

Penny Armstrong,

Dear, Penny Armstrong, Chair, and Members of CAP,

I write as Director of Africana Studies to indicate my intention to propose a new tenure-line position in Africana Studies that will fill existing gaps in programmatic offerings, in the areas of data science and methodology. An interdisciplinary program offering courses and a minor that examine Africanness and Blackness in a globalized world, Africana Studies affords students the important opportunity to explore Africana (Continental and Diasporic) study through a wide range of disciplinary perspectives.

While the Program at Bryn Mawr has long benefitted from the work of many to keep it going, this proposed position emerges from a long history of rotating directorships, addresses the issue of required consistency for growth and sustainability, and directly responds to decades-long student advocacy. The Africana Studies program is celebrating its 30<sup>th</sup> year of existence during the 2021-2022 school year, yet it still remains without one fully dedicated faculty member. Our







Department

and two tenure-track positions in Classical Archaeology; back then we could also count on the support of Professor Darby Scott, a Roman archaeologist and historian in the Department of Greek, Latin, and Classical Studies. We received permission to replace the tenure-track positions of Professor Mehmet-Ali Ataç and, more recently, of Professor Peter Magee, both Near


Department of Greek, Latin, and Classical Studies prepared a CAP proposal for a tenure-track position in Latin and Roman Archaeology in 2018, which was unsuccessful because CAP considered it an expansion of both departments. Roman Archaeology has been covered since 2017 by interim appointments funded by the Mellon Foundation but this arrangement ends in May 2022. CNEA reassessed its needs and that of allied departments when Alice announced her retirement, resulting in a request for a Roman Archaeologist specializing in the eastern provinces as it strengthens our department and our longstanding and close ties with the Department of Greek, Latin & Classical Studies and the Department of History of Art. We have been able to hire post-docs, adjuncts, and visiting professors over the past couple of years to avoid major gaps in our course offerings. However, while temporary faculty offer important resources for both undergraduate and graduate students, they cannot provide the stability and continuity which is necessary to develop a coherent curriculum and sustain enrollments, supervise research projects over several semesters, mentor students and help them to be successful in their chosen career.

The requested permanent position would enable us to professionally train our minors and majors. It would ensure that we can serve and provide for undergraduate students undertaking major work in other departments (e.g., Anthropology, Cities, Classics, and History of Art) and programs (e.g., International Studies and Middle Eastern Studies) and that we can maintain and further build sustainable collaborations with allied departments and programs. Frameworks for thinking about the interactions of non-Romans with the Roman imperial state, such as postcolonialism, inequality, globalization, and hybridity, allow CNEA to engage with the wider Bryn Mawr community. The requested position would further enable us to provide rigorous and competitive training for graduate students specializing in Classical Archaeology while providing breadth to Near Eastern and Middle Eastern specialists who benefit in their research, teaching, and other professional work from the distinctly wide preparation we have long provided. A

seco creates significant opportunities to enrich interdisciplinary training opportunities within the Graduate Group, and thus to strengthen the graduate programs in the humanities.

We consider it essential to maintain two tenure-track positions in Classical Archaeology to train students with a professional interest in, or a passion for, the interconnected worlds of the Mediterranean and Middle East well and to play our part statement and strategic plans.

Sincerely,

A handwritten signature in black ink that reads "Astrid Lindenlauf". The signature is written in a cursive style and is positioned above a set of horizontal lines that serve as a separator between the signature and the typed name below.

Astrid Lindenlauf  
Associate Professor and Chair





opportunities into campus curriculum design. The outbreak of the Covid-19 pandemic forced the director to cancel the program in Summer 2020 (for the first time in 50+ years) and to move the Summer 2021 session online. Such unprecedented measures had a detrimental effect on our Avignon enrollments (the number of attending students collapsed from around 40 to 15). We need a director with a TT position to take the helm of the program in these challenging times and to envision the future with a long-term commitment. For all these reasons, we decided to include the directorship of the Avignon Institute in our position description, consistent with Prof. Mahuzier's original profile.

