

Committee on Academic Priorities

Jamie Taylor, *English*, 2017-18 – 2020-21, *Chair 2019 -20*

Dianna Xu, *Computer Science*, 2017-18 – 2020-21 (*on Leave Semester II*)

Michael Allen, *International Studies and Political Science*, 2018-19 – 2021-22 (*on Leave Semester II*)

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

Don Barber, *Environmental Studies and Geology*, 2019-20 – 2022-23 (*on Leave 2019-20*)

Radcliffe Edmonds, *Greek, Latin, and Classical Studies*, 2019-20 – 2022-23

Janet Ceglowski, *Economics*, 2019-20 (*Semester II Substitute*)

BRYN MAWR

April 8, 2020

Annual Report to the Faculty 2019-2020

The 2019-20 Committee on Academic Priorities membership consisted of Jamie Taylor (English, CAP chair), Michael Allen (Political Science and International Studies), Penny Armstrong (French and Francophone Studies), Don Barber (Geology and Environmental Studies), Radcliffe Edmonds (Greek, Latin, and Classical Studies) and Dianna Xu (Computer Science). Don Barber was on sabbatical leave in AY 2019-20, and both Dianna Xu and Michael Allen were on sabbatical leave in Semester II. Because these multiple leaves brought active committee membership below quorum, Janet Ceglowski (Economics) served as a substitute for Michael Allen in Semester II.

In addition, because it is CAP's practice that committee members recuse themselves from discussions about position requests from their own departments, a second substitution was required for the committee's discussions about the English Department's position request. For those discussions and recommendation, David Karen (Sociology) substituted for Jamie Taylor to maintain quorum. Likewise, although Mary Osirim attended most CAP meetings by invitation in her role as Provost, she recused herself from the discussions about the Sociology Department's position requests. CAP is grateful for the informational assistance provided by the Provost, and we especially want to thank Linda Butler Livesay for her administrative support, thoroughness, and thoughtfulness throughout the year.

CAP met once per week in the fall and twice per week in the spring. As Chair of CAP, Jamie Taylor served on the Advisory Council of the Faculty and was CAP's representative to the Board of Trustees. Penny Armstrong served as CAP's representative to the College Budget Committee, and Radcliffe Edmonds served as CAP's representative to the Strategic Advisory Group. Members of CAP also participated in the Middle States reaccreditation process, as well as in the Greek, Latin, and Classical Studies Department's external review and in the "closing the loop" meeting for the Africana Studies Program's external review.

Although the major portion of CAP's work entailed meeting with programs and making recommendations about their position requests, CAP also engaged in other efforts during the 2019-20 academic year. We discuss these efforts in more detail below.

Reflections on CAP's Mission and Role

According to the by-laws of the faculty of Bryn Mawr College, the Committee on Academic Priorities is charged to:

consider all matters concerning academic priorities, including, but not limited to, staffing allocations, department and program facilities and resources, restructuring or terminating existing departments and programs (insofar as these have significant resource implications), and other resources relating to teaching and research.

In the last decade, the College has benefitted from a few specific bequests that have expanded the faculty, including a new faculty line in Data Science, one in Environmental Studies, one in Biology, and two lines (one of which is as-yet unallocated) for faculty members with expertise in international studies. Nonetheless, the faculty remains for the most part in a largely steady state, which usually means that allocating resources to create a new program or to expand an existing one entails cutting back on resources allocated to existing programs. CAP is painfully aware of the limitations of the resources available to support the many aspects of the College's academic work.

