



Faculty Hiring Priorities Committee (FHPC)

Charge:

- Identifies annual priorities for new and replacement faculty positions based on an established set of criteria.
- Establishes and implements the annual process for prioritization of faculty, including the request forms, documentation, and criteria (rubrics) for evaluating position requests
- Assesses the annual faculty hiring prioritization process and makes improvements as necessary
- Ensures the faculty hiring prioritization process is aligned with the college mission and strategic plan, and is driven by program review process
- **Provides FHPC request form training and feedback to authors**
- Reports to the Resource and Operations Council

Philosophy:

- All representatives/members **will** ~~are to~~ review requests **through the lens** ~~in light~~ of the college-wide **vision**, mission, **values**, **goals**, **and** initiatives and priorities
- **All representatives/members will prioritize the needs of the college rather than their own individual department needs**
- **The Committee will review requests that will most positively impact student learning and achievement**

Composition (All Members Are Voting Members)

Co-Chairs/Facilitators (with staggered terms/appointments):

Academic Senate President
Appointed Administrator

Composition:

2 Instructional Deans: ~~to rotate each year~~ **two-year rotating term**

1 Student Services Dean: ~~to rotate each year~~ **two-year rotating term**

1 Student Equity Dean

5 Instructional Faculty: (AKHE)
(CE)
(LTR)
(MSE)
(AHSS)

2 Student Services Faculty:

1 Classified Staff:

2 Student Reps:

Resources:

Vice Presidents: Student Services
Administrative Services

Sr. Dean IESE: Sr. Dean Institutional Effectiveness & Student Equity

Deans: Instructional Deans (5)
Student Affairs Dean

Associate Deans: **Student Services & Special** ~~Funded~~ **Programs**