

2021-22 Faculty Hiring Priorities Committee (FHPC)

Rubric

FINAL

Note: Examples listed under criteria below represent the types of indicators or information that would typically be considered in faculty position request ratings.

***IESE provided data**

+Authors to provide data that is not available from IESE but still relevant.

Criteria (All Equally Weighted)	1 Point	3 Points	5 Points
<p>Criteria 1: Data/Evidence in Support of Need {link} Instructional examples may include the following: *-Full-Time/Total faculty (%) +-Diversification of Staff *-Number of full-time faculty (provided by the Academic Senate) *-Load cushion *-Productivity: Fill rate and WSCH/FTEF Student Services/Library examples may include the following: +-Counselor- or Librarian-to-Student Ratio +-Number of Visits/Appointments +-Number of Workshops/Participants</p>	Minimal need as substantiated by appropriate data	Moderate need as substantiated by appropriate data	Significant need as substantiated by appropriate data
<p>Criteria 2: Program Student Achievement and Potential Growth Instructional examples may include the following: *-Enrollment {link} *-Success and Retention Rates {link} *-Closing Equity Gaps in Access and Outcomes +-Throughput/Course Sequence Completion *-Degrees/Certificates Awarded {link} *-Labor Market Demand {link} +-Other/Related Regional College Programs Student Services/Library examples may include the following: +-Wait Times for Counseling Appointments +-Improved Achievement for Cohort Students +-Other Data Demonstrating Unmet Need or Growth, Including Data from Comparison Colleges, Gate Count, Students Served, etc.</p>	Minimal growth potential and/or limited improvement in closing equity gaps, student success, retention, completion or throughput as substantiated by appropriate data	Moderate growth potential and/or moderate improvement or planning in closing equity gaps, student success, retention, completion or throughput as substantiated by appropriate data	Significant growth potential and/or significant improvement or substantive work in improving equity gaps, student success, retention, completion or throughput as substantiated by appropriate data
<p>Criteria 3: Critical Need (Critical to the Program) +Examples may include the following: -Issues with Federal or State Mandates -Replacement for Recent Retirement or Vacancy -Specialty Areas within Discipline/Service Area results in difficulty in finding part-time faculty -Required for Program, Courses, or Specific Service to Continue -Ranking within division (per division dean feedback)</p>	Lack of position would minimally impact the program's ability to support student success	Lack of position would moderately impact the program's ability to support student success	Lack of position would significantly impact the program's ability to support student success
<p>Criteria 4: Support of Strategic Plan {link} +Examples may include the following: Ability of Department to Innovate and Meet Changing Needs in support of student success and equity Align with college vision, mission and values Direct Support of at least 1 of 4 Strategic Goals -Acceleration -Guided Student Pathways -Student Validation & Engagement -Organizational Health (e.g., SLO/ILO assessment, accreditation, interdepartmental collaboration/support, overall program improvement efforts, etc.)</p>	Lack of position would minimally impact the College's capacity to achieve its strategic goals	Lack of position would moderately impact the College's capacity to achieve its strategic goals	Lack of position would significantly impact the College's capacity to achieve its strategic goals
Total Score:			

Notes:

- (1) In the event of unforeseen circumstances, such as tenure failure, resignation of a tenure-track faculty member, or internal promotion, the FHPC will develop an off-cycle request process and provide recommendations to the President.
- (2) No positions will be automatically replaced regardless of the circumstances.

FHPC: 1st Read: 4/29/21 2nd Read/Approval: 5/6/21
Academic Senate: 1st Review 5/13/21 2nd Read/Approval: 5/27/21