

University of Washington

Department of Classics  
Program Committee Report

April 17, 2009

## I. EXECUTIVE SUMMARY

The Review Committee unanimously recommends that the undergraduate and graduate degree programs in the Department of Classics retain their continuing status with a subsequent review in 10 years. The study of the classics as practiced by the department has become increasingly central and relevant to the Division of the Humanities and the University of Washington as a whole, and the UW is fortunate to have a Department of Classics that the external members of this committee confirm is among the most highly regarded in the nation by its peers. The department continues to be the home of a thriving undergraduate program that provides exciting foreign study and research opportunities to its students. It has also been very successful in raising the profile of its graduate program, rendering it competitive with the very best programs in the nation. It also boasts a near perfect placement record for its Ph.D.s. The faculty is distinguished both for its research and teaching and has been the recipient of numerous honors and grants for each. The department also has an outstanding record of service to the university with significant appointments to the College Council, Simpson Center for the Humanities, and the UW Honors Program. Already well-connected with other units both on campus and at the UW Rome Center, it has established important and promising new ties with recently appointed faculty in History and Art History. It has also made important strides in promoting student diversity and providing quality study abroad and research abroad opportunities for its students. Finally, it should be noted that the department has been very proactive in establishing lasting ties with the greater Seattle community which have resulted in an impressive array of substantial endowments that assist it in competing with the very best Classics programs in the nation. As the previous 10-year report stressed, the department is characterized by a remarkably strong sense of collegiality. Our committee was equally impressed by this human resource factor. The professionalism, respect and concern that faculty display towards one another, students and staff make this a particularly strong unit of the University of Washington and a model for all of us.

Overall, the “health” of the department is excellent, and in normal times its most pressing support needs for improvement are well within the realm of achievement: at least one additional faculty position to help bring it closer to previous levels and keep it competitive with its peers, extra in-state tuition waivers to help it make maximum utilization of endowment funds for graduate student fellowships, the conversion of the secretary’s position from 75% to 100%. These are not normal times, unfortunately, and special care must be taken in the immediate future to insure that the department not slide precipitously vis-à-vis its peer institutions. Faculty retention issues, if they arise, must be

addressed swiftly and adequately by the university. Since much of what the department has been able to do to upgrade its opportunities for students depends on its endowments, the university should insure that it continue to receive important tuition waivers and well-merited RAs that will prevent it from having to direct depleted endowment payouts in those ways. In this manner, once the storm of the current financial crisis has been weathered, the department will be well-positioned to continue on its positive trajectory with appropriate assistance from the College and University.

## II. THE REVIEW PROCESS

The Department of Classics Program Review Committee was formed in October 2008. The committee membership included internal members Richard G. Salomon, Professor, Department of Asian Languages and Literatures (Committee Chair), Albert J. Sbragia, Associate Professor and Chair, Department of French and Italian Studies, and Brigitte Prutti, Associate Professor, Department of Germanics; and external members Kirk Freudenburg, Professor, Department of Classics, Yale University, and Sheila Murnaghan, Professor, Department of Classical Studies, University of Pennsylvania.

In January 2009 the committee received the letter of appointment from the then Interim Vice Provost and Dean of the Graduate School, Gerald J. Baldasty, and Associate Dean for Academic Programs, James Soto Antony (Appendix A), along with the UW Guidelines for Program Review Committees and pertinent background information from the Department of Classics, including the Department's Self Study plus supporting documents and abbreviated faculty curricula, the Department's 1998-1999 program review documents, Graduate School Exit Questionnaire Summaries for master's and doctoral degree recipients, and Graduate School Representative Reports for recent general and final Ph.D. exams. The committee was asked to assess the quality of the degree programs and provide the faculty with constructive suggestions for strengthening the programs. The internal committee members then met with University and College administrators on February 4, 2009 to discuss details of the committee's charge. Meeting with the committee were Robert C. Stacey, Divisional Dean of Arts and Humanities; James Soto Antony, Associate Dean for Academic Affairs and Planning; Janice M. DeCosmo, Associate Dean for Undergraduate Academic Affairs; Alain M. Gowing, Chair of the Department of Classics; and Augustine McCaffery, Senior Academic Program Specialist at the Graduate School. Professors Kirk Freudenburg and Sheila Murnaghan joined the discussion via conference call. The committee's charge and suggested procedures were summarized in a February 2 draft letter to the committee from Deans Baldasty and Antony. Following up on the meeting with the administrators and the chair of the Classics department, the committee received a more detailed charge letter on February 12. (Appendix B)

The review committee was asked to recommend whether the Department of Classics should continue to offer the B.A., M.A. and Ph.D. degrees, on the basis of an assessment of the health and quality of the Department's programs and plans for the future. Where appropriate, the committee was asked to comment on how things might be improved, and

how the University should assist the Department in the future. The committee was asked to consider other questions pertaining to the general quality of the Department on a national scale; the quality of undergraduate training; the most effective deployment of the department's resources; the challenging budget crisis, and the current distribution of faculty positions.

The site visit and formal review occurred on February 26 and 27, 2009. It included meetings with the Divisional Dean of Arts and Humanities, Robert C. Stacey, the Department Chair, Alain Gowing, and all members of the faculty, including one Emeritus Professor, Lawrence Bliquez, the Graduate Program Coordinator, Catherine Connors, a majority of the graduate students, ten undergraduates majoring in Classics, two affiliate faculty members from History and Art History, Sandra Joshel and Margaret Laird, the Assistant to the Chair, Douglas Machle, and the departmental secretary, Jerome Kohl. (Appendix C) All of the scheduled meetings occurred. The review ended with an executive session of the committee and an exit discussion, during which the committee's initial impressions were conveyed to Classics Department Chair Alain M. Gowing, Classics Associate Professor Catherine Connors, Graduate Program Coordinator, and to representatives of the College of Arts and Sciences, Undergraduate Academic Affairs and the Graduate School: Divisional Dean Robert C. Stacey, Associate Dean Janice M. DeCosmo, Associate Dean for Academic Affairs and Planning, James Soto Antony, and David Canfield, Academic Program Specialist at the Graduate School. (David Canfield replaced Augustine McCaffery from Academic Affairs and Planning at the Graduate School who had been scheduled to attend.) The representative of the Provost's office, Douglas Wadden, Vice Provost for Academic Affairs and Planning in Office of the Provost, was not present for the exit discussion as planned.