The department is now in the same situation of understaffing as after Pim Higginson's resignation. In spite of the pandemic, our number of majors remains high (13 seniors and juniors as of Oct. 6). The pandemic disproportionately affected language departments both because of international travel restrictions and because many double majors dropped their second specialization in a foreign language because they could not study abroad. Looking at our number of Junior majors (8 as of Oct. 6), we can assert with confidence that our department has rapidly regained its attractiveness to students. But we do need a fourth TT position in terms of both staffing and coverage if we are to maintain the quality of our curriculum and of our mentoring. As far as coverage is concerned, I will detail our needs in the next section.

Hiring an Assistant Professor with a specialization in either theater and performance studies, visual studies, new media, and/or ecocriticism would fulfill our needs in terms of coverage at the BiCo level (we share the UG curriculum with HC but are not a BiCo department), better integrate our Avignon program into our curriculum and recruitment strategy, and also foster cooperation with prominent fields and programs already established at Bryn Mawr (Theater, the Center for Visual Culture, Environmental Studies). The uniqueness of the Avignon program lies in the way our course offerings there take advantage of the Avignon Festival, generally considered as the most important theater festival in the Western world. Avignon is also a UNESCO world heritage site with a richness in terms of architecture and art rarely achieved in France outside Paris. Visual studies are now intimately connected to performance studies, and the Avignon festival now includes a flourish of video creations. Lastly, ecocriticism is a thriving field in French and Francophone Studies that is very attractive to students. Our department is clearly missing that crucial component. We decided to refer to 19<sup>th</sup> Century studies in a non-restrictive way because although chronological coverage would be highly desirable at the BiCo level, this curricular need does not have the same level of urgency.

We look forward to a listening meeting with members of CAP in order to have a productive conversation with you, and we remain at your disposal should you need additional information about this position request.

Respectfully submitted,

A handwritten signature in black ink on a light blue background. The signature appears to be 'R. Le Menthéour' with a stylized flourish at the end.

Rudy Le Menthéour

Chair, Department of French and Francophone Studies

To: Committee on Academic Priorities  
From: Qinna Shen, Associate Professor of German  
Re: Letter of Intent for a Tenure-Track Position in German and German Studies

September 18, 2021

Dear Professor Penny Armstrong and Members of CAP,

I am hereby submitting a letter of intent requesting a tenure-track position or a continuing non-tenure-track position in German and German Studies at Bryn Mawr College, with an anticipated starting date in the fall of 2023. We seek a full-time tenure-track colleague who specializes in eighteenth- and nineteenth-century German literature/culture and language pedagogy, and has a publishing record in one or more of the following fields: Romanticism, intellectual history, Jewish studies, and visual studies. The successful candidate will be expected to teach German courses at all levels. As explained below, we prefer a tenure-track position. Should a tenure-track position not be approved, we would like to hire a continuing non-tenure-track colleague. Admittedly, this would be the less desirable solution; nevertheless, a CNTT would provide direly needed programmatic continuity. For the reasons enumerated below, we hope CAP will make the right decision for the German Department and for the College.

1. Bryn Mawr College prides itself as one of the top liberal arts colleges in the United States. A German and German Studies Department that is strong and steady is crucial for the college to achieve its mission of Excellence in Action. Faculty continuity serves student retention and program growth.
2. Since both Imke Brust, my Haverford colleague, and I work on twentieth-century and twenty-first-century German literature and film, we need a new continuing colleague who can teach courses on pre-twentieth-century German literature and advise students who have an intellectual interest in the earlier periods. The new position will be instrumental for curricular development and student mentoring.
3. The German Department contributes to other departments and programs to our best ability, but our desire to contribute is always constrained due to low staffing for our own courses. I have been offering CompLit courses and courses that are tagged as Film studies, East Asian languages and cultures, and Cities, but I have to prioritize courses taught in German to fulfill the needs of our own majors and minors. We reactivated German 421: German for Reading Knowledge, which provides a vital service to the graduate programs of the college in Classical and Near Eastern Archaeology; Greek, Latin and Classical Studies; and History of Art. The new hire will also be contributing to CompLit, film studies, philosophy, and international studies by offering courses in English.
4. With the new hire, we will be in a strong position to take our program in some new directions in order to better prepare our students for the global marketplace. German is not only a language of

Germany is -highest in the world), facts that have helped our students to find meaningful language-connected employment after graduation. In post- German

prepare STEM and Business-oriented students for real-world experiences in the global market f students who are interested in studying German literature but do not take German language courses.

