

June 26, 2024

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Dear Kate and CAP colleagues,

Thank you for the 2023-2024 CAP report. Your thoughtful approach and your generous academic excellence.

Each member of this committee brought expertise and a willingness to provide additional service to the College. I send special thanks to Kate Thomas for so ably and with such calm and good humor chairing CAP and for her engaged participation as a Faculty Representative to the Board Advisory Council, and to the Strategic Foundation Steering Committee. Her leadership, wisdom, and problem solving were deeply valued and appreciated across all of these roles. I am also grateful for the significant service of the other members of the CAP committee and want to recognize the many ways they serve the College through CAP. This includes a í \$ í ù • ô ^ ô + \$ service on the College Budget Committee,

As it does each year, CAP grounded its work in its mission of recommending institutional priorities in the context of balancing College resources “ ô ù : 1 1 e e ô ô \ ù • : X ' ù X ô + ô è e continued commitment to a deep understanding of the scope and depth of the curriculum, to attention to future needs, to exploration of the needs of different disciplines and programs, and to an understanding of enrollment trends and their impact on faculty workload.

In the academic year 2023-2024, the committee highlighted a need to partner more closely with the Office of Institutional Research, Assessment, and Planning to support and growing Institutional Research, Assessment, and Planning enabled CAP to provide information on enrollment pressures. Along with input from academic departments, this information allowed the Committee to coordinate an application process for the two lines created by the College to address project was essential for the College. Ensuring that students can access the coursework needed to pursue their academic interests is foundational to our educational promise. I want to acknowledge the unique challenges the timeline for approving these two lines created in an environment where job market schedules and hiring timelines are inconsistent across fields.

budgetary implications of any changes in the ratio of continuing non-tenure track (CNTT) and tenure track (TT) faculty. CAP, along with the Provost, can provide a valuable perspective on this issue and its impact on both the student and faculty experience.

The Bi-College Relationship:

I commend CAP on its efforts to continue strengthening the relationship with Haverford College. The respective strategic directions of the two colleges are complementary, and continued partnership with SCPC is needed to ensure that faculty are involved in identifying strategic and practical areas of cooperation so that the Bi-College relationship reaches its full potential.

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I appreciated CAP and the Provost's successful selection of the Department of Growth and

I appreciate their strategic approach to this timely hire.

and Classical Studies for a tenure-track position at the Assistant Professor level be approved. I was pleased that the department hopes to hire a candidate who will also support the work of Middle Eastern, Central Asian, and North African Studies (MECANA) and/or International Studies. This type of cross disciplinary expertise ultimately

I previously approved the Department of History and Program in Gender and Sexuality Studies request for a tenure-track position at the Associate Professor level, and I am grateful that the position was filled. As CAP noted, the approach to this request was reflective and thoughtful, and the new position will fill an important curricular need. Thank

I also support the request from the Department of Literatures in English for a tenure-track position in Asian American and/or Pacific Islander literatures at the Assistant Professor level. The department experiences high enrollment in departmental courses and offers 6-8 ESemrs per year. I also acknowledge that the department has experienced the loss of three faculty members in the recent past. This hire will enhance the curricular offerings in the Tri-Co by bringing a scholar focused on Asian American and/or Pacific Islander literatures, thus increasing the opportunities for students from all three colleges to engage in this area of study.

I concur with the request from the Department of Physics. It is clear that a new hire is required to address student needs for the major and the graduate program and to provide diverse research opportunities

I approve CAP's recommendation that the Department of Sociology be allowed to hire for a tenure-track position at the Assistant Professor level. In addition to addressing an important area of student interest in Sociology, the department has demonstrated how this hire could increase course offerings in the Gender and Sexuality program, an important contribution to the broader curriculum.

I also support CAP's recommendation that the Transnational Italian Studies Department not convert one of their two interim positions into a CNTT position at this time. While the

initial request proposed that this position be split between Bryn Mawr and Haverford College, Haverford cannot commit to this new line. I encourage the department to resubmit a proposal for a solely Bryn Mawr position considering how this position could eliminate the need for interims and address departmental needs (current and future), while complying with the requirements for a CNTT position

In conclusion, I want to reiterate how grateful I am to the members of CAP and to Provost Harte for dedicating so much time and energy to the work of reviewing academic priorities over the course of this academic year. This work has ensured that Bryn Mawr remains grounded in academic excellence while fulfilling its intellectual promise to students. I am grateful for the partnership and know that Bryn Mawr is on better footing because of the strong efforts of CAP and the many departments and programs who have brought forward excellent proposals.

Sincerely,

Kimberly Wight Cassidy  
President