

Committee on Academic Priorities

Tamara Davis, *Biology, 2024-2025, (Substitute, Semester I & II)*

Astrid Lindenlauf, *Classical and Near Eastern Archaeology, 2022-23 – 2025-26 (On Leave Semester I & II)*

Dee Matthews, *Creative Writing, 2024-25 – 2027-28*

Michael Noel, *Physics, 2022-23 – 2025-26 (On Leave Semester I)*

Adrienne Prettyman, *Philosophy, 2023-24 – 2026-27*

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

Cindy Sousa, *Social Work and Social Research, 2023-24 – 2026-27*

BRYN MAWR COLLEGE

April 11, 2025

Annual Report to the Faculty 2024-2025

The Committee on Academic Priorities (CAP) membership for 2024-2025 consisted of Astrid Lindenlauf (Classical and Near Eastern Archaeology; on leave AY 2024-2025), Dee Matthews (Creative Writing), Michael Noel (Physics; on leave Fall 2024), Adrienne Prettyman (Philosophy), Maja Šešelj (Anthropology, Chair), and Cindy Sousa (Graduate School of Social Work and Social Research. Tamara Davis (Biology) served as a substitute during the Fall 2024 and Spring 2025 semesters. The Provost, Tim Harte, attended CAP meetings by invitation. CAP is grateful for the administrative and clerical support provided by the Provost's Office, especially Tina Bockius, for setting up meetings with departments, curating our Moodle website, and keeping us on track.

CAP met once a week during the Fall and Spring semesters. We also held meetings with the Committee on the Undergraduate Curriculum, the Dean of Graduate Studies Xuemei May Cheng, and Haverford's Strategic Curriculum and Personnel Committee (SCPC). The Provost and the Chair met weekly to prepare CAP agendas. As Chair of CAP, Maja Šešelj served on the Advisory Council of the Faculty and was our representative to the Board of Trustees, the Buildings and Grounds Committee, and the Finance Committee. Adrienne Prettyman served as CAP's representative to the College Budget Committee, Tamara Davis served as CAP's representative on the Institutional Assessment Committee, and Cindy Sousa served as CAP's representative to the Strategic Advisory Group (which did not meet AY 2024-2025). Michael Noel agreed to serve as CAP representative for the Campus Comprehensive Plan working group on the Academy (Academic Affairs).

Although most of CAP's work entailed meeting with departments and programs and making recommendations about their position requests, CAP also engaged with other issues during the

2024-2025 academic year. Below, as a preamble to our recommendations, we reflect on CAP's charge and report on some of the issues we addressed.

Background data

In the graduating class of 2023-2024, 36 different major programs were completed by 320 students: 273 students completed one major and 47 completed two majors, for a total of 367 majors in all. Of those, 15 majors were completed by Bryn Mawr students at Haverford. In addition, 65 Haverford students graduated with a Bryn Mawr major, seven of whom were double majors at Bryn Mawr. CAP recognizes that the increasing asymmetry in students not majoring at their home campus, as well as asymmetries in course enrollments, do not affect all departments and programs equally, including those programs that exist at both campuses. This is a dynamic that should be further attended to by the appropriate committees and senior administration at both colleges.

As of Fall 2024, the College has 1354 full-time and 14 part-time undergraduate students. The College offers 31 majors (including the Independent Major) on our campus, and an additional six Bi- or Tri-Co majors. The College currently has 318 degree-seeking graduate students: 64 full-time and 6 part-time in the Graduate School of Arts and Sciences, a total of 181 full-time and part-time students in the Graduate School of Social Work and Social Research (GSSWSR), and 67 in the post-baccalaureate pre-medical program.

Incoming undergraduate student enrollment increased from 351 students in 2015 to a peak of 422 in 2021. Our two most recent classes enrolled 361 (in 2023) and 382 (in 2024). Applications increased 4% for the incoming class, and international applications were up 20%. Given the unpredictability in higher education over the past several years, it is encouraging that so many applicants chose Bryn Mawr, but we are also cautious to see whether this trend will continue given the tumultuous policies at the national level that may affect current and prospective students.