CAP strives to take a synoptic view of the College as a whole, considering both short-term needs and long-term trajectories. Although the allocation of faculty resources must respond to immediate pressures such as student interest in particular fields, CAP is also responsible for ensuring that the College's academic mission and ongoing strategic plans are provided sufficient resources. Allocating tenure lines is not a particularly nimble way to respond to the fluctuating demands of these short-term pressures, since such lines are limited in number and long term in their impact. Indeed, in its deliberations this year, CAP was especially cognizant of the potential pitfalls of diverting resources to programs with immediately expanding demand, since the programs with more resources will inevitably continue to expand at the expense of those programs whose diminished resources make it even harder for them to flourish. CAP must therefore negotiate the delicate balance between encouraging the fields experiencing growth and sustaining the resources necessary for other academic areas that remain vital to the College's mission and strategic vision.

As previous reflections by CAP have noted, strategic long-term planning cannot succeed if CAP simply considers the demands of the current academic year in isolation, even though its immediate task is to evaluate the particular set of proposals submitted each year. In keeping with past CAP practice, then, this year no faculty position was automatically replaced. Rather, each proposal was weighed in the context of the needs of the College as a whole, with an eye both to the current situation and future circumstances.

Although much of CAP's work is concerned with the allocation of tenure-track and continuing non-tenure track faculty lines, it is also charged with considering other issues of resources that support the academic priorities of the College. One area of concern that came to CAP's attention this year is the gap in strategic planning that often occurs when an initiative originally funded by an external source transitions to College funding. Such funded initiatives provide important opportunities for innovation and development within the College, but once the initial funding is used up, the College has to figure out how this initiative fits within its longer-term priorities with respect to the allocation of its resources. CAP's recommendation to the Provost of an external review of the Teaching and Learning Institute (TLI) was prompted by a consideration of the shift in funding support for this program with the expiration of the initial Mellon grant, and CAP hopes that this review (suggested by the recent external review of the Bi-Co Education Program) will enable the College to assess the value of the Program to the institution as a whole and to allocate its resources accordingly. Moreover, CAP recommends that any future transition from external funding to College support include a discussion with CAP and perhaps require a formal proposal process.

CAP Processes

Last year (AY 2018-19), CAP developed streamlined processes for proposing faculty lines, including making listening meetings optional and not requiring supporting letters from other departments and programs. (In the spirit of Bi-Co collaboration, we still require letters from cognate departments at Haverford.) We put those procedures into practice this year, and we are happy to report that they seemed to accomplish what they were designed to: that is, to conserve some of the considerable time and energy required to prepare documents for CAP while retaining the level of detailed information necessary for CAP to understand each proposal.

Although CAP no longer requires listening meetings (which traditionally occurred sometime between the letters of intent and the full proposals), they are optional and anyone may request one. This year, two departments asked for listening meetings, and two CAP members attended each listening meeting. Both the CAP representatives and the departments reported that those listening meetings were productive. CAP will continue tracking how well these processes work in the next few years.

In addition, this year CAP began exploring the possibility of limiting the number of searches conducted in any given year, since a search requires considerable time and financial resources. The next steps will be to work closely with the Committee on Appointments to articulate a rationale and a structure for limiting the number of searches conducted each year without creating a backlog. As CAP and Appointments do so, they must be cognizant that by the time departments propose to CAP, they are in real need of resources. We must thus ensure that asking departments to postpone their searches does not constrain their curricular integrity.

Reflections on the Bi-College Relationship

In 2018-2019, CAP recommended that “clear, concrete, and written policies” be developed for Bi-College resource requests, with particular focus on those departments and programs that are officially designated Bi-Co (such as East Asian Languages and Cultures, Education, Environmental Studies, and German and German Studies). This year, CAP gathered the heads of Swarthmore’s Council on Educational Policy (CEP) and Haverford’s Educational Policy Committee (EPC), as well as the three Provosts to develop a collaborative Memorandum of Understanding (MOU) that prescribes specific consultative processes for Tri- and Bi-Co department resource requests. (We have attached that MOU as an addendum to this document.)

