2022-2023
Program Review & Planning
Request for Full-Time Faculty Position
DRAFT 5/19/2022

The Faculty Hiring Priority Committee will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.*

Department	
Position Title	

Please support your answers with data provided by IESE and any additional departmental data that demonstrates need.

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s). **Please explain how this position would support historically marginalized groups?** (Rubric Criterion 3)
   (300 words or less)

2. Which strategic priority/priorities **(link)** is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission, **vision and values (link)**. *Note:* the more goals addressed the stronger the request
   (Rubric Criterion 4)
   -Increase equitable access (enrollment)
   -Eliminate equity gaps in course success (passing grade in class)
   -Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year)
   -Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring)
   -Increase hiring and retention of diverse employees to reflect the students and communities we serve

   1. ~~Acceleration~~
   2. ~~Guided Student Pathways~~
   3. ~~Student Validation and Engagement~~
   4. ~~Organizational Health~~
   (300 words or less)

3. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? **What steps are you taking to close equity gaps in access and outcome, for example:** (Rubric Criterion 2)
   -modify curriculum to reflect the college's diverse student population
   -close equity gaps
   -ensuring equitable access to courses that have pre-requisites
   -removing barriers for students, especially those from historically marginalized groups
   -adopt/create no cost/low cost textbooks and course materials
   (300 words or less)

4. Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Rubric Criterion 2)
   (300 words or less)

5. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure ~~that the recruitment for~~ this position will ~~encourage~~/promote faculty diversity **to reflect the students the college serves, for example:** (Rubric Criterion 1)
(300 words or less)
-Participating in professional development related to equity and diversity in hiring
-Participating in professional development related to equal employment opportunity (EEO)
-Completing EEO Representative Training
-Employing strategies to recruit diverse applicants

6. Describe why this position is essential to your program and/or service area. 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 1, 3)
(300 words or less)

7. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)
(100 words or less)

8. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.
{ } Yes, I have discussed this position request with the Chair of the Department
{ } Yes, I have discussed this position request with the Division Dean
Note: The Division Dean will be providing feedback to help inform the prioritization process

The Faculty Hiring Priorities Committee (FHPC) will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)

FHPC: 1st Read: 5/5/2022   2nd Read/Approval: 5/19/222
Academic Senate: 1st Review/2nd Read/Approval: