Committee on Academic Priorities
Jamie Taylor, *English, 2017 – 2020-21, Chair 2019-20*
Dianna Xu, *Computer Science, 2018-2020-21 (on Leave Semester II)*
Michael Allen, *International Studies and Political Science, 2018-2021-22 (on Leave Semester II)*
Penny Armstrong, *French and Francophone Studies, 2018-2022-23*
Don Barber, *Environmental Studies and Geology, 2019 – 2022-23 (on leave 2019-20)*
Radcliffe Edmonds, *Greek, Latin, and Classical Studies, 2019-2022-23*
Janet Ceglowski, *Economics, 2019 (Semester II Substitute)*

April 8, 2020

Annual Report to the Faculty
2019-2020

The 2019-20 Committee on Academic Priorities membership consisted of Jamie Taylor (English, CAP chair), Michael Allen (Political Science and International Studies), Penny Armstrong (French and Francophone Studies), Don Barber (Geology and Environmental Studies), Radcliffe Edmonds (Greek, Latin, and Classical Studies) and Dianna Xu (Computer Science). Don Barber was on sabbatical leave in AY 2019-20, and both Dianna Xu and Michael Allen were on sabbatical leave in Semester I. Because these multiple leaves brought active committee membership below quorum, Janet Ceglowski (Economics) served as a substitute for Michael Allen in Semester II.

In addition, because it is CAPÕs practice that committee members recuse themselves from discussions about position requests from their own departments, a second substitution was required for the committeeÕs discussions about the English DepartmentÕs position request. For those discussions and recommendation, David Karen (Sociology) substituted for Jamie Taylor to maintain quorum. Likewise, although Mary Osirim attended most CAP meetings by invitation in her role as Provost, she recused herself from the discussions about the Sociology DepartmentÕs position requests. CAP is grateful for the informational assistance provided by the Provost, and we especially want to thank Linda Butler Livesay for her administrative support, thoroughness, and thoughtfulness throughout the year.

CAP met once per week in the fall and twice per week in the spring. As Chair of CAP, Jamie Taylor served on the Advisory Council of the Faculty and was CAPÕs representative to the Board of Trustees. Penny Armstrong served as CAPÕs representative to the College Budget Committee, and Radcliffe Edmonds served as CAPÕs representative to the Strategic Advisory Group. Members of CAP also participated in the Middle States reaccreditation process, as well as in the Greek, Latin, and Classical Studies DepartmentÕs external review, in the ÒclosingÓ the loop meeting for the Africana Studies ProgramÕs external review.

Although the major portion of CAPÕs work entailed meeting with programs and making recommendations about their position requests, CAP also engaged in other efforts during the 2019-20 academic year. We discuss these efforts in more detail below.

Reflections on CAPÕs Mission and Role

According to the by-laws of the faculty of Bryn Mawr College, the Committee on Academic Priorities is charged to:

> consider all matters concerning academic priorities, including, but not limited to, staffing allocations, department and program facilities and resources, restructuring or terminating existing departments and programs (insofar as these have significant resource implications), and other resources relating to teaching and research.

In the last decade, the College has benefitted from a few specific bequests that have expanded the faculty, including a new faculty line in Data Science, one in Environmental Studies, one in Biology, and two lines (one of which is as-yet unallocated) for faculty members with expertise in international studies. Nonetheless, the faculty remains for the most part in a largely steady state, which usually means that allocating resources to create a new program or to expand an existing one entails cutting back on resources allocated to existing programs. CAP is painfully aware of the limitations of the resources available to support the many aspects of the CollegeÕs academic work.

CAP strives to take a synoptic view of the College as a whole, considering both short-term needs and long-term trajectories. Although the allocation of faculty resources must respond to immediate pressures such as student interest in particular fields, CAP is also responsible for ensuring that the CollegeÕs academic mission and ongoing strategic plans are provided sufficient resources. Allocating tenure lines is not a particularly nimble way to respond to the fluctuating demands of these short-term pressures, since such lines are limited in number and long term in their impact. Indeed, in its deliberations this year, CAP was especially cognizant of the potential pitfalls of diverting resources to programs with immediately expanding demand, since the programs with more resources will inevitably continue to expand at the expense of those programs whose diminished resources make it harder for them to flourish. CAP must therefore negotiate the delicate balance between encouraging the fields experiencing growth and sustaining the resources necessary for other academic areas that are vital to the CollegeÕs mission and strategic vision.

As previous reflections by CAP have noted, strategic-long planning cannot succeed if CAP simply considers the demands of the current academic year in isolation, even though its immediate task is to evaluate the particular set of proposals submitted each year. In keeping with past CAP practice, then, this year no faculty position was automatically replaced. Rather, each proposal was weighed in the context of the needs of the College as a whole, with an eye both to the current situation and future circumstances.

