

Committee on Academic Priorities

Penny Armstrong, *French and Francophone Studies, 2019-20 – 2022-23 (Chair, 2021-2022)*

Donald Barber, *Environmental Studies and Geology, 2019-20 – 2022-23*

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

Maja Šešelj, *Anthropology, 2021-22 – 2024-25*

Kate Thomas, *Literatures in English, 2021-22 – 2024-25*

BRYN MAWR

November 8, 2021

Dear Colleagues:

CAP has received letters of intent requesting positions this year from 10 departments and programs: Africana Studies, Arts Program in Theater, Classical and Near Eastern Archaeology, French and Francophone Studies, German and German Studies, Growth and Structure of Cities, Health Studies, Literatures in English, Psychology, and Spanish. These letters are attached below. We urge you to contact any of these writers of letters of intent to whose conversations you would like to contribute as they go on to develop their full position request. Please also contact CAP to express a particular interest in and/or reaction to any of these position requests, whether in light of your own department's evolving curriculum or in the context of the College's curriculum as a whole.

Best,

Penny (for CAP)

Grace Armstrong
E. M. Schenck 1907 Professor of French
Department of French and Francophone Studies
Bryn Mawr College

Dear, Penny Armstrong, Chair, and Members of CAP,

I write as Director of Africana Studies to indicate my intention to propose a new tenure-line position in Africana Studies that will fill existing gaps in programmatic offerings, in the areas of data science and methodology. An interdisciplinary program offering courses and a minor that examine Africanness and Blackness in a globalized world, Africana Studies affords students the important opportunity to explore Africana (Continental and Diasporic) study through a wide range of disciplinary perspectives.

While the Program at Bryn Mawr has long benefitted from the work of many to keep it going, this proposed position emerges from a long history of rotating directorships, addresses the issue of required consistency for growth and sustainability, and directly responds to decades-long student advocacy. The Africana Studies program is celebrating its 30th year of existence during the 2021-2022 school year, yet it still remains without one fully dedicated faculty member. Our proposal last academic year was not approved; such approval would have required reallocation of a position, or for Africana Studies to vie for the second International Studies (IS) position. We did not propose a position in response to the IS call because Africana Studies needs its own tenure-line position to anchor the Program as we build communities of inquiry within and beyond Bryn Mawr College. CAP noted a hope that the Mellon Postdoctoral Fellow would bring staffing support, but that search was not successful, lending further to the reality that Africana must consistently depend on precarious opportunities for its sustainability. In recognition that reallocation and expansion limitations impact CAP's decision-making, I have reached out to other colleagues to propose a position that will have a disciplinary home in Africana Studies, but will add foundational support to Data Science. With this in mind, a potential reallocation would strongly benefit not just one program, but two growing programs that are garnering student and academic attention.

This proposed position addresses the College's mission as it widens the opportunity to prioritize "equity and inclusion ... as the engine for excellence and innovation," because the Africana Studies program has a clear "commitment to racial justice and to equity." The interdisciplinary nature of our program, and the skillsets we would pursue in potential candidates, are perfect examples of what the Excellence in Action Vision refers to as "cross-disciplinary skills of the liberal arts." Further, a tenure line in Africana Studies would support forward movement in the development of an academic major, supported by President Cassidy, who wrote in response to the 2020 Open Letter: "the [Africana Studies] Program is well-poised to develop a major given the breadth of the research and teaching expertise of several new faculty who have joined the Program in recent years."

Though we celebrate the recognition of Africana Studies' potential growth, the mentioned affiliated faculty all hold appointments in other departments or programs, which structurally limits the attention, energy, and effort they can offer Africana Studies. This dilemma was recognized in the 2018-2019 Program External Review, where the reviewers write, "despite the expansion of Africana Studies into the humanities and the arts, and the addition of new faculty affiliates in the program, department obligations restrict faculty from offering more Africana-oriented classes, which affects its development into a coherent unit." They conclude that "mounting a major will be difficult, if not impossible, to support without staffing specifically dedicated to Africana Studies." With three years of an established Steering Committee, our program is moving forward with a clear vision, which now requires a person with less interrupted and full-time focus on our needs. Kalala Ngalamulume's current appointment is

shared between Africana Studies and the History Department (and Health Studies), which presents challenges when he goes on leave, such as this upcoming spring semester. Finally, we are experiencing tremendous growth in student interest and participation. We proudly graduated 15 minors in Spring 2021, which would place Africana in the top 5 minors, according to 2020 Undergraduate Student Minors Declared data (2021 data are not yet available), and we will increase our total minor declarations this academic year. Africana Studies must be prepared to embrace this surge with the beginnings of adequate staffing.

The proposed position will strengthen the College's Africana foundation and simultaneously create opportunities for additional cross-departmental teaching and research collaborations. Further, this new position would establish a critical approach to research methodologies to support this area of opportunity at the College. We seek a scholar whose background is in critical race theory and intersectional feminist research paradigms, who would provide critical inquiry methods/theories seminars to Africana Studies and other students. Their work could explore decolonial, transnational, and indigenous theories and praxis in addressing issues of identity, power, and social constructions within society and the ways data are used/misused to perpetuate the status quo. Considering the emerging Data Science program, this position could support existing work and complement the need to consider social and ethical implications of data, with a mixed-methods or qualitative approach. This area of study is growing in academic spheres, exemplified when I invited Dr. Ruha Benjamin, of African American Studies at Princeton, to give a talk last semester. Her work focuses primarily on science, technology, innovation, and inequity; it was widely attended and at least three other liberal arts institutions are conducting national searches for scholars in similar academic niches. Further, attention to the uses of data in evaluating and disrupting existing power structures is a burgeoning field through which Bryn Mawr College can make a profound mark. We propose a tenure-track position that is housed in Africana Studies, and whose area of expertise would be most consistent with Data Science's growing needs. We also see the potential for collaboration with other social sciences, particularly Psychology and Sociology.

