: April 21, 2022
Subject: Update on Policy Revisions

Dear Colleagues,

I write with an update on our office's work to support faculty more equitably across the divisions and at distinct stages of their careers, and, in alignment with the charge from President Rose, to evaluate all our practices and policies through the lenses of effective resource allocation, long-term financial sustainability, and diversity, equity, and inclusion (DEI). This work has led to three substantial policy changes and initiatives that I want to share with you today:

Early Career Stage: Revising the Shared Appointments Policy as a Partner Accommodation Policy;
Mid-Career Stage: Providing enrichment funds for newly tenured faculty; and
Advanced Career Stage: Enhancing compensation for academic department chairs and program directors

Each of these is described below, with more details included in the attached Frequently Asked Questions (FAQ) document.

I. **Early Career Stage: Revising the Shared Appointments Policy as a Partner Accommodation Policy**

The existing policy on shared appointments was established in 2007 to move away from *ad hoc* approaches to a standardized approach to facilitating successful recruitment and retention of faculty, through the consideration and accommodation of academic spouses or domestic partners. Since its adoption, this policy has afforded us opportunities to hire and retain excellent faculty who have and continue to enrich our community in many ways. This year we put the policy on hold for new hires while conducting a careful review of its effectiveness in relation to its original goals, the current context, and the president's request.

We reviewed internal data, compared it to related practices at peer institutions¹, and examined its relationship to our current principles for oversight of faculty position allocation, which have been

¹ Bowdoin's peer comparison group includes Amherst, Bates, Bryn Mawr, Colby, Connecticut, Hamilton, Haverford, Middlebury, Mount Holyoke, Oberlin, Smith, Swarthmore, Trinity, Vassar, Wellesley, Wesleyan, Wheaton, Williams.

redefined and strengthened over the past several years by the Committee on Curriculum and Educational Policy (CEP) and the Committee for Faculty Diversity and Inclusion (CFDI), in consultation with the Office of Inclusion and Diversity.

Our review has made clear that the 2007 Shared Appointments Policy is:

- not aligned with current practices and policies on faculty lines regarding the needs they fill and the strategic growth of the tenure-track faculty;
- an outlier among our peers;
- not financially sustainable.

Based on this review, it became clear that the policy needed a correction. Over the past several months, the dean's office in consultation with the president has developed an updated policy. This updated Partner Accommodation Policy will allow us to provide transitional support for academic couples and to respond to the current and future needs of our faculty as a whole. *To be clear, this change does not impact those currently holding or being formally considered for shared appointments or bridge positions.*

We want to continue to support academic partners, and the updated policy will do this by helping them establish themselves in the region and providing time to explore permanent opportunities. We must also be strategic in the creation of new tenure-track lines as we commit to diversifying the faculty and curriculum, leave-proof departments, and invest in the development of all faculty, at every career stage.

There are two components to the Partner Accommodation Policy. First, a candidate at the time of hire may ask to explore a temporary appointment for their partner within the hiring department or program or in another department or program. Such accommodation, if approved, would consist of a two-year, part-time, benefits-eligible visiting assistant professor position, typically responsible for teaching two courses per year. This accommodation replaces the bridge position model in the 2007 policy. These appointments will not be renewable at the end of the two-year period, but such individuals may request continued affiliation with Bowdoin College as an unpaid Research Associate on a term-limited basis, which offers them continued use of their Bowdoin email address and full Library access. Second, shared tenure-line appointments would still be considered, but not in the same way as in the current policy. In the updated policy, shared tenure-line appointments would comprise a full-time equivalent (FTE) of 1.0 (0.5 each), as opposed to 1.5 FTE (0.75 each), and they would only be appointed in the same department or program.

II. Mid-Career Stage: Providing Enrichment Funds for Newly Tenured Faculty

As part of our commitment to provide support for members of the faculty at distinct stages in their careers, the dean's office, with support from a generous anonymous donor, will provide each newly tenured faculty member a \$6,000 grant, to be used in their first six years as an associate professor.

This past year we piloted a Post-Tenure Leadership Development program for those who received tenure and promotion in the spring of 2021. In conversation with this cohort, we learned that some newly tenured faculty are well into their next projects and would benefit from additional funding to use immediately following tenure. Others would benefit from funding to explore a range of ideas they are considering for their next scholarly or artistic project, or to pursue a smaller project alongside a “big project.” Some faculty may wish to pursue professional development opportunities to help them clarify how they see themselves moving through the associate level stage of their career. The goal of the Post-Tenure Enrichment Fund is to provide all newly tenured faculty with flexibility and support in this transitional stage of their career.

