

Strategic Hiring Sub-Committee of the Advisory Committee Report January 6, 2010, final revision

Members:

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The Strategic Hiring Sub-Committee was appointed by the department chair on September 2009, as mandated by the Strategic Plan accepted by the department in September 2008. In Section V. Hiring Priorities [see appendix], the department authorized the chair to appoint a committee to begin the department –wide development of a Three-Year Hiring Plan by preparing a report with the following considerations in mind:

- a) historic and projected student demand at the undergraduate and graduate level.
- b) seeking balance among established fields, new and growing fields, and emerging fields informed by conversations in I. B.1 [*now manifested in the Constellations initiative*].
- c) expanding the links among faculty and programs in traditional geographic and chronological fields and thematic fields.

and d) (authorized in the Academic Program Review Action Plan of May 2009), to consider the impact of potential retirements over the next five years.

This report seeks to meet the requirements by providing a snapshot view of the undergraduate and graduate teaching mission of the department over the past five years. The committee members are fully aware however that, since the conversations regarding Faculty Constellations are now just getting under way [b, c above], we are unable to fully meet the expectations of this mandate. What follows is a snapshot of the department’s teaching record by field.¹ It does not attempt to mandate a direction for the future trajectory of fields and hiring, a subject that awaits the department’s full discussion of Constellation proposals, which will significantly reshape the department’s intellectual framework.

Given that the deadline for a departmental decision on the three-year Strategic Hiring Plan has been advanced to February 2010, time is of the essence. The Sub-Committee thus strongly recommends that the department accelerate the proposal, discussion, and implementation of the thematic Constellations, so they can be considered in our Strategic Hiring decision.

¹ This analysis depends in great measure on a reasonably accurate measure of the FTE strength of each field in the department, a measure complicated by various half-time appointments and by the commitment of faculty to different fields. OSU History faculty devote different amounts of working time to the undergraduate and graduate fields, so these were calculated separately. For details, see Notes 2 and 4, and Appendices 2 and 3.

Undergraduate Studies [See Tables 1, 2, and 3]

Undergraduate enrollments bankroll the department. Field enrollments² in undergraduate courses, as measured by enrollment per faculty and by mean enrollments, show a general consistency through time, while varying considerably by field. These calculations include the enrollments in courses taught by Columbus FTE faculty [53.7 actual field count], and the enrollments in our 300-500 level courses taught by lecturers, visiting faculty, or non-departmental faculty.³ We include enrollments in cross-listed courses taught by Columbus FTE faculty that are credited to other departments, as they reflect effort of faculty. These total enrollment figures, compared to a baseline of field counts of Columbus FTE faculty provide an rough measure, however imperfect, of the effort of our faculty and the demand for our courses.

Based on enrollments by field faculty, mean course enrollments, and high enrollment courses, three fields stand out as the department leaders: Military, Modern U. S., and Medieval, followed by Early U.S., Early Modern Europe, and Ancient History.

Military History's leading contribution is driven by its very high enrollments in three thematic courses, 307 [WWII], 308 [Vietnam, lecture and distance offerings], and 380 [History of War], and its good showing at the 100 level. Modern U.S. makes a particularly strong contribution in offerings of History 152, and in 309 [Sixties], 310 [Ohio], and the Modern U.S. sequence of History 563, 564, 565, and 566. While many members of the field have contributed to these high enrollments, Professor Warren Van Tine's departure is already noticeable. The Ancient field is led by Professor Timothy Gregory's 306 and 505 [Classical archaeology and Byzantine] offered as distance courses. Medieval History's strong showing has been led by Prof. Joseph Lynch's very popular Histories of Early and Medieval Christianity, 506-507. Professor Lynch's leave and then passing has had an effect on Medieval enrollments in the last two years. Likewise, although enrollments in military history courses have remained high over the past two years, they have been adversely affected by Professor Grimsley's extended visiting professorship at the Army War College.

² **Undergraduate field weights** were assigned to each of the 59 Columbus FTE faculty according to their teaching of 300 and 500 level lecture courses between 2005 and 2009 [See Appendix 2]. Seven half-time appointments (shared with Women's Studies [3], Mershon, [3], African/African American Studies[1] and the Kirwan Institute [1]), the part-time teaching status of the present and former chairs (five years of no undergraduate teaching, calculated as .6 subtracted from the Diplomatic field and .4 subtracted from the Latin American Field), and the part-time status of the Director of the Center for Historical Research (three years of half-time undergraduate teaching, calculated as .3 subtracted from the Early American field) were included in these weights, resulting in a Columbus FTE Undergraduate field total of 53.7. Enrollments in World, Environmental, and Technology History were distributed according to the primary field commitment/s of the faculty instructor. Enrollments in 398, 598, and Topics courses were **not included** in these calculations, nor were enrollments by DSLs, lecturers, visiting faculty, or non-departmental faculty.

³ These numbers do not include the enrollments in courses taught by DSLs at the 100 level. We should recognize the effort that advisors in European, U. S., and World history make in training the DSLs teaching large numbers of students in the 111-112, 151-152, and 181-182 survey courses.

Among the other fields enrolling relatively higher numbers, Early Modern Europe and Early U.S. numbers are particularly strong at the 100 level, enrollment which may be impacted by declining demand in coming years. Prof. Beyerchen's new History 311, World War I, leads Modern Europe's recent high enrollers. Ancient History courses have consistently high enrollments. Jewish History is led by its enrollments in History 331, The Holocaust. The African and African-American field faculty have high enrollments in the 100 level courses they offer, and the 597 20th C. Issues in the Contemporary World enrolls well. Among the four top-enrolling courses being taught in Autumn 2009, three [311, 505.01, 566] are established draws, and one is new, Professor Otter's 362 History of Technology.

