

Principles for prioritizing the filling of positions when hiring is thawed

At some point in the future we expect that the current hiring freeze will be thawed. At that time, it is likely that we will not have resources to fill all of the open positions immediately. The Executive Senate has identified the following criteria to be used to guide discussions about which positions should be filled first. No one criterion should be used to trump the others. Rather, the Chief Academic Officer in consultation with the Executive Senate should establish a priority queue using the cumulative weight of the evidence to determine when one opening should be given precedence over another.

A position should have relative priority in the queue when:

1. the department offers critical GE courses that cannot covered with existing/adjunct faculty
2. the integrity of the major is threatened (e.g., critical subfields not offered)
3. the core of FT faculty is diminished to the point that the department is beginning to lose its identity/coherence
4. the position is an ongoing position (vs. authorized new position)
5. the department has a high student: FT faculty ratio
6. the position has been unfilled for a longer time
7. the number of adjunct faculty required to cover the open position would be high

While the ordering of the criteria is meant to convey a sense of relative importance, the fact that the criteria are not binary means that their application must be flexible. It is understood that as long as Westmont is not in a financial position to conduct searches for all the open positions, any position vacated due to retirement or other related cause will be placed in the priority queue according to the above principles. It is also understood that authorizing a search gives no assurance that a position will be filled.