

MJC 2021-2022 Faculty Hiring Packet

The Packet

Hello all,

This is your electronic notification to develop the list of confirmed retirements and requested replacement positions. Last year the Instruction Council was dissolved, and under the new governance document, a new hiring prioritization committee is being formed with approval anticipated by the Senate by the end of the month. The new hiring prioritization committee will be using the prioritization process that was updated by the Instruction Council in Spring 2021. We move into a second hiring cycle with an unclear budget, a lower FON (faculty obligation number), and without having been able to hire all of our on-cycle positions from two previous hiring prioritization cycles. As a result, we must again rank all replacement positions to be able to strategically hire to maintain access and completion for students. Your confirmed lists (retiree and corresponding off-cycle replacements) are due to the Instruction Office on October 13th by 2PM. Please plan your division council meetings accordingly. Also note that this year, the Instruction Council will not be accepting or ranking any IOR (formerly known as growth) positions.

The [Instructional Outlook Report](#) is updated and posted to the IO website. The Instruction Council [Hiring Prioritization document](#) delineates the process. [Faculty Hiring Proposal forms](#) are due to IO on 10/16 by 2PM. Now that the college has several standard sets of data we are moving away from the ARC reports. Use data from Program Review, the Institutional Effectiveness Page and links to the left, and the Data Dashboard. Several individual data elements are specified from the Trend Analysis Report cited in the Faculty hiring Procedure document should also be considered. Please arrange a meeting following your division's process for choosing these positions in order to arrive at a decision before 2PM on October the 13th.

2021-2022 Hiring Prioritization Process Timeline

Replacement Positions

September 30 th	Deadline to submit notification of retirement for a ranked replacement position within the division
October 1 st	Reminder to deans to develop list of confirmed retirements and proposed replacement positions
October 13 th by 2pm	Retiree/Replacement list due to Office of Instruction
October 16 th by 2pm	Faculty Proposal forms due to the Office of Instruction.
October 19 th	Hiring Prioritization Committee agendas Replacement list as an action item
November 5 th	Off Cycle-Replacement proposal presentations and discussion in Instruction Council
November 16 th	Final recommendation forwarded to College Council & Academic Senate*

*(College Council makes subsequent recommendation(s) to the College President)

Jennifer Zellet and Rob Stevenson on behalf of the soon to be formed Hiring Prioritization Committee, as authorized by the Academic Senate.