

# BRYN MAWR

## COLLEGE

May 22, 2015

Grace Armstrong  
Tamara Davis, Chair of the Committee on Academic Priorities  
Jane Hedley  
David Karen  
Michael Rock  
Janet Shapiro

Dear Tamara and CAP colleagues,

Thank you for your exceptional work this year. CAP's work is complex and can be difficult, so I appreciate the energy and attention with which each of you approached this important work and service to the College. I would like to thank Tamara Davis as she completes her service to CAP and her term as its chair. Tamara's collaborative style, thoughtfulness and sensitivity to balancing both departmental and institutional needs have been important contributions to the work of this committee. I am also grateful to Penny Armstrong, who completes her service to CAP, for her consistent consideration of multiple viewpoints and measured approach to this work. This year concludes Penny's third term on CAP (a total of 14 years of service altogether) and I am deeply grateful for her willingness to lend so much of her time and expertise to this important committee. Finally, I would like to recognize the additional contributions of Tamara Davis and Jane Hedley as representatives to the Chair's Advisory Group and the Strategic Advisory Group, and the Board of Trustees and Curriculum Committee, respectively. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2014-2015, which was released in April.

### **Recommendations for Faculty Searches**

I appreciate the careful evaluation CAP gave to requests for faculty and post-doctoral searches and the ways that the committee thoughtfully attends to both departmental and broader College needs. I note the committee's careful attention to the importance of working closely with the Curriculum Committee and consulting with members of related departments at Haverford and Bryn Mawr. The Curriculum Committee continues to be a critical partner to CAP as it evaluates proposals and I appreciate the additional effort both committees make to ensure this important input occurs. With gratitude, I acknowledge CAP's expanded collaboration with the Educational Policy Committee (EPC) at Haverford this year and wholeheartedly endorse CAP's plan to meet with the EPC in the fall, once initial letters of intent for searches have been submitted, so that together CAP and the EPC can continue to consider the many opportunities for increased Bi-Co

cooperation that exist. While our schedules and processes for position requests are different, we need to find creative ways such as these to adapt our processes and practices so that strong consultation and collaboration can occur.

I also wish to recognize the thoughtfulness with which Schools, programs and departments crafted their submissions and the deliberate ways in which they account for the needs and resources of the sponsoring program and faculty as well and the short- and long-term priorities of the division and the College. These proposals require a significant investment of time and I commend this commitment to long-range planning and the thoughtful consideration of the College's future.

Finally, I am especially pleased with CAP's insistence that all searches make every effort to reach a broad and diverse pool of applicants and am happy to learn that many requests included new ideas and different approaches for enhancing the diversity of the faculty. The work of Provost Osirim, CAP, and the Committee on Appointments to make our processes more flexible to allow us to recruit a diverse faculty has already begun to make a positive impact on our campus.

#### **Positions Recommended by CAP:**

I approve CAP's recommendation to conduct the following:

- Tenure Track search at the rank of advanced Assistant Professor or Associate Professor:
  - a position in Physics with the condition that the department devotes up to three years to this search to maximize the likelihood of recruiting a candidate who will increase the diversity of the department and the College; should this goal not be achieved, the department will need to submit a new request to CAP that reflects its consideration of this position as a possible CNTT position.
  
- Tenure Track search at the rank of beginning or advanced Assistant Professor:
  - a position in the Bi-Co German Department for a generalist with additional specialization in global cities, film and visual culture, or gender and sexuality studies that would contribute in significant ways to interdisciplinary programs; this position should not only stabilize staffing within the department but also increase the number of majors and minors while enhancing Bi-Co collaboration and providing additional support to allied programs. As part of stabilizing staffing and maximizing the impact of this new hire, the department needs to monitor enrollments and offerings so as to eliminate the duplication of under-enrolled courses on each campus.
  
- Tenure Track searches at the rank of beginning Assistant Professor:
  - a position in Computer Science within Theory/Algorithms or Systems that will make the department leave-proof, enhance its collaboration with other programs and be attractive to a diverse pool of applicants. This hire is expected to provide the department greater opportunity for intra-departmental cooperation and for higher levels of collaboration with other Bryn Mawr departments as well as the

Haverford CS department. Provost Osirim and I look forward to meeting with the department to discuss efforts to advance collaboration.

- a position in English for someone with expertise in Shakespeare and early modern drama with an emphasis on race and globalization.
- two positions at the Graduate School of Social Work and Social Research, one for someone specializing in clinical social work and one for someone with expertise in foundation practice; these hires are expected to contribute not only to the GSSWSR's required course sequences, but also to broader College initiatives such as the programs in Health Studies and Child and Family Studies and the AB-MSS degree pilot program. While I approve these positions and am completely supportive of the need for them, before I authorize the searches to proceed, the School needs to move through the next stages of its strategic planning process to drill down and provide more specifics around its future focus and distinctive identity in the larger landscape of social work education. The School should more explicitly articulate how the specific content areas of these positions will contribute to achieving their mission and vision. As soon as that clarity and specificity is achieved, Provost Osirim and I (in consultation with CAP) will allow the search to go forward.
- a position in Italian and Italian Studies for someone who specializes in modern Italian literature and Italian studies with the hope that this position allows the department to yield additional majors.
- a position in Philosophy focused on either the philosophy of science and epistemology or comparative philosophy.
- two positions in Psychology, one in 2015-16 for a social/cultural psychologist and a second in 2017-18 for a behavioral neuroscientist.
- Continuing Non-Tenure Track searches:
  - a position in Chemistry to teach the general chemistry laboratory sections
  - a position in French and Francophone Studies for someone whose primary responsibility would be the coordination and teaching of French language and culture in the regular track.

#### **Positions Not Recommended by CAP:**

I agree with CAP's recommendation that the English department revise and resubmit its request for a second tenure-track position in poetry after exploring both research and curricular intersections with colleagues in other disciplines to ensure that the position reflects sufficiently a broad geographical-temporal axis.

Finally, I agree with CAP's decision not to approve a search in Environmental Studies (ES) and encourage the ES faculty to continue to clarify and define the vision of their program and the ways in which it advances the strategic goals of the College. Provost

Osirim and I are eager to support the program in this work. After this exercise, like CAP, I would welcome a new position request that provides a clear, focused and compelling vision of the program and includes a plan to maximize cooperation with ES faculty at Haverford and Swarthmore.

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

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