

2020-21 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.

*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 (hyperlinks below) Instructional examples <i>may</i> include the following: -Full-Time/Total faculty (%) -Number of full-time faculty {link} -Load cushion {link} -Productivity: Fill rate and WSCH/FTEF {link} Student Services/Library examples <i>may</i> 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 <i>may</i> include the following: -Enrollment {link} -Success and Retention Rates {link} *-Throughput/Course Sequence Completion -Degrees/Certificates Awarded {link} -Labor Market Demand {link} *-Other/Related Regional College Programs Student Services/Library examples <i>may</i> 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</p>	Minimal growth potential and/or limited improvement in student success, retention, completion or throughput as substantiated by appropriate data	Moderate growth potential and/or moderate improvement in student success, retention, completion or throughput as substantiated by appropriate data	Significant growth potential and/or significant improvement in student success, retention, completion or throughput as substantiated by appropriate data
<p>Criteria 3: Critical Need (Critical to the Program) *Examples <i>may</i> include the following: -Issues with Federal or State Mandates -Replacement for Recent Retirement or Vacancy -Specialty Areas within Discipline or Service Area -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 <i>may</i> include the following: Ability of Department to Innovate and Meet Changing Needs support of student success and equity Direct Support 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 tenure failure, the FHPC defers to the President in regards to filling or replacing that position.

(2) In the event of tenure-track candidate resignation, the FHPC defers to the President in regards to filling or replacing that position.

(3) For an internal promotion within the college, the FHPC reserves the right to provide special consideration based on the need of the institution to replace the position.

(4) In the event of unforeseen circumstances such as those described above in Items 1-3 above, the FHPC will develop an off-cycle request process.

FHPC: 1st Read: 9/17/2020 2nd Read/Approval: 10/1/2020