Departments must complete this form before beginning the hiring process to fill a Tenure Track faculty position. Deadline June 30th, 2019. Decisions will be communicated by early Fall term.

Submit this completed form with supporting documentation to the Dean’s Office.

Department: Division:

Specific Field(s) for Search:

Is this a new TT request or a replacement TT request? If replacement, for whom?

1. How would this position improve (or maintain) your efforts to meet the student learning outcomes of your major(s), the department, and the College? Please be as specific as possible. Please also refer to the strategic priorities of the college and department, departmental assessment, and the program review document as you make your case including the diversity of faculty in the department.
2. How will this position contribute to the department’s and college’s commitment to providing a liberal arts education? Specifically, how will this position make a contribution to our AGES program and/or interdisciplinary programs at Augustana? How will you include these other programs in the search, hiring, and evaluation process?
3. How does your current and future faculty personnel situation justify the need for this position? What current or future vacancies (due to retirements, resignations, etc.) lead to the need to search for this position?
4. What is the student demand or interest in the specialized field of this position and/or the department? Please use 5-year trend data for the number of majors/minors, department and student credit hour generation, including # of courses that enroll fewer than 10 students annually. You may also want to include specific information that you may have concerning other measures of the need for faculty expertise in this specific area.
5. Based on national (and/or regional) employment or graduate education trends, please provide a justification for this position. Make sure you cite your sources for this information.
6. What steps do you plan to undertake to ensure that we are inclusive and encourage a diverse pool of applicants? This could include items in the position or position description itself or specific strategies.
7. How do you plan to support the retention and mentoring efforts of the successful candidate?
8. Specifically, what ***existing or new courses*** do you expect this new faculty member to teach? Please fill in the chart below:

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| --- | --- | --- | --- |
| Course Name | Existing or New Course | Required or Elective for Major/Minor/AGES/ Other Programs | Enrollments in the Past Five Offerings/Or for New Course (expected enrollments estimates based on anticipated and current demand)  |
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1. Other reasons in support of this position:

Submitted by:

Date of Submission: