

*Committee on Academic Priorities*

Astrid Lindenlauf – Classical and Near Eastern Archaeology | 2022–2023 to 2025–2026

Pedro Marenco – Geology | 2025–2026 to 2028–2029

Michael Noel – Physics | 2022–2023 to 2025–2026 | *On Leave Semester I*

Adrienne Prettyman – Philosophy | 2023–2024 to 2026–2027 | *Chair 2025–2026*

Maja Šešelj – Anthropology | 2025–2026 | *Substitute Semester II*

Joel Schlosser – Political Science | 2025–2026 to 2028–2029 | *On Leave Semester II*

April 14, 2026



**BRYN MAWR  
COLLEGE**

**Annual Report to the Faculty  
2025-2026**

The Committee on Academic Priorities (CAP) for 2025–2026 included Astrid Lindenlauf (Classical and Near Eastern Archaeology), Pedro Marenco (Geology), Dee Matthews (Creative Writing; Fall 2025), Michael Noel (Physics; on leave Fall 2025), Adrienne Prettyman (Philosophy; Chair), and Joel Schlosser (Political Science; on leave Spring 2026). Maja Šešelj (Anthropology) served as a substitute in Spring 2026. During Fall 2025, the Interim Provost, David Karen, attended CAP meetings by invitation. Dee Matthews, who served as a CAP member in Fall 2025, attended meetings as Provost (ex officio) beginning Spring 2026. CAP is grateful for the administrative and clerical support provided by the Provost’s Office, especially Tina Bockius, for setting up meetings with departments, curating our Moodle website, and keeping us on track.

CAP met once per week in the Fall and twice per week in the Spring semester. We also held meetings with the Committee on the Undergraduate Curriculum (CC) and Haverford’s Strategic Curriculum and Personnel Committee (SCPC). As Chair of CAP, Adrienne Prettyman met weekly with the Provost to prepare CAP agendas, served on the Advisory Council of the Faculty, and was our representative to the Board of Trustees, the Buildings and Grounds Committee, the Academic Affairs Working Group, and the Finance Committee. Dee Matthews served as CAP’s representative to the College Budget Committee in the Fall Semester and, after she took on the role of Provost, Astrid Lindenlauf served in the Spring. Pedro Marenco served as our representative to the second iteration of the RFWC, which was convened by Interim Provost David Karen in the Fall Semester. Michael Noel served as CAP representative for the Campus Comprehensive Plan working group. Joel Schlosser served on the Leadership Conversation Team (LCT) in the Fall Semester; Michael Noel served in the Spring Semester.

CAP engaged a number of important issues during the 2025-2026 academic year, in addition to reviewing and making recommendations about position requests. Below, as a preamble to our recommendations, we reflect on CAP's charge and report on some of the issues we addressed.

### **Reflections on CAP's Mission and Role**

According to the By-Laws of the Faculty (Article VI. E. 2. a), CAP is the designated faculty committee that shall "consider all matters concerning academic priorities, including, but not limited to, staffing allocations, department and program facilities and resources, restructuring or terminating existing departments and programs (insofar as these have significant resource implications), and other resources relating to teaching and research."

In fulfilling this charge, CAP remains committed to the College's mission and the core academic priority of delivering an excellent education in the liberal arts, balancing curricular breadth and depth with student and disciplinary trends. Our recommendations aim to support a flexible, forward-looking curriculum that will serve our students now and in the future. This year, we have partnered with other faculty committees and the Administration to build a strategic vision for resource recommendations, which we will share with the faculty (along with an updated CAP process) in an addendum to follow.

Once the move to 2/2 was announced to the faculty at the September 2025 faculty meeting, CAP discussed whether we should change our procedures for this year. In particular, Interim Provost David Karen asked if CAP should be involved in deciding on how best to use the increased pool of available interim positions this year, an increase designed to help ease the transition to 2/2. CAP decided that because interim positions had always been the purview of the Provost's Office, it would be better in keeping with our mission for CAP to not be involved in decision-making with respect to interims. Further, CAP felt strongly that we needed more time to develop potential policy changes for next year related to the transition to 2/2. To this end, CAP announced to the faculty that we would not be making any changes to our process for considering new position requests this year.

In anticipation of an increase in requests for long-term staffing related to the move to 2/2 teaching load for tenure stream faculty, CAP is considering changes to our process for future years. To better understand the financial side of this transition, CAP had multiple meetings with Wendy Cadge, as well as with Beth Shepard-Rabadan, the CFO, and Bob Miller. The transition requires close collaboration with the Committee on the Undergraduate Curriculum (CC). To this end, CAP members and members of CC met multiple times over this academic year, including a workshop in December 2025 to share planning related to the move to 2/2.

CAP drafted two possible approaches for soliciting position requests next year, which we presented for discussion at the March 2026 faculty meeting. The spirit of the proposed changes is to get a big-picture view of staffing needs across the college in order for CAP to make good decisions for both individual departments/programs and the college as a whole. While we do not wish to duplicate work done in previous semesters by the Provost's Office and the Rebalancing Faculty Workload Committee (RFWC), CAP has not been deeply involved in specific deliberations related to staffing the move to 2/2. CAP appreciates the hard work done by the 2025/2026 RFWC and the Provost's Office staff to assess the current faculty staffing levels and estimate the number of faculty lines that may be needed to transition to a 2/2 teaching load. Nevertheless, we feel compelled to reiterate that, as per faculty by-laws, any future faculty hiring recommendations are CAP's responsibility and must follow CAP's processes, as outlined in the Faculty by-laws. In keeping with our purview, we intend to gather updated data from departments and programs for CAP to evaluate through our deliberative process, described in more detail below ("CAP Processes"). We have received feedback from our faculty colleagues and will be announcing our new policies later this spring as an addendum, following further discussion with the faculty at the April faculty meeting.

## **Background Data**

To contextualize CAP's work, in this section we provide some general information about student dynamics at the College drawn from publicly available Institutional Research reports.

In the graduating class of 2024-2025, 382 students completed 36 majors and 14 independent majors: 322 students completed one major, 59 completed two majors, and one completed a triple major, for a total of 443 majors in all. Of those, 20 majors were completed by Bryn Mawr students at Haverford. In addition, 42 Haverford students graduated with a Bryn Mawr major, two of whom were double majors at Bryn Mawr.

As of Fall 2025, the College has 1288 full-time and three part-time undergraduate students. The College offers 31 majors (including the Independent Major) on our campus and an additional six Bi- or Tri-Co majors; five additional majors are available at Haverford. The College currently has 262 degree-seeking graduate students: 67 full-time and six part-time in the Graduate School of Arts and Sciences, a total of 160 full-time and 29 part-time students in the Graduate School of Social Work and Social Research (GSSWSR), and 69 in the post-baccalaureate pre-medical program.

Incoming undergraduate student enrollment increased from 351 students in 2015 to a peak of 422 in 2021. Our most recent classes enrolled 361 (in 2023), 382 (in 2024), and 329 first year students (in 2025). In 2024/2025, applications increased 4% for the incoming class of 2029, and international applications were up 25%. However, because of the unpredictability in higher education over the past several years, and in particular given the tumultuous policies at the

national level that affected prospective students, the yield for the Fall 2025 first year cohort was lower than projected. Bryn Mawr was far from the only school experiencing this unexpected development. Following the announcement of the Bryn Mawr Beacon Initiative, the Office of Undergraduate Admissions pursued a number of active measures to increase our applicant pool and admissions yield for the class of 2030, with the aim to enroll a larger first-year cohort starting in Fall 2026, despite the anticipated decrease in international student applications (due to factors outside of the College's control). We are cautiously optimistic that the strategy pursued by the Undergraduate Admissions Office will yield positive results, though it is likely that uncertainty due to the "demographic cliff" on top of a hostile political environment is going to be a source of fluctuation and instability in enrollments for years to come.

At the present time, the College has 182 continuing faculty lines (though not all of them are filled), including 10 faculty and the Dean in the GSSWSR, and 11 athletics faculty. Excluding course sections in Dance (which cross lists many courses with Physical Education), the Writing Center, the Quantitative Center, and the GSSWSR, 318 out of 896 courses, or 35% of course sections, were taught by interim faculty in AY 2025-2026. (Note: also excluded from the count of courses were sections in the B403, B701, and B800 designations.)

### **Reflections on the Bi-College Relationship**

Continuing our endeavors to maintain a collaborative relationship with Haverford College's Strategic Personnel and Curriculum Committee (SCPC), CAP aimed to meet with SCPC twice during 2025-2026. In past years, CAP and SCPC first met in the Fall semester and discussed the LOIs received by both committees, followed by a second meeting in the Spring. However, this year SCPC found themselves facing a substantial increase in the number of LOIs with a smaller staffing of that committee (i.e., only three faculty). Therefore, CAP and SCPC were only able to meet in April, by which time SCPC had already made their recommendations.

This year, SCPC received 14 LOIs through the standard proposal process, after which they invited eight departments/programs to submit full proposals. This increase in LOI submissions was in part driven by the initiation of phased retirements at HC that are expected to take place over the next few years, which prompted the home departments of those faculty to submit LOIs in anticipation of future retirements. SCPC recommended six proposals from the following departments/programs for searches in 2026/2027: two positions in Biology, and one each in Computer Science, Philosophy, Political Science, and Statistics. Additionally, SCPC recommended a search for a position in Astronomy to take place in 2027/2028. The second of the Health Studies positions recommended last year (for a junior faculty member) is also expected to take place in 2026-2027.

