

### *Committee on Academic Priorities*

Grace Armstrong, *French and Francophone Studies*, 2019-20 – 2022-23, *Chair* 2022-23

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

Astrid Lindenlauf, *Classical and Near Eastern Archaeology*, 2022-23 – 2025-26

Michael Noel, *Physics*, 2022-23 – 2025-26

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

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

# BRYN MAWR

April 17, 2023

## **Annual Report to the Faculty 2022-2023**

The Committee on Academic Priorities (CAP) membership for 2022-2023 consisted of Grace Armstrong (French and Francophone Studies, CAP Chair), Don Barber (Environmental Studies and Geology), Astrid Lindenlauf (Classical and Near Eastern Archaeology), Michael Noel (Physics), Maja Šešelj (Anthropology), and Kate Thomas (Literatures in English).

The Provost, Tim Harte, attended CAP meetings by invitation. CAP is grateful for the administrative and clerical support provided by the Provost's Office, and the committee especially thanks Tina Bockius, in her third year, for setting up meetings with departments, curating our Moodle website, and keeping us on track.

CAP met once a week during the fall semester and twice a week in the spring. As Chair of CAP, Grace Armstrong served on the Advisory Council of the Faculty, was our representative to the Board of Trustees, and represented CAP on one outside review for the History department. Maja Šešelj served as CAP's representative to the College Budget Committee, and Kate Thomas served as CAP's representative to the Strategic Advisory Group. Mike Noel was the CAP member of the Strategic Planning Workgroup #3 in Semester I, 2022-2023, and Grace Armstrong replaced him in Semester II.

Although the major portion of CAP's work entailed meeting with departments and programs and making recommendations about their position requests, CAP also engaged in other efforts during the 2022-2023 academic year. Immediately below, as a preamble to our recommendations, we report on our experience in deliberating these critical issues.

### **Reflections on CAP's Mission and Role**

CAP's mission remains the recommendation of institutional priorities, in the context of balancing College resources. For the last several years the Trustees have directed that the size of our faculty remain at a "steady state," which means that no proposals for new tenure-track (TT) positions can be supported without reallocating a line previously used by another department or program. Our guiding star is maintenance of the College's already low student/faculty ratio. As a committee, however, we are aware that the College has, over the last two years, had record-sized intakes of first-year students. According to Institutional Research, the College currently offers 33 majors and the graduating class of 2022 had 364 "majors completed" (double majors are counted once for each

major in the number of completions). The College therefore has an average of 11 graduating students per major, but these are not evenly distributed. Indeed, some departments are experiencing severe enrollment pressures.

The pressures are consequent upon several factors, including trends in the popularity of certain areas of study. CAP must weigh the importance, in a liberal arts curriculum, of supporting both the historically smaller majors and the ones that are experiencing newly heavy enrollments. In the first place, this means that CAP must try to assess the longer-term trajectory of trends; are newly high enrollments in certain fields accurate predictors of steady demand and growth in that field? In the second place, we need to ask whether high enrollments should, in each instance, be the main driver for changing the contours of the College's curriculum? A liberal arts college promises students the opportunity to take classes across a wide range of fields, to be a place that values the esoteric as much as the mainstream, and the traditional fields of study alongside emergent ones. Bryn Mawr's commitment to a diverse curriculum should, arguably, intensify as some other institutions of higher education have started to defund and even close down departments not deemed essential to a full liberal arts education. Our standing as a premier College for intellectually ambitious students depends on us maintaining a genuine even-handedness between the Humanities, Science and Mathematics, the Arts, and the Social Sciences.

In past years we have articulated CAP's work as taking place in an environment of finite resources. This remains true. But we should not allow this fact to produce a culture of scarcity that unduly stresses departments and programs and prompts them to think they must "use or lose" lines. Instead, we would rather that departments and programs take the time they need to be reflective and well-paced about the hires they want to make. This year we started asking departments and programs to advise us about their experience of the "ideal size" of their majors, minors, and non-major constituencies. The idea behind these conversations is that departments may not themselves desire infinite growth and may instead have ideas about how to design concentrations across the College, how best to cluster expertise that may be inter- or supra-disciplinary, and indeed may have preferences for sizes of majors. CAP also wants to be attentive to whether certain sizes of classes suit certain modes of instruction better, and to how/when/in what areas students are choosing and blending non-major classes with their primary areas of study.

