

of adding a diversity requirement to the undergraduate curriculum, asked all departments whose position requests were under review to speak to their implications for enhancing curricular diversity. All position requests were evaluated according to these parameters and, in the case of the CNTT request, according to established guidelines on the nature of CNTT appointments. In this report we describe each position request, address its implications for the long-term academic priorities of the College, and announce our recommendations to the President concerning its implementation.

In light of the College's ongoing commitment to faculty diversity, all searches are expected to make every effort to reach a broad and diverse pool of applicants. In addition, the Committee on Appointments (CA) recently developed a procedure for conducting opportunity hires where positions have already been approved. This year the Physics department used this procedure to fill a position that was approved last year in anticipation of an upcoming retirement. This is the third tenure-track appointment that has been made by means of a procedure which is thus already paying off for the College in its ongoing effort to enhance faculty diversity.

Postdoctoral Fellowships

This year we invited departments and programs to locate postdoctoral fellows through the Consortium for Faculty Diversity at Liberal Arts Colleges who could bring diversity to the College in areas where full-time, tenure-track positions are likely to open up within the next few years.

and at Haverford. Two of these position requests came from departments that also had a member serving on CAP: to avoid conflicts of interest, CAP followed its usual policy of excusing that member from consideration of his or her own department's position request.

CAP is scheduled to meet with the Committee on Appointments (CA) in early May, after these recommendations have been acted upon by the President and the Board of Trustees. The two committees consider the transmission of information from CAP to CA to be of critical importance to the search process. Given the College's commitment to enhancing faculty

problem solving, communication skills, and cultural awareness. All CWP courses are writing intensive. In addition, they described how a TT position in poetry and a secondary genre would enable the CWP to participate in the 360 program, make more Praxis opportunities available for students, and contribute two courses to the ESEM program every year.

The CWP faculty reports that for a majority of their courses, many more students pre-register than are able to be accommodated. Priority is given to Independent majors, CW minors, and CW concentrators within the English major. At the same time, the CWP works systematically to

successful candidates may bring skills such as GIS, the department is not searching specifically for this content and suggests that the College may do well to partner with other Philadelphia

Russian

The Russian Department has requested a tenure-track (TT) position in Russian language, literature and culture. Candidates for the proposed position would hold the PhD in Slavic Languages and Literatures, speak Russian with native or near-native fluency, and be capable of offering Russian language courses at all levels as well as English-language courses on Russian literature. Expertise in nineteenth-century Russian literature would be especially desirable, as would an interest in contributing to other programs at the College such as Comparative Literature and International Studies.

Although Swarthmore has one specialist in Russian language and literature and Haverford offers courses in Russian history and economics, much of the burden of sustaining a small but viable Russian major (one that graduates six or seven majors per year, from Bryn Mawr and Haverford combined), as well as providing courses in Russian literature and language for other interested students, falls on the Russian Department at Bryn Mawr. The need for the proposed position is especially urgent in light of impending retirements, including that of Haverford's professor of Russian history, whose Russian specialization is unlikely to be replaced. Another important consideration is the need to maintain the vibrancy and visibility of our prestigious Flagship Program in Russian language and culture. Going forward, the Bryn Mawr department would be fully staffed with two TT faculty members, one continuing CNTT member, and one adjunct faculty member supported by the Flagship Program.

Given the stature of Bryn Mawr's Department of Russian and the prestige of the Flagship Program the department expects to receive numerous applications from candidates with native or near-native fluency in both Russian and English. Preference will be given to candidates who demonstrate a significant commitment to scholarly research and publication and have experience teaching Russian language, literature, and culture. Ideally the search would yield a promising young scholar of 19th century Russian literature. The department's commitment both to the Flagship Program and to developing a AB/MA program that includes a year of study in Russia makes it essential, however, that both of its tenure-track faculty members participate every year in the teaching of first- and second-year Russian.

CAP recommends that the Russian Department's request for a tenure-track position in Russian language, literature and culture with a specialization in 19th century Russian literature be approved at the beginning assistant professor level for the following reasons:

CAP is impressed with what this department has been able to achieve with limited resources: the Russian Department is justifiably proud of the coherence of its undergraduate program. Both in that context and from the perspective of the department's plan to develop a 4 + 1 AB/MA program, it will be advantageous to have a second TT faculty member in place as soon as possible.

This position is recommended for approval subject to the understanding that both of the department's tenure-track members will teach Russian language on a regular basis, and that the department will continue its valued commitment to the ESEM program.