**ASCCC Faculty Development Committee**

**Faculty Hiring Criteria Survey**

The Academic Senate for California Community Colleges Faculty Development Committee is collecting information on local college’s criteria for setting hiring priorities which complies with Education Code section 87360:

(a) In establishing hiring criteria for faculty and administrators, district governing boards shall, no later than July 1, 1990, develop criteria that include a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.

(b) No later than July 1, 1990, hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board.

(c) Until a joint agreement is reached and approved pursuant to subdivision (b), the existing district process in existence on January 1, 1989, shall remain in effect. (Added by Stats. 1988, Ch. 973, Sec. 28. Operative July 1, 1990, pursuant to Sec. 70(d) of Ch. 973.)

Please answer the following questions.

1.Do you have a set written criteria for establishing hiring priorities? *Yes No*

If yes, describe the criteria for establishing hiring priorities.

2. Does your local Academic Senate know the criteria for establishing hiring priorities? *Yes No*

3. What are the indicators established to create the criteria for establishing hiring priorities? *Check all that apply.*

Enrollment trends within the department (enrollment management)

Budgeting

funding formula

resource allocation model

FT/PT (% of Full-Time)

# sections

Productivity

Program Review

Student success rate

Student transfer rate

Projected growth in transfer level courses

Student retention rate

CTE employment trends

Student support projected needs

Technology needs

Faculty diversity needs

Other: \_\_\_\_\_\_\_\_\_\_\_

4. How often is the criteria for establishing hiring priorities updated? *Check one.*

Annually

Every two years

Every three years (aligned to Program Review)

5. Who updates the criteria for establishing hiring priorities? *Check one*.

Academic Senate as a whole

Committee of the Academic Senate

Instructional- Planning and Budget Committee

Administrator (Vice-President/Chief Instruction Officer or College President)

6. How has your criteria impacted student success and equity? *Open-ended question*

Thank you!

Proposed Timeline:

November 14th Draft survey

November 21st Faculty Development Committee to review the draft survey and finalize

December 7-8 Present draft survey for discussion at the Executive Committee level and approve

December 20 Prepare the survey for distribution with ASCCC staff

Mid January 2019 Work with ASCCC staff to distribute the survey

Early February FCD and ASCCC staff to review survey results

March 1st & 2nd Report on the survey results at the ASCCC Executive Committee meeting

End of March Disseminate information/Plenary breakout