Africana Studies is endeavoring forward in the pursuit of an unshared tenure-line position. At this time in history, we see the emergence of expanded programmatic offerings and positions in Africana Studies at a wide range of colleges and universities. A tenure-line position at Bryn Mawr College would allow us to take our place among peer institutions in this critical and expanding area of study and demonstrate an institutional commitment to change. This position holds much more weight than securing a coveted institutional hire; a substantiated line will strengthen the foundation and emergence of Africana Studies as it marks 30 years.

Respectfully submitted,



Chanelle Wilson
Assistant Professor of Education
Chair, Africana Studies

The Theater Program Bryn Mawr College

September 28, 2021

To our colleagues on CAP;

This letter announces the intention of the Theater Program to submit to CAP a request for a full-time Continuing Non-Tenure Track (CNTT) position in Theater Design. The position will include teaching beginning two level courses in theater design annually as well as collaborating with other faculty and creating designs in two areas (of sets, costumes, lights) for each of the two theater productions that are staged each academic year. The position would also involve mentoring and advising of Theater minors and independent majors, most likely the management of the costume shop, and supervision of some student workers.

Here's an introduction to some aspects of this request that differentiate it from more conventional requests:

This would not be a totally new position. The position we will propose would replace the (just barely) part-time position in Theater Design that Maiko Matsushima has held almost without interruption for the past nine years.

This position has been staffed for the past nine years through a series of one-year contracts, although a three-year contract has also been employed.

Although there may have been minor fluctuations in the FTE calculations, the position as it has existed has always been benefits-eligible. The workload has been calculated with each of the two courses counting as 1.0 FTE and her contribution to each of the productions has been calculated as 1.25 FTE equivalents, for a total of 4.5 FTE equivalents.

In the Spring of last year, the Provost was asked to consider that this position was *actually* the equivalent of a full-time job. IN response to this request, the Theater Program and Provost's Office resolved that a comparative analysis of this position be effected, in order to determine whether it is a full-time job as currently constituted. The position was made full-time for the current AY, pending the results of this review.

We write to begin the process of proposing that this position be made a continuing CNTT position. Depending on the results of the above-mentioned review, it might be that the current workload is considered full-time or, alternatively, we might decide that in order for the position to be full-time there is an additional half-course that needs to be added to the load. In any case, it's neither fair nor wise to keep a position 0.5 courses shy of being full-time in perpetuity. In particular, we want CAP to consider that when we include the person in this adjunct position in Program meetings, discussions, and deliberations, we are asking

the person in that position to volunteer their time. If we exclude them, we are missing valuable insights and depriving the Program and our students of an important resource.

We look forward to sitting down with members of CAP to discuss this proposal and to strategize how we might best move forward.

With all best wishes,

Mark Lord
Theresa Helburn Chair of Drama
Professor of the Arts

Catharine Slusar
Associate Professor of Theater
Alice Carter Dickerman Director of the Arts Program

October 6, 2021

To: The Members of the Committee on Academic Priorities (CAP)

Re: Letter of Intent to Request a Tenure-Track Replacement in Classical Archaeology starting in the Fall of 2023.

Dear Colleagues,

This letter is to convey the intent of the Department of Classical and Near Eastern Archaeology (CNEA) to request a replacement tenure-track position in Classical Archaeology starting in Fall 2023, prompted by Professor Donohue's retirement at the end of this academic year. This position is pivotal to maintain our core curriculum, at both an undergraduate and graduate level. Without a second position within Classical Archaeology the department will be unable to fulfil one of its main academic missions: to maintain its focus on, and encourage the study of, the interconnected worlds of the Mediterranean and Middle East across time, from the Neolithic to the Roman era. Recognizing and understanding modes of interactions and patterns of interconnectivity and diversity (social, political, economic, and cultural) not only provide a valuable perspective for the study of past societies but are also of contemporary relevance. They provide a framework for a "deeper understanding of the world", as well as highlight the importance of a past, present and future "global perspective" (Mission statement of March 2019).

Classical Archaeology is commonly defined as the study of the material and visual cultures of ancient Greek, Roman and related cultures. As Professor Lindenlauf is a Classical Archaeologist with a focus on Greek Archaeology, we wish to hire a Classical Archaeologist focusing on Roman Archaeology. To maintain the emphasis on connections between the Mediterranean and the Middle East, we expect the successful candidate to be a Roman Archaeologist specializing in the eastern Roman provinces (covering the area of Africa, the Levant, Greece, and Turkey) prior to the 4th century CE but being trained broadly enough to teach undergraduate and combined undergraduate and graduate courses on Romans in their 'homeland' and the Roman provinces in the west. The eastern part of the Roman empire with its rich and diverse political and cultural histories and traditions is ideal for studying how local states, groups, and individuals expressed their political and cultural identity both within the Roman world and as a result of their exposure to, and engagement with, the Roman imperial state. We hope to attract a wide and diverse pool of applicants by keeping the area and period of specialization broad and by emphasizing the agency of local communities and organizations in creating hybrid identities.