One change this year has been our proactive turn towards offering some longer-term interim contracts. CAP asked the Provost to consider moving in certain instances from single-year contracts, which can make both visiting faculty and departments feel precarious, to writing some multi-year contracts. The Provost agreed that such contracts are a useful instrument for the College and can also be helpful in recruitment. We are aware that this innovation might cause reasonable concern that we are contributing to the very real damage done to the profession by "adjunctification." Over the course of the next several years we aim to review the data on the College's ratio of TT to interim CE to make sure that we are maintaining one of the strongest values of the liberal arts college: that students can build long-term relationships with fully vested faculty and have continuity of instruction. We also recognize, however, that visiting faculty positions can be of benefit to students, departments and even the visiting instructors themselves. In reviewing TT/interim ratios, we aim to maintain standards and vitality of instruction for students, and flexibility for departments' staffing.

All of this work must be predicated on strong data, and this year we have initiated a new practice

of data collection. We are exceedingly grateful to Tina Bockius and Linda Butler Livesay for undertaking the imposing task of collecting and collating the following information: 15-year histories of departments' and programs' line requests, retirements, departures and losses; analysis of current faculty TT and CNTT (continuing non-tenure track) lines; accurate numbers of faculty on leave; and numbers of course equivalents taught by interim faculty. This collection effort is ongoing, and we anticipate it becoming a strong foundation for our work. We aim, in particular, to build and maintain a consistent set of data across all departments/programs, to facilitate CAP's goal of considering every position request within a broader College – not just departmental – context.

In last year's CAP report, we emphasized the principle that departments and programs do not own lines, but instead every vacated line "goes back in the College pot." We will continue to pull away from the designation of lines as either "replacement" or "expansion" positions, and hope that clarification of this principle encourages departments and programs to take their time in working out the future configuration of faculty lines and directions they would like to pursue. Visiting appointments (see above) may allow departments and programs to test out new curricular directions as they reflect on their needs in shaping their future.

### **CAP Processes**

Proposals for TT and CNTT positions: In an effort to conserve some of the considerable time and energy required for proposing a faculty line, the streamlined CAP processes adopted in 2018-2019 made listening meetings in semester I optional and by request. CAP recognizes that every position proposal is different, and departments or programs interested in having a conversation with CAP before submitting a full position proposal were still encouraged to request a listening meeting in their letters of intent. Similarly, support letters (beyond counterpart departments at Haverford) were also optional but welcomed, if appropriate. This year, of the eight departments and programs that submitted a letter of intent for ten positions, seven requested such a meeting in semester I. We asked that all departments and programs submitting a letter of intent clearly state whether they requested or declined a listening meeting in the fall.

Because of CAP's schedule in semester I, we are unable to consider 1) any full proposals that arrive after the due date in November announced by the CAP Chair in May and at the beginning of the following academic year, and 2) any incomplete proposals as of that due date.

We considered the role to be played by a departing faculty member in shaping the future of the College or their department/program, believing that in principle, faculty members who have signed a severance agreement will soon exchange their active programmatic investment for their College-affiliated research and retirement. Historically, it has been the practice that a departing faculty member does not contribute to the envisioning or selection of their replacement. This, we believe, would mean that faculty having signed a severance agreement should not ordinarily participate in conversations with CAP about a future envisioned position. Depending upon their department or program, however, they may sometimes be invited to participate in brainstorming about future planning and line proposals. Nevertheless, our broader approach of not including a departing faculty member in conversations with CAP about future departmental or program staffing is another step in CAP's move away from the notion of 'replacement' positions.

