FACULTY HIRING COMMITTEE

PCAB PRESENTATION 5/21/19

PROPOSED CHANGES/REQUESTS FOR 2019-2020

- MEMBERSHIP ROTATION

- CHANGE TO DOCUMENTS
    - REQUEST FORM
    - RUBRIC

- ONLINE REQUEST FORM

- 2019-2020 MEETING SCHEDULE – TOPICS

- THE LIST – SECOND READING

MEMBERSHIP ROTATION

FHP Membership Rotation List

	17-18 18-19	19-20 20-21	21-22 22-23	23-24 24-25	25-26 26-27
Exercise Science	Faculty	Dean	Dean	Faculty	Faculty
Business and Technology	Faculty	Dean	Dean	Faculty	Faculty
MNS	Faculty	Dean	Dean	Faculty	Faculty
Social/Behav. Science	Dean	Dean	Faculty	Faculty	Dean
Student Success and Equity	Dean	Dean	Faculty	Faculty	Dean
Student Development	Faculty	Faculty	Dean	Dean	Faculty
Humanities	Dean	Faculty	Faculty	Dean	Dean
LRAS	Dean	Faculty	Faculty	Dean	Dean
Health Sciences	Dean	Faculty	Faculty	Dean	Dean
Arts and Languages	Faculty	Faculty	Dean	Dean	Faculty

REQUEST FORM

- **RECENT HIRES BOX** – REQUIRED ITEM

- PRIORITIZE MULTIPLE REQUESTS BY PROGRAM REVIEW

- DATA
  - 3 AND 5 YEAR TREND IN % OF FTES TAUGHT BY CONTRACT/ADJUNCT
  - 3 AND 5 YEAR TREND IN FTEF CHANGE
  - LINK TO DATA TO OPEN IN NEW WINDOW
  - Q1 TO HAVE AUTO-POPULATED FIELD WITH % FTES CONTRACT/ADJUNCT
  - STANDARDIZED EFFICIENCY METRIC
  - CUT-OFF DATE FOR REFRESH

CHANGES TO RUBRIC

San Diego Mesa College

Faculty Hiring Prioritization Scoring Rubric

Criteria	Scoring Rubric			
	Highest Level – 8 to 10 points	Mid-Level – 4 to 7 points	Minimum Level – 1 to 3 points	Nil
1. ~~Total FTEF and Percentage of FTEF taught by Tenure and Tenure-Track vs. Part-Time Faculty, or Counselor/ Student Ratio, or Librarian/ Student Ratio~~ Trend Data	~~Need~~ Narrative is strongly ~~substantiated~~ supported by ~~relevant~~ data	~~Need~~ Narrative is ~~substantiated~~ supported by ~~relevant~~ data	~~Need~~ Narrative is minimally ~~substantiated~~ supported by ~~relevant~~ data	Not addressed
2. Description of and Rationale for Position/Assignment	Rationale for position strongly articulated and ~~justification~~ed ~~is substantiated using~~ by use of data ~~sets provided by the Office of Institutional Effectiveness~~	Rationale for position articulated and ~~justification~~ed ~~is substantiated using~~ by use of data ~~sets provided by the OIE~~	Rationale for position indicated, but not justified ~~using~~ by use of data ~~sets provided by the OIE~~	Not addressed
3/4. Program/Service Area Enhancement	Program/Service Area is significantly impacted	Program/Service Area is impacted	Program/Service Area is minimally impacted	No impact/not addressed

ONLINE REQUEST FORM

- WHEN COMPLETING
  - ACCESS TO REQUEST BY MORE THAN ONE PERSON
  - MAXIMUM THREE REQUEST PER PROGRAM REVIEW
- WHEN SCORING
  - ALL REQUESTS ON ONE PAGE
  - REQUEST IT SPREADSHEET –
    - TALLY AUTOMATICALLY
    - SORT BY COLUMN
    - DOWNLOAD AND UPLOAD FUNCTIONALITY

MEETING SCHEDULE

- FALL 2019 : FRIDAY 11:30 AM – 1:00 PM – 9/13, 10/11, 11/15, 12/13
  - TRAINING – SCORING
  - TRAINING – DATA
  - TRAINING –ONLINE REQUEST FORM
  - PROCESS FOR SCORING MULTIPLE POSITIONS
  - MEMBERSHIP ROTATION REVIEW
- SPRING 2020: FRIDAY 11:30 AM – 1:30 PM – 2/14, 3/13, 4/10, 5/15
  - NORMING
  - TALLY
  - REVIEW
  - CHANGES

THE LIST – SECOND READING

- 45 REQUESTS

- SUM OF ALL MEMBERS' SCORES

- HIGHEST AND LOWEST SCORES DROPPED

QUESTIONS

- Q AND A