STAFFING PRIORITIZATION TASK FORCE

FACULTY SCORING RUBRIC

Criteria (All Equally Weighted)	1 Point	3 Points	5 Points	
Data/Evidence in Support of Need **Examples Include:** -Full-Time/Total faculty (%) -Number of full-time faculty -Load cushion -Productivity: Fill rate and WSCH/FTEF	Minimal need as substantiated by appropriate data	Moderate need as substantiated by appropriate data	Signficant need as substantiated by appropriate data	
Program Potential Growth **Examples Include:** -Enrollment -Wait List -Degrees/Certificates Awarded -Labor Market Demand -Other/Related Regional College Programs	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 -Required for Program or Courses to Continue	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	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

Notes:

(1) In the event of tenure failure or internal promotion within the college, the Staffing Workgroup reserves the right to provide special consideration based on the need of the institution to replace the position

(2) In the event of unforeseen circumstances, the Staffing Workgroup may consider new faculty hiring requests off cycle