CAP hopes this MOU will be the first step in articulating and strengthening mutually supportive and practiced processes among the three College in their allocation of resources. CAP believes next steps will entail the challenging work of aligning the schedules by which Bryn Mawr, Swarthmore, and Haverford operate. At the moment, the timing of requesting and recommending resources are on radically different timelines, which can make consultation and collaboration difficult. Fostering collaborative, mutually supportive processes – even as we acknowledge each campus’ individual needs and priorities – requires more intentional coordination, especially between CAP and EPC. We hope that in the next few years, CAP and EPC will continue to develop clear, written policies to enable useful and genuine consultation and collaboration.

Proposals

This year, CAP received letters of intent from 12 different departments and programs, for a total of 15 faculty lines. Both the Department of German and German Studies and the Department of Greek, Latin, and Classical Studies declined to continue with proposals after submitting letters of intent, so CAP ultimately fielded full proposals from 10 different departments and programs, for a total of 13 faculty lines.

In addition, CAP received an unprecedented number of requests for searches to take place on an expedited timeline: that is, departments requested that these searches begin immediately, rather than be approved in the spring for a search to begin the following fall. To field these requests, CAP was required to provide its recommendations on an earlier schedule than is typical. That said, not recommending an expedited timeline did not extend to the request itself, since CAP considered the request for a faculty line separately from the request for an expedited timeline. Ultimately we rendered separate recommendations for each aspect of the request.

As CAP deliberated on these requests for expedited timelines, we developed guidelines for recommending to expedite a search. CAP believes requests for expedited timelines should be rare and that recommendations for expedited timelines should be conservatively applied. Thus, CAP recommended expedited timelines for two reasons: when a line was vacated unexpectedly and created urgent curricular gaps, and/or when scheduled leaves would prevent a successful search.

Finally, it is the College's practice to retain tenure-track faculty lines in their particular departments when those lines are vacated within the timeframe of the first contract (whether by resignation or non-reappointment). In other words, those vacated lines do not become available to be allocated to other departments or programs. This year, four tenure-track lines were vacated before the end of the first contract in the following departments: Political Science, Russian, Economics, and Computer Science. Two of these departments (Political Science and Russian) requested to conduct searches next year (AY 2020-21) and one (Computer Science) was approved on an expedited timeline to conduct a search this year. (See below.)

CAP wants to register its concern about departures of multiple junior faculty members, and we recommend that the College look at these departures in the aggregate rather than as idiosyncratic instances, strategizing especially for those fields that have particular external pressures and opportunities.

CAP's Recommendations on Proposals for Faculty Positions

In AY 2019-20, CAP considered 10 full proposals for 13 faculty positions, including four requests for expedited searches. CAP considered each request in terms of the College's strategic, academic, and curricular priorities, as well as how each proposal would affect the College's resources. In addition, we considered how each position might contribute to faculty diversity.

Biology Department, Tenure-Track Request

The Biology Department requested approval for a tenure-track (TT) line in genomics and bioinformatics. In its proposal, the Department noted its increasing focus on incorporating quantitative and computational approaches in its curriculum. It also noted that genomics is currently underrepresented in the Bi-Co, with the recent departure of an assistant professor with expertise in that specialization (as well as in bioinformatics). The Department stressed that this position would contribute to these critical curricular needs, as well as to the Biochemistry and Molecular Biology program and potentially to the College's Data Science initiative.

CAP recommends that the Biology's request for a tenure-track position be approved at the level of Assistant Professor, for the following reasons:

Biology serves many majors and minors as well as allied programs (including Environmental Studies and Health Studies) and College programs (including the 360 program, the Emily Balch Seminars, and the STEM posse program). This faculty line will allow the Department to pursue its curricular, programmatic, and research work, and more specifically, a genomicist with bioinformatics expertise will support the Department's inclusion of computational methodologies and provide needed courses in "-omics"-level topics. This position will also support the College's initiatives in data sciences and its strategic focus on informational literacies.

Chemistry Department, Tenure-Track Request

The Chemistry Department requested approval for a tenure-track (TT) position in biochemistry. The Chemistry Department currently has two TT biochemists, but its senior biochemist will retire in 2021. Chemistry emphasized the importance of a biochemist to the curricular requirements for their Chemistry and Biochemistry and Molecular Biology majors as well as for those enrolled in the post-bac premedical program.

CAP recommends that the Chemistry Department's request for a TT position be approved at the level of Assistant Professor, for the following reasons:

The Chemistry Department serves a large number of undergraduates and graduate students, including those enrolled in the post-baccalaureate program. Biochemistry is central to the Chemistry Department's curriculum, and there is particularly high demand for biochemistry courses in the Bi-Co. In addition, the Chemistry Department shoulders a heavy curricular burden for the post-bac program, pre-health students (including non-majors), and the graduate program in Chemistry.

An open search will enable the Chemistry Department to complement the Department's current biochemistry curricular and research foci, as well as to imagine intellectual collaborations with colleagues in other departments.

Chemistry Department, Continuing Non-Tenure Track Request

The Chemistry Department requested approval for a continuing non-tenure track (CNTT) laboratory lecture position in Organic Chemistry, expedited for a search this academic year (AY 2019-2020), because Chemistry's long-term laboratory lecturer, Maryellen Nerz-Stormes, passed away this past summer (2019).

More than 200 students participate in Organic Chemistry labs each year. The Chemistry Department emphasized the centrality and complexity of Organic Chemistry labs, outlining the critical range of this CNTT position even beyond lab teaching and management (including pre-lab lectures, assessment of student work, office hours and curricular development).

CAP recommended that the Chemistry Department's request for a CNTT position be approved at the level of Lecturer, on an expedited timeline, for the following reasons:

This position is crucial to the functioning of organic chemistry for a wide range of constituencies. Moreover, in addition to responding to high student demand, the Organic Chemistry labs are specialized and complex, so it is necessary that the Chemistry Department rely on a long-term CNTT position (rather than rotating interim positions) to ensure curricular continuity and innovation.

CAP also recommends the search occur AY 2019-20 to mitigate the disruption in the Department's Organic Chemistry lab curriculum, as well as to ensure that the Department's senior organic chemist (who will be on leave AY 2020-21) can be involved in the search process.

Computer Science Department, Request for Expedited Search

The Computer Science Department requested approval to expedite a search for a tenure-track (TT) position, after the unexpected resignation of a junior tenure-track faculty member. This departure puts the Computer Science Department in curricular crisis; it can staff neither the courses necessary for the integrity of the Department's curriculum nor its enrollments. Last year's CAP determined that the Computer Science Department staffing ought to consist of four TT lines and one CNTT line, so last year CAP authorized searches for one TT line and one CNTT.

The Computer Science Department is currently conducting two concurrent searches (for a CNTT and a TT position), and it stated that it could be possible to make two TT offers from its search this year. The Department requested an expedited search to fill this vacated line; since lines cannot move if vacated before the first contract is up, it simply asked to expedite the timeline for searching to fill this line and was not required to provide a full proposal.

CAP recommended that the Computer Science Department's request for an expedited search be approved, for the following reasons:

The Computer Science Department is in serious curricular peril; it simply does not have the necessary faculty to mount its program or serve its students, both majors and non-majors. Moreover, Bryn Mawr's faculty deficit in Computer Science cannot be adequately supplemented with Bi-Co collaboration. Hiring two positions out of this ongoing TT search would conserve both the energy and efforts of Appointments and a very strapped Computer Science faculty, and it would ensure that a senior faculty member who is on leave Spring 2020 would be able to take part in the hiring process. Moreover, the current search is an "open" search, so the job ad is capacious enough to solicit a range of candidates with varied expertise.

