

BRYN MAWR

COLLEGE

31 May 2013

Grace Armstrong
Alison Cook-Sather, Chair of the Committee on Academic Priorities
Tamara Davis
Jane Hedley
Toba Kerson
Arlo Weil

Dear Alison and CAP colleagues,

Thank you for your exemplary work this year. The work of the Committee on Academic Priorities can be difficult and complex, and I appreciate the dedication and thoughtfulness with which each of you participated in this service to our academic community. I would particularly like to express my gratitude to Alison Cook-Sather as she completes her service to CAP and her term as its chair. Alison's measured approach, insistence on consultation, and ability to balance departmental and institutional needs have served CAP well. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2012-2013, which was released in April, and to the Addendum to Annual Report to the Faculty, which was sent to me in May.

Recommendations for Faculty Searches

I appreciate the careful attention CAP gave to its consideration of requests for faculty and post-doctoral searches and the emphasis it continues to place on working closely throughout the process with the Curriculum Committee and with allied fields at Haverford and Bryn Mawr. The adoption of this approach and the use of a College-wide lens for evaluating each request reinforce the benefit of the BiCo and of cross-departmental coordination. The Curriculum Committee, in turn, is to be commended for taking on the extra work involved in such productive collaboration with CAP. Further, I was struck by the extent of consultation among departments and programs that is reflected in this year's position requests and I appreciate the cooperative effort that this represents. It is important that CAP's decisions will re-establish stability and consolidate appointments within some departments, without increasing the overall size of the faculty. I commend CAP for its success in achieving this goal.

I am pleased that the College has benefitted from its affiliation with the Consortium for Faculty Diversity at Liberal Arts Colleges, which this year surfaced candidates for a postdoctoral appointment to the Italian Department, and I encourage continued use of this resource. Additionally, I am glad that CAP has articulated the value of crafting position descriptions with language that will maximize applications from underrepresented groups. Finally, it is especially gratifying to know that the College has awarded the Bucher-Jackson Fellowship in the Sciences to a soil ecologist who will enhance our teaching and research in environmental studies.

I approve CAP's recommendation to conduct the following Tenure Track searches at the rank of beginning Assistant Professor: a position in Anthropology for a cultural anthropologist

whose appointment will re-stabilize the department and enable it to mount a curriculum that fulfills both departmental and College needs, as well as make the department leave-proof in most years; a position in Anthropology for an anthropological archaeologist with training in modern field techniques so he or she can develop these skills in anthropology students, as well as those in Classical and Near Eastern Archaeology; a position in the Growth and Structure of Cities for a social scientist who specializes in urbanism and in urban social change and tensions in the Global South, with a preference for a scholar focused on Africa, making the department leave proof under most circumstances; and a position in Mathematics for someone with expertise in applied math with a focus in computational methods, recognizing this will leave proof the department and with the condition that the search be deferred one year. I also approve a position in Psychology for a beginning assistant professor of health psychology who incorporates the biological, behavioral, and social sciences in approaching the study of human health and disease; the creation of this position will improve the department's ability to be staffed against leaves and will enable it to be responsive to a number of retirements that are likely to occur in the next decade.

I also approve the recommendation of CAP to convert the non-tenure track interim Arabic language teaching position to a continuing non-tenure track slot. This conversion and its inclusion as a member of the MESI Steering Committee make the position attractive to candidates and also provide stability in staffing the Arabic language courses offered at both Bryn Mawr and Haverford.

Finally, I reaffirm those searches that were proposed in the CAP reports for AY 2010-2011 and AY 2011-2012 and have been approved previously. Of that group, the following searches will be conducted in AY 2013-2014: in Biology for a computational ecologist; in Economics for a senior assistant professor and a search for a beginning assistant professor; in Political Science for a colleague in ancient political theory with a secondary specialization in either modern or contemporary political thought; and in Russian for a CNTT in Russian language instruction. In addition, the following searches will occur in AY 2014-2015: in Physics for a beginning assistant professor and in Theater for a beginning assistant professor.

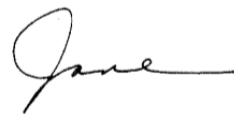
Other Issues Addressed by CAP in 2012-2013

Increase in Faculty Salaries

Two years ago the faculty reduced the number of lines it will return to the pool, a necessary but tough task. In anticipation of the pooled compensation that will eventually be realized from these reductions, the Board of Trustees has authorized an eight percent salary increase for faculty in FY14. I am grateful to the Board for advancing the benefits of this difficult faculty work and I understand it to be a clear affirmation of the effective collaboration of the Board, the faculty and the senior administration.

Thank you once again for working in partnership with me and for your dedication to Bryn Mawr.

Sincerely yours,



Jane McAuliffe
President

cc: Provost Kim Cassidy