The members of the review committee thanked all participants in the review process for their valuable insights and contributions. It was a pleasure to review this superb department and we hope the University will find ways to maintain the excellence of a top-tier program in view of an unprecedented budget crisis.

### III. BACKGROUND: CHANGES SINCE THE 1999 REVIEW

In its report from May 1999, the Department of Classics Review Committee chaired by Associate Professor Sara van den Berg found that the Department of Classics was a top unit within the College of Arts and Sciences poised to become one of the top ten programs in the nation. The increase in faculty positions from nine to twelve, as recommended by the previous review committee in 1988, has been crucial in adding to the existing strengths of an already very strong department. The 1998 reviewers noted the exceptional quality of its faculty, the strong commitment to research and teaching, the Department's outstanding service to a large and diverse group of students, and the productive cooperation with other units in the Humanities. In 2009, the current review committee finds that the Department of Classics is even more distinguished today and the very model of an outstanding Humanities program deserving of crucial institutional support. The members of the department, including the students, are model citizens of

academia, with admirable zest and passion for their research and teaching and a truly remarkable spirit of teamwork and cooperation among them. The committee fully agrees with the department's own view of its key strengths and it shares the valid concern as to how to maintain this level of excellence in the given economic situation. According to the outside reviewers' assessment, the Classics department today ranks among the very best programs in the nation.

The 1999 review committee identified faculty retention as the key issue in preserving the exceptional quality of the Classics program. Extremely low faculty salaries were cited as the main stumbling block with regard to the future success of the Department. Acting upon the committee's recommendations, Provost Lee Huntsman in conjunction with the recommendations of the Dean of the College of Arts and Sciences and the Faculty Senate Committee on Planning and Budgeting authorized a unit-wide market gap adjustment for the faculty in the Department of Classics taking effect on March 16, 2000. The 1999 review committee's recommendation to the faculty included suggestions regarding the curriculum and other departmental policies which have been successfully implemented since then.

The main changes since the 1998 review concern the Department's further advances due to the excellent leadership on the part of its successive chairs and their very successful hiring policy. Five new faculty members have been hired since 2001. As a result, the department is at its most diverse today. These strategic new hires addressed one of the Department's primary goals in 1998 regarding the inclusion of new methodologies and a material culture emphasis to supplement the traditional textual focus of the curriculum. The specializations of the Department's younger scholars allow for extended cross-disciplinary connections as well. In terms of the overall number of faculty lines, however, the Department is considerably smaller than in the late 1990s when it had a total of 12 positions for a short period of time. 10 was the average number of faculty positions over the past decade; right now the effective number is 9 (with Jim Claus as Director of the Honors Program since 2007). The smaller number of faculty lines poses a considerable challenge for staffing the Department's large courses in English translation. The Department of Classics has a record of excellence in terms of its teaching mission as well, producing very successful PhDs and undergraduates pursuing careers in the field. Among them are winners of distinguished academic awards and scholarships. Equally noteworthy is the Department's tremendous success in its own fundraising efforts. In 1998, Classics had two endowed funds; today it has seven, among them the Meg Greenfield endowment, one of the top ten endowments for scholarships at the University of Washington. Over the past decade, the Department of Classics has strengthened its position as a key player in the Humanities at the University of Washington and at the national level.

The 1999 review committee concluded that the Department of Classics stood at a critical juncture with the very real possibility of a precipitous decline or a continued path towards national preeminence, depending on the availability of crucial financial support for maintaining the excellence of the program. The same is true in an even more pronounced fashion today, given the unprecedented dimensions of the current economic downturn.

The department's main objective is to keep its level of excellence under these dire circumstances; to preserve a vibrant and diverse intellectual community, and to continue to honor its substantial contributions to the core teaching mission of the College. Faculty retention and the inadequate state of graduate funding remain key issues in this process to be dealt with at the College and University level.

#### IV. QUALITY OF FACULTY, GRADUATE AND UNDERGRADUATE PROGRAMS

Since the last program review, the Department of Classics at the University of Washington has solidified its ranking as one of the top graduate programs in Classics in the U.S. The strength of the program has long been centered in the core disciplines within the field of Classics; namely, the study of ancient Greek and Latin literature. The Department has done especially well in covering the canonically central authors on both sides of the ledger (Homer, Sophocles, Thucydides, Plato, Virgil, Cicero, Ovid, just to name a few), doing so with remarkable effectiveness and distinction. The success of the Department is based here, in the international distinction of its senior faculty in the core literary disciplines of the Classics. This is the most important area that a department needs to be good at if it is to rank among the best programs in the country, and to compete for the best students. At the same time, the Department has taken care to maintain and add strength in other key and emerging areas of Classics, notably material culture and cultural history.

All the most important indicators of success suggest that the department is performing at a very high level. The number of graduate applications to the Ph.D. program has been ticking upwards over the last ten years, and this year there were 71 applications to the Ph.D. program, for what will end up being 2 or 3 slots (comparanda are hard to come by, but Yale had 84 applications this year, and that this is a high-water mark for Yale in the last decade; the University of Pennsylvania had 71 applications this year. The University of Illinois, which has a faculty of a similar size, regularly gets around 20 applications for its Ph.D. program, and Ohio State something in the mid-thirties to mid-forties). The department has also paid special attention to diversity. It now has in place a Diversity Plan and has successfully recruited and promoted both graduate and undergraduate students from historically underrepresented groups. The competition for admission into the UW Ph.D. program in Classics is stiff, and it has been for some time. Here again, our interviews with the current graduate students confirm that it is the international distinction of the faculty that is the main draw for prospective students. That, and the department's reputation for being friendly and well-functioning, which is a huge factor in helping prospective students decide among programs into which they've been accepted. The other main indicator for success is in the placement record of the department's graduating PhD's. As the department's records indicate, the recent record of placement has been nothing short of perfect, with a 100% placement record (with more than half of these being tenure track jobs) since 1998. This is an unparalleled level of success. The years since 1998 have also seen a significantly less regional spread of job placements, including nationally prestigious institutions such as Washington University, a trend that

will surely continue if the Department is able to maintain and even enhance its strong national reputation.