English Department, Tenure-Track Request

The English Department requested approval for a tenure-track position in film and media studies, which will support the College's robust Film Studies program as well as teach and direct senior theses in Anglophone film and other media. The English Department notes that the College (via CAP) had determined that the Film Studies program "would be anchored by two lines dedicated specifically to film: one in the History of Art Department and one in the English Department, each department [having] reformulated [its] curriculum and faculty configuration to accommodate this shift. These two lines were to form the spinal column of the Film Program." English adds that each department has reformulated its curriculum and faculty configuration to accommodate these lines.

However, the Department has been without film and media courses of a tenure-track faculty member since the resignation in 2016 of the second tenure-track professor to hold this position. English notes that enrollments in film studies have been high, to the point of filling courses to and beyond capacity. The Department further notes that film studies is "a standard offering for

any English department” because “it offers critical vocabularies that have become central to literary study” as well as to cinematic studies.

CAP recommends that the English Department’s request for a tenure-track position in film and media studies be approved at the level of Assistant Professor, for the following reasons:

The increase in majors from 2018 is a primary impetus to CAP’s recommendation. The numbers of students majoring in English has grown from a worrisome low in 2018 of 14 students to its more usual 35-39 majors. CAP notes that this number of FTEs should be re-evaluated in the future, given the CAP 2016-17 recommendation that English might reach an ideal FTE of 9.6 (down from its current 10.6). To ensure that this faculty line remains in keeping with the history of the Film Studies Program, CAP expects English to work with the Provost to create a memorandum of understanding (MOU) that addresses how the division of labor between the two departments of English and History of Art will provide leadership for and sustain the Film Studies Program, as well as how the courses of the new English colleague will contribute to the film studies minor. CAP suggests that over time, a minimum of three-fifths of this new colleague’s courses should double-count for Film Studies and English. Following College practice, this MOU will be written by the Provost, signed by both the Film Studies Program Director and the English Department Chair, and deposited in the Provost’s Office.

French and Francophone Studies Department Tenure-Track Request

The French and Francophone Studies Department requested approval for a tenure-track (TT) position in French and Francophone studies, with possible subfields in postcolonial studies, performance studies, and/or gender studies, on an expedited timeline, to pursue a search this academic year (AY 2019-2020). The Department requested an expedited search for two reasons: the timing of a senior faculty member’s leave and another senior faculty’s retirement next December.

The Department emphasized its current temporal and geopolitical gaps in the wake of the 2016 departure of a senior faculty member with expertise in these areas. Such gaps negatively differentiate Bryn Mawr’s French and Francophone Studies Department from its peer institutions, which devote significant resources to contemporary Francophone studies. In addition, Bryn Mawr students wanting to pursue French are particularly interested in contemporary Francophone Maghrebi and Mediterranean texts, including poetry, film, and performance.

The French and Francophone Studies Department maintains steady numbers of majors and minors and an AB/MA program, as well as the thriving, well known Institut d’Avignon program, all of which would be supported by this position.

CAP recommended that the French and Francophone Studies Department’s request for a tenure-track position be approved at the level of Assistant Professor, on an expedited timeline, for the following reasons:

This position responds to student demand and would support the Department’s majors, minors, and AB/MA candidates. Contemporary Francophone expertise is necessary to teach the colonial and postcolonial reach of French language and culture, and CAP sees this position as contributing to the College’s ongoing dedication to diversity and global engagement.

CAP also recommends the search occur AY 2019-20 to ensure the participation of a senior faculty member who will be on leave next year (AY 2020-21). Moreover, an impending retirement in December 2020 means that the Department would be working at a considerable deficit, both in terms of pursuing a successful search and in keeping up with its academic needs.

Finally, CAP would like to recognize the strides the Bryn Mawr and Haverford French and Francophone Studies Departments have made in curricular collaboration. The Bryn Mawr Department has included their Haverford colleagues in developing this request, and CAP believes this position will strengthen the progress made thus far and open new avenues for further cooperation.