At the present time, we have 182 continuing faculty lines (though not all of them are filled) at the College, including 10 faculty and the Dean in the GSSWSR, and 11 athletics faculty. This total includes two new faculty lines announced in Spring 2023 and added in 2023-2024 (through a process described in last year's final report), aimed at addressing some of the most severe enrollment pressures. Excluding course sections in Dance (which cross lists many courses with Physical Education), the Writing Center, the Quantitative Center, and the GSSWSR, 358 out of 1228 courses, or 29% of course sections, were taught by interim faculty in AY 2024-2025. (Note: also excluded from the count of courses were sections in the B403, B701, and B800 designations.)

Reflections on CAP's Mission and Role

CAP's mission remains the recommendation of institutional priorities, in the context of balancing College resources. Academic year 2024-2025 was marked by extensive conversations among the faculty regarding the potential transition from a five-course (3/2) to a four-course (2/2) teaching load for tenured and tenure-track faculty. This work was conducted by the ad hoc

Rebalancing Faculty Workload Committee (RFWC) in collaboration with the Office of the Provost. CAP provided feedback on an early draft of the RFWC's "Guidelines and Guardrails" document in October, and met with RFWC in March to discuss how the process of adding faculty lines in preparation of or in response to this switch would work in practice. According to the By-Laws of the Faculty (Article VI. E. 2. a), CAP is the designated faculty committee that shall "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." CAP appreciates the hard work done by the RFWC and the Provost's Office staff to assess the current faculty staffing levels and estimate the number of faculty lines that may be needed to transition to a 2/2 teaching load; these data will be shared with CAP at the end of RFWC's term. Nevertheless, we feel compelled to reiterate that, as per faculty by-laws, any future faculty hiring recommendations are CAP's responsibility and must follow CAP's processes, as outlined in the Faculty by-laws.

CAP observed that recently there have been full-time staff hired at the College that include *continuing* teaching duties in their contract; these positions were not vetted or approved by CAP. As above, we note that all positions that include continuing teaching responsibilities must be reviewed and approved by CAP, as per the by-laws.

In semester I, CAP met with the Dean of Graduate Studies, Xuemei May Cheng, to better understand the dynamics of the departments that constitute our Graduate School of Arts and Sciences, particularly as they relate to the distribution and recognition of faculty workload dedicated to graduate student instruction and mentorship, as well as policies and practices regarding graduate student enrollments and funding. In general, there are marked differences in the size of the graduate programs in the humanities compared to the programs in the sciences, as well as different expectations across the departments for graduate student advising. A lot of the decisions regarding the final number of students to be admitted every year appear to be department-driven, though the Dean of Graduate Studies sets annual guidelines on the maximum number of financial support lines for each GSAS department. For many reasons, actual enrollments may not reflect these numbers. Our graduate programs distinguish us from most of our peers, add to our academic reputation, and provide a rich avenue for scholarly and curricular engagement for faculty and students alike, both undergraduate and graduate. However, graduate student enrollments need to reflect a balance of faculty effort dedicated to undergraduate and graduate research, teaching, and mentoring.

This year, CAP was again asked to consider proposals for Continuing Non-Tenure Track (CNTT) positions that would, in effect, be conversions of interim staffing to continuing faculty positions. As was iterated last year, we appreciate how the long-term commitment to continuing faculty lines (TT or CNTT) represents a substantial investment by the College, and CAP is encouraged by the Board's desire for the College to rely less on interim faculty labor. We will continue to explore this issue in the coming academic year.

CAP also reflected on the Addendum to the 2011-2012 Annual Report, which introduced the policy that departments and programs do not need to resubmit a position request if a tenure-stream colleague leaves the College before the end of their first term of appointment. This policy was put in place to reduce the burden on departments and programs who find themselves in this situation since, given the short timeframe, their need for the requested position and the College-wide priorities likely remain the same. While CAP supports this policy, in future years CAP may want to consider its implications if a position remains unfilled for an extended period of time, since the needs of the department/program and/or the College may have changed.