For the past several years, CAP has noted that the increasing asymmetry in students not majoring at their home campus, as well as asymmetries in course enrollments, do not affect all

departments and programs equally, including programs that exist at both campuses. Additional data on Bi-Co dynamics provided to CAP by our Institutional Research Office help to provide a historical overview of various trends and an impartial assessment of the overall balance of curricular offerings at each campus, as well as insight into areas where there is the most cross-over. Since the Spring 2016 semester, the proportion of BMC students taking courses at HC has varied from a high of 61.8%, or 24.2% percent of BMC students' courses, in Spring 2021, to the low of 40.6% of students and 15.3% of courses in Fall 2025. For HC students taking courses at BMC over the same period these values range from a low of 38.9% of students and 13.7% of courses in Fall 2016, to the high of 54.1% of students and 19.7% of courses in Spring 2021. Since the pandemic, HC has generally had a higher number of enrolled undergraduate students. The difference was the most stark this academic year, when BMC had a total of 1288 undergraduate students who took 831 courses at HC, whereas Haverford had 1431 students who took 900 courses at BMC.

The numbers of students majoring at the other campus appear less balanced. In all, there are five majors currently available only at HC (in order of number of BMC majors served, from highest to lowest, those are Fine Arts, Religion, Music, Astrophysics, and Astronomy), serving 98 BMC majors total over the last 10 years. Nine majors are available only at BMC (in the order of number of HC majors served, from highest to lowest, they are Growth and Structure of Cities, International Studies, History of Art, Geology, Independent majors, Romance Languages, Classical and Near Eastern Archaeology, Transnational Italian Studies, and the former East Asian Studies), which have served 178 HC majors over the same period.

The asymmetry is also evident in the numbers of students majoring at the other campus in a program that exists on their home campus as well. Over the last 10 years, a total of 125 BMC students majored at HC in a department or program that exists at both campuses. The highest number of BMC students majored at HC's Political Science department (30 majors, representing 1 in 8 BMC graduates who majored in Political Science), followed by Economics (21 majors), Computer Science (14), Mathematics (11), History (10), Philosophy and Anthropology (9 each), followed by seven other departments that have served  $\leq 7$  BMC majors over the last 10 years. At the same time, 179 HC students majored at BMC, with the highest number of HC majors coming to BMC Mathematics (50 majors over 10 years, meaning 1 of every 5 HC Mathematics graduates majored at BMC), followed by Sociology (29 majors), English (17), Biology (13), Education (12), Economics and Anthropology (10 each), followed by eight other departments serving  $\leq 8$  majors over the last 10 years. This asymmetry is notable because supervising majors often includes additional faculty labor in terms of research supervision, mentoring, professional development, writing letters of recommendation, etc., that is impossible to quantify.

The picture is more complicated when we look at Bi-Co and Tri-Co majors, which have served 320 BMC majors and 248 HC majors over the last 10 years. These programs include, in alphabetical order, Comparative Literature, East Asian Languages and Cultures, Environmental Studies, German, Linguistics, and Neuroscience. The popularity of each program, and faculty

staffing, varies across campuses; the top three Bi-Co/Tri-Co majors at both campuses are, in alphabetical order, Environmental Studies, Linguistics, and Neuroscience. It is CAP's understanding that in most, if not all, cases the contributions of each College towards staffing each Bi-Co or Tri-Co major were outlined in Memoranda of Understanding around the time the programs were founded. Some of these majors are relatively new, while some may have been around for decades; some are heavily enrolled, and some more modestly so. In any case, the realities of staffing the majors may be different now than when they were first proposed.

CAP recognizes and appreciates the many benefits the Bi-Co relationship affords our students, as this partnership expands and enriches curricular offerings and academic opportunities for our students. It is ideal to aim for core curricular coverage on both campuses in disciplines that experience high enrollment pressures and to achieve an overall balance of programs that exist at only one campus. CAP continues to monitor this complex dynamic, and we encourage further communication, particularly among senior administration at BMC and HC, to ensure that the overall workload is shared in equitable, sustainable, and collaborative ways across both campuses.

### **Reflections on Interdisciplinarity**

In President Cadge's response to the 2024/25 CAP report, she noted the potential for strengthening interdisciplinary collaboration across departments and programs as faculty plan and propose new continuing lines. Toward this end, she announced the designation of \$25,000 in presidential discretionary funds for CAP to distribute in 2025/26. CAP met with President Cadge early in the Fall 2025 semester to align our understanding of the President's vision for the use of these funds. Using what we learned from this conversation, we then worked independently as a committee to develop the Interdisciplinary Innovation Grant initiative. We invited faculty to apply for up to \$5,000 in funding to support cross-disciplinary or interdisciplinary collaborations in research and teaching, with the goal of exploring connections across fields and discovering new curricular directions. Projects may (but need not) lay the groundwork for future requests for new faculty positions. Position requests that grow from these collaborations will be considered through the usual CAP process, which balances contributions to interdisciplinarity alongside other academic priorities. In evaluating proposals, CAP welcomed projects that build bridges across departments; model innovative, student-centered approaches; and explore new directions for faculty collaboration and curricular growth. Given that the focus on developing curricular innovations overlaps with the charge of the CC, we involved CC at all stages of this process, from providing feedback on the draft call for proposals to holding a joint meeting between CAP and CC to review proposals.

