

Alison Cook-Sather, *Education, 2009-2010–2012-2013, Chair 2011-2012*

Michael Tratner, *English, 2008-09 – 2011-12*

Toba Kerson, *GSSWSR, 2010-11 – 2013-14*

Arlo Weil, *Geology, 2010-11 – 2013-14*

Grace Armstrong, *French, 2011-12 – 2014-15*

Tamara Davis, *Biology, 2011-12 – 2014-15*

B R Y N M A W R

23 May 2012

Addendum to Annual Report to the Faculty 2011-2012

Following up on a question CAP has explored over the last couple of years — whether a department or program must resubmit a position request if they lose a tenure-track junior colleague within the initial term — CAP brought the following proposal to the Faculty at the May 2012 faculty meeting:

That departments/programs who lose a junior TT colleague before the end of that person's first term do not need to resubmit a position request to CAP *IF* the position request is not changed. If the position request is not changed, the department/program will confirm with CAP and Appointments that the ad for the position has not changed. Should the department or program wish to submit a revised/different position request, they are of course welcome to do that, if their own or broader College needs have shifted such that a new position would be of greater benefit to the department/program and/or the institution.

CAP received both affirmations of this proposed change and suggestions for why the process needed to be a bit more complex. Taking into consideration comments made at and subsequent to the faculty meeting, CAP will adopt the following new approach:

Departments/programs that lose a junior TT colleague before the end of that person's first term, either because the person leaves or because the person is not reappointed, should take the following steps:

- Ask the chair of CAP to convene a meeting of the Provost and representatives from Curriculum Committee (CC) and the Committee on Appointments (CA). No proposal need be prepared for this meeting; rather, the department/program should be prepared to talk with the representatives from CAP, CC, and CA and the Provost about the reasons for the loss and what the best way to proceed would be.
- At the meeting, participants discuss whether (1) the need of the department/program is unchanged and the position description is also

unchanged or (2) the department/program and/or the College needs have shifted and would be better served by a revised/different position request.

If (1), then the department/program need only confirm with CAP and CA the original, unchanged ad. The department/program does not need to resubmit the position request. They are granted permission to conduct a search in the following year.

If (2), then members of the department/program are invited to work with CAP, Curriculum Committee, and interested departments, programs, and individuals to reconceptualize the position request with the understanding that CAP will be favorably inclined, in most cases, toward a reconceptualized position request that meets both departmental/programmatic and College-wide needs.