Graduate School of Social Work and Social Research, Two Tenure-Track Requests

The Graduate School of Social Work and Social Research (GSSWSR) requested two tenure-track (TT) positions, staggered over two hiring cycles. Both would focus on the GSSWSR’s turn toward trauma-informed social work (TISW); the first line would be at the advanced assistant or associate level, and the second would be at the assistant level.

The GSSWSR emphasized its ongoing progress in creating focus and efficiencies in its curriculum, following several years of declining enrollment. Offering a part-time program, lifting caps on lower-level courses, and strategically focusing on “Children, Families, and Society” and “Health and Mental Health Across the Lifespan,” for example, have stabilized enrollments and have signaled their curricular strengths to potential applicants. The GSSWSR noted that these faculty lines would help build their program to support its new efficiencies and foci.

CAP recommends that the GSSWSR’s request for two tenure-track positions be approved, one at the level of advanced Assistant or Associate Professor, and one at the level of Assistant Professor, for the following reasons:

The GSSWSR has rebuilt itself, finding creative and thoughtful ways to move to 10 FTEs, as recommended by the College’s Task Force on Balancing Mission and Resources. At the same time, the GSSWSR has experienced eight departures or vacancies over the last five years. This kind of cluster hiring – that is, intentionally hiring in similar or complementary fields – makes sense from both a curricular and a research standpoint. In addition, hiring in a staggered way,

with the first line at a more advanced level, is crucial for the GSSWSR to provide mentorship for its junior faculty.

CAP would like to recognize the GSSWSR's innovations and reorganizations over the last several years, including developing key relationships with the undergraduate College (with, for example, the 4 + 1 program with the Psychology Department) as well as providing its students with crucial academic and practical training.

Tri-College Linguistics Department, Tenure-Track Request

The Tri-College Linguistics Department requested approval for a tenure-track position to be located at Bryn Mawr in sociolinguistics. Currently, the Tri-College Department, created in 2011, consists of seven colleagues at Swarthmore and 2.5 tenure-track FTE at Haverford (of which one is a Tri-Co-funded appointment). The requested hire would teach Introduction to Linguistics, Sociolinguistics, either Syntax or Phonetics/Phonology, Senior Thesis Seminar, and an upper-level course in her/his area of expertise. The Department argues that sociolinguistics is the one primary area of linguistics that is not well-covered by either Swarthmore or Haverford as well as an area in which there is consistently high demand for thesis supervision.

Linguistics has attracted an increasing number of majors: from seven during the 1995-99 period and 43 between 2015-19, with ten senior majors in 2020 and nine in 2021. Furthermore, linguistics courses attract numerous non-majors, with the result that many linguistics courses at Haverford are over-subscribed and must be lotteried. The Department anticipates that a new faculty member at Bryn Mawr could cover issues of language endangerment, thus connecting with International Studies, the Balch seminars, 360 clusters, and perhaps the College's Data Science initiatives.

CAP recommends that the Tri-College Linguistics Department's request for a tenure-track position in sociolinguistics not be approved, for the following reasons:

Although CAP recognizes the important contribution the Tri-College Linguistics Department makes to the education of Bryn Mawr students and to contributing to the College's missions regarding social justice and equity, this request represents an expansion position at a time when the College is at a fixed state regarding faculty lines. Sociolinguistics is supported by courses of a substantial number of Linguistics faculty at Swarthmore (one of whose lines is devoted to sociolinguistics) and the 2.5 tenure-line FTEs located at Haverford.

Following the MOU instituted in 2011 (when the Tri-Co Department was established), Bryn Mawr contributes 1/5 of the salary of the Tri-Co tenure-track position located at Haverford, as does Haverford, and Swarthmore contributes 3/5 of that salary. In addition, Bryn Mawr will support part of a full-time interim hire in Linguistics at Haverford next year and has hosted a Consortium for Faculty Diversity Fellow in Linguistics at the College in 2018-20. Much of the success in the collaborative enterprise of the three Colleges relies on greater investments in one field by one institution that are then open to students of all three. In the case of Linguistics, Swarthmore takes the leading role, whereas Bryn Mawr assumes the leading role in the cases of, for example, Classical and Near Eastern Archaeology, Geology, Growth and Structure of Cities,

and History of Art; likewise, Haverford assumes the leading role in, for example, Religious Studies and Music.

Mathematics Department, Tenure-Track Request

The Mathematics Department requested approval for a tenure-track position for a statistician to teach in the Department. The Department noted the growing demand for statistical training across many areas of the College and pointed to its recent external review that noted the anomalous position of their Department in lacking a statistician among their faculty. The Department suggested that a statistician could help develop a new minor in statistics within the Department. More broadly, the Department discussed their intent to revise their curricular structure to include more applied mathematics, to which a statistician could contribute.

CAP recommends that the Mathematics Department request for a tenure-track position in statistics not be approved, for the following reasons:

CAP recognizes that the demand for statistics is high in a number of fields at the College, but we also recognize that many different departments already offer a variety of courses that involve statistics. Rather than expand the faculty of the Mathematics Department, CAP would prefer to see more effective utilization of the resources that already exist at the College and in the Bi-College community. A minor in statistics similar to the one proposed is already in place at Haverford, but it does not draw large numbers of minors, although the demand for basic statistics training is rising on both campuses.

In addition, the College is currently in the process of developing a Data Science minor and hiring a Director of Data Science. The new Director of Data Science will have an important perspective on the ways statistical training can take place and perhaps even be expanded in different areas of the College curriculum. CAP appreciates the Mathematics Department's efforts in planning new directions for its curriculum, particularly the idea of moving more in the direction of applied mathematics for future positions. As its curriculum shifts, CAP encourages the Department to consider a long-term plan to include a statistics position as positions become available in the Department.

Psychology Department, Tenure-Track Request

The Psychology Department requested approval for a tenure-track (TT) position in Clinical Psychology, prompted by the retirement of a senior member of the Department with expertise in this area. Clinical Psychology is the largest subfield in the psychological sciences, focusing on behavioral and mental health challenges, as well as the approaches to reducing those challenges and improving adaptation to them. This faculty line would support the Department's high number of majors and minors as well as provide support for allied programs, such as Neuroscience, Child and Family Studies, and Health Studies.

CAP recommends that the Psychology Department’s request for a tenure-track position at the level of Assistant Professor be approved, for the following reasons:

The Psychology Department has consistently supported very high numbers of majors and minors, and Clinical Psychology is the area that attracts the greatest interest for those interested in graduate study or prospective careers in psychology. Moreover, many psychology courses attract significant numbers of non-majors, leading to enrollment pressures for the Department.

Over the past decade, the Psychology Department has thoughtfully and carefully planned for the anticipated retirements and/or departures of five senior faculty positions, diligently and creatively shaping a department that retains its focus on working closely with undergraduates on research as well as contributing to programming across the College. Their collaboration with the Graduate School of Social Work and Social Research, for example, offers opportunities for undergraduates to develop graduate-level, practical expertise in social work, as well as for graduate students to develop psychological research expertise.

Sociology Department, Two Tenure-Track Requests

The Sociology Department requested approval for two tenure-track positions. The first was for a sociologist who specializes in race, especially the African American experience. Due to the imminent retirement of a senior faculty member who specializes in that area, the Department wants to search for a colleague with research and teaching expertise in both the African American experience and an international area of focus in Africa, the Caribbean, and/or other areas contributing to Africana Studies, preferably with an interest in issues of deviance and marginalized communities. The second request was for a scholar with research and teaching expertise in social networks, economic sociology, and/or law. Below, we discuss each request in turn.

