

Committee on Academic Priorities

David Karen, *Sociology*, 2013-14 – 2017-18, *Chair* 2017-18

Jonas Goldsmith, *Chemistry*, 2015-16 – 2018-19

Tim Harte, *Russian*, 2015-16 – 2018-19

Tamara Davis, *Biology*, 2017-18 – 2018-19

Jamie Taylor, *English*, 2017-18 – 2020-21

Dianna Xu, *Computer Science*, 2017-18 – 2020-21

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May 23, 2018

Addendum to the Annual Report to the Faculty 2017-2018

We offer this addendum to address four issues: to report CAP's recommendation about the new STEM position; to clarify the Chemistry Department's staffing situation; to report about our meeting with Haverford's EPC; and to discuss briefly a new initiative to promote faculty diversity based on a conversations with President Cassidy, Provost Osirim, and members of the Committee on Appointments.

New Position in STEM

As we noted in the full CAP report:

Thanks to the generosity of the estate of Marion Slusser, Class of 1936, the College has received a gift for a professorship in a STEM field. CAP invited pre-proposals from Biology, Chemistry, Computer Science, Geology, Mathematics, Physics, and Psychology. We asked three departments which had submitted pre-proposals to write full proposals. We will report on our recommendation in a supplemental update next month.

CAP received three excellent full proposals for the new position in STEM. The Department of Biology proposed a new hire in immunology, the Department of Computer Science proposed hiring a specialist in the field of data science and the Department of Psychology sought to hire someone specializing in cognitive-affective neuroscience. The two CAP members whose departments had submitted proposals were not involved at all in committee conversations about the position. Each department made a compelling case for how they would use this new resource and how their respective hire would advance departmental and institutional interests. CAP was in the enviable position where we could not make a *bad* recommendation; unfortunately, deciding which proposal to recommend was incredibly difficult. In the end, we chose to recommend to the President that Biology be allowed to search for an immunologist. We regret that the exciting positions proposed by Psychology and Computer Science could not also be recommended.

CAP recommends that the Biology request for a tenure-track position in immunology be approved at the level of Assistant Professor for the following reasons: A position in immunology will help alleviate ongoing enrollment pressures in Biology, provide additional student research opportunities in an emergent field, support the major in Biochemistry and Molecular Biology, and provide exciting new courses and opportunities for our thriving Bi-Co minor in Health Studies. The potential for this position to support Health Studies, both at the introductory level and at the advanced level in conjunction with the candidate's area of expertise, as well as to potentially contribute to the 360 program, proved especially compelling.

We encourage Biology to conceive of this position broadly, so that a search might yield candidates with interests ranging from neuro-immunology (in support of the Neuroscience program) to eco-immunology (in support of Environmental Studies). With this new STEM position, the Biology Department will be expected to contribute annually to the Health Studies program (in the introductory course and in upper-level courses). CAP recommends a memorandum of understanding between the Biology Department and the Provost to specify the details of the new immunologist's contribution to Health Studies and to map out alternative(s) that will be offered by other members of the Biology Department when the immunologist is on leave.

Chemistry Department Staffing

In its report CAP recommended that Chemistry's request for a tenure-track position in Organic Chemistry be approved. CAP concluded: "With this hire, it is expected that the Chemistry Department will meet its teaching needs during the academic year with its permanent staff." CAP regrets that we misstated Chemistry's situation. Generally, support in addition to the permanent staffing is needed to fully cover Chemistry's courses.

Meeting with EPC

Along with Provost Mary Osirim, Jonas Goldsmith and David Karen (incoming and outgoing CAP chairs) met in early May with Maud McInerney (EPC Chair) and HC Provost Fran Blase to discuss our committees' respective recommendations about positions and shared interests in deepening cooperation. They have not finalized their position recommendations but there may be opportunities for coordination with HC as we launch a search next year for International Studies. We also discussed how CAP and EPC might collaborate to deal with course coverage in a number of departments across our respective campuses.

Promoting Diversity

President Cassidy met with both CAP and the Committee on Appointments to discuss how we might continue bolstering our efforts to diversify the faculty. Based on these conversations, CAP will be recommending that future faculty searches for assistant professor not specify the level of the assistant professor, thus allowing for a broader pool. CAP will also encourage departments to state the fields in which they are searching as broadly as possible while remaining consistent with their needs.