

# **FAC 402.1 Components of Institutional Need**

The following are suggested criteria to be used in assessing the institutional need for new or ongoing faculty positions. These criteria are intended for use as guidelines.

## **I. Core issues of mission**

- Is the position supportive of the college's mission?
- Is the position consistent with the heritage and/or values of the Church of the Brethren?
- Does the position support development of the ideal McPherson College graduate?
- Does the position support community and alumni relations?
- Does the position support participation in on-campus curricular and co-curricular activities.

## **II. Cost and system efficiency**

- Is the position necessary for a quality program?
- Is the program financially viable?
  - Number of majors
  - Number of graduates
  - Number of general education students served
  - Alumni donations
  - Co-curricular participation
- Does the position make efficient use of campus facilities?
- Are there other quantitative data demonstrating institutional need such as load hours taught and credit hours generated?