Generally, the mean enrollments by field [Table 2], suggest a broad stability in student demand over a five-year period, and thus provide no obvious indications of shifting student interest and demand. It might be noted however, that the Fall 2009 enrollments for two courses in environment and technology are drawing particularly well from students outside of the History major and Humanities: 74 of 90 students in History 362 [History of Technology] and 41 out 58 students in History 366.01 [Global Environmental History] are from non-Humanities programs, particularly Biological Science, Engineering, Social and Behavioral Sciences, and Math and Physical Sciences. These numbers, and more obviously the striking contributions of 300-level courses in Military History, Modern U. S. History, Ancient, and Jewish History, suggest that the department should aggressively expand its offering of thematic courses.

Graduate Studies [See Tables 4 and 5]

Graduate studies might be seen as the intellectual center of the department's teaching mission. The profile of and demand upon the department's various Graduate Fields of Study⁴ can be measured roughly in patterns of recruitment, major field and minor field exams, and Ph.D.s completed. The department's survey of employment on award of degree provides something of a measure of results, measured against the very rough measures of trends in job availability.

Six fields stand out as receiving about half of the applications for graduate study over the last five years: Military, Diplomatic, Modern U.S., Early U.S., Early Modern Europe, and Ancient History. Military History's particularly strong showing is influenced both by the quality of the program and by the fact that it is one of the very few programs in the country. Very broadly, most fields attract 45-50% of the applicants who are offered positions in the graduate program. The resulting matriculations, measured against field faculty, suggest that student demand has been particularly notable in five major fields: Military, Russian, Early U.S., Diplomatic, and Medieval History.

For the most part, these field concentrations of entering students are reflected in major field exams and Ph.D.s completed by field, with the addition of Early Modern Europe, Women's History, and Islamic History.

Five fields stand out in their important contribution of minor field exams to the graduate program: Latin America, Atlantic World, Modern U. S., Modern Europe, and Jewish History.

Employment of recent Ph.D.s [See Tables 6 , 7, and 8]

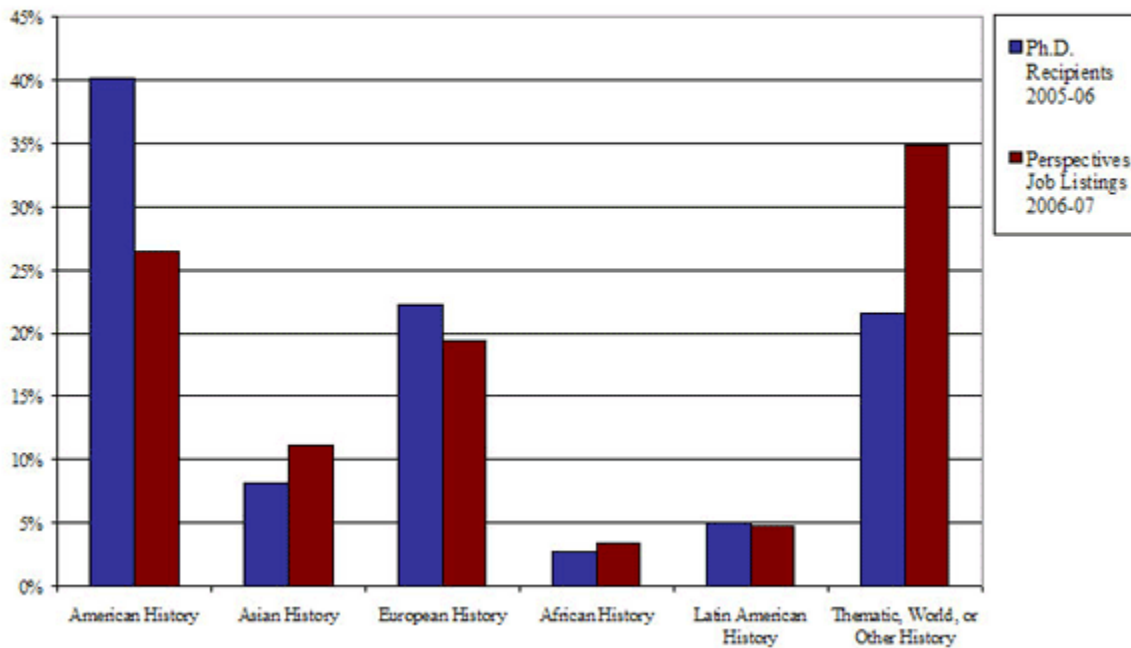
The record of first job placement of OSU Ph.D.s by field is difficult to assess, since the numbers involved are rather small by field. Overall, a decline in the number of Ph.D.s finishing between 2000-2004 and 2005-2009 and in placement in teaching positions may reflect the general economic conditions over the past two years. There does however, seem to be a significant shrinkage in the number of placements in tenure-track jobs in Modern U. S. and Military History. This may be conditioned by a general oversupply of U.S. Ph.D.s relative to the job market, as suggested in American Historical Association 2006-2007 data on advertised positions. Early American History has, however, significantly improved its placement in teaching positions.

The 2006-7 AHA data [below] suggests that there is a national undersupply in Asian, Thematic, World, or Other Historian categories, suggesting directions that the department might consider in the future.

⁴ **Graduate field weights** were assigned by self-identification and by the number of major and minor field exams that each Columbus FTE faculty member has given between 2005 and 2009 [See Appendix 3]. If a faculty member self-identified with a field in which s/he had given few or no exams, they were counted as a .2 participation in that field. Four half-time appointments, three in Women's History/Studies and one in African/African American Studies, were included in these weights, since these faculty have graduate responsibilities in that program, resulting in a Columbus FTE Graduate field total of 57.5.

From Robert B. Townsend, “Number of History PhDs Rising Again, but Job Openings Keep Pace,” *Perspectives* January 2008.

