

November 19, 2008

Subject: Position requests received for AY 2008-2009 consideration by CAP and the President

All Department and Program Chairs (and interested faculty) are encouraged to communicate and collaborate with requesting Departments and Programs and to share ideas/interests intended to enhance the potential value of the proposed position to the College (or Bi-Co relationship).

Requesting Departments and Programs must follow Bi-Co Guidelines on collaboration with their Haverford counterparts as part of the submission process. CAP will encourage its Haverford counterpart committees to support this Bi-Co collaboration.

FY 2008-2009 Requests for Tenure Track and Continuing Non-Tenure Track Positions

Eight (8) Tenure Track Positions:

(1) The Department of Biology intends to request a tenure-track Assistant Professor in Ecology to replace a department member departing in the summer of 2009. This position provides an essential role in assuring adequate representation of ecological and environmental perspectives in our departmental curriculum, and has been an essential contribution to the Environmental Studies Program. The sub-discipline of Ecology plays a critical position in the general area of Biology, by exploring large-scale issues of population, diversity and the environment. Ecology also is a core component of the College's Environmental Studies program. If approved, we will seek a broadly trained empirical (field) Ecologist with research and teaching interests that will enhance the Environmental Studies program, such as studies of habitat fragmentation or other areas related to conservation biology. We hope to conduct an open search, attracting a large number of excellent candidates with diverse interests. It might seem odd to be requesting a position for an Ecologist when the Biology Department is currently engaged in searching for a Computational Ecologist. The Computational Ecologist position was conceived to strengthen expertise in computational biology (and computational approaches in science in general), rather than with a primary concern for addressing needs in Ecology alone.

(2) The Department of Economics intends to submit a request for **two tenure-track positions**. Last year, CAP authorized and the President approved a 2008-2009 search for a tenure-track assistant professor in Economics. We were authorized to conduct a broad search that would solicit applications from individuals with field specialties in either quantitative methods (stats/econometrics) or in domestic social policy. Based on a successful search in one of these areas, our request this year will be to meet the other area need with a fifth tenure-track position. This would bring the Economics Department back to five FTEs, its size prior to two recent departures. Economics also intends to request a sixth tenure-track line, a position integral to the curricular vision for Economics that we constructed in 2006-07 in response to our most recent external review. This sixth position will support our core program and, by doing so, allow us to free senior faculty to further contribute to various College curricular initiatives (e.g., College seminar, interdisciplinary courses, quantitative reasoning). It will also expand our elective offerings and help address staffing shortfalls created by sabbatical leaves. The latter is of particular concern because of

the difficulty in attracting and hiring qualified adjuncts in Economics. This position would be filled by an applied microeconomist who can offer a class in advanced microeconomic theory and microeconomic field courses that complement those of the existing staff at the time of appointment.

(1) The Department of Greek, Latin and Classical Studies plans to submit a request to search for a tenure-track assistant professor of Classics whose primary focus is on Greece but who will also be expected to contribute to one or more interdisciplinary programs. With the retirement of the senior Hellenist in January 2010, the two-college Classics program will have only one full-time Greek teacher between the two campuses. A second Hellenist is required to maintain Greek language at all levels as well as Classical Civilization on both campuses and to continue the Classics graduate program. Ideally, the candidate will have an expertise in Greek poetry--epic, lyric, tragedy and comedy all will now require coverage--but the Department wants to attract the broadest possible pool and so does not wish to limit the definition of the position to Greek poetry or even to Greek literature."

(1) The Department of History of Art intends to request a tenure-track position in the History of Art with a specialization in medieval art and architecture. This is an area of art historical expertise that spans from the late antique to the early modern, considers material culture ranging from the built environment to the illuminated manuscript, and engages contexts Western European, Byzantine, and Islamic. This is a position that has anchored not only the Department of History of Art but such interdisciplinary endeavors as the Program in the Growth and Structure of Cities and the integrative enterprise of the Graduate Group. We will request permission to conduct a tenure-track search at an advanced assistant or associate level.

(1) Peace and Conflict Studies Program plans to request tenure track Assistant Professor position with a specialization in the Middle East. This position would meet important needs in the two-college's small but successful Peace and Conflict Studies program and serve as an integral part of the Middle East Studies Initiative which expects to have its proposed Concentration approved by the Curriculum Committee this year. The proposal is rooted in the need to staff the PACS program's core courses each year, to maintain the range of courses students in the program are offered, to provide direction for the program, and to sustain the College's social science offerings the contemporary Middle East and the proposed Middle East Studies concentration. The appointment we are requesting is for a social scientist and is not meant to be a substitute for humanities, language courses in Middle East Studies. The emphasis here is on the Peace and Conflict Studies and the Middle East. While we have made great strides in both concentrations in the past three years, this proposal seeks to make these offerings a more permanent part of our curriculum. Consequently, the opportunity to use PACS and the Middle East commitments in a complementary manner to fill a longer term need in the area of the social sciences is an appealing and central aspect of this proposal.

(1) The Psychology Department intends to request a tenure-track position in health psychology, specifically in psychoneuroimmunology. This choice of area reflects our strong departmental commitment to an integrative approach toward understanding behavior that is captured under the rubric of a biopsychosocial perspective. A biopsychosocial perspective is becoming the dominant paradigm in many fields, ranging from physical medicine to mental health to criminal justice. It is expected that the hire would teach a basic course in psychoneuroimmunology and a course in the psychology of stress and stress management. The specific position would bolster the department's position as a natural science

while at the same time being of interest to the broad range of students both majors and non-majors. We expect that the person holding the position would be able to contribute to college programs in a number of ways. A psychoneuroimmunologist could be a major contributor to the college's wellness program. Since psychoneuroimmunologists are often interested in stress management, our hire may well be of interest to a variety of programs to which stress management is a topic of concern.

(1) The Theater Program will request a new TT line for a stage director with a secondary expertise in acting, or playwriting and new play development. It can be noted here that, with the renovation of Goodhart Hall, we will have the opportunity to honor longstanding demand for additional productions of plays; there is a steep increase in the number of students wishing to pursue Independent Majors in Theater and requiring advising and supervision; we desire to work with the English Department on the renovation of our curriculum in Drama; we would like to have the ability to participate in teaching college seminars; we welcome the invitation and the request from Haverford College to begin to offer more courses and to produce plays on the Haverford campus. This request for a stage director will be made in the context of a long-range plan for the Theater Program which will take into account our numerous productive but nuanced partnerships: with Haverford, with the BMC English Department, with the Headlong Performance Institute, and the other Arts Programs at Bryn Mawr.

Three (3) CNTT Positions:

(1) The Computer Science Program intends to request a continuing non-tenure track position for a Computing Laboratory Instructor/Lecturer. This position would take charge of designing, managing, and teaching our Introductory Computing courses.

(1) The French Department intends to request that a current temporary position (NTT) be converted to a continuing non-tenure track (CNTT) position devoted to coordinating and teaching the intensive language track and the advanced 200-level language course.

(1) The Italian Department intends to request a continuing non-tenure track (CNTT) position devoted to coordinating and teaching first and second year Italian, the intensive language track, and the advanced 200-level language course. The position would require a Ph. D in linguistics and/or Italian Studies and/or Italian for foreign students and/or Romance Languages with Italian as first language.

Requests withdrawn:

(1) The German Department withdrew (11-17-08) its intent to request that a current temporary position (NTT) be converted to a continuing non-tenure track (CNTT) position devoted to coordinating the department's language program and to teaching elementary, intermediate, and advanced language and culture courses. The position would require a Ph.D. in German.