To place this request within a longer-term perspective, our department was downsized from 5 FTI to 4 FTI when Professor James Wright, an Aegean prehistorian, assumed the position of director of the American School of Classical Studies at Athens in July 2012. With Jim's departure, our department consisted of two tenure-track positions in Near Eastern Archaeology

and two tenure-track positions in Classical Archaeology; back then we could also count on the support of Professor Darby Scott, a Roman archaeologist and historian in the Department of Greek, Latin, and Classical Studies. We received permission to replace the tenure-track positions of Professor Mehmet-Ali Ataç and, more recently, of Professor Peter Magee, both Near Eastern Archaeologists. Anticipating Darby's retirement in June 2020, CNEA and the Department of Greek, Latin, and Classical Studies prepared a CAP proposal for a tenure-track position in Latin and Roman Archaeology in 2018, which was unsuccessful because CAP considered it an expansion of both departments. Roman Archaeology has been covered since 2017 by interim appointments funded by the Mellon Foundation but this arrangement ends in May 2022. CNEA reassessed its needs and that of allied departments when Alice announced her retirement, resulting in a request for a Roman Archaeologist specializing in the eastern provinces as it strengthens our department and our longstanding and close ties with the Department of Greek, Latin & Classical Studies and the Department of History of Art. We have been able to hire post-docs, adjuncts, and visiting professors over the past couple of years to avoid major gaps in our course offerings. However, while temporary faculty offer important resources for both undergraduate and graduate students, they cannot provide the stability and continuity which is necessary to develop a coherent curriculum and sustain enrollments, supervise research projects over several semesters, mentor students and help them to be successful in their chosen career.

The requested permanent position would enable us to professionally train our minors and majors. It would ensure that we can serve and provide for undergraduate students undertaking major work in other departments (e.g., Anthropology, Cities, Classics, and History of Art) and programs (e.g., International Studies and Middle Eastern Studies) and that we can maintain and further build sustainable collaborations with allied departments and programs. Frameworks for thinking about the interactions of non-Romans with the Roman imperial state, such as postcolonialism, inequality, globalization, and hybridity, allow CNEA to engage with the wider Bryn Mawr community. The requested position would further enable us to provide rigorous and competitive training for graduate students specializing in Classical Archaeology while providing breadth to Near Eastern and Middle Eastern specialists who benefit in their research, teaching, and other professional work from the distinctly wide preparation we have long provided. A second position within Classical Archaeology that complements and extends Astrid's expertise creates significant opportunities to enrich interdisciplinary training opportunities within the Graduate Group, and thus to strengthen the graduate programs in the humanities.

We consider it essential to maintain two tenure-track positions in Classical Archaeology to train students with a professional interest in, or a passion for, the interconnected worlds of the Mediterranean and Middle East well and to play our part in implementing the College's mission statement and strategic plans.

Sincerely,



Astrid Lindenlauf
Associate Professor and Chair

BRYN MAWR

COLLEGE

Oct. 6, 2021

Dear Colleagues:

The Department of French and Francophone Studies is requesting a tenure-track position in theater and performance studies, visual studies, new media, and/or ecocriticism. Candidates whose research lies in 19th Century French and Francophone literature and culture would be particularly encouraged to apply. The directorship of the *Institut d'Avignon* is included in the position profile. Some administrative experience, especially in a study abroad program, would be considered a key asset.

Brief Contextualization

Pim Higginson's abrupt resignation (2016) challenged our ability to serve our students, and especially our majors, with the same level of care as before. We managed to keep up to the task but at the expense of overburdening all members of our department. As our enrollments and our number of majors remained high, we had for instance to shift many responsibilities to our two CNTTs (such as senior thesis advising) who were already busy coordinating our two language tracks (intensive and non-intensive). After some delay caused by unforeseen circumstances, we were fortunate enough to lead a successful search in 2019-2020 to replace Pim. Our new hire, Edwige Crucifix, has managed to attract students and promising majors. Her field (20th-21st-c. Francophone studies, with a focus on the Maghreb) has already dramatically improved the quality and the diversity of our course offerings. In 2020, our colleague Brigitte Mahuzier unexpectedly retired. As part of her contract, Brigitte directed the *Institut d'Avignon* for many years (1997-2013). She taught language courses as well as 200-l. courses and advanced seminars on 19th Century and early 20th Century French literature. Once Prof. Mahuzier announced her retirement, we decided to wait out AY 2020-21 so that we could assess the level of enrollments and the curricular needs of the department. Our goal in delaying our position request was also to let Prof. Crucifix join fully in our ongoing conversation and take an active role in shaping the profile with her colleagues.

Timeliness

This position request is absolutely critical not only to the Department but also to the survival of our renowned Summer program, the *Institut d'Avignon*, which is in danger. From 1962 to 2018, our program has been led by tenured faculty at Bryn Mawr College. Since 2019, the directorship has been entrusted to a visiting faculty member who mainly teaches at Haverford College. This was designed as a temporary solution. If such an institutional instability persists, it will imperil the only study abroad program officially "under the auspices of Bryn Mawr College." The Avignon program serves undergraduates and graduate students enrolled both at Bryn Mawr and many other distinguished American institutions. The *Institut d'Avignon* offers courses taught by international faculty teaching in the US and in France. Such a prestigious program contributes greatly to the international reputation of both the College and our department, to our high enrollments, to the diversity of our course offerings, and makes our BA/MA program possible. We need to bring back the directorship of the program into our department not only to guarantee institutional continuity, but also to align with the College's current strategic plan to further integrate study abroad

opportunities into campus curriculum design. The outbreak of the Covid-19 pandemic forced the director to cancel the program in Summer 2020 (for the first time in 50+ years) and to move the Summer 2021 session online. Such unprecedented measures had a detrimental effect on our Avignon enrollments (the number of attending students collapsed from around 40 to 15). We need a director with a TT position to take the helm of the program in these challenging times and to envision the future with a long-term commitment. For all these reasons, we decided to include the directorship of the Avignon Institute in our position description, consistent with Prof. Mahuzier's original profile.

