

Principles for Deciding Open Positions

Assuming stable or declining personnel base, a faculty position should be considered:

- where the program and the position make a contribution toward realizing the mission statement;
- where the position is consistent with program review recommendations and the strategic plan;
- where a program has a robust number of majors and/or stable or growing enrollments;
- where the position will contribute to global awareness and diversity;
- where the position will assist with the Drake curriculum--First Year Seminars, Senior Capstone Experiences, Areas of Inquiry, Experiential Learning or comparable transformative but seminal curricular modifications in graduate programs (including Law);
- where there is an innovative program that meets the mission, has a reasoned chance of success, and has enrollment viability;
- where the position will be involved in cross-college and interdisciplinary activity;
- in professional programs where the position will bring in individuals with strong professional world experience;
- where the position would sustain and/or enhance the ability of the university libraries to provide academic support services;
- where there is a reasonable chance of locating a qualified candidate and filling the position.

Adopted by the Deans Council, August 7, 2002.