The undergraduate program is also thriving. Offering four BA tracks, the department maintains an average of 60 majors and 87 majors and minors per year. It boasts one of the largest Latin and one of the largest Greek programs in the country, and in contrast to many other programs, the majority of its students begin their study of Latin and Greek at the University of Washington. The department provides a wonderful study abroad opportunity via its annual spring program at the UW Rome Center, and thanks to the Greenfield bequest it has been able to underwrite many undergraduate expenses make it one of the most affordable programs at the Rome Center. The Greenfield fund also provides support to undergraduate students in the form of scholarships, travel bursaries and reimbursement of graduate school application fees. The Harvey Bruce Densmore Fund provides annual grants to undergraduate students of Greek while the Classics Student Travel Endowment provides additional travel support, especially for participation in archeological digs. The department and its faculty have been active in promoting undergraduate research experiences for their majors. The senior essay and the honors thesis allow students to work closely with faculty members outside the traditional classroom setting. The department, and Catherine Connors in particular, have contributed to the UW's Undergraduate Research Program and students have participated in the Annual UW Undergraduate Research Symposium. Faculty provide much individual guidance to students contemplating advancing onto graduate studies. The department used to offer an annual 'Careers in Classics' get together for undergraduate majors and we recommend they revive that practice. The undergraduate brochure provides useful information to students concerning the benefits of studying the classics and an overview of program options. There is currently no direct and separate articulation of specific learning goals for undergraduate majors and it is recommended that the department develop these and make them available to students through printed materials and its web site.

As mentioned above, the quality of the department's senior faculty is widely regarded as stellar, an assessment with which we, the outside reviewers, fully concur. It is also clear to us that the department's recently hired and newly tenured faculty are of a very high caliber, and that they, too, show much promise of achieving international distinction in their fields of expertise. The department has an impressive record of hiring some of the best young scholars on the market (another key indicator of distinction), many of whom might easily have chosen to go elsewhere. Moreover, they have done a good job of keeping the young scholars they have hired. The most significant recent losses have been Tim Powers, now at Rutgers, and Joy Connolly, now at NYU, both of whom left for personal reasons and not out of dissatisfaction with the Department or the University.

What this all indicates is that smart, young faculty want to teach in the UW classics department, and that the department has developed a set of proven methods for making excellent hires, and for retaining talented faculty. The method for identifying, hiring and retaining faculty was explained to the review committee as follows. The department deliberately advertises positions very broadly, with an eye towards attracting a large pool

of applicants. From this pool they identify the smartest candidates, as well as those best suited to the kind of team-spirited department they have developed, and that they run. In other words, they do not define their searches narrowly, thus focusing on only those candidates who are suited to a specific disciplinary desideratum-- it is quite rare to have the two match up.

All in all, then, the quality of the faculty is very high. Putting numbers aside, at its core the UW classics department is as at the level of the best classics departments in the country. It covers with distinction some of the very areas of the field that are the hardest to cover with distinction, and that is what makes the UW faculty unique and its programs a success. In most of the core areas of ancient Greek and Roman literature (perhaps excepting Greek literature, especially poetry, of the classical and/or imperial eras, where the department recognizes its own limitations) the UW classics department can compete with any program in the country. And in these key areas it is clearly ahead of many other distinguished programs (e.g. Michigan, Wisconsin, Stanford) that have traditionally ranked ahead of it in the NRC rankings. To take just the three examples mentioned, Michigan is a much larger department, and it has much broader coverage than the UW Classics department has in many highly specialized areas such as ancient law, papyrology, archaeology, and so on. That said, the Michigan department has not had a significant presence in the field of Latin poetry since Stephen Hinds left it more than a decade ago. Wisconsin, on the other hand, was once highly distinguished in most of the core areas of ancient literature. But since the early nineties the department has lost at least 5 renowned senior scholars to other departments, and at least one other to retirement. They are now a smaller department than the UW classics department, and considerably less distinguished (as any fair and up-to-date ranking system would surely verify). Stanford is worth mentioning because one would think that Stanford would be a major competitor on the west coast. It is that, but not when it comes to attracting students of classical literature. Once again, in the core areas of ancient literature, Stanford cannot compete with the UW—and again this is true both on the Greek and the Latin side of the ledger.

In terms of what might to be done to enhance the quality of the faculty, clearly the most pressing need seen by the department is for at least one more faculty position to cover a perceived gap in Greek literature. This is an area that the department currently covers surprisingly well, with the work of several members of the department being well within, or 'spilling over' into, the terrain of classical Greek poetry, Greek historiography and Hellenistic literature. What is needed is a faculty member with strong credentials in the study of Greek poetry (e.g. lyric or dramatic), or perhaps imperial Greek literature. The external reviewers concur with this assessment, but we also see gaps in other areas that the department may want to consider filling first especially since (as mentioned) certain members of the department have research interests, and records of distinguished publication, that spill over into these areas. One area that the external reviewers thought the department might do well to address in its future deliberations is that of reception. In the past 15 years, reception studies within the field of classics have risen from the status of an ancillary pursuit (a useful addendum to 'real' research) to a core interest of the discipline itself, and many students are now pursuing research agendas that are centered

just as much on the reception of classical works as they are on the original production of those works. The beauty of hiring in this area is that it is now quite easy to find talented scholars who can cover both the original and the subsequent productions (and re-consumptions) of the classical works they specialize in, so the department could conceivably hire in the 'missing' area where it wishes to hire, while filling in this other widening gap at the same time. We also recommend that adding faculty members with interests in classical reception be considered a high priority when hiring occurs in related departments such as Comparative Literature.

That said, the external reviewers think it best not to try to dictate how this department should hire in the future. They have a proven track record of making excellent hires, so they should be encouraged to go about doing that in the way they see best. But, in the end, the message should be made to the upper administration of the University that they have an outstanding Classics department that is poised to jump several notches in the rankings, and that this can happen with a minimal investment (of 2-3 faculty lines, perhaps held jointly with other departments, such as philosophy, comparative literature, and history). Right now, however, a department that should be looking confidently toward a bright future ahead is worried about how they can keep from slipping back. They need something to hold them over in the interim of these hard budgetary times (a visiting distinguished lectureship? A fundraising initiative set by the provost as a priority, perhaps with an eye towards developing a named professorship?), then a strategic plan for moving to the next level.

## V. CURRICULUM

The Department has a strong, well-conceived curriculum (as its thoughtful responses to the curricular suggestions of the last review committee attest) and manages on the whole to serve its multiple constituencies extremely well. The undergraduate major offers excellent preparation to the impressive number of students who go on to graduate programs, including the most competitive ones in the country. We heard warm praise from the undergraduates we spoke to for both the faculty and for the Department's TA's. The quality of TA training and supervision provided by the Department is clearly very high, and this is a significant, easily overlooked contribution to the success of the curriculum (as well as of the graduate program). It is clear that the Department could be offering additional attractive, rewarding courses to many more students throughout the University if it had more capacity. We offer here just a few suggestions of ways in which they might redeploy their existing resources.

