

Weight	Main Idea	Rationale/sub-points
	Department asked for position in the past but did not obtain a new hire (request was near the top)	
	National Accreditation requires faculty to do the work	
	Contract signed by 4CD Board requires faculty hiring	
	Replace retirement	
	Will be teaching transfer courses (GE and major)	
	Unit plan documents need	Growth (new certificates and transfer majors were created ... need faculty to staff)
		Labor market and transfer degrees, for example
	Full Time/Part Time ratio in the department	Increasing enrollment in dept.
	Don't punish for having hired someone last year if there is still a need this year	
	Don't punish a department for having a faculty member doing release time work	
	Committee participation by department members?	