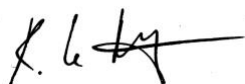
The department is now in the same situation of understaffing as after Pim Higginson's resignation. In spite of the pandemic, our number of majors remains high (13 seniors and juniors as of Oct. 6). The pandemic disproportionately affected language departments both because of international travel restrictions and because many double majors dropped their second specialization in a foreign language because they could not study abroad. Looking at our number of Junior majors (8 as of Oct. 6), we can assert with confidence that our department has rapidly regained its attractiveness to students. But we do need a fourth TT position in terms of both staffing and coverage if we are to maintain the quality of our curriculum and of our mentoring. As far as coverage is concerned, I will detail our needs in the next section.

Profile Description

Hiring an Assistant Professor with a specialization in either theater and performance studies, visual studies, new media, and/or ecocriticism would fulfill our needs in terms of coverage at the BiCo level (we share the UG curriculum with HC but are not a BiCo department), better integrate our Avignon program into our curriculum and recruitment strategy, and also foster cooperation with prominent fields and programs already established at Bryn Mawr (Theater, the Center for Visual Culture, Environmental Studies). The uniqueness of the Avignon program lies in the way our course offerings there take advantage of the Avignon Festival, generally considered as the most important theater festival in the Western world. Avignon is also a UNESCO world heritage site with a richness in terms of architecture and art rarely achieved in France outside Paris. Visual studies are now intimately connected to performance studies, and the Avignon festival now includes a flourish of video creations. Lastly, ecocriticism is a thriving field in French and Francophone Studies that is very attractive to students. Our department is clearly missing that crucial component. We decided to refer to 19th Century studies in a non-restrictive way because although chronological coverage would be highly desirable at the BiCo level, this curricular need does not have the same level of urgency.

We look forward to a listening meeting with members of CAP in order to have a productive conversation with you, and we remain at your disposal should you need additional information about this position request.

Respectfully submitted,



Rudy Le Menthéour

Chair, Department of French and Francophone Studies

To: Committee on Academic Priorities
From: Qinna Shen, Associate Professor of German
Re: Letter of Intent for a Tenure-Track Position in German and German Studies

September 18, 2021

Dear Professor Penny Armstrong and Members of CAP,

I am hereby submitting a letter of intent requesting a tenure-track position or a continuing non-tenure-track position in German and German Studies at Bryn Mawr College, with an anticipated starting date in the fall of 2023. We seek a full-time tenure-track colleague who specializes in eighteenth- and nineteenth-century German literature/culture and language pedagogy, and has a publishing record in one or more of the following fields: Romanticism, intellectual history, Jewish studies, and visual studies. The successful candidate will be expected to teach German courses at all levels. As explained below, we prefer a tenure-track position. Should a tenure-track position not be approved, we would like to hire a continuing non-tenure-track colleague.

Admittedly, this would be the less desirable solution; nevertheless, a CNTT would provide direly needed programmatic continuity. For the reasons enumerated below, we hope CAP will make the right decision for the German Department and for the College.

1. Bryn Mawr College prides itself as one of the top liberal arts colleges in the United States. A German and German Studies Department that is strong and steady is crucial for the college to achieve its mission of Excellence in Action. Faculty continuity serves student retention and program growth.
2. Since both Imke Brust, my Haverford colleague, and I work on twentieth-century and twenty-first-century German literature and film, we need a new continuing colleague who can teach courses on pre-twentieth-century German literature and advise students who have an intellectual interest in the earlier periods. The new position will be instrumental for curricular development and student mentoring.
3. The German Department contributes to other departments and programs to our best ability, but our desire to contribute is always constrained due to low staffing for our own courses. I have been offering CompLit courses and courses that are tagged as Film studies, East Asian languages and cultures, and Cities, but I have to prioritize courses taught in German to fulfill the needs of our own majors and minors. We reactivated German 421: German for Reading Knowledge, which provides a vital service to the graduate programs of the college in Classical and Near Eastern Archaeology; Greek, Latin and Classical Studies; and History of Art. The new hire will also be contributing to CompLit, film studies, philosophy, and international studies by offering courses in English.
4. With the new hire, we will be in a strong position to take our program in some new directions in order to better prepare our students for the global marketplace. German is not only a language of “high culture,” but also the second most frequently spoken language in the European Union. Germany is EU’s highest export nation (and the third-highest in the world), facts that have helped our students to find meaningful language-connected employment after graduation. In post-Brexit EU, the role of German will only increase. Possible new courses include “German for the Profession” and “German Literature in Translation.” “German for the Profession” will prepare STEM and Business-oriented students for real-world experiences in the global market place. “German Literature in Translation” will serve the needs of students who are interested in studying German literature but do not take German language courses.

5. The number of students interested in majoring and minoring in German continued to increase, which presents a greater need for thesis advising. Currently we have eight declared German Majors at Bryn Mawr alone. And we have healthy enrollments in courses at all levels. Here are the fall 2021 enrollments:
- 1) GERM 320: 9 (Qinna Shen, Funny Germans, in German)
 - 2) GERM 201: 13 (Margaret Strair, Advanced German, in German – HC campus)
 - 3) GERM 223: 11 (Margaret Strair, Seeing and Being Seen, in English)
 - 4) GERM 101: 15 (Qinna Shen, Intermediate German)
 - 5) GERM 001: 18 (Margaret Strair, Elementary German)


We cannot sustain healthy enrollments and contribute to other programs without the aid of another tenure-track faculty member who can offer all levels of German instruction, contribute to curricular development, and be proactive in seeking out partnerships with programs and disciplines across the college. The departure of Professor Azade Seyhan has put me under duress and compromised my ability to engage simultaneously in research, teaching, program and curricular development, co-curricular activities, service, and grant applications.

