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Faculty Prioritization Rubric

The faculty prioritization rubric was developed by Rachel Johnson (Academic Senate President), James Walker (2023-24 Academic Senate Faculty Staffing Priorities Workgroup Leader), and Phillip Briggs (Dean of Institutional Effectiveness). It borrows heavily from Moorpark College's faculty prioritization rubric, and is aligned with the VC classified staff prioritization rubric. It has been developed in a manner to be applied to both instructional and non-instructional faculty requests. It includes two types of criteria:

1. Quantitative criteria – based on key data metrics. Data provided by the Office of Institutional Effectiveness.

2. Qualitative criteria – based on key considerations that are not easily measured by data metrics. Assessed by voting representatives at campus-wide faculty prioritization meeting.

Instructional Faculty Prioritization Rubric

Quantitative Criteria	1 (Low)	3 (Medium)	5 (High)
Percentage of courses taught by full-time faculty	More than 60%	30-60%	Less than 30%
Course fill rate	Lower 3rd of college	Middle 3rd of college	Upper 3rd of college
Qualitative Criteria	**1 (Low)**	**3 (Medium)**	**5 (High)**
Discipline/Program need			
Campus and/or community impact			
Unique considerations			

Non-Instructional Faculty Prioritization Rubric

Quantitative Criteria	1 (Low)	3 (Medium)	5 (High)
Percentage of services provided by full-time faculty	More than 60%	30-60%	Less than 30%
Student contacts per FTEF	Lower 3rd of college	Middle 3rd of college	Upper 3rd of college
Qualitative Criteria	**1 (Low)**	**3 (Medium)**	**5 (High)**
Discipline/Program need			
Campus and/or community impact			
Unique considerations			

Qualitative Criteria Detail:

- Discipline/Program Need – how critical is this request to the program's ability to function? Please consider current staffing levels, as well as the current and future workload.

- Campus and/or Community Impact – how large of an impact would this position have on the campus, as a whole? What impact would this position have on the surrounding community?

- Unique Considerations – are there considerations unique to this position (i.e. legislative requirements, accreditation requirements, etc.)?