

**April 2014: Considerations when Assessing Permanent Faculty Position Requests [Note:  
Applies for 2013-2014 only; will be reassessed after further consultation]**

These principles and factors will apply for the 2013/2014 academic year only. Further consultation, including at least one Town Hall meeting in the fall semester, will occur to have open discussion to establish longer term principles and factors.

In making permanent faculty position requests, Senate and the APC will consider principles such as:

- 1) Ensure there is a viable and diverse set of academic programs;
- 2) Foster potential for interdisciplinary synergies;
- 3) Realize greatest impact for program/subject area/capability development;
- 4) Support the integrity of the varying pedagogical practices, within a framework of overall sustainability.

The APC will use the following factors in assessing permanent faculty position requests as part of its mandate to make recommendations to Senate, with supporting rationale, on hiring priorities.

The factors are:

- 1) Alignment with the definition of an Acadia Education and Acadia's Mission and Vision (How does it contribute to the achievement of Acadia's goals and priorities?),
- 2) Program/Subject Area/Capability Requirements (What do we need to do it well?), and
- 3) How does it support institutional sustainability (Can Acadia afford it from an overall perspective?).

It is recognized that we value diversity in our academic programming and that requests will exhibit variability in the degree to which each factor is addressed. Requests will be assessed on all three factors and each must be present to some degree. Requests should explicitly address the first two points in detail.