The first round of Post-Tenure Enrichment grants will be given this summer to those faculty who were awarded tenure and promotion during the 2021-22 cycle, and each summer going forward to each newly tenured and promoted associate professor cohort.

III. Advanced Career Stage: Enhancing Compensation for Academic Department Chairs and Program Directors

Again, as part of our commitment to provide support for members of the faculty at distinct stages in their careers, the dean’s office has revised the chair/director compensation policy to provide increased financial compensation and additional time through course releases for chairs and directors who serve a full term. These revisions seek to acknowledge and reward the valuable service that all chairs and directors give to the College, while recognizing that chairs’ and directors’ workloads differ among departments and programs. We especially acknowledge:

- the critical role chairs and directors play in shared governance;
- the increase in chair and director workloads over time;
- the leadership role that chairs and directors provide in diversity, equity, and inclusion initiatives;
- the interruptions in scholarly and artistic work that chairs and directors experience.

Under this new chair/director compensation policy, the standard term will be **four years**, served contiguously, with a stronger expectation that departments and programs will strategically plan sabbatical schedules to enable chairs and directors to serve full terms. Typically, many chairs and directors have extended their three-year terms to four years. Moreover, we have found that four-year terms best serve departments/programs and the College, and that with the benefit of consistent experience chairs and directors find the fourth year of service less onerous.

The two financial options for chair/director compensation, the choice of stipend or leave supplement, remain, but are enhanced under the new policy. The annual chair/director stipends will now be **\$8,000** beginning in year one and will remain so in each year (rather than increasing by year), to recognize that the first year of chairing/directing is often, in fact, the hardest. This is an increase of \$4,000 in the first year, \$3,000 in the second year, and \$2,000 in the third and subsequent years. Chairs/directors who select the leave supplement option will accrue up to a full paid semester’s leave, as before. However, regardless of which option they choose, chairs/directors who serve a full four-year term will additionally be granted **\$6,000 from a new**

Chair/Director Enrichment Fund at the end of their service, which may be used for professional development and scholarly or artistic work.

In addition to the stipend or leave supplement and the enrichment grant, *all* chairs/directors of academic departments/programs who serve the full four years will also **receive one course release** during their term (generally in one of the latter two years). This is an enrichment of the current compensation policy and will result in **22 departments/programs** whose chairs do not currently receive a course release for this service being granted one.

Chairs/directors of the largest departments/programs (permanent headcount of 10 or above) will receive a **total of two course releases**, one normally to be taken in the first two years, the second in the second two years. This category currently includes all six departments/programs whose chairs, under the old policy, received a single course release and an additional six whose chairs did not previously receive any course releases.

For additional details, please see the attached FAQ.

We will have time at the next faculty meeting for discussion of these changes. We also welcome questions in advance. Thank you for your consideration of how these new policy revisions and initiatives together allow us to support our faculty more equitably across the divisions and at distinct stages of their careers.

Best,
Jen

Policy Revisions, April 21, 2022
Frequently Asked Questions (FAQ)

Early Career Stage: Partner Accommodation Policy

1. Why are you updating the existing Shared Appointments Policy?

Our office has been working to support faculty more equitably across the divisions and at distinct stages of their careers while developing hiring practices that are DEI-oriented and financially sustainable in the long-term. Since the 2007 policy had been in place and unchanged for fifteen years, and because it circumvents current, more rigorous procedures and expectations for the allocation of faculty positions, the dean's office conducted a review of its effectiveness in relation to its original goals, the current context, and the president's request. Given the finite availability of offices, classrooms, and laboratories; resource limitations which prevent us from continually adding unplanned lines; and the demands we now place on departments and programs in requesting new or reauthorized faculty lines, we must be purposeful, equitable, and strategic in allocating every new tenure-track line.