Figure 4: Ph.D.'s Conferred in 2006 and Jobs Advertised in *Perspectives*, 2006–07, by Field of Specialization



Robert Townsend of the AHA has recently supplied the data on job advertised by the AHA for the nine years between 1999 and 2008. Tables 8a-b summarize some of this data. All ads for department chairs, senior endowed positions, fellowships, library positions, and administrative positions have been eliminated from this analysis.⁵

The results of this preliminary analysis of 7132 jobs are subject to various interpretations, especially since there are a large number of residual “other” jobs in the European, American, and Asian fields. But we might take the number of jobs listed by the AHA as a general function of demand among our various graduate fields. Table 8a presents the annual data of jobs advertised by field. Comparing the four year-intervals of 200-2004 and 2004-2008, it suggests that there have been significant recent increases in jobs in the South Asian, Islamic, World, Diplomatic, and African fields. Table 8b compares the 1999-2008 jobs advertised by Columbus Graduate faculty and by OSU History PhDs awarded since 2000. The ratio of jobs advertised per Columbus campus graduate faculty suggests that our department might be low in its numbers of faculty in African, Latin American, East Asian, Early US, Medieval Europe, and Modern US

⁵ The Excel file “AHA Job data sorted Nov 29 2009” contains all of the original AHA job data, sorted by fields. For the most recent AHA analysis of their job data, see the January 2010 *Perspectives*: <http://blog.historians.org/articles/953/troubling-news-on-job-market-for>

fields, in that order. The particularly low faculty count in African history needs to be considered in the context of that program's long-standing collaborative relationship to AAAS.

Seven fields stand out as having produced relatively high numbers of PhDs relative to the number of jobs advertised by field: Military, Diplomatic, Russia, Early Modern Europe, Medieval Europe, Women, and Islamic. The extremely high number of Ph.D.s produced in Military History relative to jobs advertised by the AHA needs to be assessed relative to that program's role in training serving military officers.

Potential Retirements [see Table 9]

The department does have a significant number of faculty who, being over 60, might be expected to retire within the next decade. Generally these senior faculty are relatively well-distributed by field, but there is a particular concentration of near-retirement age faculty in Early Modern Europe and East Asia, followed by Islamic.

Chair Positions

The Joe R. Engle Designated Chair in the History of Christianity is currently vacant, and the King George III Professor in British History is projected to be vacant in January 2010.

Wider programmatic and intellectual commitments

The department's strategic review should take into consideration the history faculty's central role in a series of collaborative institutions and seminars centered in the department and around the university. Collectively, these contexts are extremely important venues for the contributions that the department faculty make to the intellectual life of the wider university.

Area Studies Centers (full Title VI NRC and FLAS funding*):

- Center for African Studies
- Center for Latin American Studies
- Center for Slavic and East European Studies*
- East Asian Studies Center*, including the
 - Institute for Chinese Studies
 - Institute for Japanese Studies
 - Korean Studies Initiative
- Middle East Studies Center*

University, College, and externally-funded centers:

- Center for Historical Research
- Center for Medieval and Renaissance Studies
- Kirwan Institute for the Study of Race and Ethnicity
- Melton Center for Jewish Studies
- Mershon Center for International Security Studies
- OSU Global History of Health Project
- OSU Excavations at Isthmia
- Historical Violence Database Project
- OSU Newark Earthworks Center for American Indian Studies

Department based seminars:

- Graduate Workshop in Diplomatic History
- Early Modern Seminar
- Early American Seminar
- Modern American Seminar
- Legal History Seminar
- Women's History Workshop

Table 1: History Undergraduate Enrollments by Field, 2004-2009

	Columbus FTE faculty weighted Undergrad field member ship as measured by 300 and 500 level offerings [see note 2]	Enrollment in 300 and 500 level lecture and courses offered by Columbus FTE faculty	Enrollment in 300 and 500-level distance-learning courses offered by Columbus FTE faculty	Cross-listed enrollment in 300-500-level courses offered by Columbus FTE faculty, other departments	Enrollment in 300 and 500 level lecture courses and topics offered by other faculty, lecturers, instructors, credited to History	Env-Sci-Tech and World enrollment Distrib to fields	Total 300-500 level enrollment	Enrollment in 100 level courses offered by Columbus FTE faculty	100 level enrollment per wgt'd Col FTE member-ship	Total 100, 300, and 500 level enrollment per wgt'd Col FTE member-ship
UNDERGRADUATE FIELDS IN HISTORY AS OF 2009-2010										
Military	3.25	2700	612		275		3587	950	292	1396
Mod US	6	2772			306	203	3281	3021	504	1050
Medieval	2	1248		27			1275	577	289	926
Early US	4.7	1237			44	157	1438	2264	482	788
Ancient	4	1145			173		2629	469	117	775
Early Mod Europe	3.5	522			56		578	2115	604	769
Jewish	2	606			319	72	997	413	207	705
Africa	1.25	135		119	61		315	427	342	594
African-American	3.5	446		446	107		999	933	267	552
Asia [East]	3	811			52	279	1142	310	103	484
Latin America	2.1	585			34		619	370	176	471
Women & Sexuality	4	622			567		1189	617	154	452
Islamic	3.25	368		37	254	245	904	393	121	399
Mod Europe	4.5	807			149	37	993	776	172	393
Business	1	222				170	392		0	392
Russia	2	271					271	381	191	326
Diplomatic	2.15	466				94	560		0	260
Asia [South]	1.5	262					262	95	63	238
Env-Sci-Tech		298								
World		959								
TOTALS	53.7	16482	1923	629	2397	1257	21431	14111	263	35542

Enrollment in 100, 300, and 500 levels classes offered in the History Department, including enrollments of cross-listed courses credited to other departments, with the exception of 398, 598

History undergrad data all REVISED Dec 22 2009

Table 2: Mean enrollments in 300-500 level courses in History, Autumn 2004-Spring 2009

Field	2004-05	2005-06	2006-07	2007-08	2008-09	TOTAL
Military	100	105	117	103	130	112
Ancient	83	84	93	74	79	83
World	95	102	47	83	100	82
Medieval Europe	96	90	71	55	53	69
Modern US	66	61	66	55	81	64
DEPARTMENT TOTAL	52	53	52	48	55	52
African American*	50	44	36	52	46	45
Diplomatic	36	49	40		54	45
Africa*	42	54	43	28	33	39
Early Mod Europe	36	45	40	44	33	38
South Asia		44	34	40	38	37
Islamic	33	35	38	44	36	37
Women and Sexuality	38	34	44	32	37	37
Latin America	30	41	37	32	49	36
Jewish	36	41	43	27	31	36
Science, Env., & Tech	32		42	34		35
Early US	34	35	34	30	40	34
Russia	37	37		44	27	34
Modern Europe	36	35	34	28	36	34
Business	40	31	25	29	36	32
East Asia	30	25	31	33	43	31

*Cross-listed courses: enrollments in History and AAAS

file = History Undergrad data all REVISED Dec 22 2009

These means are based on enrollments in all History courses, taught by all instructors.

