Faculty Priority Hiring Committee (FPHC) Consultation Process for Hiring

President's Considerations for Hiring

Order of considerations do not indicate hierarchy

Need

1. Meets 2021/22 – 2022/23 Institutional Priorities
2. FTES/FTEF Ratio (Special consideration for recent retirements and resignations)
3. Labor Market Data indicates demand (i.e., job openings, industry partnerships, income growth potential)
4. Student Interest and potential for immediate growth (e.g., How impacted is the program?)

Readiness

How prepared is the program to take on the new hire? Do you have the following to offer the program?

1. Facilities
2. Technology
3. Curriculum developed and approved
4. Supplies to run the program

Committee Purpose in Consultation for Hiring

- Help programs strengthen their justifications for faculty hires
- Identify missing elements in Requests
- Review priority grouping assigned

Committee Request for Resources Consultation Process

- President attends first Committee meeting in October to communicate priorities
- Committee Chair provides information to committee in advance of December meeting (e.g., Request for Resources forms, Institutional Priorities, standard and any new considerations, etc.)
- FPHC reviews Requests for Resources in December 13th meeting – those with submitted requests should be prepared to answer questions if needed
- President attends December meeting to take part in discussions
- Utilizing additional information discovered during the meeting, the requestors make any revisions to check marked conditions or justifications in their Anthology (formerly Campus Labs) Requests for Resources by December 17th.
- FPHC/VPI shares grouped list with the president and EGC. PRIE sends requests to ASO in combined spreadsheet of all resource requests.

Unit Contract Faculty and Counselor Request for Resources Form: Indicators of Need and Readiness

Mark all items that support the unit's Need and Readiness to Implement:

- ☑ Highest Priority Level in 2021/22 – 2022/23 Institutional Priorities Document
- ☑ FTES/FTEF Ratio Supports Need
- ☑ Labor Market Data Supports Need (CTE programs and related counselors only)
- ☑ Student Interest (Potential for Immediate Growth) Supports Need
- ☑ Infrastructure Readiness: Approved Curriculum
- ☑ Infrastructure Readiness: Facilities in place or plan to put in place immediately
- ☑ Infrastructure Readiness: Technology in place or plan to put in place immediately
- ☑ Infrastructure Readiness: Instructional Supplies in place or plan to put in place immediately

Mark your unit's <u>Overall</u> level of Need and Readiness to Implement (based on above checked boxes):

- ☐ All Conditions Met (i.e. CTE: 8 checked; Non-CTE: 7 checked)
- ☐ Most Conditions Met (i.e. CTE: 6 or 7 checked; Non-CTE: 5 or 6 checked)
- ☐ Some Conditions Met – Strategic Thinking for Future (i.e. CTE: < 6 checked; Non-CTE: <5 checked)

IMPORTANT: All additional information in the Contract Faculty & Counselor Request for Resources form (justification, LMI, etc.) provide supporting information in the unit's identification of Need and Readiness.