Reflections on the Bi-College Relationship

CAP endeavored to continue strengthening the relationship with Haverford College's Strategic Personnel and Curriculum Committee (SCPC) by meeting with this committee twice during 2024-2025. The first joint meeting was in the Fall, when our discussion focused on the proposal process at each school, particularly for proposals from Bi-Co and Tri-Co departments/programs, and Bryn Mawr's potential transition to a 2/2 teaching load for tenured and tenure-track faculty in the near future. Both CAP and SCPC agreed it was important for Bi-Co and Tri-Co departments and programs to submit their proposals to the appropriate committees at each institution, even when the proposed position would be housed entirely on one campus. The committees also agreed to keep each other posted on the developments as the Letters of Intent progress through the proposal process at each institution, particularly those with clear Bi-Co implications, as the deliberations happen in different ways and on slightly divergent timelines. The second meeting will take place in late April, by which time both SCPC and CAP will have made their recommendations. This year, SCPC received 10 LOIs through the standard proposal process, after which they invited five of these departments/programs to submit full proposals. SCPC then recommended proposals from three departments/programs: Health Studies (for a senior hire, and a second search for a junior faculty member in 2026-2027), Neuroscience, and Economics. Additionally, Haverford moved to expand their faculty with the first of the two endowed tenure-line positions with a focus on entrepreneurship and praxis, as well as an additional endowed tenure-line position for the new Ethics Institute. For the former, SCPC considered five proposals and recommended the line be given to Environmental Studies (ES). These proposals were evaluated on an accelerated schedule, and the line in ES was filled this year through an equal opportunity hire process. For the Ethics Institute position, SCPC received three LOIs and invited two full proposals; this line was awarded to the Peace, Justice, and Human Rights program.

CAP Processes

This year, CAP continued its work on streamlining the position request process and facilitating greater consistency across proposals. For the first time, instead of specific deadlines, CAP provided submission windows for both the letters of intent (LOI; September/October) and the full position proposal (December/January). The latter was based on past experiences with a December deadline that often led to requests for late submissions or expedited evaluation of proposals. We maintained the stated mid-January deadline and did not entertain any late requests, to allow sufficient time for CAP to review all requests. We will continue to reflect and improve on this year's CAP processes based on feedback from petitioning departments.

There has been no change to the Letters of Intent format. We remind faculty that these are public documents, shared with the community on the CAP website, which provide an opportunity for members of the college community to collaborate broadly in developing future curricular programming. For the past few years, CAP has moved away from mandatory to optional listening meetings with departments or programs that submitted LOIs. However, we remain available for a conversation prior to or following an LOI submission to any department/program looking for CAP's input as they develop their proposals. This is especially important for departments with limited recent experience with CAP, as our processes have changed over the years.

Last year, we instituted a questionnaire to streamline the application process and make applications more consistent across departments; this questionnaire replaced the open-ended, narrative-style proposals CAP previously requested. The intention was for the questionnaire to provide clarity within a common structure while also leaving room for a narrative component that would allow each department or program to contextualize and personalize their proposal. We sought feedback on the pilot questionnaire from petitioning departments last Spring and updated the questionnaire to incorporate their feedback as well as additional refinements based on CAP's experience reviewing proposals in 2023-2024. For example, one addition was a question that asked the proposing department/program whether they have made similar requests to CAP in the past several years, what the outcome was if so, and how they addressed the concerns CAP voiced if the current proposal was a resubmission. This question reflects CAP's continued intent to maintain institutional knowledge regarding different staffing levels in individual departments/programs, and the history of their proposals to CAP.

This year, we introduced a pre-formatted spreadsheet in which petitioning departments/programs were asked to provide their staffing information. We were guided by the desire to make the application process straightforward, standardized, and time efficient. The spreadsheet asks for the kind of information each department/program submits to the Provost as part of their course-planning process, reducing the need to "reinvent the wheel" when submitting this information to CAP. Although we did not explicitly consider the proposed switch to 2/2 in our discussions or evaluation of proposals (see below), in order for petitioning departments/programs to use the staffing plans submitted to the Provost, we allowed them to submit projected staffing information for 2026-2027 and 2027-2028 with a 2/2 teaching load for tenured and tenure-track faculty. This should not be interpreted as CAP's support of the mode or timing of this transition, but as our desire to minimize the amount of extra work for petitioning departments and programs.