We endorse the Department's plan to reconceive Classics 430, Greek and Roman Mythology, as a larger lecture course with Teaching Assistants and recommend that they be assigned the additional TAs needed to carry this out. This will lead to a better course, with discussion sessions and individual writing assignments (in place of multiple choice testing), while providing even more students with exposure to a seasoned, expert lecturer. It will also enhance the Department's graduate training, since Mythology is a



subject almost all classicists end up teaching at some point: experience with Mythology is both a valuable credential and good job preparation.

The strategy of designating a course rubric through which to pilot new courses is an excellent one, and the Department has used Classics 495:Special Topics for innovative offerings, such as Prof. Kamen's Greek Slavery course and Prof. Stroup's Epistolography course. The question came up of whether the number is too high to attract as wide an audience as is desired for those courses, so we recommend that the Department consider giving the course a lower number (or adding a lower-numbered complement to Classics 495).

We were struck that Graduate Students in the department take quite a few more courses than their counterparts in other programs. They continue to take courses until they have completed their exams, a process that can stretch over 4-5 years. In most other programs, students have completed all of their coursework by some point in the third year.

Requiring more courses does promote broader coverage and greater depth of training, but it is also important for PhD students to develop the capacity to learn independently, as they will have to throughout their careers. In addition, the advanced graduate students indicated that they sometimes have trouble finding graduate-level courses they haven't already taken. We recommend that the Department consider reducing the number of courses graduate students are required to take, giving more space in their programs to independent study. This would allow the Department to offer somewhat fewer graduate courses, while also eliminating the problem of insufficient choice for advanced students. It seems that there would be a benefit to offering a few more undergraduate courses instead. The undergraduate advisor mentioned that majors sometimes have trouble getting the courses they need in a given quarter, especially the spring quarter, when a number of faculty members are in Rome. There was also discussion with graduate students on the department developing two-quarter seminars that would add more flexibility to the graduate curriculum and allow students to work on more in-depth research projects.

## VI. DEVELOPMENT ISSUES

The department of Classics has an excellent record of success in the area of development, and they have used their resources in ways that are both efficient and sensible, focusing primarily on enhancing both their graduate and undergraduate programs. Right now, it is the department's use of the Greenfield Endowment that keeps them competitive for the best students in the country.

Given the department's proven record of success, the committee recommends that the department expand their efforts in the area of development, and that they set high goals for increasing their endowment in the next ten years, preferably with an eye towards landing an endowed professorship, developing faculty research and travel funds, and one or more endowed graduate fellowships. The department should find ways to increase town-gown traffic, e.g. by designating one lecture per year as an alumni event, with

special invitations made to local alumni (as well as to those farther off); or by identifying a selected board of visitors who are willing to help organize alumni and other interested parties in the project of advancing the cause of the department beyond the borders of the UW campus. Certain projects undertaken by the department in recent years (e.g. Professor Clauss's minority program in Rome, and Professor Stroup's Tel Dor project) lend themselves beautifully to being promoted for alumni. The department should work hard to get one or both of these projects, as well as others, showcased in the university's main alumni magazine, as well as in the local papers and in their own classics newsletter. They may also consider getting involved with the 'Lifelong Learning' initiative at the UW, perhaps adding a course, or occasional lectures, through the Osher Lifelong Learning Institute. Clearly this would be an extra burden to add to a department that is already overworked. But at the same time it could help members of the department feel like they are taking charge of their future, rather than waiting for it to happen to them. And the payoff from such efforts could, in fact, be quite large.

## VII. DEPARTMENT'S TRAJECTORY AND INSTITUTIONAL SUPPORT

The review committee was unanimously impressed by the happy and healthy intellectual and collegial environment in the UW Department of Classics. A deep and genuine sense of commitment to students and the profession, friendly collaboration and mentoring among faculty, and respect and appreciation for its small but impressively efficient and loyal staff all thrive in this department. In short, the human resources here very rich and continue a longstanding tradition of excellence that was noted in the 1999 review report. They also account in no small measure for the success the department has had in establishing itself as a premier presence in classical studies nationally and internationally, for its success in recruiting, cultivating and placing some of the best and brightest graduate students and undergraduate majors despite an inequity in funding opportunities vis-à-vis the much better endowed classics departments with which it competes, and for its success in reaching out to a devoted and enthusiastic cadre of supporters in the community which has helped the department in enhancing its own fundraising and endowment profile. We feel that in the best of times the University of Washington should be encouraged to assist this exemplary unit in its trajectory towards excellence and prominence, and that in the worst of times it should be attentive to a thoughtful commitment of support and resources to help the department maintain its current level of excellence and competitive vigor. Everything is in place to ensure a bright future for the UW department of classics and what we offer here are suggestions concerning a commitment of financial resources that we hope will be implemented when possible over the next several years to help guarantee that bright future.

### **Support for graduate student recruitment:**

One of the most impressive features and changes in the department since its last review has been its success in improving and sustaining its graduate program. Not only has the department continued to attract more and more potential graduate students, it has also been more successful in recruiting top candidates, at times attracting students who have

been offered more lucrative financing from major institutions such as Berkeley, Michigan and Texas. Human resources are at the core of this success. The department does a most impressive job of personally cultivating and hosting top candidates where faculty and current graduate students go out of their way to help candidates learn about the department and feel welcome. When candidates do decide to come they are made to feel valued throughout the career at the UW and the faculty received the highest praise from students for their care, concern and mentoring. The excellent record of the department's graduate students in winning UW fellowship competitions at the dissertation stage and the near 100% placement record for degreed graduate students is also made possible by the same sort of faculty commitment. The department has also been very proactive in establishing endowments and directing resources from those endowments towards graduate recruitment and education, the Greenfield bequest being a case in point, proceeds from which are used to top of the UW TA stipend to make recruitment packages more competitive with better funded peer institutions. Finally, these efforts have been recognized and resources enhanced by the award of an RAsip from the Graduate School Fund for Excellence and Innovation and the recent award of a GO-MAP RAsip.

