



31 May 2013

Grace Armstrong
Alison Cook-Sather, Chair of the Committee on Academic Priorities
Tamara Davis
Jane Hedley
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Dear Alison and CAP colleagues,

Thank you for your exemplary work this year. The work of the Committee on Academic Priorities can be difficult and complex, and I appreciate the dedication and thoughtfulness with which each of you participated in this service to our academic community. I would particularly like to express my gratitude to Alison Cook-Sather as she completes her service to CAP and her term as its chair. Alison's measured approach, insistence on consultation, and ability to balance departmental and institutional needs have served CAP well. This letter constitutes my formal response to CAP's Annual Report to the Faculty, AY 2012-2013, which was released in April, and to the Addendum to Annual Report to the Faculty, which was sent to me in May.

Recommendations for Faculty Searches

I appreciate the careful attention CAP gave to its consideration of requests for faculty and post-doctoral searches and the emphasis it continues to place on working closely throughout the process with the Curriculum Committee and with allied fields at Haverford and Bryn Mawr. The adoption of this approach and the use of a College-wide lens for evaluating each request reinforce the benefit of the BiCo and of cross-departmental coordination. The Curriculum Committee, in turn, is to be commended for taking on the extra work involved in such productive collaboration with CAP. Further, I was struck by the extent of consultation among departments and programs that is reflected in this year's position requests and I appreciate the cooperative effort that this represents. It is important that CAP's decisions will re-establish stability and consolidate appointments within some departments, without increasing the overall size of the faculty. I commend CAP for its success in achieving this goal.

I am pleased that the College has benefitted from its affiliation with the Consortium for Faculty Diversity at Liberal Arts Colleges, which this year surfaced candidates for a postdoctoral appointment to the Italian Department, and I encourage continued use of this resource. Additionally, I am glad that CAP has articulated the value of crafting position descriptions with language that will maximize applications from underrepresented groups. Finally, it is especially gratifying to know that the College has awarded the Bucher-Jackson Fellowship in the Sciences to a soil ecologist who will enhance our teaching and research in environmental studies.

I approve CAP's recommendation to conduct the following Tenure Track searches at the rank of beginning Assistant Professor: a position in Anthropology for a cultural anthropologist

