

**SIMPSON COLLEGE**  
**FULL-TIME FACULTY APPOINTMENT TEMPLATE FOR THE**  
**TRADITIONAL DAY PROGRAM**

Requests for full-time tenure-track faculty appointments positions will be considered based on the criteria listed below. Departments should include in their responses relevant findings from recent external program reviews and/or assessment data reviewed by SLIC. Faculty positions that are vacated due to retirement or resignation will not necessarily be automatically replaced but will be considered alongside other departmental requests for new faculty positions. Please provide three years of data for the relevant questions. **Please include tables containing the relevant raw data you are sent from the registrar** and then analyze the data in your narrative answer to the question.

- (1) A three-year average departmental student/faculty ratio that is high. High means it exceeds a standard defined by an appropriate professional organization (e.g. the APA for Psychology, the MLA for English), an upper limit of an ideal that we recognize at Simpson College, or defined by accreditation standards. *(For departmental student/faculty ratio, contact Jody Ragan.)*
- (2) Department enrollments measured by student credit hours, declared majors, and graduates. *(For department enrollment numbers, contact Jody Ragan.)*
- (3) Department reliance on part-time faculty and/or overloads from full-time faculty. *(Courses taught by part-time faculty or full-time faculty as an overload can be provided by Jody Ragan.)*
- (4) A ratio of departmental majors to faculty advisors that is higher than the institutional average. *(For a ratio of majors to advisors, contact Jody Ragan.)*
- (5) Historic strengths, institutional strategic priorities and/or commitment to new program development.
- (6) Demonstrated need for curricular expertise to serve a major and/or enhance the quality of a department. If your request is not for a replacement position, you should include the rationale for an additional department position based on the current ability of the member(s) of the department to serve the major and Simpson Core.  
  
(Note: We are not mandating a minimum number of FT Faculty necessary to adequately deliver a program as each program may require a different range of expertise and others may be able to utilize the expertise of faculty in other departments.)
- (7) Courses that the new faculty member would assume or develop as part of a departmental reconfiguration.
- (8) The availability of sustained external funding for the faculty position.
- (9) Unusually high departmental demand for extra-curricular activities or class preparation that are not included in faculty load contact hours.
- (10) Participation in Simpson Core, Foundations 1/2, or other unique curricular programs offered by the college.
- (11) Centrality to the mission of the college as a church-related, comprehensive liberal arts college.
- (12) Demonstrated demand from prospective students.
- (13) Other considerations the committee needs to know. (please limit to 250-300 words)

The decision about whether a new full-time position will be tenure-track or non-tenure track will be made by the president of the college in consultation with the academic dean.

2-21-22