

**AY 2007-2008 Proposal Abstracts Sent to the Committee on Academic Priorities  
for Consideration of Tenure Track and Continuing Non-Tenure Track Positions  
Posted by CAP on 11/29/07**

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***Tenure Track Requests:***

**Department of Anthropology**

The Department of Anthropology requests that its current lecturer line in Biological Anthropology be converted to a Tenure Track line. Biological anthropology is one of the four main subfields of Anthropology. Its chief emphasis is on present and past human biological variation and the understanding of evolutionary processes involving the interaction of culture and biology. Our offerings in biological anthropology include Human Evolution, Forensic Anthropology, Human Biology and Variation, Nutritional Anthropology and Primate Behavior and Evolution. For the past several years courses in biological anthropology have constituted between a quarter and a third of all anthropology enrollments. Given its fundamental role in the department and the College, a tenure track position in biological anthropology is clearly warranted. Neither Haverford nor Swarthmore have a biological anthropologist. Biological anthropology courses have integrated closely with offerings by Geology and Biology for many years and have also supported students studying archaeology. The expertise of a biological anthropologist is crucial for understanding issues surrounding the concepts of race and culture.

Richard S. Davis  
Professor and Chair

**Department of Economics (2 positions)**

Following the departures of two faculty member (a 40% reduction in our staffing), the Department of Economics requests permission to search for two faculty members in 2008-2009 at the level of assistant professor. It is critical that one of our new hires teaches statistics and/or econometrics, courses previously offered by the two former faculty members. We currently offer two such courses: a required course in statistics (Economics 203) and an elective course in introductory econometrics (Economics 304). Their importance in Economics and our curriculum necessitates that they both be offered yearly. We also seek an assistant professor whose teaching and research interests lie in one or more of the subfields of economics broadly associated with domestic social policy. These include public economics (the economics of government taxation and spending), urban economics, labor economics (the study of compensation, working conditions and job choices, employment, and unemployment), and the economics of social policy (health, education, poverty, discrimination, income inequality, and income redistribution). These each represent important areas of economics that should be represented in a decent undergraduate economics curriculum but either are not currently offered on a regular basis at Bryn Mawr or Haverford. They also represent fields that are critical to the Growth and Structure of Cities and offer important complementarities with current offerings in other social sciences including Political Science and Sociology. Between the new hires, we expect to return the department to a situation in which at all times at least two members of the department are positioned to cover each of the core theory courses plus Econometrics (Econ 304) and senior theses can be covered by appropriate senior seminars, neither of which is possible with only three continuing faculty.

David R. Ross  
Associate Professor of Economics

## **Department of French**

The French Department's request for a tenure-track position in 18th-C. studies represents a significantly rethought proposal to bring back 18th-C. studies into the French curriculum and the wider College context. It supersedes the request French sent to CAP in 2005 and is informed by the intense and fruitful discussions the French departments held over the past several years about curricular changes and a new interdisciplinary track. French proposes to search for a specialist in 18th-C. studies who could contribute to the interdisciplinary track and whose scholarly interests would probably intersect with one or more of the following disciplines: Philosophy, German, Gender and Sexuality, History, Growth and Structure of Cities, Africana Studies, or Comparative Literature (although French looks forward to seeing other interdisciplinary profiles as well).

Grace Morgan Armstrong  
E.M. Schenck 1907 Professor of French

## **Department of Geology**

The Department of Geology requests authorization to search for a full-time, tenure track Assistant Professor during academic year 2008-2009 to replace a faculty member who will retire at the end of the 2008 calendar year. We base this request on the following:

- The need to maintain expertise in the four main fields of geology in order to provide a comprehensive undergraduate major in addition to our general offerings for the liberal arts curriculum. This need is particularly important in the case of the Geology Department, as there is no counterpart department or equivalent department in the tri-college consortium.
- Our commitment and leadership in the Environmental Studies Program and other interdisciplinary initiatives such as the Geoarchaeology and Geochemistry concentrations require adequate staffing and appropriate field coverage. The department could not offer the range of courses necessary to support these and other College programs if our fourth tenure-track faculty position was eliminated.
- Replacement of the fourth full-time, tenure-track faculty position in Geology will, in most cases, allow the Department to maintain the current breadth of course offerings without additional staffing or faculty replacements during sabbatical leaves.