In May of 2012, CAP brought a proposal to the faculty to allow departments or programs that lose a junior faculty member in the initial term not to resubmit the position request if it remains unchanged. If the request is changed, the department or program must resubmit the proposal. The faculty approved this proposal. CAP then outlined a procedure whereby, in either case, the requesting department or program would take this moment of opportunity to reflect on the position in consultation with the Provost and a representative from Curriculum Committee, CAP, and Committee on Appointments. If the need and the proposal remain unchanged, then the requesting entity is allowed to reopen the search the following fall. If the position is reformulated after consultation with Curriculum Committee, CAP, Appointments, and other interested individuals or entities, the resubmitted proposal is considered by CAP in the following fall “with the understanding that CAP will be favorably inclined, in most cases, toward a reconceptualized position request that meets both departmental/programmatic and College-wide needs.” (Addendum to CAP Report 2011-12, p. 2). Although cognizant of time demands on faculty, CAP still believes that in the first case, when there is no change in the position description, the mandated consultation should occur between the department Chair, the Provost, and representatives from Curriculum, CAP and Appointments. In the second case, CAP notes that departments and programs can benefit from the opportunity to gauge whether needs have changed or whether the position description contributed in some way to the departure, thus making the best use of a resubmitted proposal in the following fall term.

Exit interviews: In the Annual Report of 2021-2022, p. 4, CAP recommended that the Provost offer an exit interview to departing faculty members. In coordination with CAP and in consultation with the Provost, the Committee on Appointments (CA) crafted a list of twelve questions to be asked at the exit interviews and decided that departing faculty should have the option to ask that the Provost not be present. One of the eleven departing faculty colleagues did not respond when invited by then CA Chair Leslie Cheng, and the second opted to postpone the interview. The nine remaining agreed that the Provost be present in addition to CA Chair Cheng and CAP Chair Armstrong. Each colleague interviewed was first informed that their redacted information would be shared with Appointments, CAP, and, if relevant, their department/program. Each was also given the option of keeping parts of the interview confidential with the three interviewers. The interviews took place both in person and on zoom. The faculty colleagues were invited to correct the notes taken by Armstrong; the notes were then redacted by Cheng and made available to CA and CAP members on their confidential committee sites. The further anonymized results were analyzed by Cheng in a synopsis that she presented at the September 2022 Faculty meeting, where the Provost and Armstrong joined her to answer questions.

Communication with Curriculum Committee:

CAP has reached out to the Undergraduate Curriculum Committee (CC) with the goals of re-establishing a closer working relationship on matters of mutual concern, such as staffing of departments and programs, as described in the by-laws of the faculty. CC’s decisions directly impact the work of CAP when newly approved majors or minors or interdisciplinary initiatives are used as a justification for position requests. With CAP committed to taking a long-term view of staffing needs and priorities across the College, it is important for CAP to be aware of CC's plans and deliberations concerning new curricular initiatives that may necessitate additional dedicated staffing in the future. CAP respects CC’s independence on these matters and does not seek to duplicate an older model where representatives of each committee attended the other committee’s meetings. Instead, we hope to establish a model of regular consultations that will be informative as

well as respectful of each committee's charge. We are encouraged by the productive conversation we recently held with the Curriculum Committee Co-chairs about the staffing implications inherent in requests for new majors and look forward to a constructive working relationship with CC.

### **Reflections on the Bi-College Relationship**

CAP has endeavored to continue strengthening the relationship with Haverford College's Strategic Personnel and Curriculum Committee (SCPC) by meeting with this committee two times during 2022-2023. The first was in early November to share our letters of intent: at that point, seven letters of intent for nine TT or CNTT lines at Bryn Mawr and six letters of intent for seven TT positions at Haverford. The second meeting will take place in late April. The meetings are intended to apprise both committees of the areas in which searches are being proposed and to optimize coverage, thereby creating the broadest range of opportunities for students. A further benefit could accrue when the same or similar entities on each campus with different proposed specialties might coordinate their searches, thus attracting a wider and perhaps more diverse group of candidates.

There are important differences in process between the two committees. SCPC has adopted an earlier timetable than CAP for the letters of intent. SCPC does not necessarily recommend that all letters of intent be permitted to submit full proposals, whereas any program or department that indicates its intention to CAP may submit a full proposal by the end of November. Although listening meetings in the fall are not obligatory for CAP, programs and departments submitting a full proposal must meet with CAP in the first weeks of semester II to discuss it before CAP makes its recommendations to the President in early April. SCPC requires a brief listening "dialogue" in early fall and then sends its recommendations to the Haverford President and Provost in December or January. SCPC recommended that three of the six proposed searches go forward in 2023-2024, the President and Provost agreed, and the other three departments/programs have been informed that they may resubmit letters of intent either next year or in the future.

