

Faculty Staffing Prioritization Committee (FSPC)

DRAFT Evaluation Rubric

Position

Request: _____

Evaluator: _____

Points awarded
by evaluator
(Circle one):

	Is this position required by LAW or by an ACCREDITATION standard?	5, YES, the position is required by law or accreditation, and sufficient support is provided				0, NO the position is not required by Law	5 OR 0 ONLY
Question #1 (25%)	If you have any meaningful trends you would like to describe or address that support your request for a faculty position, please do so here.	5, the data provided demonstrates EXTREMELY high need for an additional faculty member	4, the data provided demonstrates HIGH need for an additional faculty member	3, the data provided demonstrates MODERATE need for an additional faculty member	2, the data provided demonstrates LIMITED need for an additional	0, demonstrates NO need for additional faculty	5 4 3 2 1 0
Question #2 (10%)	What changes are coming for your department that create a need for a new FT faculty member?	5, SIGNIFICANT changes have been articulated and will be implemented by the department within the	4, SOME changes have been articulated and will be implemented by the department within the next 1-2 years	3, SLIGHT changes have been articulated and will be implemented by the department within the next 1 - 2 years	2, LIMITED changes have been articulated and will be implemented by the department	0, NO changes have been articulated by the department	5 4 3 2 1 0
Question #3 (20%)	What specific needs does your department have that may be addressed by hiring a new FT faculty member? <i>Consider needs in specific sub-discipline areas, for example.</i>	5, request demonstrated SIGNIFICANT needs that will be addressed by a new FT faculty member	4	3, request demonstrates SOME needs that will be addressed by a new FT faculty member	2 - 1	0, request demonstrates NO needs that a new FT faculty member	5 4 3 2 1 0
Question #4 (10%)	How will hiring a new FT faculty member support other college programs?	5, the request demonstrates GREAT impact to other college programs or departments	4	3, the request demonstrates SOME impact to other college programs or departments	2 - 1	0, the request demonstrates LIMITED to no impact to other college programs	5 4 3 2 1 0
Question #5 (25%)	How will hiring a new FT faculty member support the equity efforts embraced in the college's mission and strategic goals?	5, this request demonstrates SIGNIFICANT support for college equity efforts	4, this request demonstrated HIGH support for college equity efforts	3, this request demonstrates SOME support for college equity efforts	2, this request demonstrates LIMITED support for college equity efforts	0, this request demonstrates NO support for college equity efforts	5 4 3 2 1 0
Question #6 (10%)	What additional qualitative or quantitative factors should be considered in determining whether your discipline should receive approval to hire a new FT faculty	5, significant NEW information has been provided in support of this request	4	3, some NEW information has been provided in support of this request	2 - 1	0, no NEW information has been provided in support of this request	5 4 3 2 1 0
30-pts/100% Possible						Total Points Awarded:	_____
Overall Score (5-points possible)	25-30 points = an overall score of 5	20-24 points = an overall score of 4	15-19 points = an overall score of 3	10-14 points = an overall score of 2	1-9 points = an overall score of 1	0 points = an incomplete application	

Comments (Required):

OVERALL SCORE:
5 4 3 2 1 0