Table 3a. Top-Enrolling Courses, 2004-2009

Course #	Course name	Mean attendance	Offerings	Instructors
307	World War II	182.2	6	Grimsley, Guilmartin, Mansoor, <i>Steneck</i>
306D*	Classical Archaeology	166	3	Gregory
380	The History of War	164.8	4	Grimsley
308D*	The Vietnam War	122.4	5	Guilmartin
308	The Vietnam War	106.6	5	Guilmartin, McMahon
505D02*	Later Byzantine Empire	104.5	4	Gregory
505D01*	Early Byzantine Empire	98.8	4	Gregory
507	History of Medieval Christianity	93.3	3	Lynch
566	The Contemporary United States since 1963	89.9	6	Baker, <i>Lerner</i> , Stebenne
563	Emergence of Modern America	89.5	2	Baker, Kerr
503.03	Later Roman Empire, A.D. 180-476	89	1	<i>Sarefield</i>
506	History of Early Christianity	88.2	5	Lynch, Sessa
565	From the New Era to the New Frontier	85.8	5	Childs, Stebenne
311	World War I, 1914-1918	85	1	Beyerchen
309	The Sixties	82.3	3	Boyle Baker, <i>Horger</i> , <i>Steigerwald</i> , van
564	Gilded Age to Progressive Era	80	4	Tine

`Top enrollers' are defined as History courses averaging 80 or more students per section.

In italics: instructors who were not Columbus FTE faculty, and not included in the analysis in Table 1.

* indicates online (distance learning) course

Table 3b. Top Enrolling Courses, Autumn 2009

	Enrl.	
505.01 Early Byzantine	168 online	Gregory
311 WWI	112	Beyerchen
362 Technology	90	Otter
566 Contemporary U.S.	87	Baker

Table 4: Graduate Field demands, 2004-2009

GRADUATE FIELDS IN HISTORY AS OF 2009-2010	Total Graduate Applications, 2005-2009	Graduate matriculations / offers by field, 2004-2009	Columbus FTE Faculty weighted per graduate field, 2009-2010	Graduate Applications, per Columbus Field Faculty 2009-2010	Graduate Matriculations, 2005-2009, per Columbus Field Faculty 2009-2010	Major Field Examiners/ Col Field Fac	Minor Field Examiners/ Col Field Fac	Major & Minor Field Examiners/ Col Field Fac	Ph.D.s 2005-2009 per Columbus Field Faculty 2009-2010
Military	184	50.0%	3.63	50.7	4.41	11.57	1.38	12.95	3.31
Latin Am	25	45.5%	2.40	10.4	2.08	1.67	7.08	8.75	0.83
Atlantic World	23	15.4%	0.70	32.9	2.86	2.86	5.71	8.57	
E Mod Eur	95	47.4%	3.50	27.1	2.57	4.57	3.14	7.71	1.71
Women	43	57.1%	3.04	14.1	2.63	3.95	2.96	6.91	0.99
Russia	58	50.0%	2.30	25.2	3.48	3.48	3.04	6.52	0.87
Mod US	121	52.0%	6.51	18.6	2.00	1.84	4.61	6.45	1.08
Diplo	122	41.7%	3.14	38.9	3.18	5.10	1.27	6.37	1.27
Mod Eur	84	45.5%	6.03	13.9	0.83	1.66	4.48	6.14	0.83
Early US	120	45.9%	4.90	24.5	3.47	4.08	2.04	6.12	1.22
Islamic	64	50.0%	4.25	15.1	2.35	3.29	1.88	5.18	1.18
Jewish	8	100.0%	1.50	5.3	1.33	1.33	3.33	4.67	0.00
Africa	20	50.0%	1.50	13.3	1.33	1.33	2.67	4.00	0.00
Ancient	92	45.0%	4.00	23.0	2.25	2.00	1.75	3.75	0.50
Afr-Am	44	50.0%	3.40	12.9	2.06	2.35	1.18	3.53	0.88
Medieval	62	46.2%	2.00	31.0	3.00	1.00	2.00	3.00	1.00
Asia [East]	47	25.0%	3.00	15.7	1.33	0.67	1.67	2.33	0.67
Business	1		1.20	0.8	0.00	0.00	0.83	0.83	0.00
TOTAL	1213	45.7%							
Columbus Field FTE			57.0	21.3	2.33	3.16	2.93	6.09	1.07
Columbus Toal FTE			59.0	20.6	2.25	3.05	2.83	5.88	1.03

