Criteria for Tenure Track Staffing Decisions

This document describes the criteria to be used by the Curriculum Committee when making recommendations on the assignment of tenure-line positions to departments or programs. One of its important functions is providing guidelines for decision making when a tenure line position becomes vacant.

The criteria also provide guidance for the University’s efforts to obtain resources for new faculty positions. The Committee recognizes that resource development is a complex process that may start with a departmental request or a proposal for external funding. Consultation with the Committee should be part of this process.

The current document does not attempt to define specific position priorities as did previous staffing plans published in 2002 and 2007. Instead, it defines a set of guidelines for making decisions.

The criteria for tenure track staffing decisions are listed below:

1. **Program Integrity**: To what extent a new or existing position is needed to teach all of the courses that make up the major, minor or other program offered by a department or program in order to have a comprehensive program that is reasonably complete.

2. **Contributions to Interdisciplinary programs, the Freshman Studies Program, General Education Requirements or other programs**: To what extent courses taught by the members of a department are needed in other programs. Many examples will be of interdisciplinary programs, but others might be core programs needed in a disciplinary program offered in another department.

3. **Enrollment Pressure**: To what extent current enrollments in a program are either high enough to justify an addition of a position or the retention of a position that has become vacant. Quantitative measures include:
   a. Ratio of enrollments taught by department members to total faculty FTE in the department or program
   b. Ratio of enrollments taught by department members to total number of tenure line faculty
   c. Ratio of enrollments taught by tenure line faculty in the department to total number of tenure line faculty
d. Ratio of declared majors in the department to total faculty FTE in the department or program.

e. Ratio of declared majors in the department to total number of tenure line faculty.

Enrollment pressure is measured both in terms of current enrollments and an historical analysis of the previous 5 years.

4. **Future Aspirations:** Many requests may be based on a perceived need for a program that does not yet exist at Lawrence or the belief that a new program would help strengthen the University in some important fashion. Such aspirational requests may be particularly important in helping plan development operations.