Addendum to Report to the Faculty on CAP’s Charge
2010-2011

The following recommendations were made not to return to the pool four lines vacated by future retirements or departures:

Archeology

This recommendation came in the context of Phase III of Balancing Mission and Resources. It was recommended within the structure of the Graduate Group (GG) as a whole, given the following considerations. From the perspective of the College, these graduate programs are supported by a large number of faculty in three departments; these total 17 FTE. The number of FTEs in Classics and Archaeology is particularly large given the relatively low number of undergraduate students the two departments serve. CAP concluded that an FTE of 15 would be more appropriate for the Departments that serve the GG. The two positions CAP identified that would not be returned to the faculty pool include one in Classics already announced (in the 2008-2009 CAP report) and a position in Archaeology. While CAP identified these two particular positions, we conceived of them as coming from the GG as a whole and any future staffing plan needs to deal with these positions within the larger context of the GG, not as a situation these departments need to handle on their own. CAP offered some ideas about possible ways to conceptualize this revision, but we indicated that we felt that reconceptualization should be undertaken by the GG itself — a process in which they are now engaged.

German

While the enrollments in many German courses have been equal to national trends, and there is a good distribution of enrollments between lower- and upper-level courses, the number of students served have historically been low with respect to comparable departments at the College. In her report to CAP on the current numbers of the minors and majors at Bryn Mawr and Haverford, the Chair of the German Department indicated that these numbers are expected to increase with the stabilization of the Haverford German Department tenure-track new hire. In addition to stabilizing enrollment numbers, the recent hire in the German Department at Haverford will, we understood from our meeting with the Chair of the German Department at Bryn Mawr, provide balance in the Bi-Co offerings in German. In our conversation with the Chair, she affirmed that two FTE at Bryn Mawr and two at Haverford for the bi-college German Department would be an appropriate
number to support an innovative and intellectually exciting curriculum, which that department has been developing in recent years not only internally but also in collaboration with many departments and programs. Based on its own assessment and informed by its conversation with the Chair, CAP concluded that one FTE from the German Department would not be returned to the pool at the time of the next tenure-track faculty departure or retirement, thus leaving the German Department with two FTE at Bryn Mawr. At the time of the next tenure-track faculty departure or retirement, CAP and the Chair of the Department agreed that, to maintain the scholarship profile of the department, the two positions (the tenure-track and interim position) would be folded together to create a tenure-track position. CAP and the Administration conveyed their enthusiasm for ensuring a critical mass of resources and an ongoing presence of German studies. CAP indicated our expectation that when the tenure-track faculty departure or retirement announcement occurs, there would be a three-year transition timeline.

**Italian**

Concerns about the balance of enrollments in the Italian Department have been discussed over a long period, in meetings with CAP and with the Provost, with both the current and the previous chairs of the Department. Enrollments at the upper level in Italian and in intensive Italian have been small. In last spring’s meeting, CAP and the Chair of Italian agreed that the Italian Department will eliminate intensive language courses, and with that elimination, and the accompanying elimination of the need to coordinate those, the CNTT position requested in the past would no longer be the priority that it has been. Going forward, the department will move toward an Italian Studies major with emphasis on cultural and interdisciplinary studies and extra-literary subjects, opening to collaboration with affiliated faculty and allied related courses in various disciplines throughout the college that present Italian components. These changes would allow the Department to shift its emphasis toward Italian Studies and a more transdisciplinary model. When CAP met with the Chair of the Italian Department, we agreed that the Department will move toward proposing an FTE of two, one of those through a process that is still under discussion with the Chair of Italian, the Provost, and CAP. The Department will pilot this new vision of the Italian curriculum in order to gauge the level of interest. When the second faculty member currently in Italian retires or departs, the line currently held by that faculty member will not be returned to the faculty pool.

**Russian**

Concerns about the Russian Department have been discussed over a long period, beginning with conversations about the future of the graduate program and in meetings with CAP and with the Provost. CAP recognizes that the Russian Department’s Flagship program is a celebrated model for pre-professionals, that Russo-phone studies has an important place in a liberal arts college, and that Bryn Mawr is the principal option for the study of Russian language and culture in the tri-co. However, the number of students served by the Russian Department has been relatively low, when one looks across all students served by all departments. CAP recognizes the fact that many students in the Department complete a portion of their studies in Russia and sees this as a model dimension of the program, but there remains the issue of students served while here. Weighing all these considerations, CAP brought to the Russian Department the recommendation that one FTE in Russian vacated by the next retirement or departure not be returned to the faculty pool. At the same time, CAP encouraged Russian to propose the conversion of an interim position to a CNTT position to continue to support Russian language instruction. In conversation with CAP, Russian made clear that the decisions by CAP will help them streamline the program and revise the major.
As Russia becomes more multicultural, they hope to shift toward an emphasis on Russo-phone studies, which would open up options for majors to take courses in other departments.

**Recommendations Made By CAP In Years Prior To 2010-2011 For Lines That Would Not Be Returned To The Faculty Pool:**

- One position in English in 2009-2010, as part of an agreement when English proposed a new line in 2009-2010, [this agreement included the commitment not to request a replacement when Anne Dalke retires]
- One position in Biology in 2009-2010 as stated in CAP’s Annual Report of that year, p. 14

**CAP’S Responsibilities**

POG Article III, Section 3(a):

“The Faculty shall establish a committee with responsibility for recommending academic priorities (including priorities concerning staffing allocations, department and program facilities and resources, and restructuring or terminating existing departments and programs) in accordance with Article III, Section 1(a)(ii) and Article IV, Section 1, and with the authority to advise the President on institutional priorities and on the College budget, to the extent that it affects institutional priorities. The Faculty may, to the extent that it deems it appropriate, assign additional responsibilities within the jurisdiction of the Faculty to this committee.”

**CAP’S Charge 2010-2011**

CAP’s charge for 2010-2011 was clearly laid out in CAP’s 2009-2010 Annual Report. This charge was discussed with the faculty in the Spring 2010. Then and now, the By-Laws state, as Bob Dostal pointed out in our last meeting, in Section V (E) (2) (b) on the Committee on Academic Priorities, state: “With respect to resources for specific departments and programs, the committee shall establish academic priorities on behalf of the Faculty, without the requirement of consultation with the Faculty as a body, and, as part of the budgetary process, shall submit its recommendations to the President or other appropriate administrative officer.”