Full Time Faculty Re-Hire Rubric
Draft October 2024

Category	Scoring Method	Score	Dialog
Number Needed Formula {{FTEFx0.6}-Actual FTF}	Actual Number		Do the current classes being taught show the need of at least 1 faculty member? The formula needs to be run without the person leaving. This number does not work for NRN, NVN, RCP and athletics.
% Capacity for Discipline - efficiency?	Under 50% = -1 51-75% = 0 76-100% = 1 Over 100%=2		Are the classes being taught full?
Wait List - added sections	At capacity = 1		Are there students who want to take the classes that cannot get into a class?
FTES 5-Year Trend for Discipline	Decrease >10%=-1 Flat = 0 Increase >10%=1		Is the discipline growing or shrinking? Growth indicates a need, shrinking does not.
PT Pool	Hard to fine=1 Impossible to find=2		Can we fill gaps with part timers? Are the full timers teaching overloads every semester to cover classes
Compliance Requirements	Yes=2		Does the discipline have rules to follow? Example is nursing clinical class sizes are limited.
GE	"Golden 4"=2 Yes=1		Does the discipline fulfill GE requirements? Is it a mandatory GE (English, Math, History, Com or ETH)?
Job Market Analysis	Significant Projected Growth = 2 Projected Growth = 1		Are there available metrics that show that there is or will be growth in the field? Better metric for CTE than traditional disciplines.
Special Instructional Areas	Yes=1		Does the discipline provide a service to the students (athletics) or a high impact career (Nursing or RCP)?
Single Faculty Department	Yes=2		Because there is only one person, it is hard for them to grow a discipline.
Completion Metrics	All Met = 1		Does the discipline meet the districts standards for completion (awards), time to completion, units to completion, and transfer or

			employment?
Alternate funding			Is this position funded outside the general fund? Is the funding ending if already there?
Strategic Goals			Does a program in this discipline assist the district in meeting a strategic goal?
Know Retirements			Is a full-time faculty member planning on retiring in near future?
	Max of about 17 points		

Data Dashboards:

Metrics for Faculty Hiring Prioritization

Enrollment Dashboard

Award Data