Table 5: Data and backup calculations, Graduate fields

GRADUATE FIELDS IN HISTORY AS OF 2009-2010	Total Graduate Applications, 2005-2009		Total Graduate Offers 2005- 2009		Total graduate, 2005-2009		Total Major field exams 2005-2009		Minor Field Exams 2005- 1009		TOTAL PHDS 2000- 2009		Total PHDS 2005- 2009		matric/ applic by field		matric/ offers by field		field applic/ total applic		field matric/ total matric			
	184	32	16	21	5	26	12	8.7%	50.0%	15.2%	12.0%													
Military	25	11	5	2	17	4	2	20.0%	45.5%	2.1%	3.8%	2	2	2	2	2.1%	3.8%	2	2	2	2	2	2	
Latin Am	23	13	2	1	4	0	0	8.7%	15.4%	1.9%	1.5%	0	0	0	0	1.9%	1.5%	0	0	0	0	0	0	
Atlantic World	95	19	9	8	11	12	6	9.5%	47.4%	7.8%	6.8%	6	6	6	6	7.8%	6.8%	6	6	6	6	6	6	
E Mod Eur	43	14	8	6	9	9	3	18.6%	57.1%	3.5%	6.0%	3	3	3	3	3.5%	6.0%	3	3	3	3	3	3	
Women	58	16	8	4	7	6	2	13.8%	50.0%	4.8%	6.0%	2	2	2	2	4.8%	6.0%	2	2	2	2	2	2	
Russia	121	25	13	6	30	13	7	10.7%	52.0%	10.0%	9.8%	7	7	7	7	10.0%	9.8%	7	7	7	7	7	7	
Mod US	122	24	10	8	4	13	4	8.2%	41.7%	10.1%	7.5%	4	4	4	4	10.1%	7.5%	4	4	4	4	4	4	
Diplo	84	11	5	5	27	10	5	6.0%	45.5%	6.9%	3.8%	5	5	5	5	6.9%	3.8%	5	5	5	5	5	5	
Mod Eur	120	37	17	10	10	8	6	14.2%	45.9%	9.9%	12.8%	6	6	6	6	9.9%	12.8%	6	6	6	6	6	6	
Early US	64	20	10	7	8	10	5	15.6%	50.0%	5.3%	7.5%	5	5	5	5	5.3%	7.5%	5	5	5	5	5	5	
Islamic	8	2	2	1	5	0	0	25.0%	100.0%	0.7%	1.5%	0	0	0	0	0.7%	1.5%	0	0	0	0	0	0	
Jewish	20	4	2	1	4	0	0	10.0%	50.0%	1.6%	1.5%	0	0	0	0	1.6%	1.5%	0	0	0	0	0	0	
Africa	92	20	9	4	7	6	2	9.8%	45.0%	7.6%	6.8%	2	2	2	2	7.6%	6.8%	2	2	2	2	2	2	
Ancient	44	14	7	4	4	6	3	15.9%	50.0%	3.6%	5.3%	3	3	3	3	3.6%	5.3%	3	3	3	3	3	3	
Afr-Am	62	13	6	1	4	7	2	9.7%	46.2%	5.1%	4.5%	2	2	2	2	5.1%	4.5%	2	2	2	2	2	2	
Medieval	47	16	4	1	5	7	2	8.5%	25.0%	3.9%	3.0%	2	2	2	2	3.9%	3.0%	2	2	2	2	2	2	
Asia [East]	1	0	0	0	1	1	0			0.1%		0	0	0	0	0.1%		0	0	0	0	0	0	
Business																								
World																								
ENV																								
Nat Am																								
TOTALS	1213	291	133	90	167	138	61	11.0%	45.7%															
unkn																								
Non Col Dept																								

Table 6: Ph.D. Fields: employment upon degree or most recent information, 2000-2004

	Tenure track positions	% of Total	Other teaching/academic positions	Non-military teaching*	% of Total	military service, including teaching	research positions	unknown; left field	% of Total	Total
African American	2	100%		2	100%					2
Ancient	6	86%	1	7	100%					7
East Asia	4	67%	1	5	83%		1		0%	6
Business	1	100%		1	100%					1
Diplomatic	4	44%	1	5	56%		3	1	11%	9
Early Mod Europe	3	43%	4	7	100%					7
Early US	1	33%		1	33%			2	67%	3
Islamic	2	33%	1	3	50%		2	1	17%	6
Latin America	1	50%		1	50%		1			2
Medieval	2	40%	3	5	100%				0%	5
Military	5	28%	2	7	39%	7	2	2	11%	18
Mod Europe	4	50%	1	5	63%	1	1	1	13%	8
Mod US	4	57%	3	7	100%					7
Russia	4	67%	1	5	83%	1				6
Women	3	38%	3	6	75%		1	1	13%	8
Total	46	48%	21	67	71%	9	11	8	8%	95

*Sum of two previous data columns

OSU HISTORY PhDs 2000-2009 revised employment Dec 22 2009

Table 7: Ph.D. Fields: employment upon degree or most recent information, 2005-2009

	Tenure track positions	% of Total	Other teaching/academic positions	Non-military teaching*	% of Total	military service, including teaching	research positions	unknown; left field	% of Total	Total
African American	3	75%	1	4	100%				0%	4
Ancient	1	50%		1	50%			1	50%	2
East Asia	2	100%		2	100%				0%	2
Business				0						0
Diplomatic	1	25%	1	2	50%	1	1			4
Early Mod Europe	3	50%	2	5	83%			1	17%	6
Early US	3	50%	1	4	67%		2			6
Islamic	3	60%		3	60%			2	40%	5
Latin America	1	50%		1	50%			1	50%	2
Medieval	2	100%		2	100%					2
Military			3	3	25%	7	2		0%	12
Mod Europe	3	60%	1	4	80%		1		0%	5
Mod US	1	14%	2	3	43%		2	2	29%	7
Russia	2	100%		2	100%					2
Women	1	33%	2	3	100%					3
Total	26	42%	13	39	63%	8	8	7	11%	62

