

Ventura College Academic Senate
Faculty Staffing Priorities Committee
 November 2015

Rubric for Evaluation of Requests for Faculty Growth Positions

| | Low Priority | Medium Priority | High Priority |
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| <p>CRITERION 1 Percentage of courses taught/services provided in the department/program by full-time faculty</p> <p>A high reliance on part-time faculty in a department/program can have negative effects on the success of the department/program and the students it serves.</p> | <p>Instructional programs: More than 60% of the sections in the department/program are taught by full-time faculty members.</p> <p>Service Units: More than 80% of services provided are by full-time faculty.</p> | <p>Instructional programs: 50-60% of the sections in the department/program are taught by full-time faculty members.</p> <p>Service Units: 60-80% of services provided are by full-time faculty.</p> | <p>Instructional programs: Less than 50% of the sections in the department/program are taught by full-time faculty members.</p> <p>Service Units: Less than 60% of services provided are by full-time faculty.</p> <p>Additional priority for departments/programs that have additional accreditation/licensing requirements.</p> |
| <p>CRITERION 2 Productivity or fill rates of sections offered in the department/program, OR documented unmet institutional need.</p> <p>A good productivity mix may be necessary for the college to achieve the state goal of a WSCH of 525. High fill rates indicate that additional sections may be necessary to satisfy student demand.</p> | <p>The department/program may be unable to adequately fill the sections it currently offers, or department/program may not contribute adequately to the productivity mix necessary for the college. The department/program does not have any unmet insitutional needs.</p> | <p>The department/program has a good fill rate for the sections it currently offers, but its productivity may not fully address the needs of the college as a whole. The department/program has some unmet insitutional needs.</p> | <p>The department/program has a good fill rate for the sections it currently offers and its productivity helps develop an appropriate mix for the college as a whole. The department/program has substantial unmet insitutional needs.</p> |

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| <p>CRITERION 3 Difficulty in recruiting adequate part-time faculty to address the staffing needs of the department/program.</p> <p>Some areas find it especially challenging to solve its staffing needs through 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>It is very difficult to find adjunct faculty in this discipline, possibly leading to unstaffed classes being cancelled.</p> |
| <p>CRITERION 4 Division/college support for the department/program, possibly with past requests for growth not being addressed.</p> <p>The opinions of other departments/programs in the division, and the college as a whole, are important in ranking requests. A record of unmet full-time faculty needs should give a department/program a higher priority.</p> | <p>Medium/low ranking from the division and/or previous low ranking from staffing priorities committees.</p> | <p>High ranking from the division and/or previous staffing priorities committees, but growth demands all met in previous years.</p> | <p>High ranking from the division and/or previous staffing priorities committees, but growth demands unmet in previous years.</p> |
| <p>CRITERION 5 (LOWER WEIGHT) Future expansion plans for the department/program.</p> <p>This is very subjective, but future student demands may require a greater faculty need for the department/program.</p> | <p>The discipline is not changing with respect to the possibility of greater future growth.</p> | <p>The future may bring some greater student demand for the discipline.</p> | <p>It is clear that the discipline will be expanding greatly in the future.</p> |
| <p>CRITERION 6 Department/program/services area has special circumstances that require special consideration. Program is/was impacted in areas that were beyond their control (e.g changes in regulations, program or funding cuts, legal mandates, etc).</p> | | <p>It is expected that ALL departments/programs are making satisfactory progress in development/assessment of SLOs/SUOs, otherwise requests for growth will be DENIED.</p> | |