

*Committee on Academic Priorities
Sociology, 2013-14*

best support departments and programs with demonstrated need. This might mean that a department's request following a departure is turned down so that another department or particularly needy program can eventually expand.

CAP's Recommendations on 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 short- and long-term departmental and disciplinary directions; its impact on overall faculty resources at Bryn Mawr and in the Bi-Co; the flexibility of position requests and adaptive curricular designs (especially as they relate to our capacity to accommodate sabbatical leaves without additional staffing); the history of previous requests; and the College's commitment to increasing faculty diversity. All position requests were evaluated according to these parameters and, in the case of CNTT requests, according to established guidelines on the nature of CNTT appointments. Below, we describe each position request, address its implications for the long-term academic priorities of the College, and state our recommendations to the President concerning its implementation.

Position in STEM

Thanks to the generosity of the estate of Marion Slusser, Class of 1936, the College has received a gift for a professorship in a STEM field. CAP invited pre-proposals from Biology, Chemistry, Computer Science, Geology, Mathematics, Physics, and Psychology. We asked three departments, which had submitted pre-proposals to write full proposals. We will report on our recommendation in a supplemental update next month.

Postdoctoral Fellowships

This year we invited departments and programs to find postdoctoral fellows through the Consortium for Fac

CAP will publish an addendum to this report concerning the new position in STEM for which applications were invited this year; that addendum will also include any other matters that have arisen subsequent to the distribution of this report.

Chemistry

The Chemistry Department submitted a request for a tenure-track (TT) position in Organic Chemistry at the level of Assistant Professor. Their request was prompted by the resignation of one of their two existing TT Organic Chemists. Organic Chemistry, taught as the two-semester sequence of CHEM B211/212, is a foundational course in Chemistry that is required for the Chemistry and Biochemistry & Molecular Biology majors. In addition, the majority of Biology majors also take Organic Chemistry as do students of any major completing requirements for medical school, including those enrolled in the College's Post-Baccalaureate Pre-Medical program. As a result, the Chemistry Department has very high enrollments in Organic Chemistry, necessitating that they teach two sections each semester: one for 55-60 undergraduate students and one for 70-75 post-baccalaureate students. These high enrollments require 8 course-equivalents (CE) of faculty effort each year, not including the laboratory component of the course, which is typically taught by a CNTT member of the Chemistry Department. As a consequence, Chemistry requires two TT faculty members with expertise in Organic Chemistry to meet the teaching needs of this critical component of the curriculum at the College. Given space limitations, the Department is teaching at both maximum capacity and maximum efficiency.

Organic Chemistry has a broadly defined scholarly focus. The Chemistry Department indicated that they do not have a need for a particular type of organic chemist; therefore, the subfield of a potential new hire is completely open. The Chemistry Department suggested that areas of scholarly interest could include polymer chemistry, materials chemistry, or molecule design and synthesis as examples. It is likely that an Organic Chemist would be able to make interdisciplinary connections within STEM and/or Environmental Studies. An Organic Chemist would also be able to develop upper-level courses in Advanced Organic Chemistry and/or their area of expertise. Importantly, a TT hire in Chemistry would provide undergraduate and graduate students with opportunities for research.

CAP recommends that the Chemistry Department's request for a tenure-track position in the area of Organic Chemistry be approved at the beginning or advanced Assistant Professor level, for the following reasons:

CAP recognizes the heavy teaching load associated with the organic chemistry curriculum, which serves many constituencies at the College, and sees the necessity for the Chemistry Department to have two TT faculty members with expertise in this area. With this hire, it is expected that the Chemistry Department will meet its teaching needs during the academic year with its permanent staff.

In reviewing the structure of the Dance curriculum, CAP appreciated the Program's effort to balance the performance aspect of Dance with the more scholarly pursuit of dance studies. In the process of discussing the Dance position request, CAP was particularly struck by the substantial administrative responsibilities detailed in this position, a direct result of the need on the performance/technique side that calls for hiring and coordinating a large number of professional dance instructors each semester.

CAP recommends that the Arts Program in Dance request for a tenure track position not be approved for the following reasons:

With the retirement of the long-term faculty member, CAP sees an opportunity to imagine a Dance Program for the future. The natural next step, we believe, is to take stock and reaffirm what the Dance program does well and ask how the Program should develop in the future. CAP therefore recommends that the Provost and the Arts Program in Dance convene a small-scale consultation team in early Fall 2018 so as to create a strong, sustainable vision for the program and in the Bi-Co. Following this consultation, CAP expects Dance to come back quickly with an updated position request that incorporates the recommendations and new directions/changes, to be reviewed on an expedited timeline.

French and Francophone Studies

The Department of French and Francophone Studies has submitted a request for a tenure-track position for a scholar of 20th/21st century French/Francophone literature, history and culture with a potential subfield of theater studies. This document is a draft and should not be used for any purpose without the approval of the Department of French and Francophone Studies.

CAP recommends that the French and Francophone Studies Department's request for a tenure-track position not be approved for the following reasons:

CAP recommends that the Bryn Mawr and Haverford French and Francophone Studies Departments follow the recommendations of the external review team to build cooperation and collegiality. Once steps have been taken and acknowledged by the two Departments and provosts, we would encourage the Bryn Mawr French and Francophone Studies Department to submit a new position request in consultation and with support from Haverford.

Graduate School of Social Work and Social Research (GSSWSR)

The Graduate School of Social Work and Social Research submitted a request for two tenure-track (TT) positions at the level of beginning Assistant Professor. In 2018-2019, they request to search for a tenure-track (TT) position in Research Informed Practice, Trauma Informed Social Work and Substance Abuse and/or integrated health care. The following year, they request to search for a TT position in Application of Social Theory to Social Problem Definition and Social Policy. These requests are prompted by upcoming retirements as well as an on-going process of curricular reorganization that will better situate the School in the marketplace and take better advantage of the faculty's expertise. The School's new strategic foci on Health & Mental Health Across the Lifespan and Children, Family & Societies will also allow faculty at the GSSWSR to increase their involvement in undergraduate initiatives such as 360s, interdisciplinary minors such as Health Studies and Child & Family Studies, and the AB/MSS program. Both proposed positions would fill existing or impending curricular gaps, and the new hires will help the GSSWSR utilize their faculty more efficiently to cover the broad curricular content required by the Council on Social Work Education (CSWE).

To meet these needs, both requested positions would emphasize research-informed practice, a requirement for Master of Social Service (MSS) students. A TT hire in Research Informed Practice, Trauma Informed Social Work and Substance Abuse and/or integrated health care. A TT hire in Research Informed Practice, Trauma Informed Social Work and Substance Abuse and/or integrated health care would

CAP recommends that the Graduate School of Social Work and Social Research's request for two tenure-track positions in the areas of Research Informed Practice, Trauma Informed Social Work and Substance Abuse and Application of Social Theory to Social Problem Definition and Social Policy, be approved at the level of beginning Assistant Professor, for the following reasons:

With upcoming retirements and staffing changes in the GSSWSR, there is need for new faculty. In making this request for two positions, the GSSWSR has provided a 5-year staffing plan illustrating its commitment to staying within a targeted f5,A