The department currently strives to provide two Jim Greenfield fellowships to incoming students. One of these is accompanied by an in-state tuition waiver. **A second in-state tuition waiver** would allow the department to better utilize the Greenfield endowment to support its graduate students. This is a minor request which we hope can be addressed immediately and which is all the more crucial given the current situation of drastically reduced endowment payouts. More generally, the department is to be lauded for its efforts to initiate discussion at a super-departmental level on addressing the problem of the low TA stipend at the UW with regard to funding provided by our peer institutions and we hope these efforts will continue and be taken up by the Graduate School, College and Provost's Office to address one of the major funding/recruitment problems for many excellent departments at the UW who compete with nationally ranked programs.

**Faculty recruitment and retention:** The review committee concurs with the assessment of the department and of the divisional dean that **the department is understaffed by at least one faculty position**. From a high point of 12 faculty members, the department now finds its ranks reduced to 10. This situation is further exacerbated by the fact that one faculty member, Jim Clauss, is in the midst of a 5-year commitment as Director of the Honors Program and only teaches one course per year for the department. The ability to staff classes for vibrant graduate and undergraduate programs in both Latin and Greek will also be weakened by the departure from teaching duties of emeriti Daniel Harmon at the end of 08-09 and Lawrence Bliquez after 09-10. Faculty already teach a heavy load of 5 courses per year, provide several quarterly lectures for Classics 210, and often take on significant and time-consuming roles in the department without the benefit of a course reduction. The general concurrence in the department is that the faculty gap is most pressing in the field of Greek poetry, although other areas have been identified as well and are mentioned in the section IV of this report on the quality of the faculty.

Faculty retention, surprisingly, has not been as pressing a problem in this department of nationally ranked scholars as one might expect. An important explanation for this has to

due once again with the issue of human resources. Faculty invariably commented on the friendly working environment and the strong sense of respect and cordiality among faculty in the unit. Junior faculty without exception felt they have been treated fairly and guided and mentored well in the promotion process. What departures there have been over the last several years have been due to personal reasons and not dissatisfaction with the department or university. The situation was also helped at the conclusion of the last 10-year review when Provost Huntsman authorized a unit-wide market gap adjustment for the department's faculty. The department has expressed a desire to **explore raising \$250,000 for an Endowed Professorship** to help with retention of exemplary faculty. This is a worthy ambition and the College and Advancement office should lend its support in any way possible. The College should also be prepared if necessary to step in aggressively with retention counter offers.

**Staff:** The department has undergone its recent period of growth in national prestige with a remarkably limited number of staff. Currently the staff consists of one full-time Assistant to the Chair, Doug Machle, a 75% time Secretary, Jerome Kohl, as well as a part-time student assistant paid hourly. The review committee was impressed by the numerous activities that fall to the indefatigable Machle. Although we realize that now is not the moment for requesting extra funding for staff, it should be borne in mind that the secretary's position should be increased to 100% (at least for 10 months) when funding becomes available.

## VIII. FINAL WORD

This committee has been singularly impressed by the excellence of the Department of Classics at the University of Washington. It provides a model of how a unit at a public university which does not have access to the type of support provided at better-endowed private or public institutions can compete in prestige and recruitment of graduate students. It has also taken great pains to wisely use its endowment resources to provide learning and travel opportunities for its undergraduate majors and its graduate students. Our reception by and interviews with faculty, students and staff, were characterized by impressive cordiality and kindness. We wish the department well and have every expectation that it will continue to achieve great things in the future.

Respectfully submitted,

Richard G. Salomon  
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Chair, Review Committee

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January 26, 2009

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Dear Review Committee:

We appreciate your willingness to serve on the committee to review the Bachelor of Arts (B.A.), Master of Arts (M.A.) and Doctor of Philosophy (Ph.D.) degree programs offered by the Department of Classics at the University of Washington. The review is being conducted under the auspices of the Graduate School, the College of Arts and Sciences, Undergraduate Academic Affairs, and the Office of the Provost. The Office of Academic Programs in the Graduate School will coordinate the review.

Committee Charge

In general, the committee's charge in this review is to assess the quality of the degree programs and provide the faculty with constructive suggestions for strengthening those programs. A more specific charge may be drafted after our discussion with you and administrative faculty involved in the review on February 4.

Some years ago in accordance with the state legislative mandate, the University established the systematic review of all academic programs. These reviews provide the University with a clearer understanding of each program's quality, educational value, role within the University and community, role within the academic discipline, and resource requirements. The benefits of such periodic reviews justify the effort invested by the academic unit. The results of this review will be of major importance in the planning efforts of the College, Undergraduate Academic Affairs, the Graduate School, and the University.

By way of background, the last 10-year review of the Department was completed in June 1999. At that time, the College of Arts and Sciences Council and the Graduate School Council recommended reaffirming the continuing status of the Department's undergraduate and graduate degree programs. The next review was scheduled for the 2008-2009 academic year.

### Self-Study and Review Site Visit

The following program review documents are enclosed.

1. The Self-Study that describes the Department's degree programs, including supporting documents and abbreviated faculty curricula vitae;
2. A set of guidelines for conduct of the review;
3. The 1998-1999 program review documents.
4. Graduate School Exit Questionnaire Summaries for master's and doctoral degree recipients;
5. Graduate School Representative Reports for general and final exams of doctoral students.

The two-day site visit is scheduled **February 26-27, 2009**. At that time, the committee will meet with the Department's faculty, students, and key staff. External constituents may also be included. An exit discussion on February 27 will include the Associate Dean for Academic Affairs and Planning of the Graduate School, the Divisional Dean for Arts and Humanities of the College of Arts and Sciences, an Associate Dean from Undergraduate Academic Affairs and the Executive Vice Provost for Academic Affairs and Planning.

### Review Committee Report

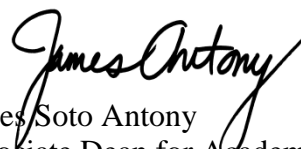
Within four weeks after the site visit, we would appreciate receiving your written findings and recommendations on the review of the degree programs. Your report will be transmitted to the Department faculty for review and comment. The Graduate School Council will then consider your report and recommendations, along with the Department's response to the report. Relying on the advice of the Graduate School Council, we will then transmit the recommendations on the review to the Provost for her consideration and action.

Please contact Augustine McCaffery, Senior Academic Program Specialist at 206-221-3628 or amccaf@u.washington.edu with questions you may have about the review.