6. Although the Department of German and German Studies is a bi-co department, the new TT/CNTT line should be created at Bryn Mawr, because Bryn Mawr's German department has historically had one more full-time position. It used to have three full-time positions. After the third full-time position was cut, the College guaranteed two full-time positions. The series of reductions in the last ten years has cut our program to the bone. A viable program cannot be maintained successfully with a single continuing faculty member at Bryn Mawr campus, nor does this allow me to contribute interdisciplinary service and engagement within the larger college setting to the extent I otherwise could. When I go on research leaves, the Department is left with no continuing faculty member on Bryn Mawr campus. This does a great disservice to our students.

If our current request is approved, the earliest start date of the new tenure-track faculty would be 2023, seven years after I joined Bryn Mawr. Hiring a new full-time tenure-track assistant professor will permit us to maintain our excellence as well as to serve the needs of the college and the students.

Herewith I also request a listening meeting with CAP. I would be happy to supply additional details about our program and/or discuss our accomplishments and plans with you.

Thank you sincerely for your consideration!


Qinna Shen, Ph.D.
Associate Professor of German and Chair
Department of German and German Studies
Bryn Mawr College
101 N. Merion Ave.
Bryn Mawr, PA 19010-2899
Phone: 610-526-7312

BRYN MAWR

COLLEGE

To: Penny Armstrong and Faculty of CAP

From: Gary McDonogh, Chair, Cities

Re: Request for a Tenure Track Line, Potentially in Conjunction with Africana Studies

Date: October 6, 2021

Dear Colleagues,

After departmental discussions and an extremely fruitful chat with Penny and Don, as faculty of the Cities Department we are submitting this preliminary proposal for a new tenure-track line to meet the needs of both Growth and Structure of Cities and Africana Studies. We were especially excited by this suggestion for a collaboration that would allow the faculty and students in both areas to work together within the larger framework of discussions of Diversity, Equity and Inclusion that is reshaping the college. While such a position will help meet long-term staffing/advising needs for Cities, we are equally excited by the possibilities that this position could afford to deepen both programs' expertise and to extend discussions fundamental to the inquiries shared by Cities, Africana, and the college: socio-cultural divisions, globalization/migration, and struggles of power and resistance.

So far, we have only had a preliminary discussion with Kalala Ngalamulume, one of our senior colleagues and collaborators with a long commitment to Africana and Cities. Here, we explored potential thematic areas that might link Cities and Africana while also freeing up resources in both to create richer connections. Of course, we intend to expand these discussions with the Chair and others in Africana and to be responsive to changing BiCo strengths in the HC search for a colleague in Africana. We intend also to further develop specific needs through shared listening sessions with CAP. That said, we have initially identified exciting areas of overlapping interest and student demand, including housing formal and social-residential meanings), heritage/preservation studies, and environmental justice, working with the African diaspora in North and South America.

Indeed, these are areas in which we have foundations for collaboration but which we would like to expand through courses, praxis and scholarly interactions. In addition to Kalala's contributions, we also have long relied on cross-listings and collegiality with Bob Washington, Mary Osirim, Evelyne Laurent-Perrault and others affiliated with Africana studies. At the same time, in courses like our introductory 185, we ourselves probe issues of race, class, gender, and culture in Philadelphia and ask students to frame their questions in terms of a broader understanding of these divisions in global cities like Rio de Janeiro (2018-2020) or Johannesburg (2021). This emphasis continues in intermediate classes on American urbanism or comparative studies of colonialism and decolonization (City 229) that again discuss African and other diasporic populations in the Americas, Europe, and other areas of the world. Finally, these themes are fundamental in 300-level classes on Urban Theory, Paris, Ecology, and Brazil -- and certainly in senior theses.

BRYN MAWR

COLLEGE

Our ability to envision and engage wider college goals is nonetheless constrained by our staffing as a department. Speaking here for Cities, we note that our staffing since the addition of a line in the 1990s (Arbona/Restrepo) has remained at three tenure-track lines and one CNTT (in addition to the continuing part-time line held by Daniela Voith, who runs the studio component). CAP has allowed us to replace faculty in our core lines (Lane with Hein and Lee, Arbona with Restrepo). At our last inquiry about expansion we were told to stabilize our program and its new hires. With one colleague completing her tenure review and another reviewed for retention in the spring, we believe we have reached that point.

Expansion is important to sustain our program and to change with the college. With our 4.5 FTE staffing we engage roughly 20-25 majors and minors each year, drawn from both BMC and HC, as well as our active network of 750 alums. We offer two large introductory classes (70), which serve as introductions to multidisciplinary approaches in the humanities and social sciences and guide students to interact with Greater Philadelphia. We offer more specialized methods and writing classes—including architecture studio and GIS—and a limited number of 300-level courses open to the college, which we try to coordinate carefully with other TriCo departments. As a capstone, all Cities students must write a 40-60 page thesis, based on original research, in the fall of their senior year, working with faculty advisors amid a collaborative student community. We also maintain an active 3/2 Program in Planning with Penn, a commitment to teach GIS as a college service course, and a decades-long engagement with praxis – a necessity for our students.

