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
Criteria 1: Data/Evidence in Support of Need {link} Instructional examples *may* include the following: -Full-Time/Total faculty (%) -Number of full-time faculty (will be provided by the Academic Senate) -Load cushion -Productivity: Fill rate and WSCH/FTEF Student Services/Library examples *may* include the following: *-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
Criteria 2: Program Student Achievement and Potential Growth Instructional examples *may* 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 *may* 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	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
Criteria 3: Critical Need (Critical to the Program) *Examples *may* 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)	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
Criteria 4: Support of Strategic Plan {link} *Examples *may* 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.)	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 unforeseen circumstances, such as tenure failure, resignation of a tenure-track faculty member, or internal promotion, the FHPC will develop an off-cycle request process and provide recommendations to the President.

(2) ~~Tenure failure and the resignation of tenure-track faculty positions will not be automatically replaced.~~

(2) No positions will be automatically replaced regardless of the circumstances.

FHPC: 1st Read: 9/17/2020   2nd Read/Approval: 10/1/2020   Revised based on Academic Senate Feedback: 10/8/20
Academic Senate: 1st Review 10/8/2020 to be continued at 10/22/2020 meeting for action
FHPC: Revised based on Academic Senate edits: 10/15/2020