5. The number of students interested in majoring and minoring in German continued to increase, which presents a greater need for thesis advising. Currently we have eight declared German Majors at Bryn Mawr alone. And we have healthy enrollments in courses at all levels. Here are the fall 2021 enrollments:

- 1) GERM 320: 9 (Qinna Shen, Funny Germans, in German)
- 2) GERM 201: 13 (Margaret Strair, Advanced German, in German HC campus)
- 3) GERM 223: 11 (Margaret Strair, Seeing and Being Seen, in English)
- 4) GERM 101: 15 (Qinna Shen, Intermediate German)
- 5) GERM 001: 18 (Margaret Strair, Elementary German)

We cannot sustain healthy enrollments and contribute to other programs without the aid of another tenure-track faculty member who can offer all levels of German instruction, contribute to curricular development, and be proactive in seeking out partnerships with programs and disciplines across the college. The departure of





October 6, 2021

Dear CAP colleagues,

On behalf of the Bi-Co Health Studies Program, we write to indicate our intent to submit a request for a tenure-



October 6, 2021

Dear Committee on Academic Priorities:

The Literatures in English Department proposes to search for an Assistant Professor who can teach courses and direct senior theses in Anglophone modernism (ca. 1900–1950). We will search for a scholar with a broad geographical reach as well as theoretical foundations in critical race theory, disability theory, gender and/or sexuality studies, postcolonial theory, and/or ecocriticism.

### **Brief History of the Position**

This position proposes to replace the line held since 1997 by Michael Tratner, who passed away in August 2021. Michael came to the College at the associate level to teach courses in British modernism (particularly James Joyce and Virginia Woolf). However, in his many years at the College, he expanded beyond his specific area of expertise to teach postcolonial literature and film.

His loss leaves a huge gap in our curriculum. We imagine this line to address some of those gaps - racist and diversity efforts as well as our historical and theoretical expertises. This position will focus on modernism as a literary and aesthetic tradition with a broad scope through its histories of imperial expansions and their diasporic reach throughout the Anglophone world.

### **Importance of the Position**

Without expertise in any area of modernism, the chronological and conceptual gap in our curriculum is enormous. Twentieth-century literature is entirely unrepresented (the closest areas

geopolitical gap leaves students bereft of understanding the literary participations in and challenges to twentieth-





Department of Psychology  
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101 N. Merion Ave.  
Bryn Mawr, PA 19010-2899

# B R Y N M A W R

September 27, 2021

Dear Dr. Penny Armstrong and members of the Committee on Academic Priorities,

The Psychology Department intends to prepare a request for a tenure-track faculty position in Mental Health Psychology. The Psychology Department is strongly committed to diversifying the faculty, particularly in terms of scholars that continue to be under-represented in the field.

***Brief Statement of the Reason/Need for the Position***

This request is motivated by several considerations:

1. Mental health psychology, which encompasses clinical, counseling, and community psychology, is the area within psychology that consistently generates the most student interest and it is an area in which we face particularly high enrollment pressures (e.g., classes for 200-level electives exceeding 60 students). Mental health psychology is also the area within psychology that is of greatest interest to our majors for graduate study (e.g., clinical, counseling, social work, and licensed mental health graduate and professional schools). For 23 overlapping years, Professors Leslie Rescorla and Marc Schulz, both clinical psychologists, struggled to meet the needs and interests of students in this area.

