

((Reviewed and affirmed 11/21/2013
by VC Academic Senate)

Ventura College Academic Senate
Staffing Priorities Subcommittee
November 2012

RUBRIC FOR EVALUATION OF REQUESTS FOR FACULTY GROWTH POSITIONS

	Low Priority (3 or 3.5)	Medium Priority (2 or 2.5)	High Priority (1 or 1.5)
CRITERIA A Full-Time Faculty Initiatives/Percentages	More than 50% of the sections in the program are taught by full-time faculty members.	Less than 50% of the sections in the program are taught by full-time faculty members.	Unique accreditation or licensing standards require a full-time faculty member. OR Faculty member plays a key role in supporting an unmet institutional need OR a critical organizational priority OR unable to meet state mandated student services / instructional need.
CRITERIA B Linking SLOs/SUOs to Full-Time Faculty Initiative Requests	Program has made little/no demonstrable progress toward the development and assessment of program level SLOs/SUOs AND documenting in a program’s program review document how these SLOs/SUOs translate into the need for additional faculty positions	Program has made some demonstrable progress toward the development and assessment of program level SLOs/SUOs AND documenting in a program’s program review document how these SLOs/SUOs translate into the moderate need for additional faculty positions	Program has made demonstrable, significant and measurable progress toward the development and assessment of program level SLOs/SUOs AND documenting in a program’s program review document how these SLOs/SUOs directly translate into the immediate and pressing need for additional faculty positions
CRITERIA C Adjunct FTEF	The hourly FTEF = 0 – 2.5 positions. OR Alternative: 0-49% of the services provided by the program are provided by adjunct faculty.	The hourly FTEF = 2.6 – 5.5 positions. OR Alternative: 50-74% of the services provided by the program are provided by adjunct faculty.	The hourly FTEF = 5.6+ positions. OR Alternative: 75% or more of the services provided by the department are provided by adjunct faculty.
CRITERIA D Institutional support	Little or no support for the past three years from program, staffing	Continued moderate support for the past three years from department,	Continued strong support for the past three years from department,

	<p>priorities committee OR Ranking of “low” by the division for the position as documented by the division’s program review summary form.</p>	<p>staffing priorities committee OR Ranking of “medium” by the division for the position as documented by the division’s program review summary form</p>	<p>staffing priorities committee and/or Board of Trustee approval OR Ranking of “high” by the division for the position as documented by the division’s program review summary form</p>
<p>CRITERIA E (NON-GRADED) Availability of adjunct faculty</p>	<p>It is not difficult to find adjunct faculty in this discipline.</p>	<p>It is moderately difficult to find adjunct faculty in this discipline.</p>	<p>Classes have been cancelled due to inability to find qualified adjunct faculty.</p>