Sincerely,



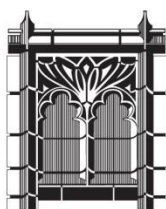
Gerald J. Baldasty  
Interim Vice Provost and Dean



James Soto Antony  
Associate Dean for Academic Programs

Enclosures

c: Douglas J. Wadden, Executive Vice Provost for Academic Affairs and Planning,  
Office of the Provost  
Ana Mari Cauce, Dean, College of Arts and Sciences  
Robert C. Stacey, Divisional Dean for Arts and Humanities, College of Arts and Sciences  
Janice M. DeCosmo, Associate Dean, Undergraduate Academic Affairs  
Alain M. Gowing, Professor and Chair, Department of Classics  
Jacob K. Faleschini, President, Graduate and Professional Student Senate  
Augustine McCaffery, Senior Academic Program Specialist, The Graduate School



THE GRADUATE SCHOOL  
UNIVERSITY OF WASHINGTON

Box 353770 G-1 Communications Seattle, WA 98195-3770

Telephone: 206-543-5900 Fax: 206-685-3234 Web: <http://grad.washington.edu>

February 12, 2009

Department of Classics Review Committee

Richard G. Salomon, Professor, UW Department of Asian Languages and Literature,  
Box 353521 (Committee Chair)

Albert J. Sbragia, Associate Professor, UW Division of French and Italian Studies,  
Box 354361

Brigitte Prutti, Associate Professor, UW Department of Germanics, Box 353130

Kirk Freudenburg, Professor, Department of Classics, Yale University, 344 College Street,  
PH 408, New Haven, CT 06520-8266

Sheila Murnaghan, Professor, Department of Classical Studies, The University of  
Pennsylvania, 201 Cohen Hall, Philadelphia, PA 19104-6304

RE: Charge to Committee for the Department of Classics Review

Thank you once again for agreeing to serve on the committee to review the Department of Classics at the University of Washington (UW) and its Bachelor of Arts (B.A.), Master of Arts (M.A.), and Doctor of Philosophy (Ph.D.) degree programs. Following up on the meeting of the review committee with administrators involved in this review, we are presenting you with a more detailed charge for the review.

First, the specific action needed at the end of your review is a recommendation regarding the continuation of the degree programs offered by the department. The possible recommendations from your committee range from suspension of student entry into the department's degree programs to a recommendation for continuing status with a subsequent review in 10 years. Shorter terms can be recommended if you deem it appropriate. Equally important to this status recommendation, your review can offer the department and the administration an independent assessment of the "health" of the department and advice on how it can be improved.

Based on our experience, we suggest that the external reviewers be relied upon as content experts who can evaluate the quality of the department from a national perspective. They are also likely to be able to comment on recent developments in the field and their incorporation into the department. Indeed, it is crucial to initiate your work before the site visit to ensure a thorough and rigorous review. We encourage you to communicate with Professor Alain Gowing, Chair of the Department, so that he knows your interests and expectations, particularly for the site visit, and to communicate with other key faculty, if time permits.

The site visit on **February 26-27, 2009**, will include meetings with administrators, faculty, students and key staff. The review committee's meeting with graduate students during the



site visit will include a Graduate and Professor Student Senate (GPSS) representative. The GPSS will provide feedback received from graduate students in the department in advance of the meeting. After the site visit, the GPSS will submit a separate report on its findings. In general, the GPSS works closely with the UW Graduate School across a wide range of student matters and participates routinely in the program review process. The GPSS President also serves as an ex-officio member of the Graduate School Council.

The site visit will culminate with an exit discussion divided into two portions. The Associate Dean of the Graduate School, the Divisional Dean for Arts and Humanities in the College of Arts and Sciences, the Associate Dean for Undergraduate Academic Affairs, and a representative from the Office of the Provost will participate in the meeting. The first portion of the exit discussion will include the Department Chair and other faculty he may invite, while the second portion, the executive session will include only the review committee and administrators. We will request your preliminary recommendation regarding the continuance of the degree programs early in the exit discussion. We will also ask you to describe your plan for completing the written report in a timely manner.

We request that your committee submit its written report within 4 weeks of the site visit. We request that your committee submit its written report within 4 weeks of the site visit. Specifically, the **report is due March 27, 2009**. A written response will then be provided by the Department by **April 27, 2009**. When the response is available, the report and response will be considered by the Graduate School Council. The Graduate School Dean will then write a letter outlining the review and recommendations to the Provost for her consideration and action.

Please note that upon completion of program reviews, the primary, the primary review documents become public documents and are placed on the UW accreditation web site. These documents will include the self-study, the review committee report, the department's response to the report, and the Graduate School Dean's letter to the Provost.

The most important objective of your review is an assessment of the academic and educational quality of the department. Important questions include the following.

- 1) Are they doing what they should be doing?
- 2) Are they doing it well?
- 3) How can they do things better?
- 4) How should the University assist them?

Additional questions to consider in the department review include the following:

- 1) What is the general quality of the Department and how does it compare with other programs nationally?
- 2) Does the department have learning goals for undergraduate Classics majors?
- 3) Does the department provide opportunities for research experiences for undergraduate majors?
- 4) What departmental resources are available for undergraduate majors' study abroad?
- 5) Does the department provide access to information on career opportunities or graduate school for undergraduate majors?
- 6) How might the department deploy its resources to have greater impact?

- 7) How are other academic units dealing with similar challenges that the department is facing?
- 8) How are the department's faculty positions situated and are they appropriately filled?

Thank you for your time and effort. Please contact Augustine McCaffery, Senior Academic Program Specialist, at [amccaf@u.washington.edu](mailto:amccaf@u.washington.edu) with any questions you may have about the review.

