

**SIMPSON COLLEGE**  
**FULL-TIME TERM POSITION CONVERSION TO FULL-TIME**  
**TENURE- TRACK POSITION (TRADITIONAL DAY PROGRAM)**

Requests for conversion of full-time term appointments to full-time tenure-track faculty appointments 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. 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. **Please remember that this is a review of the position and not the individual who is in the position. Please refrain from using names and refer only to the need for the position to be converted from term to FT.**

- (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.  
(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 faculty member has assumed or developed as part of a departmental reconfiguration.
- (8) The availability of continued 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. (limit to 250-300 words)

The decision about whether the FT Term position will be converted into a FT Tenure-Track position will be

made by the president of the college in consultation with the academic dean.

2-21-22