

Instructional Units

Rubric

Resource Allocation 2020-2021

	Selection Criteria	Rubric
I.	Accomplishments/Progress on Recommendations	0-5
II.	Other Accomplishments  (Max 15 pts)	Strong = 15 pts  Good = 12 pts Moderate = 9 pts Weak = 6 pts
III.	Justification for request	0 - 20 points based on factors identified as relevant

Alignment with ASC-approved considerations

Analysis by KK

Don't punish a department for having a faculty member doing release time work

Hard to make progress on program recommendations if under-staffed. Is the idea to 'prove' that its not some other structural factor besides staffing causing this need

Committee participation by department members?

How the heck does a department "accomplish" if it is under-staffed?

This seems to be important, and a place to use ASC notes

	(Max 20 pts)	considerations including expected outcomes, timeline, clarity and quality of justification, etc.; and whether or not the need was identified and validated through program review
--	--------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Department asked for position in the past but did not obtain a new hire (request was near the top)

Replace retirement  
Will be teaching transfer courses (GE and major)  
Unit plan documents need  
Growth (new certificates and transfer majors were created ... need faculty to staff)  
Labor market and transfer degrees, for example  
  
Would expected outcomes include a plan for hiring someone focused on mission and equitable practices in the classroom?  
Excellent recruitment plan?

IV.	Performance metrics (Max. 15 pts)	
	Productivity or fill rate, if appropriate, for the prior years (FTES/FTEF, Max. 5 pts)	> 16.5 FTES/FTEF and/or > 80% fill rate = 5 points  < 16.5 and/or < 80% fill rate = 1 to 4 points
	Average success and retention rate for the prior years (Max. 5 pts)	> 70 = 5 points  65 - 70 = 3 points
	Degrees/Certificates awarded (Max 5 pts)	< 65 = 0

Increasing enrollment in dept  
  
Full Time/Part Time ratio in the department

OK with FTES/FTEF b/c then the PT/FT ratio is not a scheduling issue

Note that scheduling should be student-need focused - so there are a few sections at other times with lower fill ... justified

This is an INVERSE scale, right? With lower retention/success, more of a need for a new faculty member

This disadvantages math and english. Advantages CTE's

V.	Division Prioritization (Max 10 pts)	Other considerations 0-10 points based on factors identified as relevant including safety issues, Federal, State and/or Accrediation mandates, growth or outside Accrediting info/data, external reviews, Certificates of Accomplishment awarded, availability of other sources of funding, etc.
----	--------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Contract signed by 4CD Board requires faculty hiring

This looks like one or more of the items on faculty list

National Accreditation requires faculty to do the work

Don't punish for having hired someone last year if there is still a need this year