We have considered alternative staffing approaches, but because we have no counterpart in the Tri-College community we find replacement of this tenure-track position to be the only viable option.

We propose to search for an individual with experience in the field of paleontology with an emphasis on paleoenvironmental applications; one who has a principal research interest in a field that complements at least one other faculty member (thus providing depth necessary for productive collaborative research); and one who could add substantially to one or more of the following areas: biogeochemistry, stable isotope geochemistry, paleoceanography, paleoecology, paleogeography, geomicrobiology, paleobiology, Earth system science or geoarchaeology.

Arlo Weil  
Associate Professor of Geology

## **Department of Italian**

The Department of Italian requests authorization to search for a full-time, tenure track Assistant Professor commencing academic year 2009-2010 to fill the position in modern Italian literature (19<sup>th</sup> Century to present) due to a planned faculty member retirement. Our request is based on the need to maintain expertise in the main fields of Italian in order to present a reputable undergraduate major in Italian and as a component of the Romance Languages, Comparative Literature and International Studies programs. In addition our offerings serve the divisional requirements in the Humanities. We propose a search for a scholar with experience in the teaching of Italian language and literature of various periods with a concentration in modern Italian literature. We would also be looking for someone interested, and qualified to participate, in interdisciplinary endeavors such as critical theory and studies in comparative literature.

Nicholas Patruno  
Roberta Ricci  
Department of Italian

## **Peace and Conflict Studies Program**

Peace and Conflict Studies requests authorization to search during the 2008-09 academic year for a full-time, tenure track Assistant Professor with a specialization in the Middle East. This position would upgrade a current three year NTT appointment in anthropology that is due for review/renewal next year. This position would meet important needs in the college's small but successful Peace and Conflict Studies program and as an integral part of the Middle East Studies Initiative. 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 in 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; nor does it address the needs some see in Judaic Studies. Defining the position in narrow sectarian terms would not be appropriate academically or politically. The emphasis here is on the Peace and Conflict Studies and the Middle East more broadly because there are both student interest and academic reasons for the College to offer courses in these areas. While we have made great strides in both concentrations in the past two 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.

Marc Howard Ross  
William Rand Kenan, Jr. Professor

## **Department of Physics**

The Department of Physics requests permission to search for a full-time tenure track assistant Professor during the academic year 2008 -2009. This position will solve a significant long-term staffing problem in our department. We have had, on average, two full-time interim positions in the department for the last 10 years. Converting one of these positions to a tenure-line will allow us to be less dependent on interim hires, be more flexible in our participation in other college programs, and better support our undergraduate major, graduate program, post baccalaureate program, students in allied majors, and the college as a whole. Although an additional tenure-line appointment would keep our staffing at the same level, the level of dedication and the long-term investment made by a tenure-line member in the department would significantly enhance our

contribution to multiple academic programs at Bryn Mawr and strengthen Bryn Mawr's capacity to lead the way in women's education in the sciences.