We received two proposals, and both engaged broadly with faculty across the college. In conversation with CC, we voted unanimously to fund both projects. The first project explores Geographical Information Systems and spatial visualization, forming a research hub that spans 16 faculty and staff across 11 departments, programs, and staff positions. The second project explores global carceralities and seeks to strengthen interdisciplinary curricular pathways that equip students with critical analytical tools to examine and transform systems of incarceration. This project engages 12 faculty and staff representing 10 different departments, programs, and offices.

Faculty can continue to apply for an Interdisciplinary Innovation Grant on a rolling basis to support activities planned through Fall 2028. We encourage faculty to consider this opportunity to explore and deepen interdisciplinary connections as they plan future proposals to CAP. Full program details and the application form are available on the [Interdisciplinary Innovation Grants webpage](#).

## **CAP Processes**

In this section, we will describe our process in the 2025/26 academic year. For a discussion of changes to CAP's process for future years, please see Reflections on CAP's Mission and Role. More details will be shared in an addendum in Spring 2026.

This year, CAP continued to follow the process set in recent years. We continued the recent policy change of providing submission windows for both the letters of intent (LOI; September/October) and the full position proposal (December/January). CAP generally does not accept late proposals to allow sufficient time to review all requests

There was no change to the Letters of Intent format this year. We remind faculty that these are public documents, shared with the community on the CAP website, which provide an opportunity for members of the college community to collaborate broadly in developing future curricular programming. For the past few years, CAP has moved away from mandatory to optional listening meetings with departments or programs that submitted LOIs. However, we remain available for a conversation prior to or following an LOI submission to any department/program looking for CAP's input as they develop their proposals. This is especially important for departments with limited recent experience with CAP, as our processes have changed over the years.

We continued the policy of providing a full-proposal questionnaire to streamline the proposal process and to increase consistency across departments. This questionnaire replaced the open-ended, narrative-style proposals CAP previously requested. The intention was for the questionnaire to provide clarity within a common structure while also leaving room for a narrative component that would allow each department or program to contextualize and personalize their proposal. We also continued our policy of providing a pre-formatted

spreadsheet for departments/programs to provide staffing information, again, in an effort for a more straightforward and standardized process. The spreadsheet asks for the kind of information each department/program submits to the Provost as part of their course-planning process, reducing the need to “reinvent the wheel” when submitting this information to CAP. Although we did not explicitly consider the proposed switch to 2/2 in our discussions or evaluation of proposals, projected staffing information assumes a 2/2 teaching load for tenured and tenure-track faculty beginning in Fall 2026. CAP continues to reflect on these processes and consider faculty feedback as we work to develop a revised process for the 2026–2027 academic year. CAP will solicit feedback directly from departments and programs that participated in the most recent proposal cycle.

For the past two years, CAP has considered proposals for Continuing Non-Tenure Track (CNTT) positions that would, in effect, be conversions of interim staffing to continuing faculty positions. This Spring, CAP has been in conversation with Provost Matthews about revisiting the 2007-2008 CAP Annual Report considerations regarding conversions of interim staffing to TT or CNTT positions in ways that are cost-neutral and/or staffing-neutral. As was the case back then, CAP continues to recognize the importance of continued staffing for the stability of departments and programs, and will continue working with the Provost’s Office on developing a policy and procedures for such requests. CAP will update the faculty once the possible parameters and ensuing commitments of such conversions are known. In the meantime, CAP has continued to evaluate each proposal primarily on its curricular merits and the ability of departments and programs to mount their curriculum with continuing faculty and less reliance on interim staffing.

Finally, in recent years CAP observed that there have been full-time staff hired at the College that include continuing teaching duties in their contract; these positions were not vetted or approved by CAP. We note that all positions that include continuing teaching responsibilities must be reviewed and approved by CAP, as per the by-laws. This year, CAP discussed the process for reviewing such staff positions with Interim Provost David Karen, and it was decided that the proposals for such positions should be brought by the Provost’s office to CAP for review.