CAP has continued to collaborate with Institutional Research (IR) on data collection for each department to improve the ways in which the data are reported so that they are of most use both to CAP and each department. This year, individual reports included a summary cover page with College-wide statistics for five-year average enrollments at different course levels, the number of sections, and average enrollment per section, as well as relative ranks by five-year average enrollment per course, per majors at graduation, and per number of faculty. We will continue the

conversation with IR and the Provost's Office regarding how we can further improve the data collection and reporting processes.

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-Co, the potential to contribute to interdisciplinary and other programs at the College, the history of previous requests, and the College's commitment to maintaining and increasing faculty diversity. While the discussion regarding the transition to a 2/2 teaching load from the current 3/2 teaching load for tenured and tenure-track faculty got underway in summer 2024 and continued in AY 2024-2025, given the uncertainties regarding the timing and the parameters of this transition, CAP decided not to consider staffing needs related to this possible transition when evaluating this year's proposals. Therefore, all position requests continued to be evaluated according to the parameters established in past years. Members of CAP from requesting departments were recused from all CAP discussions of their proposal, although they attended the Spring meetings along with their departmental colleagues as members of those departments. Below, we describe each position request, address its implications for the long-term academic priorities of the College, and lay out our recommendations to the President concerning its implementation.

Predocctoral and Postdoctoral Fellowships

- **Bucher-Jackson Postdoctoral Fellowship**
Proposals were not solicited during AY 2024-2025 due to following the standard model for the Bucher-Jackson fellowship which has a one-year vacancy between two-year terms. The current incumbent's second year ends this current academic year.
- **Consortium for Faculty Diversity (CFD) Fellowship**
A call for proposals for AY 2024-2025 was not conducted as the postdoctoral fellow started in their first year with the Department of Growth and Structure of Cities and the Africana Studies Program.
- **The Mellon Postdoctoral Fellowship**
A call for proposals for AY 2024-2025 was conducted in Fall 2024. CAP received two proposals: one from the Department of Political Science, and a joint proposal from the Departments of Greek, Latin, & Classical Studies and Classical & Near Eastern Archaeology. CAP, in consultation with the Provost, selected the proposal from Political Science for a fellow to start in AY 2025-2026. The department will conduct the search in Spring 2025.

Calls for AY 2025-2026 fellowship proposals, if available, will be announced in Fall 2025.

CAP's Responses to Faculty Position Requests

In semester I, CAP received letters of intent from 10 different departments and programs, for a total of 13 faculty lines. All departments were directed by the “request for position” template to consult with faculty in allied fields at Bryn Mawr and at Haverford. By the January 15, 2025, deadline, CAP received full proposals from 10 departments and programs for a total of 12 lines: Arts Program in Theater, Biology (2 lines), Chemistry (2 lines), Graduate School of Social Work and Social Research, Growth and Structure of Cities, History, Mathematics, Neuroscience, Sociology, and Transnational Italian Studies. Subsequently, the department of Mathematics withdrew their proposal. After a departure of a junior faculty member in their first term and an unsuccessful search in AY 2022-2023, Environmental Studies submitted a request in Spring 2025 to reopen the search, which CAP approved in accordance with standard CAP processes.

Arts Program in Theater, Tenure-Track Request

The Arts Program in Theater proposed a tenure-track hire at open rank, with a primary emphasis in playwriting or dramaturgy and a secondary focus in directing. This request comes in response to the retirement of a long-standing faculty member and the program's current reliance on visiting and interim faculty. The Theater Program serves students from Bryn Mawr and Haverford, and this position is intended to support growing student demand, interdisciplinary collaborations, and curricular stability. The proposed hire would help address key curricular gaps in playwriting, directing, dramaturgy, and theater history, including coverage for the foundational “Introduction to Theater” course. This position is essential for maintaining the integrity of the minor and supporting students pursuing interdisciplinary majors involving Theater, and for staffing the director role for one of the two curricular performances Theater produces every year. The Theater Program's global and community-facing initiatives also reinforce its relevance beyond the arts, enriching the broader academic landscape.