This year we put the 2007 policy on hold for new hires, while we conducted a review of its uses and impacts. We reviewed internal data, compared the 2007 policy to related practices at peer institutions², and examined its relationship to our other policies relating to faculty lines and recruitment, which have been updated more recently than this policy. In particular, our current principles for oversight of faculty position allocation have been redefined and strengthened over the past several years by the Committee on Curriculum and Educational Policy (CEP) and the Committee for Faculty Diversity and Inclusion (CFDI), in consultation with the Office of Inclusion and Diversity. Our review has made clear that the 2007 Shared Appointments Policy did not adequately consider resource implications and also predated our deliberate policies on the allocation of faculty positions and diversifying the faculty. In short, the 2007 policy is:

- not aligned with current practices and policies on faculty lines regarding the needs they fill and the strategic growth of the tenure-track faculty;
- an outlier among our peers;
- not financially sustainable.

Based on this review, we determined that a correction was needed and developed the updated Partner Accommodation Policy.

2. Does this update affect those currently holding a shared appointment?

No. This does not affect individuals currently holding or being considered for shared appointments or bridge positions. These individuals will continue to be governed by the provisions of their original agreements.

3. Didn't the 2007 policy support our DEI efforts?

It had that effect in some cases, but the 2007 policy existed outside the DEI-oriented faculty position allocation and recruitment processes that have been put in place since its adoption. As part of our current DEI efforts, all new and reauthorized tenure-track lines are subject to an extensive review process involving members of the relevant department or program and members of CEP and CFDI. In addition to developing diverse pools of candidates and robust strategies for faculty recruitment and retention, this process also addresses efforts related to inclusive excellence, including recruiting a compositionally diverse student body to the major, developing inclusive curricula and pedagogies, and crafting meaningful and accountable mentoring plans. The 2007 policy circumvents these strategic DEI efforts now mandated of departments and programs and has resulted in inequitable hiring practices across the divisions of the College.

4. In what ways did the 2007 policy result in inequitable hiring practices across the divisions, as noted above?

The Shared Appointment Policy was designed to provide opportunity for newly hired faculty with academic partners across the divisions of the College, yet the spousal hires made since 2007

² Bowdoin's peer comparison group includes Amherst, Bates, Bryn Mawr, Colby, Connecticut, Hamilton, Haverford, Middlebury, Mount Holyoke, Oberlin, Smith, Swarthmore, Trinity, Vassar, Wellesley, Wesleyan, Wheaton, Williams.

have been concentrated in the humanities. Currently on the faculty are 15 spousal accommodation hires, of whom 86% are humanists. As we know, enrollments in the humanities have declined over recent years. By no means should enrollments alone dictate hiring, but they must play a role, especially as we see some junior faculty in the humanities challenged by low enrollments and some faculty in the other divisions struggling with the pressure of high enrollments. Apart from student demand, the laboratory space and equipment needed for many appointments in STEM and social science fields also make unplanned hires difficult or impossible to make.

5. In what other ways did the 2007 policy work differently than intended?

The 2007 policy stated that such shared appointments would be “relatively rare” and “only possible in exceptional circumstances.” In reality, these did not turn out to be rare, which made for greater resource implications than had been anticipated.

6. What does this update allow the College to do with respect to directing resources toward faculty hiring and support?

It increases our ability to:

- Deliberately establish new lines
- Fund approved leave-proofing positions and consider new ones
- Make strategic target-of-opportunity hires
- Fulfill our commitment to support all faculty at different stages of their careers

7. The 2007 policy offered tenure-line accommodations to partners. What does the updated policy offer?

There are two components to the revised Partner Accommodation Policy. First, a candidate at the time of hire may ask to explore a temporary appointment for their partner within the hiring department or program or in another department or program. Such accommodation, if approved, would consist of a two-year, part-time, benefits-eligible visiting assistant professor position, typically responsible for teaching two courses per year. This accommodation replaces the bridge position model in the 2007 policy. These appointments will not be renewable at the end of the two-year period, but such individuals may request continued affiliation with Bowdoin College as an unpaid Research Associate on a term-limited basis, which offers them continued use of their Bowdoin email address and full Library access. Second, shared tenure-line appointments would still be considered, but not in the same way as in the current iteration. In the updated policy, shared tenure-line appointments would comprise a full-time equivalent (FTE) of 1.0 (0.5 each), as opposed to 1.5 FTE (0.75 each), and they would only be appointed in the same department or program.

