

Committee on Academic Priorities

AY 2007-2008

Jim Martin, Chair

Francis Higginson (on leave Spring)

Christine Koggel (on leave Fall and Spring)

Michael Noel

Katherine Rowe (replacement Spring)

Stephen Salkever (on leave Fall)

Anjali Thapar (on leave Spring)

B R Y N M A W R

May 16, 2008

**ADDENDUM TO THE ANNUAL REPORT TO THE GENERAL FACULTY
AY 2007-2008**

Introduction

This Addendum Report to the General Faculty by the Committee on Academic Priorities (CAP) provides a brief summary of important CAP activities completed and decisions made since our April 2008 report. Highlights include:

- CAP's joint meeting with the Committee on Appointments (CA) and the finalization and hand-off of position statements (advertisements) for tenure track and continuing non-tenure track searches to be conducted in AY 2008-2009.
- A communication to CAP from the Taskforce on Balancing Mission and Resources and CAP's response.
- A summary of the initial plans developed by the CAP and Curriculum Committee (CC) Joint Curriculum Working Group.
- Post-Doc Selections.
- Joint meeting with Haverford College's Educational Policy Committee (EPC) and Haverford's Faculty Committee on Academic Enrichment (FCAE).

CAP and CA Position Statement Handoff:

On May 5, 2008 CAP and CA meet and jointly approved position statements for six (6) Tenure Track (TT) and two (2) Continuing Non-Tenure Track (CNTT) searches scheduled (pending final Administration authorization) to be conducted in AY 2008-2009.

As previously announced, the TT positions are in Anthropology, Biology, Economics, French, Geology, and Physics; the CNTT positions are in Biology and Mathematics. Each position was fully described in CAP's AY 2007-2008 Report to the Faculty (available in the CAP webpage of the Provost website) and the approved position descriptions are now posted on the CAP webpage at:

<http://www.brynmawr.edu/cap/documents/AdsforAY2008-2009SearchesCAPMay08.pdf>

Task Force on Balancing Mission and Resources Recommendations Regarding FTE Reductions in Classics, Russian, and the Graduate School of Social Work and Social Research (GSSWSR)

The College Task Force on Balancing Mission and Resources has made a number of recommendations related to the future of graduate education at Bryn Mawr. These recommendations were approved by the President and endorsed by the Board of Trustees at their April 2008 meeting. These recommendations include reduction in the size of several current graduate programs and elimination of the graduate program in Russian Second Language Acquisition. (CAP also approved the Task Force recommendation to eliminate the graduate program in Russian Second Language Acquisition and communicated this decision to the Faculty in our April Report).

The Task Force has now recommended to CAP (see attached communication to CAP from the Task Force) that the College reduce the overall faculty FTE in selected departments as attrition occurs. Those affected—Russian, Classics, and the Graduate School of Social Work and Social Research—have discussed the intended FTE reductions with the Task Force and have been responsive to the concept of change through attrition. The proposed changes have also been discussed by the Task Force with the Graduate Council.

The recommended reductions involve:

- Russian: moving from the current 5 FTE to 3 FTE.
- Classics (Greek, Latin & Classical Studies): reduction of 1 FTE, the timing of which will reflect an assessment of the department's ability to mount its curriculum. It is not intended that this reduction will be regularly offset by College-supported interim hiring. Interim hiring requirements would be determined by the Provost on a yearly need basis as is the case College-wide.
- Graduate School of Social Work and Social Research: future reassignment of .5 faculty FTE and reduction of .5 FTE to accommodate the establishment of the new GSSWSR director position, and the expectation of eliminating one or more additional FTE depending on the outcome of the School's comprehensive assessment of its program and curriculum (to be accomplished under the guidance of the new Director). The goal of this review is to achieve a smaller, more selective graduate school better able to achieve the principles and practices for graduate education at Bryn Mawr.

CAP has examined these recommendations and we applaud the efforts of these three departments to engage thoughtfully with the ongoing work of the Task Force. CAP affirms our earlier recommendations regarding the Russian program—including staffing reductions. In regards to the GSSWSR, CAP also affirms a Task Force recommendation that represents a clear agreement between the Administration, the Task Force, and the School of Social Work intended to benefit the long range future of this School. In regards to Classics, after consultation with the Chair of Classics, CAP believes that there is a need for additional discussion. As summer is upon us, CAP will invite a further discussion of this recommendation in September. CAP's goal is a decision based on thoughtful and comprehensive planning regarding the future of this department and a process that includes adequate consultation with the Department, the Administration, the Graduate Council, and others as appropriate.

