

Committee on Academic Priorities

Grace Armstrong, French and Francophone Studies, 2019-2022, Chair 2021-22

Don Barber, Environmental Studies and Geology, 2019-2022

Radcliffe Edmonds, Greek, Latin, and Classical Studies, 2019-2022

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

Kate Thomas, Literatures in English, 2021-22 – 2024-25

April 18, 2022

Annual Report to the Faculty  
2021-22

The Committee on Academic Priorities (CAP) membership for 2021-22 consisted of Grace Armstrong (French and Francophone Studies, CAP Chair), Don Barber (Environmental Studies and Geology), Radcliffe Edmonds (Greek, Latin, and Classical Studies), Maja Šešelj (Anthropology) and Kate Thomas (Literatures in English).

Tim Harte attended CAP meetings by invitation. CAP is grateful for the administrative and clerical support provided by the Provost's Office, and the committee especially thanks Tina Bockers second year, for setting up meetings with departments, curating our Moodle website, and keeping us on track.

CAP met once a week during the fall semester and twice a week in the spring. Grace Armstrong, Chair of CAP, served on the Advisory Council of the Faculty as our representative to the Board of Trustees, and represented CAP on three outside reviews (Philosophy, The Teaching and Learning Initiative, and Biology) and along with Radcliffe Edmonds, on the Middle States College Planning Committee; Don Barber served as CAP's representative to the College Budget Committee and Radcliffe Edmonds served

<sup>[1]</sup> Occasionally, through donor gifts, we have been able to add faculty positions. During the past six years, such gifts



asked to reopen their searches in Semester I, 2022. In the second case, CAP notes that departments and programs can benefit from the opportunity to gauge whether needs have changed or the position description contributed in some way to the departure, thus making the best resubmitted proposal in the following fall term. CAP also recommends that the Provost exit interview to the departing faculty member.

#### Insights on the BiCollege Relationship

Spent considerable time discussing the issue of collaboration. Not only was this topic discussed, but discussions about specific position requests concerted efforts of past CAPs have been focused on improving resource allocation and consultation among the BiCollege and Tri-Co. In 2019-2020, the CAPs have been successful in identifying and addressing needs of the BiCollege and Tri-Co. In 2021-2022, the CAPs have been successful in identifying and addressing needs of the BiCollege and Tri-Co. In 2022-2023, the CAPs have been successful in identifying and addressing needs of the BiCollege and Tri-Co.

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therefore encourage Africana to bring a proposal to CAP later this spring or summer to be handled by an expedited process.

#### Bi-College Arts Program in Theater, Continuing Non-Tenure Track Request

The Bi-College Theater program requested the conversion of a long-term interim position in Theater Design to a CNTT line. The proposed position responsibilities include teaching two courses per academic year; designing elements for both of Theater's mainstage productions; managing the costume shop and the Costume collection; advising minors and some Independent majors; participating in policy and planning discussions within the Theater Program and with the larger Arts faculty; and serving on College committees. This interim position has existed for 9 years, most recently at a 1.0 FTE, which Theater considers not commensurate with the amount of work required. Converting it to a CNTT position would allow for more equitable salary and benefits, promote the important DEI work already performed by the interim hire, and permit multi-year collaborations central to the evolution of the Theater Program.

CAP recommends that the request from the Bi-College Arts Program in Theater for a conversion of a long-term interim position to a CNTT line not be approved for the following reasons:

Pedagogical responsibilities are the crux of a CNTT contract, but it is not clear that the teaching of two courses would be any different or more substantial than those teaching duties already shouldered by the interim hire among the various other responsibilities as Production Designer (Settings and Costumes), and Manager of the costume shop and collection. It is true, however, that the conversion to a long-term contract would enable the hire to advise students with greater foresight, and we recognize that improvements in contractual continuity would be desirable for this position and the program's stability. Because of the disconnect between the proposal requirements and the typical CNTT profile, CAP suggests that this request be satisfied in a different way. A continuing staff position for the academic year would answer the need for continuity in planning for the future of the Theater program and in advising minors and independent majors. Since it is not in CAP's purview to recommend staff positions, we suggest that the Administration take this proposal and the solution we propose under advisement.

#### Department of Classical and Near Eastern Archaeology, Tenure-Track Expedited Request

The Department of Classical and Near Eastern Archaeology, following a resignation, submitted an expedited request for a tenure-track position, at the level of Assistant Professor, for a scholar who would specialize in the art and archaeology of the Near East, from the end of the late Bronze Age (c. 1200 BCE) through to the period of successors of Alexander the Great. Such a scholar would recognize the importance of cultural interconnections, both within Near Eastern civilizations and with the worlds of the ancient Mediterranean and Near East, broadly conceived. The department expects this scholar to contribute to both the undergraduate and graduate curricula, thereby advancing the department's ongoing and future interdisciplinary collaborations with other departments. Having depended in recent years on interim faculty to carry out the curriculum and advising, the department has a particularly strong need for a stable position that will enable them to plan for the future, both for their students and for the department itself.







Studies, in lieu of such a tenure-track line, a continuing non-tenure-track position. The Bi-Co Department would like a colleague with a strong intellectual background in German Studies and areas of specialization that would suggest potential for interdisciplinary collaborations (including but not restricted to comparative literature, history of art, linguistics, visual studies, and philosophy). The new colleague would teach at all levels of the program, contribute to curricular development and be proactive in establishing partnerships with programs and disciplines across the two colleges.

CAP recommends that the request from the Bi-College Department of German and German Studies for a continuing non-tenure-track position be approved as a position split between Bryn Mawr and Haverford, for the following reasons:

The reduction several years ago of two tenure lines, one from each of the Bryn Mawr and Haverford German faculties, has left the Bi-Co Department of German and German Studies in a precarious position. CAP recognizes the need for staffing in order to maintain the curriculum in German in the Bi-College community, as well as the need to ensure a college solution to the problem. In consultation with Haverford's counterpart committee, SCPC, and the Provosts of both colleges, CAP determined that a continuing non-tenure-track position split between the two colleges and housed at Bryn Mawr would best provide the necessary resources and ongoing stability for the department. Such a CNTT faculty position would be able to offer upper-level courses at Haverford and free up the tenure professors on both campuses to do the same. The CNTT position will meet the need currently being addressed by interim staffing, which has been funded by both colleges in recent years. The position is thus contingent on SCPC's announced agreement to support the shared position. CAP also encourages the Department of German and German Studies to