CAP recommends that the request from the Arts Program in Theater for a tenure-track position be approved at the open rank level for the following reasons:

Given the program's essential role in the liberal arts mission, the demonstrated student demand, and the structural need created by a recent retirement, CAP supports this request. Student interest in Theater has surged with a high level of interest in acting and technical theater. While much of this engagement falls outside traditional enrollment metrics, it reflects a significant and growing student investment.

The Arts Program in Theater demonstrates clear alignment with the College's strategic priorities, including interdisciplinarity. The retirement of a senior faculty member has left the program with only one continuing full-time faculty member. The proposed hire will provide programmatic cohesion, reduce reliance on contingent labor, and support essential advising, thesis supervision, and production leadership. The proposed position builds on recent initiatives connecting Theater with English, Education, Physics, Visual Studies, and French and Francophone Studies, as well as partnerships with the Community College of Philadelphia. The open rank designation enhances the program's ability to attract experienced professionals who can immediately contribute to program growth and student mentorship, while maintaining scholarly output.

Department of Biology, Tenure-Track Request

A position in Ecology was proposed with a possible focus on urban ecology, conservation ecology, behavioral ecology, evolutionary ecology, population and community ecology, physiological ecology, aquatic ecology, marine ecology, molecular ecology, and microbial ecology. Courses taught by a new ecologist would likely serve majors in Environmental Studies. Given the training of ecologists in biostatistics and data science techniques, it is envisioned that the position would contribute to the minor in Data Science. This request was prompted by the departure of a tenured faculty member three years ago.

CAP recommends that the request from the Department of Biology for a tenure-track position be approved at the Assistant Professor level for the following reasons:

Given the broad connections across Biology, Environmental Studies, and Data Science, CAP believes that this position in ecology should be continued. We encourage the department to review the balance of courses with and without labs as well as lab caps to insure equitable distribution of these courses across faculty. Maintaining two lines in ecology in the Biology Department will relieve pressure to hire interim faculty in this field. CAP saw urban ecology as a high priority given our proximity to Philadelphia and possible connections to the Growth and Structure of Cities Department.

Department of Biology, Continuing Non-Tenure Track Request

A new CNTT position was requested to address enrollment pressure and enhance student experience in introductory biology courses that serve both undergraduate and postbaccalaureate students.

CAP recommends that the request from the Department of Biology for a continuing non-tenure track position not be approved for the following reasons:

CAP recognizes the need to rebalance the teaching load associated with the postbaccalaureate program, however the overall need for this position is less clear. The Biology Department has been operating with reduced continuing staffing for many years due to retirements and departures. The recent string of faculty hires, along with the recommended ecology position, should bring stability to the department's staffing. In addition, we expect the new lab support staff position that was recently filled to relieve some of the workload associated with the variety of laboratory classes offered by the department. We encourage the department to settle in with their new colleagues as they think through proposed curricular reorganization and revision.

Department of Chemistry, Tenure-Track Request

The Department of Chemistry requested approval to search for a TT faculty member in the area of physical and analytical chemistry. This request was prompted by the upcoming retirement of a colleague with expertise in physical chemistry. Additionally, in response to a recommendation made by the external review team that evaluated the Chemistry Department in Spring 2024, the department envisions that the successful candidate for this TT line would not only contribute to

existing courses in general chemistry and physical chemistry, but would also expand the department's curricular offerings through the addition of a course or course components in analytical chemistry, a core sub-field that is currently underrepresented in the department's curriculum. The position request emphasized the essential need for them to offer courses in both physical and analytical chemistry for American Chemical Society (ACS) accreditation of the chemistry major. In addition, they emphasized that this line is necessary due to the substantial enrollment pressure experienced by the department, particularly in their introductory-level courses (general chemistry and organic chemistry).

CAP recommends that the request from the Department of Chemistry for a tenure-track position be approved at the Assistant Professor level for the following reasons:

The Chemistry Department serves a large number of students, including students majoring in Chemistry, Biology, Biochemistry & Molecular Biology, and Neuroscience, as well as Post-Baccalaureate Pre-Medical students, all of whom are required to take chemistry courses as part of their curriculum. The department also serves students from other majors who require four to five semesters of chemistry coursework to pursue post-graduate studies in allied science fields or the health professions. General, physical, and analytical chemistry are all essential components of the chemistry curriculum, and CAP appreciates the department's effort to balance their need for a TT faculty member who can contribute to general and physical chemistry while also incorporating analytical chemistry into their curriculum in a more substantive way.

Department of Chemistry, Continuing Non-Tenure Track Request

The Chemistry Department requested approval to search for a CNTT faculty member to contribute to instruction in organic chemistry and general chemistry; this position request was a resubmission of the requests Chemistry submitted last year. In their request, the department emphasized that general chemistry and organic chemistry are taken by a large number of students annually, which has necessitated interim staffing for many years. The successful candidate would teach sections of the organic chemistry lab and the general chemistry lecture and would greatly reduce the Chemistry Department's reliance on interim staffing.

CAP recommends that the request from the Department of Chemistry for a continuing non-tenure track position be approved at the level of Lecturer for the following reasons:

As noted above, the Chemistry Department serves a large number of students, including many who are not Chemistry majors, and the high demand for general and organic chemistry is not expected to change. Last year, CAP recommended that the Chemistry Department delay this request until after their external review in order to consider other options after receiving feedback from the review team. The external review team recommended the addition of a CNTT to the Chemistry Department's faculty. Regularizing the staffing of the organic chemistry labs will alleviate the burden associated with constantly hiring and mentoring interim faculty and minimize Chemistry's need for interim staffing except in unusual circumstances.

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

The Graduate School of Social Work and Social Research (GSSWSR) submitted a proposal for a tenure-track Assistant Professor following a faculty member's departure. They requested to search for a scholar-practitioner with a focus on community-engaged research, with preferred additional specialization in an area such as substance use, child welfare, community violence and public health, community mental health, and/or the carceral system as it relates to social services and mental health. The stated areas of specialization are central to GSSWSR's emphasis on theoretically driven, critically engaged research and community-based social work practice. The successful candidate would contribute to one or more of the three strategic areas of substantive focus in the GSSWSR curriculum: Children, Families, and Society; Health and Mental Health Across the Lifespan; and Trauma-informed Social Work. They would also be expected to contribute to core courses and required practice sequences, and bring experience in advanced quantitative and/or qualitative methods and analysis. The proposal also noted an interest in hiring someone experienced with online instruction as the GSSWSR explores possible models of hybrid in-person and online teaching.

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

CAP recognizes the special position of our Graduate School of Social Work and Social Research as one of only two graduate programs in social work in a liberal arts setting nationwide. The GSSWSR has undergone a period of rebuilding following several retirements and departures, was recently re-accredited by the Council of Social Work Education following a two-year period of self-study, and has steadily risen through the rankings to its current position at #36. The proposed position would help stabilize curricular offerings and graduate research supervision for the GSSWSR's Master's and PhD students, as well as their continued collaboration with the undergraduate college. CAP further notes that GSSWSR should consider the possibilities for curricular collaboration with the undergraduate College in ways that could benefit their graduate curriculum, particularly elective offerings. We invite the Dean of GSSWSR, the Provost, and the President to further clarify the expectations and nature of curricular interactions and exchanges between the GSSWSR and the undergraduate College.

Additionally, CAP recognizes the pressures put on professional graduate programs to offer degrees either entirely online or in a hybrid format to increase their appeal to a broader range of prospective students, and to remain competitive at the national level. CAP appreciates the care and deliberation with which GSSWSR is approaching this complex subject but cautions that any hybrid or online programs offered by the GSSWSR should aim to provide the same level of academic excellence and mentorship as their current, in-person, programs. Any move in this direction should be shared across the faculty of the GSSWSR.

