

Faculty Hiring Prioritization

8 Sep 2020

Full Time Hiring Prioritization Process

- Distribute Request Form and Data
- Submit Request Form
- 2nd Year Senators Prioritize
- Submit Priorities to Administration

FT Hiring Outlook

- 14 positions defunded this year
- Current plan is to bring back 14 vacant faculty positions in 2021-22
- Declining revenue
- Decreasing FON
- Strategic year to hire due to possibly few available positions

AS Priority

An AS Top Priority: “Full-Time Faculty Hiring Process: Timeline, Training & Equity”

Hiring Request Form

- Position Information
- Narrative
- Metrics

Simplifying Metrics

- Last year's spreadsheet
 - 3 sheets
 - 42 columns
 - 8 metrics highlighted
- Proposed spreadsheet
 - 3 sheets
 - 75 columns
 - Focus on 3 primary metrics

Prioritization: Ranking

- Each 2nd year senator typically ranks each request
- Combine senators' rankings to obtain an aggregate ranking
- Typically ~30 requests to rank

Ranking with a Rubric

- Rubric more objective and transparent while allowing for subjectivity
- With Ranking alone, hard to memorize the characteristics of 20 requests to rank the next request
- Rubric allows either individual senators or AS collectively to decide how important each criteria is and how to weight subjective factors
- Rubric could be less likely to result in ties

Proposed Criteria

- Narrative
- Sufficient part-time load
- Part-time load percentage
- Students taught by part-time faculty
- 2nd Minimum Qualification plans
- Qualitative and other factors (contact hours)

Proposed Tools

- Distribute Forms and Data via Canvas
- Submit Forms on Canvas
- Peer review rubric on Canvas (or rank via Teams)
- Aggregate rubrics on Canvas to get a score for each request

Proposed Tools (cont)

- Sort requests in Canvas gradebook
- Senators review and either re-rank or approve
- Possibly record Administration action in Submission Comments

Tentative Timeline

- Distribute Form and Data (late-Sep)
- Collaborate with department faculty and deans (early Oct)
- Requests complete (late-Oct)
- Score requests (early Nov)
- Submit prioritization to Administration (early Nov)

AS Next Steps

- Develop criteria and optionally weights
- Approve updated request form
- Incorporate technology

Request

- Discuss with your Academic Senators
- Contact Roy with questions