8. In addition to financial sustainability, what other considerations went into developing the updated policy?

Several factors were considered, including:

- A desire to continue to support academic partners in a standardized rather than *ad hoc* way by helping them establish themselves in the region and explore permanent opportunities
- A commitment to diversifying the faculty and the curriculum
- A desire to remain competitive with our peers in faculty recruitment and retention

9. How does the updated policy compare to the 2007 policy?

The following table outlines the core changes, which apply only to partner accommodations initiated after July 1, 2022:

2007 Policy	Updated Policy
<ul style="list-style-type: none"> Name: Policy on Shared Appointments 	<ul style="list-style-type: none"> Name: Policy on Partner Accommodations
<ul style="list-style-type: none"> When a candidate for an advertised position is hired, the spouse or partner may be offered a position for three years as a lecturer during consideration of a shared position that crosses departments or programs. 	<ul style="list-style-type: none"> When a candidate for an advertised position is hired, their partner may be offered a two-year, part-time, benefits-eligible visiting assistant professor position, typically responsible for teaching two courses per year This visiting position may be in the same or another department or program as the original hire and is not renewable at the end of the two-year period Such an offer would be contingent on review and approval by the departments/programs involved and the dean for academic affairs
	<ul style="list-style-type: none"> Following the two-year visiting position, the partner may continue their affiliation with the College as a Research Associate, retaining use of a Bowdoin email address and Library access
<ul style="list-style-type: none"> Shared appointments may exist within the same department/program <i>or</i> across departments/programs 	<ul style="list-style-type: none"> Shared tenure-line appointments <i>may only</i> exist within the same department/program
<ul style="list-style-type: none"> Shared appointments consist of 1.5 FTE, with each partner carrying .75 load and salary 	<ul style="list-style-type: none"> Shared tenure-line appointments consist of 1.0 FTE, with each partner carrying .50 load and salary
<ul style="list-style-type: none"> If one partner becomes chair/program director, he/she moves to full-time status and remaining partner moves to .5 FTE 	<ul style="list-style-type: none"> In shared tenure-line appointments, if one partner becomes chair/program director, there is no change to the FTE of either partner
<ul style="list-style-type: none"> At the time of appointment, a candidate may ask to explore a possible shared appointment across departments or programs 	<ul style="list-style-type: none"> Shared tenure-line appointments across departments/programs are no longer an option

10. Under the updated policy, what factors should departments or programs take into account when considering requests for potential partner accommodations?

For a temporary, half-time, visiting assistant professor appointment, factors to consider would include:

- Potential for partial leave-proofing during those two years
- Ability to offer courses that enhance departmental offerings but would not become essential
- Ability to temporarily teach some core courses that would allow other faculty to experiment with curricular innovations
- Mentoring capacity for this additional short-term junior colleague

11. Under the updated policy, would partners be able to apply for open positions while holding a shared appointment or a temporary visiting position?

Yes. Should a tenure-track or other ongoing position become available, partners would be welcome to apply but would have no particular claim on the positions.

12. Under the updated policy, when would a tenure-track faculty member be able to request consideration of a shared appointment with their partner?

Requests for a shared 1.0 FTE appointment within the same department or program would be considered at the time of application or once the original hire is on the tenure-track.

13. How does the updated policy compare to those of our peers?

None of our peer institutions has a policy of creating new tenure-track lines for partners. The updated policy remains generous relative to those of our peers.

14. Will this change impact faculty recruitment or retention? Are we going to lose candidates because of this change?

We may lose some candidates seeking long-term positions for their partners, just as peer institutions do. However, in the 2021-2022 academic year, three candidates who had academic partners accepted Bowdoin positions even though we could not extend partner offers. We lost one candidate because the policy was on hold. Had we offered bridge appointments to all who requested them, we would have had to make four partner offers in one academic year. As explained above, this approach is neither sustainable nor equitable across the divisions: even if we maintained the 2007 version, the recent requests we received for partner appointments in the sciences would not have been possible given laboratory space and other considerations.

15. Why has this change not gone to a faculty vote?

This is one of the policies on faculty supports and benefits that the president asked the dean's office to scrutinize for budgetary and equity reasons. As outlined above, the 2007 policy is neither financially sustainable nor aligned with current practices and policies on faculty lines regarding the needs they fill and the strategic growth of the tenure-track faculty. At the same time, the dean recognized the value in offering some form of partner accommodation for newly hired faculty with academic partners. This updated Partner Accommodation Policy retains the principle of providing standardized support for academic couples and is sustainable and in alignment with our current policies and practices regarding faculty recruitment.

