

BRYN MAWR

COLLEGE

July 6, 2018

Tamara Davis
Jonas Goldsmith
Tim Harte
David Karen, Chair of the Committee on Academic Priorities
Jamie Taylor
Dianna Xu

Dear David and CAP colleagues,

Thank you for your hard work this year. CAP, in consultation with faculty and the Curriculum Committee, is charged with helping to execute the academic priorities of the College, shaping the curriculum and profile of the faculty, through the recommendations it makes for faculty searches. This work requires thoughtful attention to, and a balancing of, a variety of factors and I appreciate the important commitment each of you makes with your service to CAP. I would like to thank David for his leadership and for his willingness to serve an additional year on CAP and as Chair, as CAP welcomed three new members. He has also filled a valuable role as representative to the Board of Trustees and to the Chair's Advisory Group. As David completes his service to CAP, I am grateful for his natural inclination to listen closely and to strive for the best result amidst competing needs and conflicting opinions. This disposition has been essential to the work of CAP throughout his term. Finally, I would like to recognize the additional contributions Jonas Goldsmith and Dianna Xu have made to CAP's deliberations, as well as their service as representatives to the Strategic Advisory Group and to the College Budget Committee, respectively. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2017-2018 and to the Addendum to the Annual Report to the Faculty, AY 2017-2018.

Recommendations for Faculty Searches

I appreciate the consideration CAP gave to requests for faculty and post-doctoral searches and the ways that the committee considered the short- and long-term needs of departments, programs and the College, as well as the strategic direction, with attention to financial resources and the overall size of the faculty. For several years, CAP has worked with the Curriculum Committee to inform itself of present and future curricular needs and to create a partnership that is mutually beneficial, while serving the College at large. The goal of increased strategic and efficient collaboration across these two committees is critical. It will be important that the two committees continue to make progress on this goal in the coming year, particularly around issues of resource allocation.

I am pleased that CAP continues to consult members of relevant departments at Haverford as it evaluates position requests with an eye toward making efficient use of resources and expanding opportunities for Bi-Co cooperation at both the departmental and institutional

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Taylor Hall | 101 North Merion Avenue | Bryn Mawr, PA 19010-2899
610 526 5156 | www.brynmawr.edu/president

levels. With both presidents and provosts working in thoughtful partnership, an extraordinary opportunity exists for CAP, in close consultation with EPC and the provosts, to take a meaningful step forward in levels of Bi-Co cooperation to the benefit of both institutions. While differing approaches to position requests and timing of institutional processes do create real challenges, this is an opportune moment to look for further opportunities for collaboration across the two colleges and to explore removing structural and process-driven impediments to greater cooperation.

CAP has identified the need to address departments' ability to balance meeting the demands of their students to fulfill major and minor requirements while also providing leadership to institutional programs like the 360, ESem, concentrations and other programming. I am glad they are considering this concern and also examining how to best deploy resources without sacrificing the quality of the senior experience.

Additionally, I acknowledge CAP's efforts to reflect on its charge and recognize the difficult decisions entrusted to it. The recognition that CAP will, on occasion, not recommend some position requests and hold an available position for a future year is an important one, and not to be overlooked as it represents responsible engagement with the College's resources and the committee's charge. This is a valuable approach with a faculty and student body of a relatively fixed size. An important piece of this work will be to include opportunities for faculty input, communication and exchange, with both Curriculum Committee and the general faculty.

Finally, I appreciate that CAP continues to place priority on increasing faculty diversity and provides departments, programs and schools with a number of tools to attract applications from members of underrepresented groups. I congratulate the Tri-Co Linguistics program on its recent hire, a postdoctoral fellow identified through the Consortium for Faculty Diversity at Liberal Arts Colleges, and I encourage continued use of this resource. Further, I am very pleased that the Provost, CAP, the Committee on Appointments and I have agreed to no longer specify the level of assistant professor when searching for these roles; this step has the potential to expand and broaden the pool of applicants and thereby advance the College's efforts to diversify the faculty. This new approach may require the College to allocate additional resources to faculty compensation, but I believe that such an investment is both a viable and prudent strategy to realize greater diversity.

In its AY 2016-2017 Report to the Faculty, CAP recommended that International Studies enlist the help of an external team to review its program so it could move forward with a search for an Assistant Professor in the area of human rights. I inadvertently omitted my conditional approval of this position in my response last year. An external review team visited this past fall and concurred with the program's plans. At that time, I endorsed this conclusion; I now formally approve this search.

Positions Recommended by CAP:

I approve CAP's recommendation to conduct the following:

- Tenure Track searches at the rank of Assistant Professor:
 - a position in Biology for a scholar with expertise in immunology. I approve this search with the condition (also recommended by CAP) that the Biology Department and the Provost execute a memorandum of understanding that defines specifically

how the person will contribute directly to Health Studies and how the department will provide a full complement of course offerings in Health Studies while this person is on leave.

- a position in Chemistry for someone in the area of organic chemistry.
 - a position in International Studies for a scholar in the field of human rights.
 - two positions at the Graduate School of Social Work and Social Research, one for someone specializing in Research Informed Practice, Trauma Informed Social Work and Substance Abuse and/or integrated health care and one for someone with expertise in Application of Social Theory to Social Problem Definition and Social Policy, to be searched for serially over two years.
- Tenure Track search:
 - a position in History of Art in the area of Modern Art, with a preference that the hire be at the professorial level. We were fortunate enough to receive a gift from a generous alumna that will allow us to fund this position at the professorial level.

Positions Not Recommended by CAP:

I concur with CAP's recommendation regarding the joint proposal from the Departments of Greek, Latin and Classical Studies and Classical and Near Eastern Archaeology for a position in Roman history given the constraints on the growth of the size of the faculty. I also support CAP's conclusion that the Arts Program in Dance should wait to embark upon a search for a tenure track position until the program can engage in consultation and planning with an outside team before moving forward with a position proposal for expedited review by CAP. Finally, I agree with CAP's determination that the French and Francophone Studies Department follow the recommendation of the external review committee and engage in further planning, finding ways to collaborate with the French faculty at Haverford before moving forward with a position proposal.

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

With best wishes,



Kim Cassidy
President

cc: Provost Mary Osirim