### **Faculty Positions at the College**

This year, as in the past, CAP's chief business was to review each position request in the context of several factors, including the request's relation to the College's mission, academic priorities, and strategic directions; its contributions to departmental and disciplinary directions; its impact on overall faculty resources at Bryn Mawr and in the Bi-College; the flexibility of position requests and adaptive curricular designs (especially as they relate to our capacity to accommodate sabbatical leaves without additional staffing); the history of previous requests; and the College's commitment to increasing faculty diversity. All position requests were evaluated according to these parameters. Members of CAP from requesting departments were recused from all discussions of the proposal; they did attend the spring listening meeting with their departmental colleagues. Below, we describe each position request, address its implications for the long-term academic priorities of the College, and state our recommendations to the President concerning its implementation.

### **Pre- and Post-Doctoral Fellowships**

- **Bucher-Jackson Postdoctoral Fellowship**  
CAP received proposals for the Bucher-Jackson fellowship from the Departments of Biology, Chemistry, and Physics and recommended to the Provost that the Department of Physics be approved to search for a postdoctoral fellow in the general area of biophysics.
- **Consortium for Faculty Diversity (CFD) Fellowship.** This Fellowship was not available in 2022-2023 for competitive bids from different departments and programs as there is already a CFD Fellow in place in Greek, Latin, and Classical Studies who is in a second term.
- **The Mellon Postdoctoral Fellowship** – In fall 2021, Africana Studies, which had been selected for this position, reopened its search for a postdoctoral fellow, and the position was filled for the 2022-2023 academic year.

Calls for postdoctoral fellows, if available, will be announced in fall 2023.

### **CAP's Responses to Faculty Position Requests**

In semester I, CAP received letters of intent from eight different departments, for a total of ten faculty lines. In late semester I, CAP fielded full proposals from seven departments for nine lines or partial lines: Computer Science (2 lines), Graduate School of Social Work and Social Research, Growth and Structure of Cities, Literatures in English (2 lines), Philosophy, Physics, and Spanish. History submitted a full proposal in semester II after undergoing an outside review. All departments were directed by the “request for position” template to consult with faculty in allied fields at Bryn Mawr and at Haverford.

### **Program in Africana Studies, Tenure-Track Request**

In response to the CAP Annual Report of April 18, 2022 (pp. 5-6), the Program in Africana Studies submitted in August 2022 an updated proposal for a tenure-track (TT) position that would support their interdisciplinary program as it stands (it offers a minor) and allow it to grow in the future. As we noted in April, CAP agrees with the external reviewers as well as students and faculty working in the fields of African and African diasporic studies who have argued that the program needs support to gain parity with other similar offerings on campus, and that it is very much in line with the College's mission and commitment to increase its investments in this field. The position would serve as a cornerstone for the program and support upper-level seminars as well as core courses. In April, 2022, CAP requested that the updated Africana proposal focus on the humanities. This proposal cited humanities areas of interest in Philosophy, Literature, Languages and Film, Classics, History of Art, and interdisciplinary programs in Gender and Sexuality Studies, Environmental Studies, Performance Studies, Cultural Studies, Media Studies, and Digital Humanities. Africana proposed that the successful candidate could explore “issues of cultural production, arts and aesthetics, identity, power, racial justice, and social constructions” and gave three examples of possible scholarly profiles. CAP urged Africana Studies to focus even more sharply, in the position advertisement and in the search, on the humanities character of the position than the possible profiles did. CAP made this latter request because the recent hire in Sociology added to the social science resources already available to the program.