Unfortunately, we have rarely been able to realize even our own departmental model fully, given exigencies of leave as well as other engagements. While McDonogh's role as chair of the IRB, for example, has guaranteed a hiring slot for GIS, in too many semesters, as in Spring 2021, we face many majors with only one (limited-enrollment) class taught by a tenure-track faculty member. While we rely on loyal adjuncts (alumnae Jennifer Hurley and Gabrielle Bendiner-Viani (S21), Matt Ruben) to sustain and diversify our program, this patchwork is less than ideal for long-term collegiate and career advising, and for listening for students and learning with them. It has also put real pressure on our participation in college-wide programs including E-Sems, 360s, and Trico in the City and creates barriers for faculty to innovate new courses and curricula. Finally, it has meant continuing postponed sabbaticals and overload teaching, especially when it comes to uncredited praxis advising.

At this stage, then, we want to work with CAP and Africana to envision a new position to fit the needs of our two programs and of the college as a whole. Given our experience with bridge positions in the past, we seek a clear structure for the new hire delineated in terms of tenure and retention; we would recommend a position based in Cities and able to meet some of our needs in regular courses and advising while *guaranteeing* multiple regular courses each year from this hire and from the department. However, we need the guidance of CAP even before we move forward to what we foresee as an exciting opportunity.

October 6, 2021

Dear CAP colleagues,

On behalf of the Bi-Co Health Studies Program, we write to indicate our intent to submit a request for a tenure-track Assistant Professor of Health Studies to anchor the Bryn Mawr contribution to the program. We hope to conduct a search in Fall 2022.

The interdisciplinary nature of Health Studies, which lies at the interface of the humanities, social sciences, and natural sciences, enables us to devise a recruitment strategy to attract a large, diverse applicant pool that we anticipate will range from humanists working on topics related to health or illness to social scientists who focus on race, place, class, or ability/disability in relation to health, medicine, and the body. Applicants working exclusively in STEM fields will not be competitive candidates for the requested position.

In addition to conducting innovative scholarship in their discipline, the proposed hire will provide stability for our program by teaching core courses that we are currently unable to staff in a reliable manner. Yearly offerings the potential new faculty member would teach include: Introduction to Health Studies or a new 100-level course provisionally titled "Health and Inequity," multiple 200- and 300-level courses related to the requested new hire's fields of expertise, and the senior thesis seminar for Health Studies majors. As evidenced by the immense student demand and enrollment pressures on our current courses, we anticipate significant enthusiasm for these new offerings. In parallel with this position request, the Bi-Co Health Studies Steering Committee will be submitting a proposal for a new interdisciplinary major in Health Studies that includes key courses taught by the requested hire.

Health Studies is the most popular interdisciplinary minor in the Bi-Co. In our full position request we will provide detailed data concerning the increasing pressures on our program. Briefly, there are currently 85 declared Health Studies minors across the Bi-Co and 140 students complete our introductory HLTH 115 course each year. Ten Bryn Mawr students have graduated as independent majors related to Health Studies since 2016 and six current students have declared similar independent programs of study. The independent major issue is of particular note with regard to this position request. Advising independent majors is uncompensated labor for Bryn Mawr faculty and no Bryn Mawr faculty members are fully dedicated to Health Studies. Thus, while the majority of Health Studies independent majors in the Bi-Co are Bryn Mawr students, the advising load primarily falls on Anna West, currently the only faculty member at Bryn Mawr or Haverford whose position is wholly dedicated to Health Studies. Because of the overwhelming demand for our offerings and the imbalanced leadership structure across the Bi-Co we request the opportunity to hire the first Bryn Mawr faculty member fully devoted to Health Studies.

We believe that a new colleague in Health Studies would serve the College's mission and strategic directions by deepening Bryn Mawr's commitment to excellence in the liberal arts and global education. Health Studies is a truly interdisciplinary field and we are excited by the possibility of recruiting a colleague whose work bridges traditional disciplinary divisions. In addition, our program is proud of our strong focus on social justice and offerings that introduce students to health and illness at the global scale. Bryn Mawr is lucky to house a wealth of scholarly expertise on health across half a dozen disciplines and is able to offer a range of popular elective courses across the humanities, social sciences, and natural sciences. We anticipate the new hire will strengthen our

connection with colleagues in one or more departments or programs with which we currently enjoy strong working relationships including, but not limited to: Africana Studies, Anthropology, Biology, Economics, Gender and Sexuality Studies, French and Francophone Studies, History, Psychology, Sociology, and the Graduate School of Social Work and Social Research. We are working on this proposal in close collaboration with core members of the Health Studies faculty at Bryn Mawr and Haverford and have convened a new Bi-Co Steering Committee comprised of faculty across disciplines to aid our efforts.

Health Studies has never requested an 100% (unshared) tenure-line position at Bryn Mawr. At present, Health Studies-affiliated faculty balance contributions to the program with significant research, teaching, and advising responsibilities in their home departments. Unfortunately, we lack the programmatic staffing to cover our introductory courses and senior experience courses. Since the program's inception eight years ago, a number of Haverford interim hires have been seconded to Bryn Mawr to help cover our large introductory HLTH 115 course. Enrollment in the minor has tripled over the past four years, straining our ability to staff required courses such as the senior seminar. Currently, we rely on a temporary waiver granted by Curriculum Committee, permitting students to use designated 300-level offerings in History and Sociology to satisfy the senior seminar requirement. Haverford administrators have indicated that this year's interim contract (the position that helps to staff HLTH 115) was approved on the condition that we not make similar requests in the future, and our approval from Curriculum Committee for a waiver for senior seminar was tied to our program's promise to build a sustainable sequence of courses. A new tenure line at Bryn Mawr dedicated to Health Studies would eliminate the constraints that, at present, prevent us from staffing our immensely popular interdisciplinary program in a reliable manner.

Thank you for your time. We respectfully request a listening meeting with CAP to discuss submission of a full proposal.

