

Committee on Academic Priorities

Alison Cook-Sather, *Education, 2009-2010–2012-2013, Chair 2012-2013*

Toba Kerson, *GSSWSR, 2010-11 – 2013-14*

Arlo Weil, *Geology, 2010-11 – 2013-14*

Grace Armstrong, *French, 2011-12 – 2014-15*

Tamara Davis, *Biology, 2011-12 – 2014-15*

Jane Hedley, *English, 2012-2013 – 2015-2016*

BRYN MAWR

10 May 2013

Addendum to Annual Report to the Faculty 2012-2013

This Addendum includes an update on the promised increase in faculty salaries as a result of the reduction of faculty lines and a correction to one portion of the CAP report distributed on 19 April 2013.

Increase in Faculty Salaries

In the report that the Chair of CAP made to the Trustees at the May-2013 meeting of the Board, we reiterated what was included in the CAP report: that the positions recommended for approval this year do not increase the overall size of the faculty but rather re-establish stability in departments that have lost colleagues or consolidate interim appointments into more stable, ongoing staffing. We emphasized that this is especially important after the very difficult process we went through two years ago of reducing the number of faculty lines we will return to the pool, highlighting in particular that it is essential to faculty morale and trust that we see the 8% increase in salaries that was to be the compensation for the reduction in faculty lines. At the Board meeting, Chief Financial Officer John Griffith confirmed that the savings from reductions in faculty lines that CAP and the faculty made, with some additional support from the College, will be realized in an 8% increase in faculty salaries this year. CAP wishes to acknowledge once again our appreciation for our colleagues with whom we worked to achieve these reductions and for the work and support of the Chief Financial Officer, the Provost, and the Board of Trustees to ensure that the promised 8% increase in salaries is being delivered prior to realization of all the reductions.

Correction to CAP Report

The following section should replace the section on pages 5-6 of the CAP report:

Growth and Structure of Cities

The Growth and Structure of Cities Department requested approval to conduct a search for a tenure-track (TT) position at the assistant professor level. In order to balance expertise in the Department and to mount its integrated, interdisciplinary curriculum, the Department proposed to search for a social scientist specializing in urbanism and urban social change and tensions, with a preference for a candidate whose research focuses on cities in the Global South. The position request was based on the following: 1) beginning next year the Cities Department will have only one social scientist specializing in the built environment, which would preclude providing the multi-disciplinary curriculum on which the Cities major is founded, 2) a strong foundation in social science research methodologies applied to urban culture and societies is fundamental to the mission of the Department, 3) the Cities Department serves a large number of majors and non-majors, 4) the desire to expand on the geographic areas of expertise here and in the Bi-Co, 5) the Department wants to provide stability and staffing for the senior capstone seminar and thesis advising, and 6) to fill broadly recognized college-wide gaps in the systematic analysis of cities in the Global South.

CAP, the Curriculum Committee representative, and members of the Growth and Structure of Cities Department discussed the increasing importance of quantitative skills to their curriculum. Thus, it was agreed that any new social science position in the Cities Department would develop elective courses that would fulfill the College's quantitative (Q) requirement, drawing on the quantitative research methodologies of the successful candidate. Such courses would support both Cities majors and minors as well as other students interested in the field of Cities and thus relieve enrollment pressure on other departments. CAP and members of the Cities Department further discussed the particular area of focus within the Global South that would best serve the students in the Cities program as well as the broader curricular coverage across the College. The Cities Department argued that their priorities were for a scholar whose research, teaching, and commitments were in the regions of Latin America, Africa, and Asia to best fit departmental needs as well as student and faculty interest in the Bi-Co. While these regions are all underrepresented in the curriculum, CAP thinks that Africa and the Middle East are the areas of greatest need.

CAP recommends that the Growth and Structure of Cities Department's position request for a social scientist that deals with the built environment in the Global South be approved at the level of beginning assistant professor for the following reasons:

CAP recommends the approval of a search for a tenure-track (TT) position in the social sciences with a specialty in urbanism and urban social change and tensions in the Global South, with a preference for a scholar focused on Africa. CAP understands the large number of students served by the Cities Department and the need to expose their students to both a social science and historical perspectives on the complex societal relationship to urban form and community structure. This position will balance the Department's current expertise and curricular coverage, resulting in three historians and two social scientists. This hire will position the Cities Department well to continue their collaborative work, in and outside of the classroom, with colleagues in other departments on campus and in the Bi-Co. With this position, Cities will be leave proof under most circumstances.