

Questions about the Rubric and Process

(There appear to be two rubrics, one on percentage and the other on numbers.)

Metric I. POSITION REQUIRED BY LAW FOR ACCREDITATION? 5 OR 0

Metric II. DATA (40% OR 5 POINTS)

1. Does this account for FT fac on RT that have faculty retreat?
2. Data scores are from the year before, and not current data
3. Is there a consideration of disciplines that have been under resourced?
4. Does the rubric rely solely on data and projected demographic data provided by applicants? Was there consideration of immigrant/refugee population growth and current student demographics beyond that provided by applicants?

Metric III. SIGNIFICANT IMPACT, SUPPORT, OR ENHANCEMENT OF OTHER COLLEGE PROGRAMS, SERVICES AND OR OPERATIONS (25% OR 5 POINTS)

1. Does significant impact mean the quantity of other programs and units connected to the recommended new hire's home department? So, if a department is formally and extensively connected throughout campus, then that department would score higher on this metric than one that is not?
2. Would this automatically score a large department with many connections higher on this metric?

Metric IV. IMPACT TO STUDENT LEARNING AND/OR EXPERIENCE AT THE COURSE/PROGRAM/SERVICE LEVEL AND/OR ENGAGEMENT LEVEL (35% OR 5 POINTS)

1. What does "significant" mean in this context?
2. Example: Justice Scholars impacts relatively few students, but is life-changing for those few students and the justice-impacted community, whereas a new Math teacher, for instance, could impact 250 students per semester and move them to their degrees, which is significant, too.
3. Anti-racism and DEI efforts are not explicitly emphasized within the rubric. How does the rubric measure equity efforts and impacts of potential hires?

The **PG Staffing Committee makes recommendations to the FPSC for alignment with our Mission and Strategic goals.** What role did the Staffing Committee's recommendations play in the application of this rubric?

The outcome of the rubric is that disciplines that are in danger of having no FT fac are ranked high. Barring that, the rubric shifts to strongly support larger departments and disciplines which helps explain the current and recent years' rankings.

Please email President Whisenhunt with your concerns if you share them, too. Equity is our most important work, amongst disciplines, departments, our students, and one another.