Sincerely,



Gerald J. Baldasty  
Interim Vice Provost and Dean



James Antony, Associate Dean for  
Academic Affairs and Planning

- c: Douglas J. Wadden, Executive Vice Provost for Academic Affairs and Planning,  
Office of the Provost  
Ana Mari Cauce, Dean, College of Arts and Sciences  
Robert C. Stacey, Divisional Dean for Arts and Humanities,  
College of Arts and Sciences  
Janice M. DeCosmo, Associate Dean, Undergraduate Academic Affairs  
Alain Gowing, Professor and Chair, Department of Classics  
Jacob K. Faleschini, President, Graduate and Professional Student Senate  
Augustine McCaffery, Senior Academic Program Specialist, The Graduate School

**UNIVERSITY OF WASHINGTON  
The Graduate School  
Department of Classics Program Review Site Visit  
February 26 - February 27, 2009  
AGENDA**

**WEDNESDAY, FEBRUARY 25**

7:00 PM                      Review Committee working dinner  
                                    Nell's Restaurant – 6804 East Green Lake Way North

**THURSDAY, FEBRUARY 26                      --                      210 Denny**

8:30-9:10 A.M.	Alain Gowing, Professor and Chair
9:10-9:40	Robert Stacey, Divisional Dean, Arts and Humanities College of Arts and Sciences
9:50-10:20	Catherine Connors, Associate Professor and Graduate Program Coordinator
10:30-11:00	Sarah Stroup, Associate Professor
11:10-11:40	Sandra Joshel, Associate Professor (History) and Peg Laird, Assistant Professor (Art)
11:40-12:10	James Clauss, Professor
12:30-1:30 P.M.	Lunch with Classics graduate students
1:40-2:30	Classics undergraduates
2:40-3:10	(open)
3:20-3:50	Olga Levaniouk, Assistant Professor
4:00-4:30	Kathryn Topper, Assistant Professor
4:40-5:10:	Deborah Kamen, Assistant Professor

**UNIVERSITY OF WASHINGTON  
The Graduate School  
Department of Classics Program Review Site Visit  
February 26 - February 27, 2009  
AGENDA**

**FRIDAY, FEBRUARY 27      --      210 Denny**

- |                 |   |
|-----------------|---|
| 8:30-9:00 A.M.  | Douglas Machle, Assistant to the Chair  |
| 9:10-9:40       | Jerome Kohl, Secretary  |
| 9:50-10:20      | Lawrence Bliquez, Professor Emeritus  |
| 10:30-11:00     | Alex Hollmann, Assistant Professor  |
| 11:10-11:40     | Stephen Hinds, Professor  |
| 11:40-12:10     | Ruby Blondell, Professor  |
| 12:10-2:00 P.M. | Review Committee Lunch and Executive Session<br>UW Club – South Dining Room (reserved)  |
| 2:00-3:00       | Exit Discussion<br>Alain Gowing, Department Chair (and other invited faculty)<br>Catherine Connors, Graduate Program Coordinator<br>Robert Stacey, Divisional Dean, Arts and Humanities<br>College of Arts and Sciences<br>Janice DeCosmo, Associate Dean, Undergraduate<br>Academic Affairs<br>Douglas Wadden, Vice Provost for Academic Affairs<br>and Planning, Office of the Provost<br>James Antony, Associate Dean, Academic Affairs and<br>Planning, The Graduate School<br>Augustine McCaffery, Senior Academic Program Specialist,<br>Academic Affairs and Planning, The Graduate School |
| 3:00-4:00       | Exit Discussion<br>Administrators without Department faculty  |
| 4:30            | Review Committee Debriefing   |

April 16, 2009

Augustine McCaffery, Ed.C.  
Senior Academic Program Specialist  
Office of Academic Programs  
The Graduate School  
Box 353770  
Seattle, WA 98195

Here are some personal observations and further addenda to include in the Report of the Program Committee for the departmental review of the UW's Classics program.

Let me begin by saying that I found the entire process both thorough and thought provoking. The review was exceptionally well structured and well conducted. I gained a strong sense of what makes the department special, its strengths and its special challenges. And I derived some personal insights from the process that I can now use (hopefully) to make my own department better.

Concerning the overall quality of the faculty and its programs I will simply restate the basics of what I wrote in the larger report (I was responsible for the Quality of Faculty portion). Pound for pound, the University of Washington has a faculty that is in league with the best. Their biggest and most pronounced strengths are in exactly those areas that are in many ways the very hardest to be the best in: the core areas of ancient literature and culture in the central 'classical' periods of ancient Greece and Rome. Even some of the oldest and proudest programs in the country have not managed to achieve and maintain the distinction that the UW Classics program currently has, and has had now for more than two decades. Theirs is a very impressive track record, and this record is being brilliantly maintained by the department-- especially by way of their having made a number of thoughtful strategic hires in the last ten years.

The Graduate program is at about the right size, and does not necessarily need to grow any larger. The Undergraduate program is strong, and could easily be larger and more vigorous if there were more faculty to do the work that would need to be done to help it grow. Having the Rome program as a serious prospect for all majors is a large attraction, and the department seems to be using that program in interesting and strategic ways. Basically, the sky is the limit for the development of undergraduate majors, if that is what the upper administration wants to encourage. Right now the department can offer only so many large lecture (General Education) courses, and there is tremendous potential for the development of more such courses with the addition of 2-3 faculty.

That said, it is not clear that the UW currently has a budget structure that would encourage such development. In a restructured budget model, where money would, to some extent, flow to where the teaching happens, Classics would be in a position to do extremely well. Currently, though, the department has neither the faculty/TA capacity nor the budgetary incentive to teach more undergraduates. They are at capacity. And while there is no 'right' size for the UW Classics department per se, it certainly needs to be closer to 12-13 than to 8-9. One small thing the department might think about in the near future (as a minor fix) is the idea of hiring a language programs coordinator (esp. for the elementary Latin program) as a fairly low-cost way of freeing up the senior and tenure-track members of the faculty to do something else.

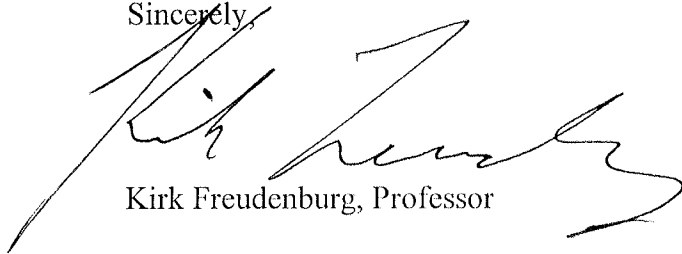
The TA's need to be paid better. The department does its best to top off the contractual stipends, but it still leaves them well short of the stipend-packages of most serious competitors. Since the larger systemic problem isn't likely to be fixed any time soon, the dept. should perhaps look to develop funding specifically for fellowship support (e.g. two endowed, multi-year fellowships paying 25K per annum would make a world of difference). Of course they don't need to be told this. But my own sense is that they have an excellent track record of development, and that they could leverage and extend that success to bypass the TA support problem. Make it priority #1, and put it before donors as priority #1. The development of one or two endowed professorships should also be a high priority, but I think that should be laid at the feet of the development officers of the University at the University-level. The Classics department is not just another good department at the UW. They are stellar, one of the best programs in the country. This should be embraced at the University-level as both a point of pride and a problem to be solved: how will this program be allowed to build on its success? I know it can happen (I have seen it happen) that Deans and Provosts can steer donors towards worthy causes. And I have seen existing development funds steered towards causes that are deemed critical. That's what I think needs to happen. The Classics Department needs to be taken up as a front-burner project in the development office, with a target of two endowed professorships.

