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| **Department** |  |
| **Position Title** |  |

1. **How will this position support one or more of the College’s four strategic priorities? (Rubric Criterion 4)**

1. Acceleration

2. Guided Student Pathways

3. Student Validation and Engagement

4. Organizational Health

(150 words or less)

**2. Thoroughly describe why this position is essential to your program and/or service area. (Rubric Criterion 3)**

 (100 words or less)

**3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)**

 (150 words or less)

**4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

 (150 words or less)

**5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**

(100 words or less)

**The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)**