**CAP recommended that the expedited request from the Program in Africana Studies for a tenure track position be approved at the Associate Professor or Advanced Assistant Professor level for the following reasons:**

CAP recognizes the Program's immediate need for support and the important role it plays in fulfilling the College's mission. Currently, the program does its work with 0.5 FTE (shared with History) and with the assistance of the Steering Committee members, who are all faculty with appointments in other departments and programs. The position would serve as a cornerstone for the program, providing full-time leadership as well as supporting upper-level seminars and core courses. CAP recommended the proposal in September 2022, it was approved by the President, and a successful search has been conducted in AY 2022-2023.

**Department of Computer Science, Two Requests: Tenure-Track and Interim Conversion to CNTT**

The Department of Computer Science has requested the following two positions to better serve the growing number of students with an interest in this discipline: 1) a new tenure-track position, starting in 2024-2025, and 2) a conversion of a year-to-year full-time position to a CNTT position beginning in 2023-2024. The department emphasized in both proposals the need for additional staffing to serve the growing number of computer science majors and minors, as well as its continued commitment to support initiatives beyond the department, including the Data Science Program, the Concentration in Computational Sciences at Haverford College, and the Tri-College Linguistics program.

The first request focuses on the challenges faced by a department that attracts an increasing number of majors and minors. It speaks of the necessity to offer additional courses, especially core courses and electives, and additional staffing to adequately supervise 20-25 senior projects/theses per year. It also addresses the need to offer a comprehensive curriculum that covers core areas and argues that an additional tenure-track appointment should be made with (scholarship and research) expertise in key areas, such as theory, or systems.

The second request focuses on the first-year curriculum in Computer Science and the importance of continuity in staffing. The request explains that, in addition to computer science majors and minors, students minoring in Data Science or hoping to fulfill College-wide requirements, including Quantitative Methods, Scientific Investigation, and Physical and Natural Processes and Natural Science and Quantitative MA/QU, enroll in these courses. The interim position was partially supported by Data Science in the past three years, but this support ends this year. In light of the critical importance of these courses for a large portion of the student body and the uncertain funding situation of the Lectureship, the Department of Computer Science requested a CNTT position.

**CAP recommends that the request from the Department of Computer Science for a tenure-track position not be approved at this time for the following reasons:**

CAP appreciates the important role that the Department of Computer Science plays in diversifying the field of Computer Science and recognizes the growing interest in, and growing enrollment pressures on, Computer Science in recent years. CAP recommended the creation of a new tenure-

track line in 2015, as well as a new CNTT/Program Coordinator position in 2019 (filled in 2020), to address the increase in enrollments and the number of majors and minors. The current configuration of the Department has been in place since 2022, and CAP prefers to let the teaching dynamics settle before it is able to consider the allocation of additional permanent resources to the Department of Computer Science.

**CAP recommends that the request from the Department of Computer Science for the conversion of an Interim Lecturer position to a continuing non-tenure track position not be approved at this time for the following reasons:**

CAP understands that the course offerings of the Department of Computer Science are popular choices among Data Science minors and that the increasing number of Data Science minors compounds already existing staffing challenges for Computer Science. It also understands the importance of increasing the predictability of courses for planning. However, as the minor in Data Science is relatively new – it was established in Fall of 2020 – it seems premature to recommend a permanent position. The Provost has offered the Department of Computer Science a multi-year interim contract to address the real and urgent enrollment pressures for the near future. This multi-year contract should help to ensure the desired continuity in programming as well as the greater attractiveness of the position to potential candidates.

#### **Graduate School of Social Work and Social Research, Tenure-Track Request**

The Graduate School of Social Work and Social Research (GSSWSR) has proposed a tenure-track line for an Assistant Professor who can teach in at least two required content areas in the MSS program, offer courses required by the Council on Social Work Education, and provide supervision of doctoral students. The School is particularly interested in finding candidates with expertise in substance use, community-based practice, translational research, practice informed research, psychometrics, and advanced statistical analysis.