CAP recommends that the Sociology Department’s request for a tenure-track position in the sociology of race be approved at the level of Assistant Professor, for the following reasons:

The Department noted that the field of sociology is arranged around the pillars of race, class, and gender, so a faculty member specializing in the sociology of race is particularly crucial to maintaining the integrity of their curriculum. From a curricular standpoint, CAP agrees that it is crucial for any sociology program to have an expert on the sociology of race. From a staffing standpoint, CAP sees this request as responding to an important student interest in the topic, not just among sociology majors but also within the student population as a whole. CAP thus expects that with this hire Sociology will be able to continue to offer courses that address race in society, as well as its intersections with class and gender.

In addition, CAP sees this position as actively contributing to the College’s mission in terms of diversity and global engagement, and CAP is heartened by the Department’s assurance that this search is likely to attract a very diverse pool of applicants. Although the Sociology Department requested an expedited search for this new line, CAP does not recommend an expedited timeline, since this search neither results from an unexpected and sudden gap in staffing nor does it

involve other staffing factors (such as a constellation of leaves) that would necessitate an immediate search.

CAP also recommends that the Sociology Department's request for a second tenure-track position not be approved at this time, for the following reasons:

CAP recognizes that the subfields identified for the second position (social networks, economic sociology, and/or law) represent critical areas of sociology. However, from a staffing standpoint, Sociology would be expanded by the addition of another position to the Department at this moment. Although CAP commends the Department for proactively planning for the future of the Department, we abide by the College's practice of not approving new lines before departures are formally finalized. It also seems beneficial for the Department to bring its new sociologist of race into the conversation about the Department's future hires. In addition, CAP recommends that the Department explore the ways in which another position might contribute to other departments and programs that approach related questions from different disciplinary perspectives such as Anthropology, Growth and Structure of Cities, or Political Science.

MEMORANDUM OF UNDERSTANDING: RESOURCE REQUESTS

BRYN MAWR'S COMMITTEE ON ACADEMIC PRIORITIES (CAP) HAVERFORD'S EDUCATIONAL POLICY COMMITTEE (EPC) SWARTHMORE'S COUNCIL ON EDUCATIONAL POLICY (CEP)

Preamble

Bryn Mawr, Haverford, and Swarthmore have long functioned in a consortial relationship, in which students cross-register; library systems are integrated; and academic and administrative collaborations, formal and informal, are sustained. This document articulates specific guidelines when tenure-track, continuing non-tenure track, and interim resources are requested by Tri- or Bi-Co departments.

These guidelines pertain to five departments and programs: Linguistics (Tri-Co); German and German Studies (Bi-Co); East Asian Languages and Cultures (Bi-Co); Environmental Studies (Bi-Co); and Education (Bi-Co).

Guidelines

For all of these departments, requests are made to a specific College, which acts as that line's anchoring site. The committee of the anchoring site retains its autonomous authority for any final decisions. Financial and other material conditions of the line will be made at the provostial level.

The guidelines below are specific structures to enable consultation and consensus.

- When a line is sought for a Tri- or Bi-Co department, the proposal should be sent to *each* committee. So, for example, if a line is sought in Linguistics from Bryn Mawr, CAP, CEP, and EPC should each receive the proposal. The deadline for the proposal will follow the anchoring College's due date, regardless of the other committee's schedules.
- Sometime during the discussion process and before any recommendation is made, a representative member of the adjacent committee will attend the meeting, to offer information, share opinions, and provide a voice on behalf of the adjacent College(s). This should be done in person or via Skype (or similar media).
- Any final report should include a short letter from the adjacent committee representative about the consultation process.

Modification of Agreement

Modifications to this agreement should be made in writing and require the consent of all three committees.

Mary J. Osirim

Mary J. Osirim, Provost, Bryn Mawr College

3-30-2020

Date

Frances Rose Blase

Frances Rose Blase, Provost, Haverford College

3-30-2020

Date

Sarah Willie-LeBreton

Sarah Willie-LeBreton, Provost, Swarthmore College

3-30-2020

Date