Department of Growth and Structure of Cities, Tenure-Track Request

Growth and Structure of Cities submitted a request to search for a tenure-track faculty member in urban planning, with expertise in planning, geography, environmental studies or related fields, and who links praxis and the built environment. Though they would welcome cross-border or comparative work, the department is particularly interested in a social scientist who is a North American specialist, ideally with an even more specific focus on, and ties to, the mid-Atlantic or Philadelphia. The need for this position is reflected in consistently strong enrollments in Cities courses that focus on the society and the built environment, from introductory to advanced levels. The department further made a case that this curricular addition would address areas of student research mentoring pressures, as evidenced by the fact that many seniors in their capstone projects focus on environment, land use, and planning, and issues like housing and social justice. In addition, the geographic focus would help build local community engagement, which should be very attractive to students from across the College.

CAP recommends that the request from the Department of Growth and Structure of Cities for a tenure-track position be approved at the Assistant Professor level for the following reasons:

CAP supports the position request for a TT social science position, with a focus on North America (Philadelphia if possible). CAP feels this position would help Cities strengthen their social science offerings and make it possible for the department to expand into areas like housing, environmental studies and/or physical planning. We appreciated the reflection from specific members of Cities that a local geographic focus (with subfields in housing, community engagement, and the environment) would serve the interests of students, particularly within their capstones. This position would also help strengthen the relationships with the Bi-Co community, including allied departments and programs, and with organizations and communities within Philadelphia. Overall, we support this proposed position as Cities is a strongly enrolled department, and the proposed position aligns with both the college mission to engage students with their community as well as with students' interests in areas such as environment, land use, and social justice.

CAP also notes a degree of overlap between this position and the position of an environmental social scientist in the Environmental Studies Department. CAP recommends the two departments and the Committee on Appointments work together closely to see that the two searches lead to the hiring of faculty with complementary, rather than duplicative, areas of expertise, to maximize curricular offerings and possibilities for cross-departmental connections.

Department of History, Tenure-Track Request

The History Department submitted a request for a tenure-track faculty member focused on African American social, political, intellectual, and/or cultural history, in the "long 19th century" (1783-1917) in a global context. The proposed position would fill a major curricular gap in African American history at the College, and would provide full coverage of US history, from the colonial period through the present, in the department. This position would be fully housed in

the History Department, though it would also be interdisciplinary, and therefore would help serve interests in allied departments and programs across the College.

CAP recommends that the request from the Department of History for a tenure-track position at the Assistant Professor level be approved for the following reasons:

CAP appreciated the careful deliberation and decision making by the History Department in envisioning this position, which would provide new intra-departmental curricular connections across time and space, and more connections to allied departments and interdisciplinary programs such as Africana Studies. We support History's shift from requesting a replacement for a vacated position, especially given the existing expertise of a medievalist in MECANA, to reshaping the department's trajectory in a very relevant direction that was universally supported by department members. CAP agrees with the department's expectation that this position would garner a lot of student interest across the College. Further, CAP noted that while the History Department cannot, of course, offer an exhaustive geographic/chronological span, this position is a further investment in the strengths of History with regards to race, gender, and sexuality. We also note that, since the new hire would likely teach both large survey courses and specialized seminars, there would be a balance between general education and focused study in this named area of expertise.

Neuroscience Program, Continuing Non-Tenure Track Request

The Bi-Co program in Neuroscience submitted a request to search for a CNTT faculty member (housed at Bryn Mawr), with expertise in one of the three core competencies emphasized by their curriculum: cognitive neuroscience, behavioral/systems neuroscience, or cellular/molecular neuroscience. There is substantial enrollment pressure in neuroscience and affiliated courses, creating a bottleneck for students. The new hire would help ease enrollment pressures in the popular NEUR100 course and in lab courses. Currently, there are no continuing faculty at Bryn Mawr whose FTE is fully dedicated to Neuroscience.