Curriculum Review and the Working Group on the Undergraduate Curriculum

In consultation with the Provost, CAP and the Curriculum Committee (CC) have initiated a faculty-sponsored Curriculum Review. As noted in a March 17, 2008 joint communication to the faculty from CAP and the CC, this co-sponsored CAP and CC initiative is intended to be a comprehensive curriculum review conducted in conjunction with Bryn Mawr College's Middle States Review.

The *Working Group on the Undergraduate Curriculum* was jointly appointed by the Curriculum Committee and CAP, in consultation with the Provost. Its mission is to prepare a report on the status of the undergraduate curriculum at the College, and to make proposals to the committees concerning any curricular changes it thinks are called for. The time is ripe for such a wide-ranging review. While the *Working Group* will be involved in preparing next year's self-study for the upcoming Middle States accreditation review, its mission is more comprehensive than that. This will be the first overall curricular review in twenty-five years, and it will build on the report issued by the Task Force on Balancing the College's Mission and Resources.

The *Working Group* will begin meeting regularly in the fall, and it has already held a planning workshop on May 14, 2008. Among topics discussed at the workshop were the time frame for the Group's work; the sorts of study materials and data that will be necessary to carry out the review effectively; and the organizational resources that will be available to the Group, both within and outside the College.

At the planning session, it was established that the Group would work at two levels simultaneously, discussing the past, present, and future mission of the College in broad terms while at the same time paying careful attention to a number of specific curricular topics that confront us now.

Among these specific topics are the following (this list is preliminary and provisional, and the Work Group will be actively soliciting ideas from the faculty for other items that need consideration):

- Internationalizing the curriculum
- The status of interdisciplinary programs, and appropriate relationships between disciplinary and interdisciplinary programs
- The relationship between the Centers and the curriculum
- The first-year experience
- The senior experience
- The relationship between the undergraduate curriculum and the graduate programs
- The status of foreign language instruction
- The question of curricular graduation requirements for the A.B.
- The question of writing instruction throughout the curriculum
- A.B/M.A programs, and the question of additional masters' programs
- Areas of possible overlap between departments and programs, including ways in which separate departmental and program needs might be met through increased cooperation.
- The present and future of Bi-Co and Tri-Co cooperation, with special attention to the possible impact of the changes at Haverford set out in the recently adopted report of its Faculty Committee on Academic Enrichment

Post Docs

This year CAP has sponsored two Post Doc searches—a Mellon funded Humanities Post Doc and a Minority Post Doc.

- ***Mellon Humanities Post-Doc***

As noted in its November 29, 2007 communication to the faculty, CAP recommended and the President approved a proposal for a Mellon Humanities Post-Doctoral search to be jointly sponsored by the Gender and Sexuality Studies Program (G&SSP). The search process was lead by Lázaro Lima, Chair of the G&SSP, and involved the following faculty members: Dana Becker, Neil Williams, and Amanda (Amy) Weidman. In addition, the following faculty members provided subject matter expertise in evaluating applicants: Robert Dostal, Mary Osirim, Ayumi Takenaka, and Sharon Ullman.

The successful candidate was expected to be a humanist or social scientist specializing in the field of transnational feminism. Scholars working in this field typically study the ways in which globalization has reconfigured key categories at the heart of feminist analysis: women's movements in different cultural contexts; the relation of gender and sexuality to different state structures and different national formations.

The co-hosting arrangement described in CAP's earlier communication to the faculty was intended to ensure that the selected fellow will be "anchored" in a department representing her/his academic discipline. By design, interested departments participated in the selection process based on the composition of the candidate pool. A copy of both the approved G&SSP proposal and the specific details of the management / search plan were included in CAP's earlier communication to the faculty.

CAP is pleased to announce that Ms. Gina Velasco was selected for this appointment. Gina received her Bachelor of Arts in Anthropology and Latin American Studies, with a concentration in Women's Studies, from the University of Texas at Austin in 2000. She has just completed her Ph.D. from the History of Consciousness Program at the University of California, Santa Cruz, where she worked with Neferti Tadiar, Donna Haraway, James Clifford and Anjali Arondekar. At UC, Santa Cruz, she also earned a degree notation in Feminist Studies. Her dissertation "Figures of Transnational Belonging: Gender, Sexuality, and the Nation in the Filipino Diaspora" studies how the Filipino diaspora has been sexualized and commodified through the figures of "the mail order bride," "the domestic helper/oversees contract worker," "the balikhayan (the expatriate who returns)," and "the cyborg." Her dissertation studies these figurations of the Filipino diaspora in various media including film, video, visual and performing arts, and the internet. Her publications include articles in the "Review of Women's Studies," and a forthcoming collection of essays on gender and labor in and out of the Philippines. Her "anchor" department will be Anthropology.