Michael Noel  
Chair of Physics

### **Psychology Department**

The Department of Psychology requests a tenure-track appointment beginning in the 2008/09 academic year. The appointment would broaden our course offerings, allow us to reduce the size of our enrollment in courses (currently significantly above the college average), address important staffing needs around undergraduate research experience, and also put us in a better position to reduce our frequent need for leave replacements. These long-standing pressures have been exacerbated by several recent developments in our staffing. To summarize our current situation: Currently two of our full time faculty are on half time appointments for an indeterminate period of time and, we have lost a further faculty member to the provost position. This leaves us with the equivalent of 5 full time faculty. While we have been able to find temporary replacements for several of the courses traditionally taught by these faculty members we find this to be an unsatisfactory arrangement on an ongoing basis, especially for courses taught at the three hundred level. Although most of the appointments have been excellent, replacement faculty can't service our need to engage students, both graduate and undergraduate, in research, a most important mission of our department. At present we have a real problem in staffing supervised research for undergraduates and dissertation and pre-dissertation research for graduate students. After much deliberation the department has decided to propose the hiring of a person in the field of health psychology with a specialization in psychoneuroimmunology which may be defined as study of the interaction among psychological processes, the nervous system, and the immune systems. The proposed position would meet a number of important niches in the department. Health psychology is a field that is fast-growing and is certain to be both popular and edifying for the undergraduates. It is expected that the hire would teach a basic course in psychoneuroimmunology and a course in the psychology of stress and stress management, and, very likely, would contribute to a segment of our introductory course. We expect that the candidate would serve as a research advisor to undergraduate students. He/She would also serve as mentor to graduate students and would provide a highly relevant research opportunity for graduate students and broaden the scope of dissertation research.

Earl Thomas, Chair,  
Department of Psychology

### ***Continuing Non-Tenure Track Requests:***

#### **Department of Biology (2 positions)**

The Department of Biology submits proposals for two continuing non-tenure track positions (CNTT). The first of these positions is for a laboratory coordinator to develop and teach laboratories in our undergraduate introductory biology courses (Bio 101/102 and Bio 103), a position currently existing as a staff position. Converting this position from a Laboratory Instructor to Lecturer CNTT position is entirely consistent with the guidelines established by CAP. A CNTT position is needed to reflect the important role that this position plays in the curriculum in the Department of Biology, and will help assure that we can continue to attract the best quality individual for this critical position. The second position is the conversion of the current "experimental" lecturer position to a CNTT to teach both lecture and multiple laboratories in Introductory Biology (Bio 101/102) to students in the Postbaccalaureate Premedical Program. The current position was created by request

of the former Provost, and the Postbaccalaureate Premedical Program Office, as an experiment to better serve the needs of the postbacc students. After a two-year trial, we are confident that the strategy is a resounding success. We are able to offer a course sequence with laboratory tailored to the particular interests and needs of this premedical population, while freeing up regular faculty to explore pedagogic innovations to enhance the introductory sequence for our undergraduate population. The proposed position also is consistent with the CNTT guidelines defined by CAP.

Karen F. Greif, Ph.D.  
Professor and Chair of Biology

### **Computer Science Program**

The Computer Science Department requests an AY2008-2009 search for a continuing non-tenure track (CNTT) position for a Computing Laboratory Instructor/Lecturer. After reviewing the revised CNTT guidelines, we believe such a position is in complete alignment with our program's goals and appropriate for our department in this stage of development. The person in this position would take charge of the organization, operation, and maintenance of instructional Computer Science laboratories including the training and supervision of undergraduate teaching assistants. This entry-level faculty position would require at least a Masters degree in a related field for Laboratory Instructor, or the Ph.D. degree in a related field for Laboratory Lecturer. The need for such a position has been regularly identified, most recently in the Computer Science Staffing Needs report from October 2006. That report details the state of the Computer Science Department with special emphasis on a faculty member retirement, the approval of our regular major in 2005-2006, and the Computational Initiatives across the college. Since that report, the needs of CS have continued to increase with the advent of grants from Microsoft and the NSF.

Douglas S. Blank  
Chair, Computer Science Program

### **Department of Mathematics**

The Department of Mathematics requests permission to conduct a search in the 2008--2009 academic year for a CNTT position in Mathematics. This request stems from the recent retirement of our Mathematics Program Coordinator (after 19 years of service in this role). The program Coordinator played an important role in both our department and the College. A description of the former Mathematics Program Coordinator position is described in the Handbook for the Faculty, [http://www.brynmawr.edu/provost/hb/cntt\\_appts.html](http://www.brynmawr.edu/provost/hb/cntt_appts.html). We are proposing to reinstate a position of Mathematics Program Coordinator, but in a modified form. In particular, we wish to redefine and clarify the responsibilities of the Coordinator so as to better serve the needs of the department and the College and to be more consistent with the new College CNTT guidelines.

Lisa Traynor  
Professor and Chair of Mathematics