**CAP recommends that the request from the Graduate School of Social Work and Social Research for a tenure-track position at the Assistant Professor level be approved for the following reasons:**

CAP recognizes the staffing needs of GSSWSR following the downsizing of 2008 (from 13 FTE to 10) and subsequent retirements. Granting this position will bring the school back to an FTE of 10 (plus the Dean). We note the importance of keeping the balance of adjunct and TT staffing at the levels that were recommended in the Task Force on Balancing the Mission and Resources Final Report and satisfy the accrediting body. CAP appreciates the efforts among members of GSSWSR to contribute to the undergraduate college and hopes that this line will support and further enable those efforts. CAP considered the question of whether GSSWSR's next Dean might come from outside the GSSWSR faculty, in which case we would hope that a way would be found not to exceed the FTE of 10 plus the Dean.

#### **Department of Growth and Structure of Cities, Part-time Continuing Visiting Lectureship**

The Department of Growth and Structure of Cities initially planned to request a part-time, continuing non-tenure track position for a specialist in spatial analysis. The request was modified in the full proposal into a continuing, part-time visiting lectureship. The proposed position would



serve as the anchor for teaching introductory GIS courses at the College. The responsibilities of the proposed position would primarily include teaching two sections of introductory GIS courses each academic year (2 CE, or 0.33 FTE), which would be open to Cities majors for approximately half of the enrollments, as well as for majors in other departments who have a curricular need for such courses. Additionally, this colleague may provide some assistance to Cities majors who choose to use GIS in their capstone projects.

**As it is not in CAP's purview to consider requests for visiting positions, we sent the proposal on to the Provost, for the following reasons:**

CAP is acutely aware of the long-standing need for adequate and reliable staffing for introductory GIS courses across the College. We agree it is crucial that students are able to access this important methodological training early in their college careers, so that they may continue to build upon this foundation in discipline-specific ways in their home departments and programs. We appreciate the willingness of our colleagues in Cities to be the home for a position that would serve the broader College community as much as it would serve the department, and to use their extensive connections to institutions of higher learning in the Philadelphia area to identify potential candidates for ongoing staffing of such a position, as well as to aid Cities alums in finding employment in the Philadelphia urban planning community. However, the description of the proposed position departs too much from a typical CNTT appointment, and the College no longer approves part-time CNTT positions, per the CNTT guidelines implemented ten years ago. At the same time, CAP recognizes the benefits and stability a multi-year contract for a GIS specialist would bring to the College. The Provost approved a three-year part-time interim position to meet this need.

### **Department of History, Tenure-Track Request**

The Department of History submitted a request for a tenure-track professor in the field of Medieval History. This request was prompted by a colleague's departure from the College and the resulting multi-year gap of Medieval History offerings based in the History department. The department proposes a position that would fit into the interstices that are not covered elsewhere at the College. The potential future hire would have a chronological research focus between the year 500/700 and approximately 1400 CE, and geographic focus on Western Eurasia and connections to areas outside of Europe. This request follows an external review of the department conducted in 2021-2022.

**CAP recommends that the request from the Department of History for a tenure-track position in Medieval History at the Assistant Professor level not be approved at this time for the following reasons:**

CAP considers that it would be premature to recommend approval of this position. CAP believes the department has not had sufficient time to implement the recommendations of the External Review. This is particularly true with respect to the Department's thinking regarding the soon-to-be vacated Americanist position, which the external reviewers recommended be part of a broader re-thinking of the department along with the Medievalist position. Furthermore, it is not clear to CAP that the Medievalist position is necessarily the first position that should be filled.

In addition to the loss of a Medievalist colleague whose departure is still deeply felt, the department will experience another departure due to a retirement in summer of 2024. In our conversations with members of the department, it became apparent that they were not aware they could submit a position request at this time for a specialist in recent US history, who would begin after the colleague's retirement. However, this has always been a possibility. Given that there is considerable student interest in recent U.S. history, CAP would suggest prioritizing a potential new hire in that area, as it would avoid creating another gap in coverage. Such a hire could build on the momentum generated by the departing colleague. We heed the advice of the external reviewers, who strongly advocated the department take this opportunity of two potential new hires to come together and think about those positions jointly as they re-envision the department. We recommend that the department return in the near future with a clear vision of their future goals and mission, and request(s) that support that vision.