2. We learned in May 2021 that Professor Schulz would transition out of psychology THIS academic year (2021-22) after a national search concluded with his full-time placement as the Director of Data Science. Professor Schulz has served in the Psychology Department for 24 years; his courses have covered key content in clinical psychology, his research laboratory has supported students in their clinical psychology training, and his teaching and scholarship within psychology have also attracted interest from and met the needs of students from other majors and programs (e.g., 360 offerings, Data mental health psychology).

3. In addition to this specific area of need, we have longstanding structural challenges in meeting the

inclusion, and resilience, efforts outlined in both *Pathways to Purpose* and *Engaged Students, Engaged Community* priorities. With unique training in both community-settings and statistical analysis, a Mental Health Psychologist would be strongly positioned to expand community Praxis offerings, Tri-Co Philly initiatives, and data science courses, three applied learning action steps in the *Skills for Effective Lives* priority. We are intentional in soliciting an expansive view of mental health psychology (i.e., capturing the subfields of counseling and community psychology along with clinical) to attract a diverse candidate pool that approaches mental health etiology, prevention, treatment, and rectifying mental health disparities across varied levels of psychological analysis and interventions (e.g., therapy, resilience, t in creative and strategic ways that maximize the likelihood that this position will attract the interest of scholars from under-represented backgrounds.

We believe this position could be of interest to students and colleagues in the Graduate School of Social Work and Social Research, Biology, Education, the Bi-Co Neuroscience Major, the Tri-Co Minor in Child and Family Studies, the Bi-Co Health Studies minor, Sociology, Anthropology, and the PostBac program. Mental health psychology is a broad field that includes scholars who engage at the community

Studies, Asian American Studies, Latin American, Iberian, and Latina/o Studies, Gender and Sexuality Studies, and growing student interest in proposing a Disability Studies minor.

***Reflection on most recent proposal to CAP and CAP's response***

More than a decade ago, the department began to engage in major planning to map out a strategy to evaluate pedagogical needs and opportunities amidst the ending of our graduate program, the future

# B R Y N M A W R

October 6, 2021

To the Members of the Committee on Academic Priorities:

The Spanish Department intends to submit a request for a tenure-track position in Latin American cultures and literatures. Our perennial need for interim faculty has been exacerbated by Rosi Song's multi-year leave and, most recently, by Enrique Sacerio-Garí's unexpected retirement this past spring. In addition, the department anticipates another retirement over the next five years or so. Enrollments in the department continue to be strong (we had an average of 440 students per year between Fall 2015 and Spring 2020). Although there was a dip during the pandemic, we are serving 239 students this semester alone, a five-year high. The hiring of another tenure track person would help us meet our current staffing needs and ensure stability and continuity of the department. We hope to begin the search in Fall 2022.

After Rosi Song returns to the college for the 2022-23 academic year, the department will consist of three tenured professors— Martín Gaspar in Latin American literature, María Cristina Quintero in early modern Spanish (Peninsular) literature, and Rosi Song who teaches contemporary Spanish literature and culture— ; and two CNTTS— Inés Arribas and Kaylea Berard. There is a need for -

include broader geographical and temporal coverage within the field Latin American literature and culture. The new position would address this need.

Four years ago, the department submitted a proposal to CAP for permission to hire a multi-year visiting professor rather than a CNTT. Our rationale was that it would be easier to hire exceptional candidates with this title rather than one that is not generally recognized in our field. This turned out to be a miscalculation on our part, and CAP rejected the request. The experience was somewhat bruising, and the department chose not to pursue another request to CAP. Nevertheless, with Enrique's retirement, there is a new urgency to revisit the department's ongoing staffing needs. Finally, given the current state of the job market and enrollments in top programs and the profile of many doctoral students and recent Ph.D's in Hispanic studies, the department would have no trouble attracting a diverse group of applicants.

Although we understand that it is no longer a requirement, a meeting with CAP would be useful in helping us refine the proposal to address the pressing staffing needs of the department and to enhance its future contribution to the mission of the college.

Sincerely,

A handwritten signature in black ink that reads "María Cristina Quintero". The signature is written over a light pink rectangular background.

María Cristina Quintero  
Fairbank Professor in the Humanities  
Professor and Chair of Spanish