



Faculty Hire Proposal Form

Division:

Position:

Replacement

-or- On-Cycle (*Announced by September 30th*)
Off-Cycle

Instructional Outlook Report Positions (*All positions that are not replacement*)

Emergency (*After the fall process deadline (mid-October), any hire proposals must be "emergencies," and if accepted, will be one-year temporary positions*) considered

Legally mandated or required? Yes No If yes please explain under history/context.

1. Use data from your Program Review, the Institutional Effectiveness Page, and the Data Dashboard to justify the need for this position. (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity)
2. Based on our community, projected demographics change, workforce and community need, justify this position
Explain how this position can address equity gaps.
3. Program/department outlook: Justify the significance and role of this position in terms of Certificates, AA degrees, majors, and student success. (The IOR names Basic Skills Sequence, Transfer, and CTE Completions.)
4. Include other elements from Program Review, and/or the IOR Priorities, to justify this position.