Request for Tenure Track Faculty

Program: **Date:**

Initiator(s):

1. Program(s) Supported by the Discipline*:*

2. Job Description. Separate requests are <u>required</u> for each position sought. Please indicate if this request is site specific and the location(s).

3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information.   (0-5 Points)

Faculty Replacement Position (check one)

☐ Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year

☐ Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years

☐ Stable discipline or program needs replacement for FT faculty who have left within three-four years

☐ Stable discipline or program can justify replacement for FT faculty who have left within five years or more

☐ Outside accreditation is at risk without FT hire

Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.

Growth Position (checkone)

☐ Enrollment data over past two years indicate program is *growing*

☐ Enrollment data over past two years indicate program is *stable*

☐ Enrollment data over past two years indicate program is *declining*

☐ Independent marketing or other data indicate growth potential

Provide justification and documentation.

New Program/Discipline Position

☐ Program Initialization process complete

☐ State curriculum approval complete

☐ Program has grown significantly without FT faculty

☐ Independent marketing data suggests viability of new program

Provide justification and documentation.

4. FT/PT Ratio: Indicate which statement/s are confirmed by the data: (0 -5 points)

☐ Program has no full-time faculty

☐ FT/PT ration below 50/50 percent

☐ FT/PT ratio below 60/40 percent

☐ FT/PT ratio below 75/25 percent

☐ FT/PT ratio results in critical lack of effective oversight for associate faculty

☐ Reliable pool of well-qualified associate faculty is unavailable

(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)
Provide justification and documentation.

5. Program/Student Outcomes   (0 – 5 points)

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following: (0 – 5 points)

- Demonstrate a clear need for FT faculty in order to maintain program outcomes
- Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

Narrative:

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

	Points (0-5):
Faculty Replacement Position	
- Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year - Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years - Stable discipline or program needs replacement for FT faculty who have left within three-four years - Stable discipline or program can justify replacement for FT faculty who have left within five years or more - Outside accreditation is at risk without FT hire	
OR	
Growth Position	
- Enrollment data over past two years indicate program is *growing* - Enrollment data over past two years indicate program is *stable* - Enrollment data over past two years indicate program is *declining* - Independent marketing or other data indicate growth potential	
OR	
New Program/Discipline Position	
- Program Initialization process complete - State curriculum approval complete - New program has shown significant growth without FT faculty - Independent marketing data suggest viability of new program	
FT/PT Ratio - Program has no full-time faculty - FT/PT ration below 50/50 percent - FT/PT ratio below 60/40 percent - FT/PT ratio below 75/25 percent - FT/PT ratio results in critical lack of effective oversight for associate faculty - Reliable pool of well-qualified associate faculty is unavailable (In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)	Points (0-5):
Program/Student Outcomes - Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes - Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes	Points (0-5):
Other (Shared Interest) Shared interest determined by the Faculty Prioritization Committee. Scoring rubric will be mutually agreed and will be based on the nature of the shared interest.	Points (0-5):
TOTAL	