22-23 Senate Faculty Ranking Criteria

The Academic Senate Executive Board reviews the Request for Faculty Position (RFP) forms submitted by Departments using the following criteria to create a prioritized list. RFPs which meet the first two criteria will be given highest priority.

- **Incomplete probation:** consideration given to departments with a probationary faculty who did not successfully complete the tenure review process.

- **Failed search:** consideration given to departments which had an approved position in the previous year and while a search was conducted, no candidate was hired.

The following criteria will be considered by the Exec Board, but not in any specific hierarchical order:

- **High percentage of LHE taught by part-time faculty:** The percentage of LHEs taught by part-timers versus full-timers. No particular percentage is cause for alarm. However, a discipline with 60% of classes taught by part-timers would be considered to demand more priority than one with 30% of classes taught by the adjuncts.

- **High number of LHE taught by part-time faculty:** The number of part-time faculty is high given the number of full-time faculty. This may be a reason to give priority to a request where the percentage may or may not be a cause for concern, but the number of part-time faculty required is high.

- **Evidence of connection to equity gaps:** consideration given to departments that demonstrate a data-driven need for faculty to address or continue to address departmental level work toward closing equity gaps for students.

- **Discipline viability/Specialty programs/Positions in discipline:** This category is for concerns where a discipline's viability may be impacted, special expertise or specialization in a subject is required, etc.

- **Certification/accreditation concerns:** consideration given to departments or programs which have an approval or accrediting body that requires staffing at a certain level and for which the lack of a hire may compromise the approval or accreditation.

- **Number of unique courses *in* discipline/course maintenance workload:** consideration given to departments with a small number of faculty having to shoulder curriculum maintenance and revision responsibilities for a large number of courses.

- **Evidence of connection to College planning:** consideration given to departments that demonstrate a strong link between the department's PIE and the RFP.

- **Consideration for Division rankings:** consideration given to departments which ranked high

in the division ranking. The executive board has the power to deviate from the division ranking.

- **Evidence of need for innovative or emerging programs:** consideration given to departments demonstrating data-driven need for faculty to support innovative or emerging programs.

- **Accuracy of data/position request:** considered when data presented is found to be inaccurate or for requests that are incomplete or submitted without attention to detail.

- Other **unanticipated criteria demonstrating a significant and substantiated need**.