- ***Minority Post Doc***

In CAP's earlier report to the faculty, we described Bryn Mawr's participation in the Consortium for Faculty Diversity in Liberal Arts Colleges hosted by DePauw University and our identification and recruitment of candidates for a Minority Post Doc Fellowship supported by the College.

As noted earlier, Ms. Veronica Martinez-Matsuda, a recent graduate of the History Department at the University of Texas – Austin has accepted Bryn Mawr's offer and her biography is posted on CAP's webpage at: <http://www.brynmawr.edu/cap/documents/VeronicaMartinezMatsudaBio2008.pdf>

Bi-Co Cooperation

On April 30, 2008 CAP hosted a joint meeting with Haverford College's Educational Policy Committee (EPC) and Haverford's Faculty Committee on Academic Enrichment (FCAE). Also representing Bryn Mawr was the Chair of our Curriculum Committee, Ignacio Gallup-Diaz.

This joint meeting provided an opportunity to discuss the highlights of the recently released Haverford Blueprint report—a vision and planning document for future academic innovation and faculty hiring at Haverford College. The Haverford Board of Manager's has approved the report. There are four areas of the curriculum highlighted in the Blueprint for expansion: 1) Cross Cultural and Area Studies, 2) Computational Social and Natural Sciences, 3) Arts, Visual Culture and Performance, and 4) Environmental Studies. None of the proposed positions are firm; all depend on successful fundraising. Haverford hopes to be able to conduct as many as five searches next year but the committees were not able to confirm these positions at this time.

Other highlights of the Haverford Blueprint include a revision of faculty time allocation with the option of choosing a four course load or extended leave program, depending on the needs of the department. Haverford representatives observed that their president, Stephen Emerson, has expressed a strong interest in the Bi-Co relationship, especially in areas which provides cost savings or curriculum enhancement. They observed that Haverford has held back on new proposals related to Middle East Studies pending the arrival of President Jane McAullife.

CAP promised to make the Haverford Blueprint available for all Bryn Mawr departments and programs for use in their long range planning and specifically for consideration in preparation AY 2008-2009 staffing requests. The FCAE Blueprint is now available on the CAP webpage at: www.brynmawr.edu/cap/documents/HaverfordCollegeBlueprintforFuture.pdf

CAP and our Haverford colleagues agreed that we need a more collaborative planning process for considering staffing requests. To this end, the Haverford EPC and FCAE Chairs will meet with the Bryn Mawr CAP and CC Chairs in September to begin the development of this process.

Concluding Statement

CAP has now concluded its own work for the year. CAP will continue to be involved over the summer in the Presidential transition activities associated with the Taskforce on Balancing Mission and Resources and in the preparation of the Task Force's final report. Information on these activities will be communicated to the faculty in September.

V/R for CAP

A handwritten signature in cursive script that reads "Jim Martin". The signature is written in black ink and is positioned above the typed name.

Jim Martin, Chair

Attachment: CAP Response to the Task Force on Balancing Mission and Resources
Recommendation on the Graduate Program in Russian

To: Committee on Academic Priorities
From: Task Force on Balancing Mission and Resources
Date: May 13, 2008
Re: Task Force Recommendations on Faculty FTE

The Task Force's recommendations on the future of graduate education at Bryn Mawr were approved by the President and endorsed by the Board of Trustees at their April 2008 meeting. These recommendations include reduction in the size of several current graduate programs and elimination of the graduate program in Russian Second Language Acquisition. As a result of these graduate program changes, it is the Task Force's recommendation to CAP that the College reduce the overall faculty FTE in these departments as attrition occurs. Those affected—Russian, Classics, and the Graduate School of Social Work and Social Research—have discussed the intended FTE reductions with the Task Force, and have accepted the plan to achieve the proposed changes through attrition. The intended changes have also been discussed with the Graduate Council, as well as the GSAS and GSSWSR graduate student groups.

The recommended reductions include:

- Russian: moving from the current 5 FTE to 3 FTE.
- Classics: reduction of 1 FTE, the timing of which will reflect an assessment of the department's ability to mount its curriculum. It is not intended that this reduction will be regularly offset by College-supported interim hiring. Interim hiring requirements would be determined by the Provost on a yearly need basis as is the case College-wide.
- Graduate School of Social Work and Social Research: future reassignment of .5 faculty FTE and reduction of .5 FTE to accommodate the establishment of the new GSSWSR director position, and the expectation of eliminating one or more additional FTE depending on the outcome of the School's comprehensive assessment of its program and curriculum (to be accomplished under the guidance of the new Director). The goal of this review is to achieve a smaller, more selective graduate school better able to achieve the principles and practices for graduate education at Bryn Mawr.