Criteria for Full-time[1] Faculty Appointments
August 2013

Requests for full-time faculty positions will be evaluated based on the criteria listed below. Faculty positions that are vacated due to retirement or resignation will not necessarily be automatically replaced but will be considered alongside other college and departmental requests for new faculty positions. These criteria are to be viewed holistically, and decisions may on occasion be made according to criteria not listed here.

Historical Criteria

- The appointment is a growth position, a replacement position, or a long-standing vacancy.

Curricular Criteria

- The appointment fills a demonstrated need for curricular expertise to serve a major.
- The appointment fills a demonstrated need to meet accreditation requirements.
- The appointment fills a demonstrated need to support the needs of other academic units.
- The appointment will support the staffing needs in the Valpo Core or in the Core-equivalent Freshman Program of Christ College.
- The appointment addresses demands for extra-curricular activities or class preparation.

Quantitative Criteria[2]

- The academic unit demonstrates a trend of high student/faculty ratios.
- The academic unit demonstrates a sustainable pattern of growth in enrollments measured by student credit hours, undergraduate majors, and graduate students.
- The academic unit has an excessive reliance on lecturers and adjunct faculty.
- The academic unit has an excessive ratio of departmental majors to faculty.

Budgetary Criteria

- The appointment creates a budget pressure (or relief) on the University.
- The appointment creates salary compression and/or inversion issues within the unit.

Strategic Criteria

- The appointment enables the University to fulfill a key component of its mission.
- The appointment enables new program development and/or program renewal.
- The appointment will attract a diverse set of applicants.
- The appointment has non-SCH revenue generating capacity.
- The appointment supports other elements of the Strategic Plan.

1. Any appointment that creates a new, or fills a vacant, budget line.
2. The administration maintains a three year rolling history of the information in the first two bullets.