RECOMMENDATIONS:

1. **Central departmental offices.** Farrell House does not offer an appropriate space for an interdisciplinary department to come together. There are only four offices, no library, no seminar rooms and no central meeting space. A strong central department presence will be necessary to allow the program to expand, grow and provide opportunities for its majors.

2. **Develop internship and career services.** Middlebury College makes many opportunities available to students, as evidenced by our many off-campus study opportunities for E.S. majors. However, we need to work to expand the potential for internships in environmental fields and options for employment after graduation.

3. **Establish opportunities for non-majors.** There currently is no minor option for a person who wishes to major in another subject. As Environmental Studies is a field interesting to many, we should consider whether or not to make this option available. If the demands on faculty are too great, but we deem it worthy, perhaps this indicates a need for more faculty.

4. **Supplement faculty as necessary.** While the faculty to major ratio is quite good, it does not demonstrate the distribution of students among advisors. Some faculty in the department act as advisors to many more students than the average, while others advise less E.S. majors, but many other students from another department. Some foci that have a large interest base at Middlebury, such as Sustainable Agriculture and Environmental Education, are not offered on the basis that we do not have the courses nor faculty to support them. We should consider these needs and make an appropriate assessment of whether to expand our faculty.

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