

BRYN MAWR

COLLEGE

June 18, 2014

Grace Armstrong
Tamara Davis
Jane Hedley
David Karen
Toba Kerson, Chair of the Committee on Academic Priorities
Arlo Weil

Dear Toba and CAP colleagues,

Thank you for your terrific work this year. CAP's work is complex and often challenging, so I appreciate the dedication and thoughtfulness with which each of you approached this important work and service to the College. I would like to thank Toba Kerson, in particular, as she completes her service to CAP and her term as its chair. Toba's patience, natural inclination toward collaboration and consultation, and commitment to attend to both departmental and institutional needs, have been a significant gift to the work of this committee. I also wish to express my appreciation to Arlo Weil, who completes his term on CAP, for his practical, yet optimistic approach and his insistence that Bryn Mawr strive to be its best. Finally, I would like to recognize the additional contributions of Toba Kerson, Tamara Davis and Arlo Weil, as representatives to the Chair's Advisory Group, the Strategic Advisory Group, and the Board of Trustees, respectively. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2013-2014, which was released in April.

Recommendations for Faculty Searches

I acknowledge with gratitude the good judgment of CAP in evaluating requests for faculty searches and the emphasis it continues to place throughout the process on working closely with the Curriculum Committee and with allied fields at Haverford and Bryn Mawr, including the GSSWSR, the Museum Studies Working Group, Environmental Studies faculty, and members of the LALIPC advisory committee. I strongly encourage CAP to further expand its consultation with the Educational Policy Committee at Haverford so it can imagine and explore the many exciting opportunities for increased Bi-Co collaboration that exist. I know that timing considerations and process differences across the two institutions make this challenging. Mary Osirim and I are eager to support CAP in facilitating this collaboration.

I want to also recognize departments' thoughtful preparation of proposals and the ways in which they considered the needs and resources of the sponsoring program and faculty as well and the short- and long-term priorities of the division and the College. I know that these proposals require a substantial time commitment and I appreciate this investment in planning.

The Curriculum Committee has been an important partner to CAP in reviewing requests this year and I commend its members for engaging in the additional work this process required. Finally, I am especially pleased that CAP has made it a requirement that departments conducting searches use explicit language in their job ads that will maximize the number of applicants from underrepresented groups. I look forward to working with CAP, the Provost and the faculty to find additional ways to diversify the faculty.

I approve CAP's recommendation to conduct the following Tenure Track searches at the rank of advanced Assistant Professor or Associate Professor: a position in Philosophy for a scholar of feminism, ethics, and global/development ethics which will contribute to the programs in International Studies, Gender and Sexuality Studies, and possibly Environmental Studies; and a position in Arts within the Creative Writing Program (CWP) for an established fiction/nonfiction writer, with recognition of how this position will stabilize staffing in the CWP, consolidate and extend course offerings, provide continuity during leaves, and contribute to the Balch Seminar program and the English department.

In addition, I approved CAP's recommendation to conduct the following Tenure Track search at the rank of beginning or advanced Assistant Professor: a position for a developmental psychologist with either a social/cultural focus or a biological/neuroscience focus whose work will support the education program, as well as the Haverford Psychology department, the GSSWSR, and the Sociology department.

I also approve CAP's recommendation to conduct the following Tenure Track searches at the rank of beginning Assistant Professor: a position in History of Art for someone with expertise in the visual and material culture of Early Modern Europe, with the condition that the candidate be able to teach courses in this area with attention to Africa, Asia, and/or the Americas; and two positions in Sociology, one for someone with expertise in immigration and a specific focus on Latina/o studies, and one for someone with expertise in gender. Sociology will stagger these searches, conducting the search for an immigration scholar first. I commend CAP and the Sociology department for their decision to designate the immigration position as one for a scholar of Latino/Latina studies, incorporating department needs with an area of importance to the College as this position addresses the need for additional expertise in Latino/Latina studies within the Tri-Co.

Finally, I approve the recommendation of CAP to convert the non-tenure track interim Chemistry lab instructor position to a continuing non-tenure track three-year slot with the requirement that this position be reviewed during the third year. I support the use of conversions like this to meet the changing needs of a program, to stabilize staffing,

and to conserve resources, and I appreciate the Chemistry department's giving thought to how to integrate this person into the culture of the department and the College as a whole.

I agree with CAP's recommendation that the Philosophy department revise and resubmit its request for a second tenure-track position after it has completed the search approved this year and can better discern the needs of the department.

I reaffirm the search that was proposed in the CAP report for AY 2011-2012 and approved previously for a beginning assistant professor in Theater. In addition, I affirm the search in Physics for a beginning assistant professor to replace a colleague who resigned during his first term. Both of these searches will be conducted in AY 2014-2015.

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

With best wishes,

A handwritten signature in black ink, appearing to read "Kim", written in a cursive style.

Kim Cassidy
President

cc: Interim Provost Mary Osirim