If there was one disconcerting feature of the entire review process it was this: here we were presented with a department that has, for more than 20 years, done everything right. They have become one of the finest programs in the country. Our discussions should have been about plans for the future: how that success would be built on, and expanded, and so on. But mostly the talk concerned fears of falling back, and losing what had been gained. Why should a department that has done so much so well have to worry about slipping back? The discussion should rather be about boldly going into the future with plans for finishing off a project that has been completely successful but is not, as yet, complete. In the last review much emphasis was put on faculty salaries, and finding ways to address that problem. In that case the University did what clearly needed to be done, and the salary issues were addressed, decisively and to good effect (salaries were not a significant issue in this review). It is my hope that the same pro-active approach will again be taken, this time to address the department's faculty-size problem, and its TA funding woes, so that in ten years time the department can again report that further gains have been made, and greater successes achieved. This is a department that has a proven

record of making the most (and then some) of the opportunities that come its way. If allowed to build on their success, they can be trusted to succeed.

I hope you find these comments helpful. Please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kirk Freudenburg', written in a cursive style. The signature is positioned to the right of the word 'Sincerely,' and above the printed name.

Kirk Freudenburg, Professor

*UNIVERSITY of PENNSYLVANIA*

School of Arts and Sciences  
Department of Classical Studies  
201 Cohen Hall  
Philadelphia, PA 19104-6304  
smurnagh@sas.upenn.edu  
215-898-7425

Sheila Murnaghan  
*Alfred Reginald Allen Memorial*  
*Professor of Greek*

April 16, 2009

Dear Colleagues,

I write to endorse our committee's joint report on our review of the Department of Classics at the University of Washington and to offer some additional comments from my perspective as an external reviewer. I found the experience of learning more about this exceptional Department rewarding and heartening, even in the painful context of the current financial crisis. My part in the process was made easy and enjoyable by the excellent preparatory work of the Department, especially the detailed self-study compiled by Alain Gowing, by the efficient arrangements made by the Graduate School, and by the collegiality, generosity, and insight of my fellow committee members.

Before this review, I was well aware of the Department as one of the leading Classics Departments in the country. I knew something of the work of most of the faculty, and I had experienced the Department's congenial atmosphere when I visited to give a talk in October 2003. Participating in the review allowed me to understand and appreciate the inner workings of the Department, especially the contributions of individual faculty members to the success of the whole; to meet the impressive younger scholars who have joined the Department in recent years and have extended its disciplinary reach, especially in the areas of material culture and cultural history; to hear about the interdisciplinary initiatives that have been undertaken with colleagues in History and Art History; and to learn about the Department's success in reaching out to the full range of UW students and the broader Seattle community.

It is inspiring to see a Department of Classics that is truly firing on all cylinders, achieving excellence in multiple ways. The other external reviewer and I easily concluded that, in terms of scholarly reputation, the Department belongs in the top ten in the country. The Department's high external standing can be measured, not only in the publications of its faculty, but also in its success in recruiting some of the most competitive graduate students, in sending its strongest undergraduates to top graduate programs elsewhere, and in placing its own PhD's. Less visible to the outside world is the way that this high-level professional and pre-professional training is matched by exemplary internal contributions, which involve serving a large population of non-majors



and engaging genuinely diverse audiences. Making the joys and benefits of studying the classical past widely available is an urgent goal for the contemporary Classics profession, but it is rare to see this aspiration so fully achieved as it is at UW. The Department manages to compete with comparable departments in well-endowed private universities while also fulfilling a public institution's mandate to serve a widely-defined constituency.

Obviously, the Department is only able to do all of this because of its remarkable culture of cooperation and dedication. The public-spirited work ethic of the entire faculty has created a whole that is more than the sum of its parts and an unusually collegial community. These intangible qualities have offset the gap between the resources of this Department and those of its better-funded rivals, causing graduate students to choose UW despite better funding offers from competing institutions and inducing faculty members to stay when they might have more lucrative opportunities elsewhere. This is an encouraging indication of how human resources can outweigh material resources, but there are also limits to how far the faculty can be expected to go to make up the difference. It is therefore imperative that everything possible be done, even within the constraints of the current situation, to keep that gap from growing. Even now it should be feasible to provide the extra tuition waiver that would allow the Department to make optimal use of its endowment and to add TA's for an enhanced lecture course on Mythology. The Department's clear need for an additional faculty member should be a top priority when new hiring becomes possible. Opportunities to reinforce and build on the strength of the Classics Department should be sought whenever hiring takes place in other Departments. Classics is an inherently interdisciplinary field, and this Department has already achieved some of the benefits of interdepartmental collaboration (and interactions with the internal members of our review committee identified a number of additional avenues to pursue). The Department's track record in fund-raising makes it clear that any support the University can provide in that area is likely to pay off.

The present and future investments in this Department that we recommend offer an opportunity to achieve a great deal with relatively little: they will allow the continued flourishing of what is already a first-rank, internationally recognized Department and will be put to good use by a high-functioning, hard-working group. It makes good sense to invest in Classics in the current financial climate because the amounts required to make a significant difference are relatively very low. And hard times only create a more pressing need for what Classics, along with other humanities fields, can provide: intellectual enrichment, perspectives on the vicissitudes of fortune, aesthetic consolation.

Finally, I was struck during my visit by the longing voiced by several senior members of the Department for a serious, institution-wide discussion of, and solution for, the chronic structural problems affecting the funding of disciplines not primarily supported by research grants. With characteristic community-mindedness, they emphasized this even more strongly than the Department's particular needs. I very much hope that relevant members of the administration will actively answer this call. To do so would be a fitting response to the signal contributions of this Department, which has created a model intellectual community and has brought tremendous distinction to the University.

It was a pleasure to participate in this review, and I hope that these comments are useful.

Sincerely yours,

A handwritten signature in cursive script, reading "Sheila Murnaghan", followed by a long horizontal flourish line.

Sheila Murnaghan  
Professor of Classical Studies  
Allen Memorial Professor of Greek