HIRING RUBRIC CRITERIA	
DESCRIPTION	**SCORE**
Scoring criteria: *In the right column, give **3 pts**. for **CRITICAL**, **2 pts**. for **IMPORTANT** and **1 pt**. for **DESIRABLE**.*	
1A. Significant District Need (up to 3 points) ☐ Unique accreditation, state/federal regulations or licensing standards require a full-time faculty member. ☐ This position will eliminate a program viability issue; lack of a faculty member means that students will not be able to enroll in classes and/or complete a program of study. ☐ Need for a full-time instructor to anchor the program (complete class schedules). ☐ Meets District identified Priorities	
1B. Urgency and Consequence (up to 3 points) ☐ This position reduces exposure to significant risk (monetary, liability, litigation) to district. (2pts) ☐ The need for this faculty member is urgent/immediate. (1 pt)	
2. Data-related Program Needs (up to 3 points) ☐ Percentage/ratio of the sections in the program are taught by full-time faculty vs. part-time faculty members. ☐ Enrollment and productivity/efficiency data: enrollment trends, WSCH/FTES, FTES/Section, Headcount or fill rate/Section. ☐ Labor market information and workforce needs. ☐ PIPR data justification or other indicators of Academic and Learning Support faculty.	
3. Institutional Support (up to 3 points) ☐ This position has been ranked as "high" by the division as documented by the division's program review or other strategic planning documents. ☐ This position serves a key function in advising or supporting students (categorical or other student success-based programs). ☐ Retirements/resignations/reassignments and other losses have led to instability in the program's offerings and schedule. ☐ Decreasing availability of part-time faculty in the discipline.	
TOTAL	
Other Comments:	