*Sum of two previous data columns

OSU HISTORY PhDs 2000-2009 revised employment Dec 22 2009

Table 8a. Jobs advertised by the AHA, by field, [not chairs] 1999-2008	1999- 2000	2000- 01	2001- 02	2002- 03	2003- 04	2004- 05	2005- 06	2006- 07	2007- 08	Grand Total, 1999- 2008	Total jobs adv. 2000- 2004	Total jobs adv. 2004- 2008	Percent increase, 2000-2008, by field
	ANCIENT	23	20	24	15	20	23	20	25	34	204	79	102
EUROPE	19	22	24	32	28	20	30	22	22	219	106	94	-11.3%
EM	40	29	28	19	19	31	23	32	25	246	95	111	16.8%
MODERN @	64	75	78	71	63	68	62	63	51	595	287	244	-15.0%
EUROPE	42	55	38	34	31	39	40	49	32	360	158	160	1.3%
EUROPE	9	3	7	1	4	6	8	2	3	43	15	19	26.7%
JEWISH	11	18	15	11	4	12	14	15	11	111	48	52	8.3%
RUSSIA	29	32	20	32	24	49	39	30	42	297	108	160	48.1%
AFRICA	1	6	4	4	7	5	4	7	5	43	21	21	0.0%
AFRICAN DIASPORA/ATLANTIC	1	6	5	10	5	3	8	8	8	54	26	27	3.8%
ATLANTIC	30	33	39	39	25	16	24	30	35	271	136	105	-22.8%
AFRICAN-AMERICAN	92	74	81	67	74	85	84	59	63	679	296	291	-1.7%
EARLY	88	79	85	74	70	77	65	65	74	677	308	281	-8.8%
MODERN ^	7	8	4	4	6	4	4	5	6	48	22	19	-13.6%
NATIVE AMERICAN	9	9	14	14	9	12	12	8	13	100	46	45	-2.2%
LATINO-A/SW/BORDERLANDS	6	5	6	2	2	3	4	3	1	32	15	11	-26.7%
US	32	34	39	26	28	31	24	34	33	281	127	122	-3.9%
OTHER	60	39	51	36	52	56	68	46	64	472	178	234	31.5%
LATIN AMERICA/CARIBBEAN (13)	41	44	61	43	51	42	56	53	52	443	199	203	2.0%
EAST #	4	1	3	3	4	2	4	5	3	29	11	14	27.3%
ASIA	7	10	8	7	15	17	16	30	14	124	40	77	92.5%
SOUTHEAST	19	21	17	14	22	23	20	21	25	182	74	89	20.3%
ASIA	16	18	24	39	27	46	48	58	49	325	108	201	86.1%
ASIA	41	41	39	28	18	26	34	33	31	291	126	124	-1.6%
ISLAM/MIDDLE EAST/IRAN	9	8	2	3	7	7	11	3	3	53	20	24	20.0%
WOMEN AND GENDER	23	14	12	15	16	18	21	20	31	170	57	90	57.9%
MILITARY *	21	18	21	15	18	16	26	18	25	178	72	85	18.1%
DIPLOMATIC *	26	31	16	32	24	41	41	56	27	294	103	165	60.2%
ENVIRONMENT & TECHNOLOGY	27	28	36	40	28	45	42	40	33	319	132	160	21.2%
WORLD													
ALL OTHER JOBS													
Z OTHER													

ALL WOMEN/GENDER, DIPLO, MILITARY, JEWISH, SCI, ENVIRONMENT JOBS MOVED TO THOSE FIELDS

^ INCLUDES 16 LAW AND POLITICS; 14 URBAN

"East Asia" = 182; China = 164; Japan = 76; Korea = 21

* 8 eight jobs cross-listed

@ INCLUDES 22 COLONIAL AND EMPIRE

AHA JOB DATA SORTED Dec 2 2009

12/2/2009

Table 8b: Jobs advertised by the AHA [not chairs] 1999-2008	Jobs advertized, by Field, Grand Total, 1999-2008	OSU COLUMBUS FTE FACULTY. Weighted per graduate field, 2009-2010	Field jobs, 1999-2008, per Columbus Graduate Faculty	OSU History PHDs awarded 2000-2009	OSU PHDs awarded 2000-2009 per 100 jobs, 1999- 2008
ANCIENT	204	4	51.0	6	2.94
MEDIEVAL	219	2	109.5	7	3.20
EUROPE	246	3.5	70.3	12	4.88
EM	595	6.03	98.7	10	1.68
MODERN @	360				
OTHER	43	1.5	28.7	0	0.00
JEWISH	111	2.3	48.3	6	5.41
RUSSIA	297	1.5	198.0	0	0.00
AFRICA	43				
AFRICAN DIASPORA/ATLANTIC	54	0.7	77.1		
ATLANTIC	271	3.4	79.7	6	2.21
AFRICAN-AMERICAN	679	4.9	138.6	8	1.18
EARLY	677	6.51	104.0	13	1.92
MODERN ^	48				
NATIVE AMERICAN	100				
LATINO-A/SW/BORDERLANDS	32				
ASIAN-AMERICAN	281				
OTHER	472	2.4	196.7	4	0.85
LATIN AMERICA/CARIBBEAN (13)	443	3	147.7	7	1.58
EAST #	29				
SOUTHEAST	124				
SOUTH	182				
OTHER	325	4.25	76.5	10	3.08
ISLAM/MIDDLE EAST/IRAN	291	3.04	95.7	9	3.09
WOMEN AND GENDER	53	3.63	14.6	26	49.06
MILITARY *	170	3.14	54.1	13	7.65
DIPLOMATIC *	178				
ENVIRONMENT & TECHNOLOGY	294				
WORLD	319				
ALL OTHER JOBS					
Z OTHER					

ALL WOMEN/GENDER, DIPLO, MILITARY, JEWISH, SCI, ENVIRONMENT JOBS MOVED TO THOSE FIELDS

^ INCLUDES 16 LAW AND POLITICS; 14 URBAN

"East Asia" = 182; China = 164; Japan = 76; Korea = 21

*8 eight jobs cross-listed

@ INCLUDES 22 COLONIAL AND EMPIRE

AHA JOB DATA SORTED Dec 2 2009

Table 9: Fields and Age Cohorts, Department of History

	Over 60	51-60	under 51	Faculty Field Commitments	
Africa	1	1	1		3
African-American		1	3		4
Ancient	1	1	2		4
East Asia (China Japan)	2	1			3
South Asia	1		1		2
Atlantic World		2			2
Business	1	1			2
Diplomatic	1	1	2		4
E Mod Europe	4				4
Early US		4	1		5
Islamic	2		2		4
Jewish			2		2
Latin Am	1	2			3
Medieval	1		1		2
Military	2		3		5
Mod Europe	2	1	4		7
Mod US	1	2	5		8
Russia			2		2
Women	2		4		6
Total Field Commitments	22	17	33	--	72
Total Faculty	18	14	27	59	--

Appendix 1: Sub-Committee mandate

In the Section V of the OSU Department of History Five-Year Strategic Plan of September 2008, the department agreed to the following procedures governing the operation of this Strategic Hiring Sub-Committee of the 2009-2020 Advisory Committee:

V. Hiring Priorities

A. **In an effort to maintain effective guidelines for future hiring**, the Department shall

- 1) clarify its criteria based on the following considerations:
 - a) historic and projected student demand at the undergraduate and graduate level.
 - b) seeking balance among established fields, new and growing fields, and emerging fields informed by conversations in I. B.1.
 - c) expanding the links among faculty and programs in traditional geographic and chronological fields and thematic fields.

