





Appointments, and the Provost to rethink the search process and look for opportunities to reduce the time demands a search places on faculty and on the Provost.

### **Reflections on the Bi-College Relationship**

I appreciate CAP's leadership in bringing together the heads of Swarthmore's Council on Educational Policy (CEP) and Haverford's Educational Policy Committee (EPC) along with the three colleges' provosts to develop an MOU that prescribes consultative processes for Tri- and Bi-Co department resource requests. Collaboration will remain an ideal rather than a reality without structures and shared expectations on which we can rely.

I thus support the outline of next steps that CAP has proposed to strengthen our capacity to allocate resources strategically and effectively. CAP has long expressed concern about the different schedules on which CAP and EPC work, and the success of this year's discussion with Swarthmore's CEP suggests that this is a fruitful time for all three committees to make progress on coordination that can only serve us all well. I urge CAP and its counterparts to reach out to their provosts for any needed support in advancing discussions and developing greater coordination.

### **Proposals**

CAP had to respond to a large number of proposals this year as well as a significant number of requests for expedited searches. I recognize the volume of work this posed for members of the committee, and I am grateful for their dedication and thoughtfulness in responding to needs expressed by departments across the College. I am glad that the Committee has taken the time to reflect on the criteria for approving an expedited search, and I support the requirement the Committee has established.

Like members of CAP, I am concerned by the number of junior faculty who left the College this year. While this may or may not indicate the emergence of a new pattern in faculty careers, I ask that CAP collaborate with the Provost in considering and responding to external and internal conditions that may contribute to junior faculty departures.

### **Positions Recommended by CAP**

I am pleased by the success of the expedited search for an assistant professor in French that CAP approved in the fall, and the addition of a new faculty member with expertise in postcolonial Francophone literatures. I also join CAP in recognizing the work that faculty in the Bryn Mawr and Haverford French Departments have done to improve curricular collaboration.

I am also glad that the Chemistry Department was successful in hiring a new laboratory lecturer in Organic Chemistry to a CNTT position. Demand for Organic Chemistry from both undergraduate and postbaccalaureate premedical students is substantial, and the complexity and scope of managing the required laboratory required expedited action.



