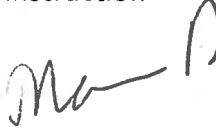


December 3, 2015

MEMORANDUM

To: Wise Allen, PhD
Vice President of Instruction
Merritt College

From: Mario Rivas, PhD 
President
Merritt College Academic Senate

Re: Faculty Prioritization List 2015-16

The following is the priority list for new faculty hiring for 2015-16. Consistent with the established faculty prioritization process, the Academic Senate received from the Council of Department Chairs and Program Directors (CDCPD) a prioritized list for faculty hiring for the academic year 2015-16. After discussion and vote, the Merritt College Academic Senate (MCAS) decided to accept the CDCPD list without alteration. Below is the List.

I am attaching the rubric used by CDCPD and MCAS to make their decisions. The numbers next to each faculty position reflect the point values earned by the different faculty positions resulting from the rubric used to prioritize faculty requests (see attached rubric).

2015-16 Faculty Hire Prioritization

Counseling	167
Biology	156
Afram	112
Math	111
Library	101
English	91
Biosci	52



Merritt College

Faculty Prioritization Committee Form

Title of Full- Time Faculty Position _____

Vacant position (currently in the budget): Yes No (new position)

If yes, due to Retirement Resignation Other

Name of person who retired, resigned, or died: _____

Department: _____

Division/Unit: _____

Evaluator: _____

Date: _____

Criterion	Rating	Comments (please provide comments regarding ea. Criterion)
1. position is for a department that has a vacancy	Highest (4)	Part of the prioritization process adopted by the Faculty Senate
2. Position is for a department that has no contract faculty	Highest (4)	Part of the prioritization process adopted by the Faculty Senate
3. Position previously forwarded to President by the Faculty Prioritization Committee as a priority for recruitment	(3)	Part of the prioritization process adopted by the faculty Senate Important for review purposes. Is the justification for the position still relevant
4. Position will address significant student demand	Yes/No (3)	This and #5 should be weighted most heavily if a department has vacancy and/or no contract faculty, but has little student interest and appears to have no growth potential Take out "significant" since some enrollment is limited by the number of work stations available
5. Position addresses growth potential expansion in an under developed area	Yes/No (3)	Same as comments for number 4
6. Position meets labor market demand, and addresses capacity issues	Yes/No (2)	
7. Position provides essential instructional, library or student support services	Yes/No (2)	Should this be taken out? We would not consider positions if they were not providing essential services
8. Position responds to program innovation or specific strategic direction in one or more areas of basic skills, career technical, student support or transfer education	Yes/No (2)	Students support has been added because it is included in the CCC mission statement
Total score:		

Signature of Evaluator: _____

Rating Key

Critical=4	Urgent=3	Important=2	Marginal=1	Weak=0
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