### **Department of Literatures in English, Two Tenure-Track Requests**

The Department of Literatures in English submitted a request for two tenure-track positions, the first in Asian/American and/or Pacific Islander literatures with a possible expertise in postcolonial studies, the second in African American and/or African diasporic literatures. This request was prompted by recent turnover (an upcoming retirement, a resignation, and a passing) in the Department. The proposal asks that the searches be staggered, the first in 2023-2024, the second in 2024-2025. The proposal argues that the first position would be an important anchor for the new Tri-Co Asian American Studies minor and notes that with the departure of a senior Swarthmore colleague, the field will not be fully covered in our consortium in a permanent way. Such a position at Bryn Mawr could complement the recent hire of a junior colleague at Haverford who specializes in Asian American multimedia poetry and teaches poetry in Creative Writing. The field of Asian American and Pacific Islander literary and cultural studies is geographically and historically broad, and a potential hire would not overlap with, but rather supplement, the expertise of the junior colleague at HC, looking toward specialties in immigration, diaspora, colonialism and postcolonialism, indigeneities, language politics, and many other fields. With its transnational and diasporic focus, the proposed position would support Bryn Mawr's commitment to racial justice and equity and student calls for courses in this global area.

The second request is for a position in African American and African Diasporic literatures, which could respond to 1) recent work in global anti- and decolonial thought that rejects the European rational subject model, and/or 2) advances in methodologies of Black historiography. The proposal notes the intersection of Black studies and ecocriticism studying sites of historical trauma and rupture. The Department argues that a specialty in American and African Diasporic literatures is critical to maintaining the respectability of its program and to fulfilling the College's mission to further DEI goals. The Department expects that candidates might well dovetail with interdisciplinary programs in Museum Studies, Environmental Studies, Gender and Sexuality Studies, or Disability Studies. Both proposals request an appointment at the Assistant Professor or early Associate levels, arguing that the program-building role each line would fulfill would be best served by attracting as wide a field of experienced candidates as possible.

**CAP recommends that the request from the Department of Literatures in English for a tenure-track position in African American and/or African diasporic literatures at the Assistant or early Associate Professor level be approved for the following reasons:**

CAP is sensitive to the staffing deficits occasioned by the loss of three esteemed colleagues and is pleased by the Department's rapid envisioning of how best to deliver its program of global Anglophone literatures given these departures and the most recent developments in the field. Although the Department requested the position in African American and/or African diasporic literatures as the second of their staggered searches, the listening meeting discussion made clear that Department colleagues would be comfortable with switching the order. CAP is persuaded that the urgency of filling such a position in Literatures in English argues for prioritizing the search for this line, to ensure continuation of long-standing coverage of this area in the Department. CAP's thinking is also influenced by desirable synergies that could arise with the completion of the 2022-2023 search for a humanist in Africana Studies. CAP is also persuaded that this position as envisaged could lead to interesting intersections with Environmental Studies, Museum Studies, Gender and Sexuality, and/or Disability Studies. Adding the level of beginning Associate Professor to the position description should allow the Department to attract the widest possible field of candidates.

**CAP further recommends that a tenure-track position in Asian American and/or Pacific Islander literatures at the Assistant or early Associate Professor level not be approved at this time, for the following reasons:**

CAP acknowledges the importance of Asian-American and/or Pacific Islander literatures/cultures to the student population and to the coverage of global Anglophone literatures offered by the Department. We acknowledge as well that such a position would bring candidates fluent in postcolonial theory, as will candidates for the first position we recommend for approval. The Department may wish to resubmit its request after engaging more fully with the new hires in the area of Asian-American studies at Bryn Mawr and Haverford. This would provide time for the new hires and the hire in African American and/or African Diasporic literatures to settle in and contribute to the definition of the position in AAPI literatures.

### **Department of Philosophy, Tenure-Track Request**

The Department of Philosophy submitted a request for a tenure-track position motivated by the recent departure of one of their faculty members. They propose recruiting across three disjunctive areas of specialization: Philosophy of Science, Epistemology, or Comparative Philosophy, all broadly conceived. Each of these areas would provide breadth to the curricular and scholarly offerings across the Bi-Co, while searching across a range of specializations would enhance the diversity of the applicant pool. It was suggested that the pool might be further diversified by searching across the Assistant and Associate professor level.

**CAP recommends that the request from the Department of Philosophy for a position in the areas of Philosophy of Science, Epistemology, or Comparative Philosophy, all broadly conceived, be approved at the Assistant Professor level, for the following reasons:**

While Philosophy is a relatively small major, overall enrollment in their courses remains robust. In addition, many courses are designed to contribute to broader College needs, and the Department contributes to College initiatives such as the ESem program, the 360 program, and the Quantitative Methods requirement. The reasoning behind searching broadly is well conceived, seeking to increase the offerings and scholarly activity while being mindful of the need to cover the core curriculum in philosophy. The practice of restricting searches to the beginning Assistant Professor level was eliminated in 2018 in an effort to diversify candidate pools by considering applicants across the entire Assistant Professor spectrum. Therefore, we do not see the need to extend the search to the Associate Professor level. CAP notes that the recent external review recommended the department hire a Comparative philosopher. While understanding that the pool of candidates in Comparative philosophy may be limited, we hope that the department will prioritize non-Western perspectives in their upcoming searches.

### **Department of Physics, Continuing Non-Tenure Track Request**

The Department of Physics submitted a request for a continuing non-tenure track line, prompted by an upcoming retirement at the end of the 2023-2024 academic year. In accordance with CAP's guidelines on the nature of CNTT positions, this colleague would be the coordinator of the non-major Physics curriculum and teach the lecture and laboratory sections for two introductory courses in Physics intended for non-majors and post-baccalaureate students (PHYS 101 and 102). These responsibilities differ somewhat from those of the current holder of the position.

### **CAP recommends that the request from the Department of Physics for a continuing non-tenure track position be approved for the following reasons:**

Introductory Physics courses serve a large proportion of our undergraduate student population and constitute a mandatory part of the curriculum in the postbaccalaureate program. The proposed position would be the only CNTT in the department and would be the only line focused on the introductory sequence and non-Physics majors. The position's responsibilities include coordinating, developing pedagogy, setting up and teaching multiple laboratory sections. The limitations of space and availability of equipment necessitate multiple experimental setups to be available simultaneously for students to rotate through during labs. Having a single CNTT coordinator for labs is the most efficient way to serve the large numbers of students in Introductory Physics courses for all non-majors. Moreover, the College instituted guidelines for CNTT positions long after the departing faculty member had joined the College. The alignment of the proposed position with those guidelines means that current tenured and tenure-track faculty would be able to reallocate some of the effort they were dedicating to the non-major introductory sequence toward offering more courses at advanced undergraduate and graduate levels.

### **Department of Spanish, Tenure-Track Request**

The Department of Spanish submitted a proposal for a tenure-track position at the Assistant Professor level in 19<sup>th</sup> to 21<sup>st</sup> century Spanish Peninsular literature and culture. (Im)migration literature, film and media studies, gender studies, and/or ecocriticism would be the targeted/desired areas of specialization. This request was prompted by the recent departure of a senior colleague from the College.

**CAP recommends that the request from the Department of Spanish for a tenure-track position in 19<sup>th</sup> to 21<sup>st</sup>-century Spanish Peninsular Literature and culture at the Assistant Professor level be approved for the following reasons:**

There has long been a considerable student interest in 19<sup>th</sup>- and 20<sup>th</sup>-century Peninsular literature, and courses in this area have always drawn in many students. While the department serves a very high number of students across its language courses, the number of majors took a hit during the pandemic. However, it is showing signs of improvement with the return of various study abroad programs, as well as new programming initiatives the department has engaged in over the past year. The department's openness towards hiring someone who could teach non-Spanish (e.g. Basque or Catalan) literature in Spanish translation also expands the possibilities for this hire. In addition to the new hire made this year, another stable presence in the department with the foci listed above would help attract new majors and minors to the department, including by teaching lower-level language courses as pathways into the major. We reiterate our recommendation from last year that, in accordance with the College guidelines regarding the nature of faculty positions, tenured and tenure-track faculty are expected to teach at all levels of the curriculum, including language courses; such engagement is also likely to increase the number of majors.