16. Going forward, would the College ever consider long-term partner accommodation requests?

Under very limited circumstances and at the recommendation of the President, long-term partner accommodation appointments may be considered to advance institutional priorities.

Advanced Career Stage: Enhancing Compensation for Academic Department Chairs and Program Directors

1. What does the new policy look like going forward, and how does it apply to chairs/directors already partway through their terms of service?

Chart 1 below outlines the policy going into effect July 1, which will apply fully to those who begin a new term of service as chair/director in the 2022-23 academic year.

Chart 2 outlines how the policy will apply to chairs/directors who will be in their second or subsequent years of service during the 2022-23 academic year.

Chart 3 outlines the staffing headcounts used to determine groupings: **Group A** departments/programs are those with >10 ongoing staffing headcount and whose chairs/directors will be eligible for two course releases; **Group B** departments/programs are those with <10 ongoing staffing headcount and whose chairs/directors will be eligible for one course release.

Each incoming or continuing chair/director is invited to review the particulars of their individual situation or compensation with Associate Director of Academic Budgets and Financial Planning Saari Greylock in the Dean's Office.

2. Why was headcount used as the metric of choice in determining the size of a department/program?

After considering many factors including FTE, number of visiting faculty, number of majors, number of students enrolled in courses, staff supervisory responsibilities, and management of facilities, we found that total headcount of ongoing faculty and staff was consistently the metric that correlates best with chair workload and is the most stable measure over time.

Headcount recognizes that chair responsibility extends to all members of the department, whether they are serving in a full-time or part-time capacity. Likewise, faculty, lab instructors,

and staff who are formally jointly appointed in two departments/programs are counted in both, again recognizing that they are part of the responsibility and workload for both chairs.

The calculations were based on allocated permanent/ongoing staffing levels for 2022-23 of departmental faculty, lab instructors, and staff (including ongoing although currently vacant positions) and will be updated whenever there is a change to the ongoing allocated staffing level (either faculty or staff) of a department or program. See Chart 1 for department/program headcount information.

3. When does the new policy take effect?

The new policy becomes effective July 1, 2022, for all incoming chairs/directors. For those who are already serving chair/director terms, there will be a phased implementation. Please see additional information in Chart 2 below. No elements of this policy are retroactive.

4. Are there any changes to the leave supplement option?

Yes. While the level of sabbatical leave support per year of continuous chair service will remain the same, with a four-year term providing a fully paid second semester of sabbatical leave, chairs/directors who serve a full term will now also be awarded a \$6,000 chair/director enrichment grant at the completion of their service. Please see Chart 1.

5. Are there any changes to the stipend option?

Yes. Chairs/directors who select the stipend option will receive \$8,000 per year rather than the incremental amounts of \$4,000, \$5,000, and \$6,000 over three or more years. In addition, chairs/directors who serve a full four-year term will now also be awarded a \$6,000 chair/director enrichment grant at the completion of their service. Please see Chart 1.

6. If a chair/director elects the annual stipend option, will their eligibility for a leave supplement from the FDC be affected?

It does not affect eligibility but may impact the amount of an FDC grant. If a faculty member serves as chair/director for 1 or 2 years and selects the stipend option, they may still apply to the FDC for a leave supplement for their next sabbatical and any such grant, if awarded, would be at the standard 37.5% of annual salary (= 75% of one semester's salary). If a faculty member serves as chair for 3 or 4 years and selects the stipend option, they may still apply to the FDC for a leave supplement for their next sabbatical but any such grant, if awarded, would be capped at a maximum of 25% of annual salary (= 50% of one semester's salary). This adjustment to FDC funding levels is intended to create a degree of compensation equity between the two options.

Please note that selecting the leave supplement option for chair compensation provides guaranteed levels of funding for a year-long sabbatical. All new chairs/directors are encouraged to meet with Saari Greylock to discuss their options.

7. What happens in the future if chairs/directors serve fewer than the full four years?

Once this policy is implemented, chairs or directors who serve fewer than the full four years will receive the appropriately scaled leave supplement or the enhanced stipend for their term of service but will receive fewer or no course releases depending on the size of the department or program and will not be eligible for the chair/director enrichment grant. As is current policy, non-contiguous years of service will not be counted as a full term of service. For additional details, see Chart 1.