CAP recommends that the request from the Neuroscience Program for a continuing non-tenure track position not be approved for the following reasons:

CAP notes that Neuroscience has undergone rapid growth since its inception in 2021 and has strong enrollments. While we recognize the benefits a CNTT would bring by regularizing the teaching of the introductory course, NEUR100, and by reducing pressures on the Bryn Mawr and Haverford Biology and Psychology Departments through additional lab courses, we are not recommending the CNTT position at this time. The addition of affiliated TT faculty in Bryn Mawr's Psychology Department (an expansion position granted in 2024) as well as a new TT position in Neuroscience at Haverford (approved by SCPC this year) provide additional support and time to consider curricular shifts to address enrollment pressures. Secondly, their tentative proposal to require more lab courses and any other changes to the major requirements may impact enrollment pressures in unexpected ways. We suggest the Provost provide multi-year, interim staffing for Neuroscience that would address the immediate enrollment pressures as the program considers the impact of recent positions that contribute to Neuroscience on both campuses.

Department of Sociology, Tenure-Track Request

The Department of Sociology submitted a proposal for a tenure-track line with a primary focus in Social Movements, a central and very large field in the discipline. The proposed hire would meet an important curricular and departmental need in a field that was partially covered by a retiring faculty member, and is expected to also hold secondary areas of research and teaching expertise, such as political sociology, environmental sociology, sociology of emotions, and others. The proposed hire would allow the department to continue to serve a large number of undergraduate students and majors while creating new connections to other departments and programs on campus.

CAP recommends that the request from the Department of Sociology for a tenure-track position at the Assistant Professor level be approved for the following reasons:

The department of Sociology serves a large number of students, and a very large number of majors. The proposed areas of expertise are expected to remain of relevance and interest to students in the near and distant future, and complement the current faculty expertise. As Social Movements is one of the largest fields of sociology, the pool of candidates is likely to be large and diverse, with applicants having expertise in a variety of other subfields of interest to the department and, more broadly, other departments and programs at the College. The potential for a scholar working in global contexts would add to the list of the many possible connections and contributions to other departments and programs, from area studies to other social sciences as well as interdisciplinary programs such as Environmental Studies, Health Studies, and International Studies. Since we know there will be interdisciplinary connections related to this position, we encourage the department to reach out to allied departments/programs and faculty during the search process.

Department of Transnational Italian Studies, Continuing Non-Tenure Track Request

Transnational Italian Studies requested a CNTT with a research focus that includes one or more of the following subfields: Italian as a Second Language, Language Pedagogy, Contemporary Italian Culture, Film Studies, Gender or Sexuality, or Disability Studies. They point to consistently strong enrollments in their introductory language courses, which have been regularly staffed with interim faculty. The proposed position would convert this interim staffing into a continuing member of the faculty, reducing the labor in searching and hiring and providing greater continuity for students. The envisioned position would primarily teach introductory language courses but would also offer courses in topics like Queer Cultural Studies, Translation Studies, Transnational and Postcolonial Contemporary Italian Literatures, and Romance Languages.

CAP recommends that the request from the Department of Transnational Italian Studies for a continuing non-tenure track position not be approved for the following reasons:

CAP recognizes the creative curricular contributions that faculty in Transnational Italian Studies have developed, as well as their robust enrollments in introductory language courses. At the same time, we note lower course enrollments in intermediate and advanced courses and a very

small number of majors. We see an opportunity to strengthen the major by ensuring that tenure-track faculty teach from the earliest levels of the curriculum, such that lower-level language courses can better serve as pathways into the major and/or advanced courses, boosting enrollments at those levels.

In 2014-2015, CAP recommended the requested second tenure-track line in Transnational Italian Studies based on departmental assurances that a TT line would be preferable to a CNTT line, and that the two continuing faculty would teach at all levels of the curriculum, including first and second-year language courses. While we recognize that mounting a major with only two faculty is a tall order, we also note that generous interim staffing has allowed continuing faculty to predominantly teach upper-level courses in the major. Healthy enrollments in the introductory language sequence did not translate to effective recruitment of those students into advanced courses or the major. Therefore, CAP believes there needs to be a change of tactic and a rebalancing of courses taught by continuing faculty prior to approving additional permanent staffing.