



August 1, 2022

Penny Armstrong, Chair  
Don Barber  
Radcliffe Edmonds  
Maja Šešelj  
Kate Thomas

Dear Penny and CAP colleagues,

Thank you for CAP's 2021-2022 annual report and addendum, and for the Committee's thoughtful, dedicated work to support the College's mission and the strength of our liberal arts curriculum. I appreciate the Committee's care for the intellectual vitality of the institution as a whole, and its consideration of the impact of its decisions for the future as well as the present. It is critical that CAP and the College think about our academic programs in this holistic and forward-looking way, and I am grateful t

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interviews for departing faculty. Both Penny and Rad Edmonds were members of the Middle States Planning Committee, and contributed to the College's successful reaccreditation. I also wish to thank Rad for his participation on the Strategic Advisory Committee, and Don Barber for serving on the College Budget Committee and adding to that group's robust discussions. The Committee's work benefited greatly from the perspectives and work of new members Maja Šešelj and Kate Thomas. I also wish to thank Maja for her service on the Committee to Revise Faculty Bylaws.

Over the past academic year, CAP has built on the good work of previous CAP committees as it deliberated on how to support new directions in academic priorities within the existing faculty pool. I fully support CAP's clear statement that the committee must consider the College's pool of faculty lines over multiple years so as to serve the long-term interests of the College. I offer my help to CAP in thinking about the pool in this longer-

term way and in constructing and documenting

CAP's multi-year efforts to align position review calendars for Bi-College and Tri-College appointments have contributed to new possibilities for productive communication and collaborative planning. Haverford's formation of its new Strategic Personnel and Curriculum Committee yielded positive outcomes this year as the two committees reviewed the position proposal from the Bi-College German Studies Department. I am hopeful that new alignments of schedule will support future collaboration and strategic thinking about our combined faculty resources.

CAP continues to undertake a comprehensive review of all position requests, and to consider institutional mission and priorities, departmental needs and directions, overall faculty resources at the College and across the Bi-Co, ability to accommodate sabbatical leaves without replacements, and the College's commitment to faculty diversity. This orientation is critical to the long-term success of our academic programs and the overall well-being of our faculty. I am grateful to past and present members of CAP for this comprehensive and thoughtful approach to its work, which requires a broad understanding of our curriculum and of the work of colleagues across the College.

I endorse CAP's approval to reopen searches in fall 2022 for positions in Biology, Environmental Studies, and Mathematics that were vacated by junior faculty in their initial appointment periods. I also endorse CAP's approval of reopening searches in Transnational Italian Studies and International Studies in Fall 2022 as shared in CAP's July 28 addendum to its April report.

I approved CAP's recommendation of an expedited search in fall 2021 for a tenure-track position at the beginning or advanced assistant professor level in Classical and Near Eastern Archaeology in light of the departure and impending departure of two senior faculty members. The search was successful, and brings the department a new colleague specializing in the art and archaeology of the Near East who will contribute to the department's vision of training students on the inter-connectedness of the Mediterranean and Near East.

I appreciate CAP's efforts to support faculty affiliated with the Africana Studies program in developing a position request for a tenure-track position that will provide focused, consistent leadership for the program. While this process has taken significant time and discussion, I am hopeful that Africana Studies will submit a strong request by late summer or early fall that in turn will allow for expedited approval and a search during the 2022-2023 academic year.

CAP did not approve conversion of a long-term interim position in the Bi-College Arts Program in Theater to a CNTT line. I support this decision, while recognizing the Theater Program's interest in continuity. The Provost will discuss possible staffing alternatives with program faculty.

I approve CAP's recommendations to conduct the following searches at the rank of Assistant Professor:

A position in Classical and Near Eastern Archaeology that will focus on the eastern provinces of the Roman Empire, including the Levant, Greece, Turkey, and North Africa, up through the 4<sup>th</sup> century CE. The proposed position embodies the

CAP plays a critical role in shaping the future of the College's academic program. I am grateful for the committee's productive, collegial partnership with Provost Tim Harte and with me, and for the thoughtfulness with which it works with colleagues across the campus and within the BiCo and TriCo. This work requires a significant commitment of time and reflection, and I express my deepest appreciation for this work.

With best wishes,