8. How does this policy compare to our peers?

Chair compensation practices among our peer schools vary widely. A number provide options for choosing between either course releases or sabbatical leave supplements. The changes we outline here offer both time *and* money to those chairs/directors who serve full terms, and we feel confident that this policy is comparable to those of our peers.

9. Will a chair's/director's course release be replaced?

Chair/director course releases will not be replaced, and the expectation is that the timing of course releases will be discussed/worked out with the department/program and the dean's office. In addition, as is current practice, the expectation is that released courses will not be lab courses (where applicable).

Chart 1: Compensation Structure for new chairs/directors beginning 2022-23

For chairs/directors who serve full 4-year terms:					
	Compensation	Year 1	Year 2	Year 3	Year 4
Choice of:	Leave supplement	10%	10%	15%	15% + \$6K grant
	Stipend	\$8,000	\$8,000	\$8,000	\$8K + \$6K grant
Plus:	Group A:	1 course release		1 course release	
	Group B:	--	--	1 course release	

For chairs/directors who serve for 3 years:				
	Compensation	Year 1	Year 2	Year 3
Choice of:	Leave supplement	10%	10%	15%
	Stipend	\$8,000	\$8,000	\$8,000
Plus:	Group A:	--	1 course release	
	Group B:	--	--	--

For chairs/directors who only serve for 1 or 2 years:			
	Compensation	Year 1	Year 2
Choice of:	Leave supplement	10%	10%
	Stipend	\$8,000	\$8,000
Plus:	Group A:	--	--
	Group B:	--	--

Chart 2: Phase-in Implementation Schedule

Looking ahead, what does this mean for me?		
In 2022-23, I will be in my...	Policy Impact	Compensation
1st year of a new term	Fully effective	See Chart #1 for compensation depending on length of term
2nd year of a 3-year term	Transition: Effective for remaining term	Leave supplement option: no change Stipend option: Increased to \$8,000 annually Group A: 1 course release Group B: 0 course release
2nd year of a 3-year term but I will extend term to a 4th year	Transition: Effective for remaining term	Leave supplement: 50% suppl + \$6K grant Stipend option: \$8,000 annually + \$6K grant Group A: 2 course releases Group B: 1 course release
3rd year of a 3-year term	Impact on stipend only	Leave supplement option: no change Stipend option: Increased to \$8,000 annually No course release unless provided by old policy
3rd year of a 4-yr term / 3rd year of a 3-yr term but I will extend term to a 4th year	Transition: Effective for remaining term	Leave supplement: 50% suppl + \$6K grant Stipend option: \$8,000 annually + \$6K grant Group A: 1 course release Group B: 1 course release
4th year of a 4-year term	Transition	Leave supplement: 50% suppl + \$6K grant Stipend option: \$8,000 annually + \$6K grant Group A: 1 course release Group B: 1 course release

All incoming and continuing chairs/directors are warmly invited to reach out to Saari Greylock (s.greylock@bowdoin.edu) to ask any questions and discuss their particular situation/options

Chart 3: Groupings by Department/Program Permanent Headcount

Dept/Program	Headcount	Group	# Course Releases
Biology	27	A	2
English	18	A	2
Chemistry	17	A	2
Government & Legal Studies	16	A	2
History	16	A	2
Romance Languages & Literatures	16	A	2
Asian Studies	14	A	2
Theater & Dance	14	A	2
Economics	13	A	2
Music	13	A	2
Physics	12	A	2
Mathematics	11	A	2
Environmental Studies	9	B	1
Earth & Oceanographic Science	9	B	1
Computer Science	8	B	1
Neuroscience	8	B	1
Visual Arts	8	B	1
Biochemistry	7	B	1
Psychology	7	B	1
Sociology	7	B	1
Anthropology	6	B	1
Art History	6	B	1
Classics	5	B	1
Education	5	B	1
Africana Studies	4	B	1
Cinema Studies	4	B	1
Digital & Computational Studies	4	B	1
German	4	B	1
Gender, Sexuality, & Women's Studies	4	B	1
Middle Eastern & North African Studies	4	B	1
Philosophy	4	B	1
Religion	4	B	1
Latin American, Caribbean, & Latinx Studies	3	B	1
Russian	2	B	1

Updated 21 March 2022 for 2022-23 data