### **Faculty Positions at the College**

This year, as in the past, CAP’s chief business was to review each position request in the context of several factors, including (but not limited to): the request’s relation to the College’s mission and its academic priorities and strategic directions; its contributions to the needs and vision of the department or program as well as disciplinary directions; its impact on overall faculty resources at Bryn Mawr and in the Bi-Co; the potential to contribute to other programs, departments, or interdisciplinary efforts; the history of previous requests; and the College’s commitment to maintaining and increasing faculty diversity. CAP considers these and other factors holistically, seeking to balance various academic priorities to support a broad and

exciting curriculum in the liberal arts. While the discussion regarding the transition to a 2/2 teaching load from the current 3/2 teaching load for tenured and tenure-track faculty has continued this year, CAP decided not to consider staffing needs related to this possible transition when evaluating this year's proposals. Therefore, all position requests continued to be evaluated according to the parameters established in past years. One member of CAP from a requesting department was recused from all CAP discussions of their proposal, although they were invited to attend the Spring meeting along with their departmental colleagues as a member of that department. Below, we describe each position request, address its implications for the long-term academic priorities of the College, and lay out our recommendations to the President concerning its implementation.

### **CAP's Responses to Faculty Position Requests**

In semester I, CAP received letters of intent from 12 different departments and programs, for a total of 14 faculty lines. All departments were directed by the "request for position" template to consult with faculty in allied fields at Bryn Mawr and at Haverford. By the January 2026 deadline, CAP received full proposals from eight departments and programs for a total of 10 lines: Africana Studies, Biology, Computer Science, Greek, Latin, and Classical Studies, Mathematics (2 lines), Political Science (2 lines), Psychology, and Spanish.

### **Africana Studies Program, Tenure-Track Request**

The Program in Africana Studies requested approval for a tenure-track line at the rank of Associate or Full, with expertise in Black Feminist Thought or Black Queer Feminist Studies. The proposal emphasized the importance of Africana and/or Black Studies for the liberal arts; the interdisciplinary nature of both Africana Studies and Black Studies, encompassing such fields as Anthropology, Education, Gender Studies, Political Science, Sociology, Urban Studies, or Psychology; and the robustness of student interest. Africana Studies aspires to grow into a major and emphasizes that this growth requires additional staffing at the Associate or Full level to stabilize the program and establish it as a department.

**CAP recommends that the request from Africana Studies for a tenure-track position be revised and resubmitted after approval of the curriculum by the Curriculum Committee, for the following reasons:**

CAP recognizes the importance of the current program (and the envisioned future department) for the College. An additional tenure-track line would not only serve student demand but also broaden the curriculum to serve a robust major and meet students' advising needs. We also acknowledge the work that junior faculty have done to bring this proposal to CAP while also preparing a proposal for the major to be reviewed by the Committee on the Undergraduate Curriculum (CC). Given the interrelated nature of our work, CAP invited two representatives

from CC to attend the in-person meeting with Africana Studies, and the Chairs of each committee have been in regular communication to coordinate assessment of curricular innovation and long-term staffing.

At present, the Africana Studies Program is in the process of working with CC on the proposal for a major, which is currently under consideration by CC. CAP feels that it would be best to secure approval for the major from CC, and then revise and resubmit the proposal so that CAP can evaluate a request for long-term staffing to support the envisioned curriculum. We make this recommendation in the spirit of strengthening and serving that emerging vision for the long term. Engaging this process will enable Africana Studies to explore how a tenure-track line, potentially different from what was proposed this year, can best serve the future curriculum that they develop. Given the interdisciplinary nature of the field, CAP notes the need to comprehensively identify existing faculty expertise in Africana Studies and/or Black Studies and affiliated fields at Bryn Mawr and across the Bi-Co to clarify the complementary theoretical and methodological expertise needed for a robust major curriculum. We invite further exploration as to how our existing courses could meet the curricular needs identified in the proposal, with an eye toward discovering where there are critical gaps in our current curriculum that a new hire could fill. There is also a need for greater clarity surrounding how the Department will interact with its Haverford counterpart. The proposal emphasized the creation of a Bi-Co Black Studies Department, however, we also heard the need for a stand-alone department at Bryn Mawr; CAP would like to see a clear vision for the future as this may impact how the proposed position is defined.

In light of the many exciting curricular changes as Africana Studies plans a future major in conversation with CC, other affiliated departments across the college, and colleagues at Haverford, CAP sees the need for further reflection on how the proposed line can best serve the emerging vision. We therefore invite Africana Studies to submit a revised proposal after the proposed curricular changes have been submitted to and approved by CC. We further recommend that the Provost's Office support the most critical staffing needs with interim support, ensuring coverage for core courses and leaves, until a strategic vision for a future curriculum and the most critical long-term staffing needs can be established. To better support Africana Studies, particularly during faculty leaves, we recommend the Provost invite a well-established visiting scholar and mentor. An advanced-level visiting professor could work with designated and affiliated faculty to reconvene the Africana Studies steering committee, so that they may collaboratively undertake the significant work associated with realizing the vision of a premier Africana Studies (or Black Studies) Department at Bryn Mawr or the Bi-Co.