Sincerely,

Kalala Ngalamulume, Ph.D.
Associate Professor of Africana Studies and History
Co-Director of Health Studies at Bryn Mawr

Anna West, Ph.D., M.H.S.
Assistant Professor of Health Studies
Director of Health Studies at Haverford

Adam Williamson, Ph.D.
Assistant Professor of Biology
Co-Director of Health Studies at Bryn Mawr

BRYN MAWR

COLLEGE

October 6, 2021

Dear Committee on Academic Priorities:

The Literatures in English Department proposes to search for an Assistant Professor who can teach courses and direct senior theses in Anglophone modernism (ca. 1900–1950). We will search for a scholar with a broad geographical reach as well as theoretical foundations in critical race theory, disability theory, gender and/or sexuality studies, postcolonial theory, and/or ecocriticism.

Brief History of the Position

This position proposes to replace the line held since 1997 by Michael Tratner, who passed away in August 2021. Michael came to the College at the associate level to teach courses in British modernism (particularly James Joyce and Virginia Woolf). However, in his many years at the College, he expanded beyond his specific area of expertise to teach postcolonial literature and film.

His loss leaves a huge gap in our curriculum. We imagine this line to address some of those gaps by conceptualizing it in global modernism, which will actively expand our Department's anti-racist and diversity efforts as well as our historical and theoretical expertises. This position will focus on modernism as a literary and aesthetic tradition with a broad scope through its histories of imperial expansions and their diasporic reach throughout the Anglophone world.

Importance of the Position

Without expertise in any area of modernism, the chronological and conceptual gap in our curriculum is enormous. Twentieth-century literature is entirely unrepresented (the closest areas are Victorian literature, which is Kate Thomas' area of expertise, and contemporary literature, which is Mecca Sullivan's and Jennifer Harford Vargas' areas of expertise). Likewise, the geopolitical gap leaves students bereft of understanding the literary participations in and challenges to twentieth-century colonization practices in the Anglophone world. This position will be a crucial bridge between our expertise in Victorian literature and culture and contemporary African, African American, and Latinx literature and culture.

Assistant Professorship in Anglophone Modernism

We have learned that keeping job descriptions as open as possible elicits the most diverse field of candidates. That said, the Department is particularly interested in a scholar who brings expertise in: transnational modernisms; global modernisms; and/or Black modernisms.

We do not request a listening meeting, but we look forward to meeting with CAP in the Spring. However, if you have any questions or would like additional information prior to our full proposal, please do not hesitate to contact me at the phone number or email address below.

Respectfully submitted on behalf of the Literatures in English Department,

Jamie Taylor
Chair of Literatures in English

B R Y N M A W R

September 27, 2021

Dear Dr. Penny Armstrong and members of the Committee on Academic Priorities,

The Psychology Department intends to prepare a request for a tenure-track faculty position in Mental Health Psychology. The Psychology Department is strongly committed to diversifying the faculty, particularly in terms of scholars that continue to be under-represented in the field.

Brief Statement of the Reason/Need for the Position

This request is motivated by several considerations:

1. Mental health psychology, which encompasses clinical, counseling, and community psychology, is the area within psychology that consistently generates the most student interest and it is an area in which we face particularly high enrollment pressures (e.g., classes for 200-level electives exceeding 60 students). Mental health psychology is also the area within psychology that is of greatest interest to our majors for graduate study (e.g., clinical, counseling, social work, and licensed mental health graduate and professional schools). For 23 overlapping years, Professors Leslie Rescorla and Marc Schulz, both clinical psychologists, struggled to meet the needs and interests of students in this area.

2. We learned in May 2021 that Professor Schulz would transition out of psychology THIS academic year (2021-22) after a national search concluded with his full-time placement as the Director of Data Science. Professor Schulz has served in the Psychology Department for 24 years; his courses have covered key content in clinical psychology, his research laboratory has supported students in their clinical psychology training, and his teaching and scholarship within psychology have also attracted interest from and met the needs of students from other majors and programs (e.g., 360 offerings, Data Science). While we are joyous for Marc's career transition, we now face a gaping staffing need in mental health psychology.

3. In addition to this specific area of need, we have longstanding structural challenges in meeting the pedagogical and mentoring demands of one of the most popular majors at Bryn Mawr. Class enrollments in psychology continue to exceed the college average by a large margin, and the department has increased its teaching and staffing commitment to several larger college initiatives including: Neuroscience, Data Science, Child and Family Studies, Health Studies, and the new Asian American Studies minor alongside our ongoing service to Distribution Requirements (e.g., Scientific Investigation, Cross-Cultural Analysis). The loss of this FTE impacts our ability to support the major along with programs our department supports.

Relevance to College's Strategic Directions and other Departments and Programs

The proposed position is likely to contribute in significant ways to a number of key strategic priorities for the college. A Mental Health Psychology position would bring an additional faculty member to campus with expertise and intrinsic interest in human thriving. In and out of the classroom, this expertise would directly contribute to the college's efforts to enhance belonging, positive social connections,

inclusion, and resilience, efforts outlined in both *Pathways to Purpose* and *Engaged Students, Engaged Community* priorities. With unique training in both community-settings and statistical analysis, a Mental Health Psychologist would be strongly positioned to expand community Praxis offerings, Tri-Co Philly initiatives, and data science courses, three applied learning action steps in the *Skills for Effective Lives* priority. We are intentional in soliciting an expansive view of mental health psychology (i.e., capturing the subfields of counseling and community psychology along with clinical) to attract a diverse candidate pool that approaches mental health etiology, prevention, treatment, and rectifying mental health disparities across varied levels of psychological analysis and interventions (e.g., therapy, resilience, community engagement, institutional structures). We conceived of Professor Schulz's replacement in creative and strategic ways that maximize the likelihood that this position will attract the interest of scholars from under-represented backgrounds.

