

**CUYAMACA COLLEGE**  
**2019-20 FACULTY HIRING PRIORITIES RUBRIC**  
**Recommended by the Staffing Prioritization Task Force - September 2019**

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

Criteria (All Equally Weighted)	1 Point	3 Points	5 Points		
<b>Data/Evidence in Support of Need</b> <b>Instructional examples may include the following:</b> -Full-Time/Total faculty (%) -Number of full-time faculty -Load cushion -Productivity: Fill rate and WSCH/FTEF <b>Student Services/Library examples may include the following:</b> -Counselor- or Librarian-to-Student Ratio -Number of Visits/Appointments -Number of Workshops/Participants	Minimal need as substantiated by appropriate data	Moderate need as substantiated by appropriate data	Significant need as substantiated by appropriate data		
<b>Program Student Achievement and Potential Growth</b> <b>Instructional examples may include the following:</b> -Enrollment -Wait List -Success and Retention Rates -Throughput/Course Sequence Completion -Degrees/Certificates Awarded -Labor Market Demand -Other/Related Regional College Programs <b>Student Services/Library examples may include the following:</b> -Wait Times for Counseling Appointments -Improved Achievement for Cohort Students -Other Data Demonstrating Unmet Need or Growth, Including Data from Comparison Colleges, Gate Count	Minimal growth potential as substantiated by appropriate data	Moderate growth potential as substantiated by appropriate data	Significant growth potential as substantiated by appropriate data		
<b>Critical Need (Critical to the Program)</b> <b>Examples examples may include the following:</b> -Issues with Federal or State Mandates -Replacement for Retirement or Recent Vacancy -Specialty Areas within Discipline or Service Area -Required for Program, Courses, or Specific Service to Continue -Ranking within division (per division dean feedback)	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		
<b>Support of Strategic Plan*</b> <b>Examples examples may include the following:</b> Ability of Department to Innovate and Meet Changing Needs 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.)	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		
		<b>Total Score:</b>			
*Qualitative focus - student success and equity					