

BRYN MAWR

COLLEGE

June 30, 2017

Jonas Goldsmith
Tim Harte
David Karen, Chair of the Committee on Academic Priorities
Elizabeth McCormack
Michael Rock
Janet Shapiro

Dear David and CAP colleagues,

Thank you for your exceptional work this year. CAP's work is complex and can be challenging, so I am grateful for the thoughtfulness and commitment with which you approached this important work and service to the College. I would like to thank David for his leadership and for his willingness to serve an additional year on CAP and as Chair, as three members conclude their terms on CAP. David has also filled a valuable role as representative to the Board of Trustees and to the Chair's Advisory Group. Liz McCormack completes her service to CAP as well as her time at the College; I am grateful for Liz's many contributions to the College – too many to list here, and I wish her the very best. Janet Shapiro has been an important voice on CAP and I thank her as she assumes the Deanship at GSSWSR. As he leaves CAP, I also want to recognize Michael Rock for his stimulation of conversation, thoughtful consideration of multiple perspectives and service as a member of the Strategic Advisory Group. Lastly, I acknowledge with gratitude the important contributions Jonas Goldsmith and Tim Harte have made to CAP's deliberations as well their service as representatives to the College Budget and Curriculum Committees, respectively. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2016-2017 and to the Addendum to the Annual Report to the Faculty, AY 2016-2017.

Recommendations for Faculty Searches

I appreciate the thoughtful evaluation CAP gave to requests for faculty and post-doctoral searches and the ways that the committee considers the short- and long-term needs of both the division and the College, as well as the strategic direction, with attention to financial resources and the overall size of the faculty. I note the ongoing consultative relationship between CAP and the Curriculum Committee and I appreciate the commitment to making this collaboration productive for each body and ultimately for the College. Further, I appreciate CAP's and Curriculum Committee's attempts to make it even more productive going forward. Importantly, CAP continues to talk with members of relevant departments at Haverford and Bryn Mawr as it reviews position requests in an effort to make efficient use of resources and to expand opportunities for

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Bi-Co cooperation. I commend the assiduous efforts of CAP to work with the Educational Policy Committee (EPC) at Haverford, despite the differences in schedules and approach to decision-making, and encourage CAP to sustain this relationship.

Finally, I am especially pleased with CAP's insistence that each search make every effort to reach a broad and diverse pool of applicants. I congratulate the Creative Writing program, the English, Cities and Geology departments and the GSSWSR on their most recent hires, and I encourage other departments to take advantage of circumstances – and even create them – that allow for opportunity hires in the future. I also wish to recognize an incoming postdoctoral fellow in Dance, the second one identified through the Consortium for Faculty Diversity at Liberal Arts Colleges, and I support continued use of this resource.

Positions Recommended by CAP:

I approve CAP's recommendation to conduct the following:

- Tenure Track searches at the rank of beginning Assistant Professor:
 - a position in Classical and Near Eastern Archaeology for a scholar specializing in the archaeology of the Eastern Mediterranean and the Near East.
 - a position in English for someone in the area of children's and young adult literature, with a potential specialty in speculative fiction and/or graphic narratives.
 - two positions in Environmental Studies – one for an environmental humanist and one for an environmental social scientist, contingent upon Haverford's commitment to this area (see next page).
 - a position in Mathematics for an algebraist.
 - a position in Physics in any specialty area of experimental physics. I approve the search for a tenure-track position with the condition CAP prescribed that the department ensure the department would contribute to the College's engineering offerings. If, however, the department does not follow this requirement, I depart from CAP's recommendation that the position be approved for a CNTT. If this is the case, I will ask the department to resume discussion with the Provost, CAP and the Curriculum Committee to evaluate the merits of this position request.
- Tenure Track searches at the rank of beginning or advanced Assistant Professor:
 - a position in Economics for someone with expertise in public economics, health economics, welfare economics, demographic economics, and urban, rural, and regional economics with a focus on U.S. domestic social policy.

- a position in the Growth and Structure of Cities for a social scientist specializing in urban society and culture with a preference in the areas of Africa, Asia and Latin America.

Positions Not Recommended by CAP:

I endorse CAP's recommendation that Computer Science wait to request an additional position until it can evaluate the need for such a position based on enrollment trends in the next few years. I also agree with CAP's decision to not approve a search for a CNTT in Cities; I believe it is prudent for Cities to integrate their two new colleagues, one arriving in the fall 2017 and another to be hired this coming year to arrive in fall 2018, before making an additional position request. Additionally, I support CAP's recommendation to not approve a search for a Visiting Professor or CNTT in Spanish as it would increase the size of the faculty; I concur that the department should consider alternate methods of staffing, including consulting with Haverford to explore coordination that will reduce the need for interim instructors.

Finally, I agree with CAP's recommendation to establish a Bi-Co major and department of Environmental Studies (ES). It is my understanding that Haverford has agreed to contribute three faculty (at .6 FTE each) from Anthropology, Biology and Chemistry to the new Bi-Co department as originally planned. In addition, Haverford has let us know that they are planning to search for an environmental economist who will have a .4 FTE appointment to Environmental Studies. I understand that the Bi-Co provosts will formalize this summer our joint commitments to this new department with a Memorandum of Understanding (MOU).

I am pleased that this year CAP facilitated conversations about the role of engineering at Bryn Mawr. I wish to emphasize my belief that we can be more intentional in our offerings in this field and express my desire that the Provost continue to work with the faculty to address student interest in this area.

Thanks again for your counsel and commitment to Bryn Mawr. I look forward to our continued partnership.

With best wishes,



Kim Cassidy
President

cc: Provost Mary Osirim