

BRYN MAWR

COLLEGE

May 24, 2016

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

Dear Jane and CAP colleagues,

Thank you for your remarkable 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 Jane Hedley as she completes her service to CAP and her term as its chair, as well as her time at the College next fall. Jane's natural inclination to listen closely and generously and her disposition to strive for the best result amidst competing needs and conflicting opinions have been essential to the work of CAP throughout her term. Finally, I would like to recognize the additional contributions of Michael Rock and Janet Shapiro as representatives to the Strategic Advisory Group and the Board of Trustees, respectively. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2015-2016.

Recommendations for Faculty Searches

I acknowledge and appreciate the attentive consideration 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. I endorse the committee's approach to working with the Curriculum Committee and consulting with members of related departments at Haverford and Bryn Mawr. It is my hope that engaging the Curriculum Committee in the CAP process in the first semester as is proposed, rather than the second semester, will yield greater synergy. I am pleased that CAP continues its collaboration with the Educational Policy Committee (EPC) at Haverford and that it undertook an evaluation of EPC's process to determine whether there were practices CAP should adopt in its own work.

Lastly, I am glad that CAP insists that each search make every effort to reach a broad and diverse pool of applicants. I join CAP in congratulating the Physics department on its

most recent hire. I encourage other departments to take advantage of circumstances that allow for opportunity hires in the future. I also wish to recognize an incoming postdoctoral fellow, identified through the Consortium for Faculty Diversity at Liberal Arts College, in Middle Eastern Studies, and I support continued use of this resource as we seek to diversify our full-time, tenure track faculty.

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 the Creative Writing Program for a poet specializing in a secondary genre, such as playwriting, literary translation, and/or memoir.
 - a position in English for someone with expertise in poetry and poetics, with a specialization in African American and Afro Caribbean poetry.
 - a position in the Growth and Structure of Cities for a specialist in architectural history or the history of planning and urban design. The original request was for a more advanced position, however, I agree with CAP's recommendation that the search be for a beginning-level appointment to afford this new colleague time to acclimate to the College and this unique program, and possibly to an American liberal arts college if the candidate was trained outside the U.S.
 - a position in History of Art for scholar of Chinese art.
 - a position in Russian for someone in Russian language, literature, and culture, with a specialization in 19th century Russian literature.
- Continuing Non-Tenure Track search:
 - a position in Geology for someone at the lecturer level to teach introductory labs, portions of the Earth History and Sedimentary Materials course sequences, and additional course(s) where appropriate.

Positions Not Recommended by CAP:

I endorse CAP's recommendation that the English department wait to embark upon a search for a second TT position, possibly in cultural studies, until the department has had the opportunity to welcome and integrate into the department two new TT English faculty members, the global Shakespeare scholar who will begin in fall of 2016 and the newly approved scholar of poetry and poetics who will likely begin in fall 2017. Additionally, the opportunity to know the specialties of the new scholar of poetry and poetics as well as the new poet in the Creative Writing Program will benefit the English department and the Creative Writing Program in determining the most advantageous next steps.

Finally, I agree with CAP's determination that a search in Environmental Studies (ES) is premature until the ES Steering Committee has a clearly articulated rationale for the program's curricular priorities in the context of the faculty resources already available within the Tri-Co. I, too, am encouraged by the progress that has been made in conceiving of a "mission statement" for ES here and am optimistic that ES will be well-positioned to submit a request for a new colleague next year.

Thanks again for your partnership and dedication to Bryn Mawr. I look forward to our continued collaboration.

With best wishes,

A handwritten signature in black ink, appearing to read "Kim", written in a cursive style.

Kim Cassidy
President

cc: Provost Mary Osirim