B. **To implement these guidelines, every three years** the Department shall

- 1) elect (or the Chair will appoint) an ad hoc committee to prepare a report on departmental profile/data based on the above criteria.

The Sub-Committee's mandate was more fully developed in section IIB of the **Academic Program Review Action Plan of May 2009**

II. Intellectual and Scholarly Direction of the Department

B. With the loss of five senior faculty members in 2009, it is imperative to define the future scholarly direction of the History Department by devising a **strategic hiring plan**, to be updated every three years as agreed upon in our Strategic Plan.

- The following **criteria**, not in rank order, will be discussed, amended if necessary, and approved by the full department and will determine hiring priorities of the department:
 - visibility and vitality of the field and its potential to bring special distinction to us, rather than merely conforming to what other peer departments do
 - relationship with existing faculty and resources
 - potential pool of applicants
 - historic and projected potential student demand at the graduate and undergraduate level
 - balance among established fields and newly emerging fields and among non-Western, U.S., and European fields
 - increasing diversity among faculty at all ranks, particularly at the senior level
- Development of the strategic hiring plan will proceed as follows:
 - In autumn 2009 the Chair and the Chair's Advisory Committee will begin work constructing a **long-range hiring plan** to be in force for three years, following the procedures outlined in our Strategic Plan.
 - The plan should consider faculty who are likely to retire in the next five years, determining how to use salary funding either to replace existing faculty members or to invest those funds in different fields or positions.
 - While such a plan might not achieve unanimous support, it should involve wide faculty consultation, and be debated and voted upon by the full department.

Appendix 2. Columbus FTE Undergraduate Fields, as measured by 300-500 offerings

Columbus History Faculty		Under-graduate appointment weight	Primary Under-graduate Teaching Field	field wgt	Appt and Field weight	Second Under-graduate Teaching Field	field wgt	Appt and Field weight	Third Under-graduate Teaching Field
Alexander	Leslie M.	1	Af-Am	1	1				
Anderson	Greg	1	Anct	1	1				
Andrien	Kenneth J.	0.6	Lat Am	1	0.6				
Baker	Paula	1	Mod US	1	1				
Bartholomew	James R.	1	Asia East	1	1				World
Beyerchen	Alan Duane	1	Mod Eur	1	1				
Blackford	Mansel G.	1	Mod US	0.5	0.5	Bus	0.5	0.5	
Boyle	Kevin	1	Mod US	1	1				
Breyfogle	Nicholas	1	Russia	1	1				
Brooke	John	1	Early Am	1	1				Env
Brown	Philip	1	Asia East	1	1				
Cashin	Joan	1	Early Am	1	1				
Childs	William Ralph	1	Mod US	0.5	0.5	Bus	0.5	0.5	World
Conklin	Alice	1	Mod Eur	0.5	0.5	Women	0.5	0.5	
Conn	Steven	1	Mod US	1	1				
Cressy	David	1	E Mod Eur	1	1				
Dale	Stephen F.	1	Asia South	1	1				
Davis	Robert C.	1	E Mod Eur	1	1				
Dragostinova	Theodora	1	Mod Eur	1	1				
Fernandez	Lilia	1	Mod US	1	1				
Findley	Carter V.	1	Islamic	1	1				World
Fink	Carole	1	Diplo	1	1				
Gallay	Alan	0.7	Early Am	1	0.7				
Goldish	Matt	1	Jewish	1	1				Sci-Tech
Gregory	Timothy E.	1	Anct	1	1				
Grimsley	C. Mark	1	Military	1	1				
Guilmartin	John F	1	Military	1	1				
Guy	Donna	1	Lat Am	0.5	0.5	Sexuality	0.5	0.5	
Hahn	Peter	0.4	Diplo	1	0.4				
Hall	Stephen	1	Afr-Am	1	1				
Hanawalt	Barbara A.	1	Med Eur	1	1				
Hartmann	Susan Marie	1	Women	1	1				
Hathaway	Jane	1	Islamic	1	1				
Hobbins	Daniel	1	Med Eur	1	1				
Hoffmann	David	1	Russia	1	1				

Appendix 2, continued. Columbus FTE Undergraduate Fields, as measured by 300-500 offerings

Columbus History Faculty		Under-graduate appointment weight	Primary Under-graduate Teaching Field	field wgt	Appt and Field weight	Second Under-graduate Teaching Field	field wgt	Appt and Field weight	Third Under-graduate Teaching Field
Jeffries	Hasan Kwame	0.5	Afr-Am	1	0.5				
Judd	Robin E.	1	Jewish	1	1				
Kern	Stephen	1	Mod Eur	1	1				
Kobo	Ousman	1	Africa	1	1				
Levi	Scott	1	Islamic	1	1				
Mansoor	Peter	0.5	Military	1	0.5				
McMahon	Robert	0.5	Military	0.5	0.25	Diplo	0.5	0.25	
Newell	Margaret	1	Early Am	1	1				
Otter	Christopher	1	Mod Eur	1	1				Sci-Tech
Parker	Geoffrey	0.5	E Mod Eur	1	0.5				
Reed	Christopher	1	Asia East	1	1				
Robertson	Claire C.	0.5	Women	1	0.5				
Rosenstein	Nathan	1	Anct	1	1				
Roth	Randolph	1	Early Am	1	1				
Sessa	Kristina	1	Anct	1	1				
Shaw	Stephanie	1	Afr-Am	1	1				
Siegel	Jennifer	1	Diplo	0.5	0.5	Military	0.5	0.5	
Sikainga	Ahmad	0.5	Africa	0.5	0.25	Islamic	0.5	0.25	
Smith	Stephanie	1	Lat Am	1	1				
Soland	Birgitte	1	Women	1	1				
Sreenivas	Mytheli	0.5	Asia South	1	0.5				
Stebenne	David	1	Mod US	1	1				
VanKley	Dale	1	E Mod Eur	1	1				
Wu	Judy	0.5	Women	1	0.5				
					50.7			3	

See Note 2 for discussion, and Table 1 for summary.

