

2023-2024

Program Review & Planning

Request for Full-Time Faculty Position

FINAL DRAFT

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	

If position is funded, do you want to continue with current request? Yes No

Please support your answers with data provided by IESE and any additional departmental data that demonstrates need. The Faculty Hiring Priorities Committee (FHPC) will also consider the program review data provided by the IESE Office in reviewing this request.

If your department is requesting more than one of the same positions, you must submit a form for each position requested. Please distinguish between your first and each subsequent position requested, and provide additional information in support of each request in order to be given full consideration by the FHPC for this prioritization cycle. A second position will have a different impact than the first. Within your responses, please explain how the duties will affect the second position if the first request position is filled.

1. 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)**

Criteria 1: Data/Evidence in Support of Need	Criteria 3: Critical Need (Critical to the Program/and Institution)
<ul style="list-style-type: none"> -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 	<ul style="list-style-type: none"> +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) -Supporting students from historically marginalized groups

(300 words or less)

2. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: **(Rubric Criterion 1)**

(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)**

Criteria 2: Program Student Achievement and Potential Growth

- 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. 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?

Criteria 3: Critical Need (Critical to the Program/and Institution)

+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)
 - Supporting students from historically marginalized groups
- (300 words or less)

6. 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)

7. 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

Criteria 4: Support of Strategic Plan [\(link\)](#)

- 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
- (300 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

FHPC: 1st Read: 4/6/2023
Academic Senate: 1st Review

2nd Read/Approval: 4/20/23
2nd Read/Approval: