To: Provost Marcy, Dean Borelli, and Associate Dean Fedler
From: Jane L. Winer, Dean, Arts and Sciences
        Jorge Iber, Chairperson, History
Date: July 6, 2007

The Department of History and the College of Arts and Sciences wish to express our gratitude to the review committee members who gave considerable and thoughtful attention to this important and useful task: Drs. James T. Davis, Jeff Williams, and Amma Akrofi of Texas Tech, and Dr. Ed Glatfelter of Utah State University.

The Department of History and the College of Arts and Sciences find both the internal and external reports to be fair, and to present an evenhanded assessment regarding the conditions of the unit's graduate program.

Specific responses to the internal review committee suggestions are:

1. The department will undertake a process for reducing personal and professional friction extant among various faculty members at the start of the 2007-2008 academic year. Over the summer of 2007 Dr. Iber contacted Dr. Allan Korenik (of the TTUHSC) who specializes in reconciliation issues within professional/corporate settings. Dr. Korenik will assist the incoming department chair in starting this process. The goal of this undertaking will be to improve the level of mutual respect and trust among department members. This is the single most important suggestion to come out of both the internal and external reports and will be dealt with immediately. Almost all of the problems impacting the operation of the department and the graduate program stem from this issue.

2. The Department needs to produce a more clearly defined and articulated curriculum focus: This issue flows directly from point #1. Because there is so much tension/animosity within the unit, it is very difficult to get members of the department to agree on how to proceed in this area. The reconciliation process, guided by Dr. Korenik, will help to create a better atmosphere in which this issue can be debated in an open, honest, and collegial manner. In addition, this process will permit the department to address its admittedly bloated class offerings.

3. Increase funding for TAs and for recruitment of minorities for such positions: We strongly support the suggestion to increase the number of TAs and to increase funding to reach out to traditionally African American and Latino institutions within Texas (and throughout the rest of the nation) to further diversify our graduate student pool and our pool of TAs and GPTIs.

4. Institute an annual graduate research conference and encourage graduate students to attend regional and national conferences: During the past three years, under the direction of Dr. Iber and Dr. Adams, our graduate students have been encouraged to attend regional and national conferences and have been provided with monies to attend such events. We agree that this is a positive trend, and encourage the continuation (and expansion) of this undertaking. In addition, the department, in cooperation with Phi Alpha Theta, will work to establish an annual research conference and graduate student paper competition.
5. **Increased openness in the selection process for TAs and GPTIs:** Over the past three years the department has greatly improved and made transparent its selection process for TAs and GPTIs. We will continue to work on this issue (through the Graduate Studies Committee) and make this process even more open.

6. **Adopt language requirements in line with other Big 12 institutions:** The internal committee recommends that the unit reduce its language requirement to one language, as is done at Oklahoma State and Kansas State. This is an issue that many members in the unit have mentioned over the past years, but again the issue of lack of collegiality and trust has stymied this discussion. Once the first two points in this list are addressed, the unit will turn its attention to this issue.

7. **Establishment of a unit focusing upon Military and Diplomatic history:** We do not agree with the assessment by the internal and the external reviewers that the areas of Military and Diplomatic history should remain in History. While the effort at reconciliation mentioned in #1 and #2 above should proceed, it is imperative that the Vietnam Center, which has brought so much international acclaim to TTU, be protected from individuals in History who do not have the Center's best interest at heart. This can only be accomplished through providing a "shell" that will protect both the facility and area of study. Hopefully, the reconciliation process will bear fruit and the department will become a more hospitable and professional place; but the important work of the VC (and any new entities affiliated with it) need to be protected and nurtured at least until the climate in History is more hospitable.

Specific responses to the external reviewer’s suggestions:

1. **The department will undertake a process for reducing personal and professional friction extant among various faculty members at the start of the 2007-2008 academic year:** See #1 above.

2. **The Department needs to produce a more clearly defined and articulated curriculum focus:** See #2 above.

3. **Problems with Graduate Advisor position:** The department and the college both strongly agree with the issue raised by the external reviewer regarding the overwhelming responsibility assigned to the department's graduate advisor. As Dr. Glatfelter notes: "The Self Study reports a total graduate student enrollment in 2005 of 79. The paperwork alone warrants at least a single class release time. It is strongly recommended that the guidelines of the AHA be implemented by the department by adding an administrative assistant to aid in the administration of the graduate program." The unit and the college could not agree more wholeheartedly with this assessment.