CAP’s Criteria for Academic Priorities

In its task of establishing the academic priorities of the College, CAP members have formulated a set of criteria to guide its work of evaluating staffing requests. Probably no proposal could satisfy all the criteria, but we think each item represents an important element for you to consider.

The criteria are (in alphabetical order):

- **College Goals** – does the proposed position contribute to the College’s goals and commitment to a liberal arts curriculum as set forth in the *Smith Design for Learning* (See especially Strategic Direction I: Strengthen Essential Student Capacities on page 5 of the Design)?

- **Cooperation**
  - *Smith College* – does the proposal encourage cooperation between departments and programs through a joint appointment or shared curriculum?
  - *Consortial Considerations* – does the proposed position address Five College interests and use Five College resources? Have you consulted with your Five College colleagues? Does the proposal show efforts to use the consortial connection for both short and longer-term needs?

- **Diversity** – how do you address the College’s commitment to access and to ethnic, racial, cultural, economic, and geographic diversity in its curricular content? How do you intend to attract a diverse pool of candidates?

- **Excellence** – our assessment of the proposal will be informed by our knowledge of best practices in higher education, especially at leading liberal arts colleges. How does the proposal measure against the best established or emerging national standards for your discipline(s)? Does the proposal address issues/concerns that were outlined by the external review team from the most recent decennial review?

- **Innovation** – does the proposal respond imaginatively to changes in the field and allow for flexibility over the next 5 to 10 years?

- **Resources** – what resources for research and teaching will be necessary to support the proposed position (facilities, equipment, library, technology, etc.)?

Please work with the staff in Institutional Research and Educational Effectiveness to gather data on enrollment and number of majors in your department/program over the last 5 to 10 years.