Although much of CAPÕs work is concerned with the allocation of tenure-track and continuing non-tenure track faculty lines, it is also charged with considering other

Reflections on the Bi-College Relationship

In 2018-2019, CAP recommended that Òclear, concrete, and written policiesÓ be developed for Bi-College resource requests, with particular focus on the departments and programs that are officially designated Bi-

Finally, it is the College's practice to retain tenure-track faculty lines in their particular departments when those lines are vacated within the timeframe of the first contract (whether by resignation or non-reappointment). In other words, those vacated lines do not become available to be allocated to other departments or programs. This year, four tenure-track lines were vacated before the end of the first contract in the following departments: Political Science, Russian, Economics, and Computer Science.

any English departmentÓ because Òit offers critical vocabularies that have become central to literary studyÓ as well as to cinematic studies.

CAP recommends that the English DepartmentÕs request for a tenure-track position in film and media studies be approved at the level of Assistant Professor, for the following reasons

The increase in majors from 2018 is a primary impetus for CAPÕs recommendation. The numbers of students majoring in English have grown from a worrisome low in 2018 of 14 students to its more usual 35-39 majors. CAP notes that this number of FTEs should be re-evaluated in the future, given the CAP 2016-17 recommendation that English might reach an ideal FTE of 9.6 (down from its current 10.6). To ensure that this faculty line remains in keeping with the history of the Film Studies Program, CAP expects English to work with the Provost to create a memorandum of understanding (MOU) that addresses how the division of labor between the two departments of English and History of Art will provide leadership for and sustain the Film Studies Program, as well as how the courses of the ne-7 (y) (t) -2 0 0f the ne-7 (y)t

CAP recommended

with the first line at a more advanced level, is crucial for the GSSWSR to provide mentorship for its junior faculty.

CAP would like to recognize the GSSWSRÕs innovations and reorganizations in the last

and History of Art; likewise, Haverford assumes the leading role in, for example, Religious Studies and Music.

Mathematics Department, Tenure-Track Request

The Mathematics Department requested approval for a tenure-track position for a statistician to teach in the Department. The Department noted the growing demand for statistical training across many areas of the College and pointed to its recent external review that noted the anomalous position of the Department in lacking a statistician among their faculty. The Department suggested that a statistician could help develop a new minor in statistics within the Department. More broadly, the Department discussed their intent to revise their curricular structure to include more applied mathematics, to which a statistician could contribute.

CAP recommends that the Mathematics Department request for a tenure-track position in statistics not be approved, for the following reasons:

CAP recognizes that the demand for statistics is high in a number of fields at the College, but we also recognize that many different departments already offer a variety of courses that involve statistics. Rathe50 8069mt(r) -7 38 BT 0. (s) 9 (.) -10 (3 (r)(of) -7 ( )] TJ ET ut) 18 (l -10 (/T26561

involve other staffing factors (such as a constellation of leaves) that would necessitate an immediate search.

CAP also recommends that the Sociology DepartmentÕs request for a second tenure-track position not be approved at this time, for the following reasons:

CAP recognizes that the subfields identified for the second position (social networks, economic sociology, and/or law) represent critical areas of sociology. However, from a staffing standpoint, Sociology would be expanded by the addition of another position to the Department at this moment. Although CAP commends the Department for proactively planning for the future of the Department, we abide by the CollegeÕs practice of not approving new lines before departures are formally finalized. It also seems beneficial for the Department to bring its new sociologist of race into the conversation about the DepartmentÕs future hires. In addition, CAP recommends that the Department explore the ways in which another position might contribute to other departments and programs that approach related questions from different disciplinary perspectives such as Anthropology, Growth and Structure of Cities, or Political Science.

! " ! # $ %& ’ (!) # *) (& ’ " $ + , %& ’ -& . /)) $ " + # ($ & ") $ " 0 (" + , +)

1 $ 2 &) ! % 3 $ 4+) 5 # ! ! - , , " ") # &) % 5 % ’ " ! - 5) 6 $ - # $ - , - " +) 7 5 % 6 8)
9 % : " $ * # $ ’ 4+) " ’ (5 % , - # &% ;) 6 2 / , &<) 5 # ! ! - , , " ") 7 " 6 5 8)
+ 3 % $, 9 ! # $ " 4+) 5 # 8 1 & , /) # &) " ’ (5 % , - # &% ;) 6 2 / , &<) 7 5 " 6 8)

6<=> **?** @A="
#$%&" ’ ( ) $*" + (, -$. / $0*" (&0" 1) ($23 4 / $-" 3(, -" 5 / &6" .7&829 / &-0" 9&" (" 8 / &: / $29 (5" $-5 (29 / &: 39 ; *" 9&"
) 3983" :270 -&2:" 8$ / : : <$-69:2-$=" 59>$ ($%" : %:2- 4 :" ($-" 9&2-6$ (2-0=" (&0" (8(0- 4 98" (&0" (0 4 9&9:2$ (29 , -"

Mary J Olsen 3-30-2020

) /=CD s