

*Committee on Academic Priorities*

Grace Armstrong, *French and Francophone Studies*, 2019-20 – 2022-23, Chair 2022-23

Don Barber, *Environmental Studies and Geology*, 2019-20 – 2022-23

Astrid Lindenlauf, *Classical and Near Eastern Archaeology*, 2022-23 – 2025-26

Michael Noel, *Physics*, 2022-23 – 2025-26

Maja Šešelj, *Anthropology*, 2021-22 – 2024-25

Kate Thomas, *Literatures in English*, 2021-22 – 2024-25

June 5, 2023

**Addendum to the Annual Report to the Faculty 2022-2023**

**Department of Psychology, Tenure-Track Request**

In March 2023, the Department of Psychology submitted a full proposal for a faculty position in Cultural Psychology and asked that the review be fast-tracked to enable a search in AY 2023-2024. Although specialists in Cultural Psychology "are trained in developmental, cognitive, and/or social psychology programs," they focus on "how cultural processes shape human cognition and behavior." The colleague hired would teach a 200-level Cultural Psychology course, a research methods laboratory course in Cultural Psychology, advanced courses in their area of expertise, an additional service course for the major, and would supervise theses. Examples of selected cultural psychologists' research and teaching programs, provided in the proposal, indicate the field's strong interest in studying the effects of cultural processes and norms on underrepresented, underserved populations in minority and immigrant communities. The proposal argues that such a focus will integrate fully with the College's four goals of DEIAR, might result in a psychology course that serves the Power, Inequity, and Justice requirement, and could provide intellectual synergies with Africana Studies, Asian American Studies, Anthropology, Child and Family Studies, Education, Health Studies, Neuroscience, Sociology, and the GSSWSR.

**CAP recommends that the request from the Department of Psychology for a tenure-track position in Cultural Psychology at the Assistant Professor or beginning Associate Professor level be approved for the following reasons:**

The unexpected departure of a colleague effective May 2023 leaves this central interdisciplinary field of Psychology uncovered, and the Department argues persuasively that the demand for courses and research experience in this field remains consistently high. Enrollment pressures in Psychology now cause some senior majors and minors to be lotteried out of advanced courses. Given this fact, CAP believes that it would be prudent to search in 2023-2024, thus precluding more than one year of an interim hire and guaranteeing students as rapid access as possible to a tenure-track professor for courses and thesis/research supervision. CAP does wonder whether the Department might choose to center its efforts on hiring an advanced Assistant or beginning Associate Professor to guarantee more stability and balance in its long-term staffing configuration. CAP also welcomes the Department's sentiment, expressed during the listening meeting, that new hires should be protected from assuming too many responsibilities in interdisciplinary or allied fields that would only increase the considerable workload they face with Psychology students/advises.

## **Graduate School of Social Work and Social Research, Tenure-Track Request**

In April of 2023, the Graduate School of Social Work and Social Research (GSSWSR) submitted a letter of intent for a position that would serve both the Graduate School and the program in Gender and Sexuality Studies in the undergraduate College. The position envisioned would keep the School at the target number of 10 FTE (plus the Dean) agreed upon in the Task Force on Balancing the Mission and Resources Final Report. GSSWSR is facing upcoming departures and sabbaticals that will leave them understaffed and more reliant than usual on interim faculty; this situation will not be sufficiently ameliorated even if a new hire is made in 2023-2024 for the position recommended by CAP in this April 17's Annual Report. Beyond teaching courses, the GSSWSR faculty have substantive advising duties for the many graduate students at the School. The possibilities for the newly envisioned position mentioned in the initial listening meeting with CAP included a position that would be 1.0 FTE in GSSWSR, with two or three courses a year also serving Gender and Sexuality Studies, or, alternatively, a position with 0.5 FTE in each. The latter would result in a total of 9.5 FTE (plus the Dean) at the GSSWSR and would require additional interim staffing to cover the 0.5 FTE serving the undergraduate College. In a subsequent meeting between CAP Chair Penny Armstrong and rising CAP Chair Kate Thomas with the Dean of the GSSWSR Janet Shapiro and Professor Anita Kurimay of Gender and Sexuality Studies, consensus emerged favoring the first possibility of 1.0 FTE in the School with two to three courses a year taught by the hire supporting Gender and Sexuality Studies. GSSWSR will bring a full proposal to CAP in the fall.

## **Department of Philosophy, Reopening of Search**

It is CAP policy (May 2012, reiterated in the Annual Report of 2022) that departments or programs that lose a junior faculty member in the initial term are not required to resubmit the position request if it remains unchanged, and may, after reflection with appropriate bodies, reopen the search the following fall. After such a resignation occurred, the Department of Philosophy asked in April 2023 to reopen its search for a colleague whose specialty would complement those in their department and Haverford's. They intend to conduct this search simultaneously with the one recommended in CAP's Annual Report of April 17, 2023 for a specialist in Epistemology, Philosophy of Science, or Comparative Philosophy. After discussions with department faculty, CAP approves the reopening of this second search.

## **Two New Tenure-Track Positions: Procedures**

At the April 19, 2023, Faculty Meeting, President Cassidy announced that two new tenure-track positions would be added in AY 2023-2024 to alleviate heavy enrollment pressures in departments and programs. She tasked CAP with developing procedures to determine which two full proposals should be recommended for her approval. CAP created guidelines for full requests that were sent to the Faculty on May 19, 2023, and can be found on CAP's website (<https://www.brynmawr.edu/inside/academic-information/provost/faculty-governance-committees/committee-academic-priorities-guidelines-position-requests>). The first deadline for notifications of intent to apply (May 26, 2023) has been met with six expressions of intent from Biology, Chemistry, Growth and Structure of Cities, Mathematics, Psychology, and Sociology. The deadline for full proposals is September 22, 2023. Please see the full guidelines for all details.