Faculty position lost prior to tenure (most recent at the top)
1. ASL
2. Accounting
3. Librarian
4. Nursing
5. Sociology
6. English

Opted out of hiring prioritization fall 2019
7. Math (2)
8. Office Tech

Task force members: Tony Ayala, Erin Duane, LaNae Jaimez, Josh Scott

Suggestions for discussion:

1. Lost tenured positions

   a. Going forward, vacated tenured track positions are automatically filled. Discipline faculty are allowed to begin the hiring process at their convenience as soon as resignation is approved/accepted by the BOT.

   　　i. ASL

   　　ii. Accounting

   b. 3 – 7 above follow current hiring prioritization process

2. New programs/programs with no FT faculty (e.g., Education, Social Justice, Theater, Journalism, Waste Water)

   a. Consider using Perkins funds when appropriate and otherwise adopt a Perkins-like model.

   b. Subjective ranking is part of current process and allows for such programs to be ranked higher than a ranking based on objective measures, i.e., quantitative data.

   c. Review qualitative questions and include prompts for new programs/programs with no FT faculty (see current questions below).

   d. A concern that not all parties have time to review all of the written material for each position.

   　　i. Solution: Limit the length of the response to the qualitative question prompts to ensure that all parties involved in ranking positions have time to read all of the material.

   e. Allow someone to do a time limited pitch and answer questions for each position.

   　　i. Rankings are due 3 days after pitches are made to all for careful consideration of information provided.

Prompts on the Faculty Staffing Request form fall 2020

1. Potential Load (FTE, Courses, number of sections; no need to submit days/times of teaching schedule at this time):

2. Availability of qualified hourly faculty to teach:

3. Is this a program with no FT faculty or a single FT faculty or a new program? Areas where additional expertise is needed:

4. What will be the impact on the program and the College if this position is not filled?

5. Other compelling factors not identified in responses 1-4 above:

6. Position was identified in last review cycle: Yes or No
(Include pasted materials from last program review or annual update that demonstrate the need for this position.)