

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
CRITERION 1 Percentage of courses taught/services provided in the department/program by full-time faculty 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.	Instructional programs: More than 60% of the sections in the department/program are taught by full-time faculty members. Service Units: More than 80% of services provided are by full-time faculty.	Instructional programs: 50-60% of the sections in the department/program are taught by full-time faculty members. Service Units: 60-80% of services provided are by full-time faculty.	Instructional programs: Less than 50% of the sections in the department/program are taught by full-time faculty members. Service Units: Less than 60% of services provided are by full-time faculty. Additional priority for departments/programs that have additional accreditation/licensing requirements.
CRITERION 2 Productivity or fill rates of sections offered in the department/program, OR documented unmet institutional need. 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.	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.	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.	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.

CRITERION 3 Difficulty in recruiting adequate part-time faculty to address the staffing needs of the department/program. Some areas find it especially challenging to solve its staffing needs through adjunct faculty.	It is not difficult to find adjunct faculty in this discipline.	It is moderately difficult to find adjunct faculty in this discipline.	It is very difficult to find adjunct faculty in this discipline, possibly leading to unstaffed classes being cancelled.
CRITERION 4 Division/college support for the department/program, possibly with past requests for growth not being addressed. 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.	Medium/low ranking from the division and/or previous low ranking from staffing priorities committees.	High ranking from the division and/or previous staffing priorities committees, but growth demands all met in previous years.	High ranking from the division and/or previous staffing priorities committees, but growth demands unmet in previous years.
CRITERION 5 (LOWER WEIGHT) Future expansion plans for the department/program. This is very subjective, but future student demands may require a greater faculty need for the department/program.	The discipline is not changing with respect to the possibility of greater future growth.	The future may bring some greater student demand for the discipline.	It is clear that the discipline will be expanding greatly in the future.
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).		It is expected that ALL departments/programs are making satisfactory progress in development/assessment of SLOs/SUOs, otherwise requests for growth will be DENIED.	