We believe this position could be of interest to students and colleagues in the Graduate School of Social Work and Social Research, Biology, Education, the Bi-Co Neuroscience Major, the Tri-Co Minor in Child and Family Studies, the Bi-Co Health Studies minor, Sociology, Anthropology, and the PostBac program. Mental health psychology is a broad field that includes scholars who engage at the community level. Based on the potential candidate's area of focus, this position may also contribute to Africana Studies, Asian American Studies, Latin American, Iberian, and Latina/o Studies, Gender and Sexuality Studies, and growing student interest in proposing a Disability Studies minor.

Reflection on most recent proposal to CAP and CAP's response

More than a decade ago, the department began to engage in major planning to map out a strategy to evaluate pedagogical needs and opportunities amidst the ending of our graduate program, the future departure of four senior faculty, Dr. Kim Cassidy's transition to president of the college, and skyrocketing enrollments. In the course of discussions with CAP about each of our TT hires, we have been grateful for CAP's acknowledgment of our long-term planning process and of the staffing pressures we face. Upon Professor Rescorla's retirement in 2020, the Psychology Department conducted a successful national search for a Clinical Psychologist and Dr. Cora Mukerji joined as an Assistant Professor this fall. In our last proposal cycle for this Clinical Psychology hire, we were particularly appreciative of CAP's acknowledgement of substantial curricular pressures in this area, the opportunity to clarify questions about our two-decade staffing level (of 8 lines), and to discuss how this staffing level is challenged by a doubling of the size of the major over this time period. Professor Schulz's departure brings the lines in the department down to 7 AND reduces the needed staffing for a crucial psychology area. The proposed position in Mental Health Psychology would maintain our historic staffing level at 8 lines.

Listening Meeting

We do request a listening meeting.

Sincerely,

A handwritten signature in cursive script that reads "Laurel Peterson". The signature is written in black ink and is positioned above the typed name and title.

Laurel Peterson, Associate Professor & Chair, Department of Psychology
-on behalf of the Department of Psychology

B R Y N M A W R

October 6, 2021

To the Members of the Committee on Academic Priorities:

The Spanish Department intends to submit a request for a tenure-track position in Latin American cultures and literatures. Our perennial need for interim faculty has been exacerbated by Rosi Song's multi-year leave and, most recently, by Enrique Sacerio-Gari's unexpected retirement this past spring. In addition, the department anticipates another retirement over the next five years or so. Enrollments in the department continue to be strong (we had an average of 440 students per year between Fall 2015 and Spring 2020). Although there was a dip during the pandemic, we are serving 239 students this semester alone, a five-year high. The hiring of another tenure track person would help us meet our current staffing needs and ensure stability and continuity of the department. We hope to begin the search in Fall 2022.

After Rosi Song returns to the college for the 2022-23 academic year, the department will consist of three tenured professors—Martín Gaspar in Latin American literature, María Cristina Quintero in early modern Spanish (Peninsular) literature, and Rosi Song who teaches contemporary Spanish literature and culture—; and two CNTTS—Inés Arribas and Kaylea Berard. There is a need for another tenure-track Latin Americanist who would restore the balance between Peninsular and Latin American literatures and keep our offerings robust. We would want to keep the field relatively open and, as such, we would advertise for someone with expertise in one or more of the following areas: Afro-Latino culture, ecocriticism, Hispanophone Caribbean and its diaspora, immigration/migration literature, Indigenous studies, and/or Latin American and Latino feminist and gender studies. These areas are currently either underrepresented at the Bi-Co or not represented at all. In addition to offering courses in a particular area or areas of expertise, the successful candidate would contribute to the teaching of language courses at all levels—from beginning Spanish through 120 (Introducción al análisis literario), the gateway course to the major. Experience teaching heritage students would be a plus, given the number of Latina students we serve every year. As is this case with all the current tenured faculty in the department, the successful candidate would also contribute to other interdisciplinary programs such as Latin American, Iberian and Latino Studies, Comparative Literature, Gender and Sexuality, Film Studies, the Emily Balch seminars; and, potentially, Africana Studies, Environmental Studies, and International Studies.

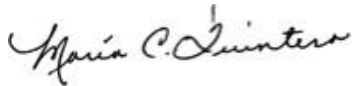
There is no doubt that this position would enhance the College's mission and commitment to diversity and inclusivity. During the student walk-out last year, major representatives met with the senior members of the department and communicated the desire for more courses related to issues of race, gender, and marginalized communities. Although we already offer courses related to these topics, we acknowledge the need to expand our curriculum and

include broader geographical and temporal coverage within the field Latin American literature and culture. The new position would address this need.

Four years ago, the department submitted a proposal to CAP for permission to hire a multi-year visiting professor rather than a CNTT. Our rationale was that it would be easier to hire exceptional candidates with this title rather than one that is not generally recognized in our field. This turned out to be a miscalculation on our part, and CAP rejected the request. The experience was somewhat bruising, and the department chose not to pursue another request to CAP. Nevertheless, with Enrique's retirement, there is a new urgency to revisit the department's ongoing staffing needs. Finally, given the current state of the job market and enrollments in top programs and the profile of many doctoral students and recent Ph.D's in Hispanic studies, the department would have no trouble attracting a diverse group of applicants.

Although we understand that it is no longer a requirement, a meeting with CAP would be useful in helping us refine the proposal to address the pressing staffing needs of the department and to enhance its future contribution to the mission of the college.

Sincerely,

A handwritten signature in cursive script that reads "María C. Quintero".

María Cristina Quintero
Fairbank Professor in the Humanities
Professor and Chair of Spanish