Every department should have:

1. A competitive distinctive niche, including the potential to attract a sufficient number of well-qualified students.
2. A “critical mass” of productive graduate faculty.
3. Stable and defined appointments from undergraduate faculty and/or affiliated institutions.
4. Stable and defined adjunct appointments and/or visiting appointments.
5. A well-designed curriculum, planned and advertised well in advance, including opportunities for interdisciplinary study.
7. An approved promotion and marketing program.
8. An approved development plan.
9. Effective administrative leadership and support personnel.
10. Ability to deliver student-oriented teaching and advising.
11. Potential for national (and/or international) recognition.
12. An appropriate technology support system.