### **Department of Biology, Continuing Non-Tenure Track Request**

The Department of Biology requested a CNTT position to help teach postbaccalaureate (post-bac) and introductory biology courses. A recent reassessment of departmental teaching loads by

the Rebalancing Faculty Workload Committee (RFWC) has left the department understaffed with respect to the postbaccalaureate program in particular, and they have relied on interim staffing to fill that need this year. CAP acknowledges the multiple ways in which Biology serves the College, including its contributions to the Post-bac Program, Neuroscience, Biochemistry and Molecular Biology, and Health Studies, which leads to high enrollment pressures in their courses.

**CAP recommends that the request from the Department of Biology for a Continuing Non-Tenure Track position not be approved, for the following reasons:**

There is a strong and compelling need for stable staffing to contribute to the postbaccalaureate program and introductory biology workloads. CAP acknowledges that it is far from ideal to staff a department with perpetual long-term interims because of the time, money, and effort associated with repeated searches and mentoring new colleagues. However, we note that Biology is the largest department at the College and has only recently achieved full staffing following a successful tenure-track search this year. We appreciate the work that Biology has already done in rethinking their curriculum in anticipation of the move to a 2/2 teaching load next year. While the RFWC report made clear that the teaching load for post-bac courses in Biology exceeds the teaching load a single faculty member can sustain, we ask that Biology further explore different staffing configurations, including using existing lines, to help staff the postbaccalaureate program for the time being. CAP feels that it is important to see how the current staffing configuration (including its new faculty and interim staffing) works with the department's planned changes to the undergraduate curriculum before growing the department further, as the coming years may reveal unanticipated staffing needs that may require a reimagining of the proposed expansion. It is CAP's understanding that the President's Office and Provost's Office will conduct a comprehensive review of the postbaccalaureate program staffing across the College, with an eye towards equitable solutions across contributing departments.

**Department of Computer Science, Tenure-Track Request**

A position was requested for a tenure-track assistant professor who specializes in systems. This request was motivated by a lack of expertise among current faculty in this area, as well as the move of a senior colleague from Computer Science to Data Science.

**CAP recommends that the request from the Department of Computer Science for a tenure-track position not be approved, for the following reasons:**

As noted in the proposal, course enrollments and major numbers in Computer Science have fluctuated recently, with current enrollment being robust but not overburdening in most courses. In addition, it is our understanding that the senior colleague who moved to Data Science may continue to contribute up to two courses per year that serve as Computer Science electives, determined in coordination with the Computer Science chair. We expect this colleague's

contribution to Data Science will further relieve the burden of supporting the Data Science program from remaining Computer Science faculty. While current Bryn Mawr faculty are concerned they are not able to adequately support student research projects in systems, CAP appreciates they are nevertheless able to offer courses in this area. Furthermore, this field is represented at Haverford College, with which our department has a strong working relationship. We encourage Computer Science to explore ways of offering an exciting curriculum by greater consideration of existing courses offered in allied fields, such as Data Science or computational courses in other departments. As Computer Science considers further requests, we encourage collaboration with other departments and programs who might benefit from or contribute to jointly developed curricular initiatives.

### **Department of Greek, Latin, and Classical Studies, Tenure-Track Request**

A request was made for a tenure-track position in the field of history of the ancient Mediterranean world, primarily due to the lack of expertise in this area at both Bryn Mawr and Haverford Colleges. This colleague would contribute to both undergraduate and graduate courses and thesis supervision as well as both the Greek and Latin language curriculum.

### **CAP recommends that the request from the Department of Greek, Latin, and Classical Studies for a tenure-track position be revised and resubmitted in collaboration with other stakeholders, for the following reasons:**

While the department serves a modest number of students, a compelling case was made regarding the need for expertise in ancient history. CAP supports the breadth that such a position would bring to the liberal arts curriculum at the college. However, we would like to see a revised proposal that is jointly crafted by and supported by other stakeholders at the college, such as Classical and Near Eastern Archeology, Middle Eastern, Central Asian, and North African Studies (MECANA), History of Art, History, and perhaps others. A future proposal should also more clearly address the balance this position would be expected to achieve with respect to teaching and advising undergraduate and graduate students in Classics, as well as the accessibility of proposed courses to students outside of Classics (e.g., by offering courses in translation). While we do not recommend the current request, we see the importance of this field and look forward to reviewing a revised proposal.

### **Department of Mathematics, Continuing Non-Tenure Track Request**

The Department of Mathematics requested a continuing non-tenure track (CNTT) line to address in a more permanent way the enrollment pressures in their introductory courses, and to improve their teaching effectiveness for courses typically taken by first- and second-year students.

### **CAP recommends that the request from the Department of Mathematics for a Continuing Non-Tenure Track position be approved, for the following reasons:**

CAP recognizes the extremely high number of Bryn Mawr and Haverford students the department serves in their introductory courses, which are critical to many of our undergraduate students not just for meeting College-wide requirements but as prerequisites for more advanced courses in a range of fields, and the department's curricular innovations to make Mathematics accessible to a diverse student body. It is essential for incoming students to obtain quantitative skills they need so that they can thrive in Mathematics and other STEM fields. We would also encourage the department to work with the Provost's Office to identify the pressure points on the introductory levels of their curriculum that could be addressed elsewhere in the Bi-Co, so that the continuing faculty, including CNTT colleagues, could potentially offer a wider range of courses that would serve Bryn Mawr's undergraduate student body, particularly Mathematics majors.

### **Department of Mathematics, Tenure-Track Request**

The Department of Mathematics proposed an open search that would complement existing expertise in the department. The new position would benefit both its undergraduate and graduate student body in various ways, including diversification of the curriculum and a greater selection of topics and supervisors.

### **CAP recommends that the request from the Department of Mathematics for a tenure-track position not be approved for the following reasons:**

The request was submitted in anticipation of a future retirement. While CAP saw the immediate need to provide stability in staffing the introductory level courses and recommended the creation of a third CNTT position to address persistent pressure points, CAP cannot support this tenure-track request at this time, in part due to the timeline of the retirement and budgetary constraints. When the department resubmits the position request, we expect the department will have had a chance to fully consider the impact the move to a 2/2 teaching load will have on its tenure-track and tenured faculty members' ability to offer a robust curriculum alongside undergraduate and graduate supervising capabilities. While we see the benefits of an open search, such as attracting a diverse pool of excellent candidates, we invite Mathematics to reflect on disciplinary trends and areas of student interest to consider whether a more targeted area (or areas) of specialization might better serve the department in the long term. If the position is best left open, we would appreciate further reflection on that decision in the revised proposal.

### **Department of Political Science, Tenure-Track Request**

The Department of Political Science submitted a request for a tenure-track, Assistant Professor position in the field of American (US) Politics. The proposed position would examine political dynamics outside of formal state institutions, and their impact on voting behavior and electoral mobilization. The department stated a strong preference for a researcher using quantitative or mixed methods. The need for this position is three-fold: firstly, it is a key curricular area in political science; secondly, it is an area of marked and sustained student interest not just at Bryn

Mawr, but also at Haverford, where Political Science is one of the largest majors; and thirdly, current faculty with expertise in US politics have had reduced course loads for many years, leading to a long-term dearth of courses in this area, especially at the advanced level, with adverse consequences for the major.

**CAP recommends that the request from the Department of Political Science for a tenure-track position in the field of American Politics at the Assistant Professor level be approved, for the following reasons:**

CAP recognizes that the Department of Political Science is facing a multitude of pressures that make filling this position a priority. US politics is one of the traditional core fields of US political science as a discipline, along with political theory, comparative politics, and international relations. While we note that, given the small size of the College, no department or program can possibly cover every curricular area they may desire, fundamental curricular areas, particularly those that match areas of robust student interest, should ideally be reliably staffed by continuing faculty. Topically, we find the scope of the proposed line to be timely and relevant for years to come. Moreover, many students have been declaring their Political Science major at Haverford because of the lack of courses (especially 300-level seminars), as well as thesis research supervision availability, in the area of US politics at Bryn Mawr, contributing to already very high pressures on the Political Science major at Haverford. A hire in US politics would help stabilize both course offerings and student research supervision on our campus and could create new possibilities for inter-disciplinary connections with other departments and programs at the College (e.g., Africana Studies, Data Science, LAELS). The proposed quantitative or mixed methods methodological approach would augment the department's limited offerings in quantitative methods required for the major, primarily shouldered by a junior faculty colleague, and complement the department's existing strengths in qualitative methods and analyses.

### **Department of Political Science, Tenure-Track Request**

The Department of Political Science submitted a request for a second tenure-track line in the area of comparative politics, with a regional focus on Europe, broadly envisioned, and area specializations including, but not limited to, EU governance and regulatory governance, including climate regulation; political economy, and regional political analysis. This request is in part prompted by the upcoming retirement of a long-time faculty member, but also by the need for additional courses and research supervision in comparative politics, which is another major area of student interest. The departing colleague has, for the past nine years, contributed more of her teaching and advising to Environmental Studies, leading to additional pressures on the remaining two full-time comparative politics faculty in the department.