Appendix 3: Columbus FTE Graduate Fields, as measured by self-identification and Major and Minor Examinations administered, 2005-2009

Columbus History Faculty		Geographic/ Chrono- logical Field	Field Weight	Appt.	Field and Appt Wgt	Thematic Field	Field Weight	Appt.	Field and Appt Wgt	Total Field and Appt Weight
Alexander	Leslie M.	Early Am	0.2	1	0.2	Af-Am	0.80	1	0.8	1
Anderson	Greg	Anct	1	1	1					1
Andrien	Kenneth J.	Lat Am	0.8	1	0.8	Atl	0.20	1	0.2	1
Baker	Paula	Mod US	0.8	1	0.8	Women	0.20	1	0.2	1
Bartholomew	James R.	Asia Japan	1	1	1					1
Beyerchen	Alan Duane	Mod Eur	1	1	1					1
Blackford	Mansel G.					Bus	1.00	1	1	1
Boyle	Kevin	Mod US	1	1	1					1
Breyfogle	Nicholas	Russia	0.8	1	0.8	Mod Eur	0.20	1	0.2	1
Brooke	John	Early Am	1	1	1					1
Brown	Philip	Asia Japan	1	1	1					1
Cashin	Joan	Early Am	1	1	1					1
Childs	William Ralph	Mod US	0.8	1	0.8	Bus	0.20	1	0.2	1
Conklin	Alice	Mod Eur	1	1	1					1
Conn	Steven	Mod US	1	1	1					1
Cressy	David	E Mod Eur	1	1	1					1
Dale	Stephen F.	Islamic	1	1	1	So Asia				1
Davis	Robert C.	E Mod Eur	1	1	1					1
Dragostinova	Theodora	Mod Eur	0.5	1	0.5	Russia	0.50	1	0.5	1
Fernandez	Lilia	Mod US	0.66	1	0.66	Women	0.34	1	0.34	1
Findley	Carter V.	Islamic	1	1	1					1
Fink	Carole					Diplo	1.00	1	1	1
Gallay	Alan	Early Am	0.5	1	0.5	Atl	0.50	1	0.5	1
Goldish	Matt					Jewish	1.00	1	1	1
Gregory	Timothy E.	Anct	1	1	1					1
Grimsley	C. Mark	Early US	0.2	1	0.2	Military	0.80	1	0.8	1
Guilmartin	John F					Military	1.00	1	1	1
Guy	Donna	Lat Am	0.6	1	0.6	Women	0.40	1	0.4	1
Hahn	Peter	Mod US		1	0	Diplo	1.00	1	1	1
Hall	Stephen	Afr-Am	1	1	1					1
Hanawalt	Barbara A.	Med Eur	1	1	1					1
Hartmann	Susan Marie	Mod US	0.4	1	0.4	Women	0.60	1	0.6	1
Hathaway	Jane	Islamic	1	1	1					1
Hobbins	Daniel	Med Eur	1	1	1					1
Hoffmann	David	Russia	1	1	1					1

Appendix 3, continued: Columbus FTE Graduate Fields, as measured by self-identification and Major and Minor Examinations administered, 2005-2009

Columbus History Faculty		Geographic/ Chrono- logical Field	Field Weight	Appt.	Field and Appt Wgt	Thematic Field	Field Weight	Appt.	Field and Appt Wgt		Total Field and Appt Weight
Jeffries	Hasan Kwame	Modern Am	0.4	1	0.4	Af-Am	0.60	1	0.6		1
Judd	Robin E.	Mod Eur	0.5	1	0.5	Jewish	0.50	1	0.5		1
Kern	Stephen	Mod Eur	1	1	1						1
Kobo	Ousman	Africa	1	1	1						1
Levi	Scott	Islamic	1	1	1						1
Mansoor	Peter					Military	1.00	1	1		1
McMahon	Robert	Mod US	0.2	1	0.2	Diplo	0.80	1	0.8		1
Newell	Margaret	Early Am	1	1	1						1
Otter	Christopher	Mod Eur	1	1	1						1
Parker	Geoffrey	E Mod Eur	0.5	1	0.5	Military	0.50	1	0.5		1
Reed	Christopher	Asia China	1	1	1						1
Robertson	Claire C.	Africa	0.5	0.5	0.25	Women	0.50	0.5	0.25		0.5
Rosenstein	Nathan	Anct	1	1	1						1
Roth	Randolph	Early Am	1	1	1						1
Sessa	Kristina	Anct	1	1	1						1
Shaw	Stephanie	Afr-Am	1	1	1						1
Siegel	Jennifer	Mod Eur	0.33	1	0.33	Military	0.33	1	0.33	Diplo .34	1
Sikainga	Ahmad	Africa	0.5	0.5	0.25	Islamic	0.50	0.5	0.25		0.5
Smith	Stephanie	Lat Am	1	1	1						1
Soland	Birgitte	Mod Eur	0.5	1	0.5	Women	0.50	1	0.5		1
Sreenivas	Mytheli					Women	1.00	0.5	0.5		0.5
Stebenne	David	Mod US	1	1	1						1
VanKley	Dale	E Mod Eur	1	1	1						1
Wu	Judy	Mod US	0.5	0.5	0.25	Women	0.50	0.5	0.25		0.5
					41.44				15.22	0.34	57

See Note 4 for discussion, and Table 4 for summary.