STAFFING PRIORITIZATION TASK FORCE

FACULTY SCORING RUBRIC

Criteria (All Equally Weighted)	1 Point	3 Points	5 Points
Data/Evidence in Support of Need **Instructional Examples Include:** -Full-Time/Total faculty (%) -Number of full-time faculty -Load cushion -Productivity: Fill rate and WSCH/FTEF **Student Services/Library Examples Include:** -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	Signficant need as substantiated by appropriate data
Program Student Achievement and Potential Growth **Instructional Examples Include:** -Enrollment -Wait List -Success and Retention Rates -Throughput/Course Sequence Completion -Degrees/Certificates Awarded -Labor Market Demand -Other/Related Regional College Programs **Student Services/Library Examples Include:** -Wait Times for Counseling Appointments -Gate Count -Improved Achievement for Cohort Students -Other Data Demonstrating Unmet Need or Growth, Including Data from Comparison Colleges	Minimal growth potential as substantiated by appropriate data	Moderate growth potential as substantiated by appropriate data	Significant growth potential as substantiated by appropriate data
Critical Need (Critical to the Program) **Examples Include:** -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 signigicantly impact the program's ability to support student success
Support of Strategic Plan* **Examples Include:** 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
			Total Score:

*Qualitative focus - student success and equity