**CAP recommends that the request from the Department of Political Science for a tenure-track position in the field of Comparative Politics not be approved, for the following reasons:**

While we recognize that the department is experiencing student-driven pressures in more than one curricular area, CAP nevertheless advises that the department take a longer-term perspective to the specific geographic and topical foci of the proposed position. Despite there not being a European politics specialist at Haverford, this did not seem to lead to unsustainable enrollment pressures on the very limited course offerings in European politics at Bryn Mawr. Therefore, CAP wonders whether this is the area that would best serve the department in the long term. Should the department decide to resubmit the proposal, we encourage them to think creatively and expansively about their core curricular area coverage, regional specializations, and additional areas of expertise that would complement current strengths, both at Bryn Mawr and at Haverford. A future position request should allow the department to expand course offerings in ways that would meet and sustain student interests over the long term, and help to more equitably distribute the teaching and advising loads of the continuing faculty in their core curricular and methodological areas, including in light of the upcoming 2/2 transition.

#### **Department of Psychology, Tenure-Track Request**

The Department of Psychology submitted a request to search for an Assistant Professor with specialization in Behavioral Neuroscience, following the tragic loss of their colleague Laura Grafe. The proposed hire would contribute to behavioral neuroscience offerings in the Psychology Department as well as build bridges with other programs across the college and Tri-Co community. They would contribute significantly to the popular Neuroscience major, offering Neuroscience courses at the 200- and 300-level, including laboratory research methods in behavioral neuroscience using animal models. The proposal emphasized the importance of behavioral neuroscience for the Psychology curriculum, strong student interests in Laura Grafe's courses and similar courses taught by interims or at Haverford, and the need to support the growing demand for Neuroscience.

**CAP recommends that the request from the Department of Psychology for a tenure-track position in Behavioral Neuroscience at the Assistant or Associate Professor level be approved, for the following reasons:**

CAP recognizes the importance of the position in Behavioral Neuroscience for serving the Psychology and Neuroscience core curricula. There is robust student interest evident in strong enrollments and demand for advising in this area. We make two suggestions. First, we recommend that the Psychology Department consider an open-rank search rather than limit their search to the rank of Assistant Professor. A more senior hire with an established research program may be better positioned to navigate the interdisciplinary demands and enrollment pressures associated with this position. Second, we suggest that the teaching load be focused in

Neuroscience at all levels of the curriculum, including at the introductory level, for two reasons. First, we think it benefits the new hire for their teaching to be focused in Neuroscience. Second, we note that the introductory Neuroscience course creates a bottleneck to the Neuroscience major due to high student demand and limited offerings, and we see an opportunity for the proposed hire to help address that. Looking to the future, we appreciate that Psychology has been reflecting on how curricular choices (such as contributions to other programs or college-wide requirements) may be fueling some enrollment pressures. Alongside the proposed hire, we encourage Psychology to continue exploring ways to bring enrollments in line with existing staffing.

### **Department of Spanish, Tenure-Track Request**

The Department of Spanish requested a tenure-track line in the field of the culture of early modern Spain, colonial Latin America, and transatlantic Hispanophone territories covering the time period from 1492-1810. This expertise is needed to teach the breadth of 200 and 300 level courses needed to sustain the major and help the department fulfil its commitment to increasing support for heritage speakers of Spanish. The department also emphasized the need for this position for their curriculum, including major requirements continuing faculty have not been able to offer since the recent retirement of a senior colleague.

### **CAP recommends that the request from the Department of Spanish for a tenure-track position at the Assistant Professor level be approved, for the following reasons:**

CAP acknowledges this significant gap in course offerings and expertise as well as the department's contributions to the Bi-co Comparative Literature and the Latin American, Iberian, and Latina/o Studies programs. CAP also sees the growing interest in the broader topic of colonialism among BMC students and believes that this hire would greatly contribute to student intellectual growth in this area. In particular, CAP hopes that this position will be filled by a Western hemisphere expert in order to better serve our growing population of heritage speakers of Spanish. We recommend granting this position request with the understanding that the search will be delayed one year because multiple faculty members will be on leave this coming year.

### **Predocctoral and Postdoctoral Fellowships**

CAP did not solicit proposals for Fellowships this year for the reasons outlined below.

#### **Bucher-Jackson Postdoctoral Fellowship**

A call for proposals for AY 2025–2026 was not conducted due to fiscal constraints in the endowment, which will not support a new appointment until a future academic year. The next search is expected to occur in AY 2027–2028 for a fellow to begin in AY 2028–2029.

**Consortium for Faculty Diversity (CFD) Fellowship**

The call for proposals remains on hold. Legal and administrative review has delayed the search, and the Provost is actively working to enable a future solicitation.

**The Mellon Postdoctoral Fellowship**

A call for proposals for AY 2025–2026 was not conducted, as the current postdoctoral fellow started their first year with the Department of Political Science during this academic year.

Calls for AY 2026-2027 fellowship proposals, if available, will be announced in Fall 2026.