

PRINCIPLES GUIDING CAHSS POSITION REQUESTS
Approved by the CAHSS Council of Chairs February 15, 2000

1. The Department Program Review or Strategic Plan shall address programmatic (including GE) needs which might justify the requested position.
2. The Department shall demonstrate the ability to pay for the position (retirements and/or FERPs); OR the Department shall provide justification and evidence for growth in a program which would require additional faculty (beyond what the Department can pay for).
3. The Department shall anticipate and provide signed (confirmed) intentions of faculty who plan to retire in the near future in order to provide further justification of the requested position.
4. The Department shall describe the negative impact on program integrity and FTE generation if the position request is not granted.
5. The Department shall strive for 15 percent flexibility (lecturers constitute 15 percent of FTEF) as buffer against enrollment drops, cut-backs, and layoffs.
6. The Department shall carefully word the position request so that it avoids overspecialization; the position announcement shall invite candidates with broad disciplinary or interdisciplinary strengths.
7. The Department shall anticipate the viability of the position for long-term future needs and the attributes of the person holding the position which would be necessary in the face of massive changes in higher education.