MOORPARK COLLEGE
Faculty Prioritization Assumptions

Assumptions for Prioritization

I. The prioritization result serves as a recommendation to the President. If the President chooses to deviate from the order of the prioritization list, it is agreed that the President will discuss the decision with both the Academic Senate Council and the Deans Council.

II. When a vacancy occurs due to retirement or resignation, there is no automatic replacement of that position in the same department. In the event of an unanticipated retirement or resignation, the President will make the decision whether to replace that full-time position immediately, or whether to use those funds to open the next position on the priority list.

III. List of faculty priorities does not carry over from one year to the next. This process will generate a new list each year in the Fall in preparation for early advertisement in the Spring. Exceptions are made for a one-year extension in the following situations:

 - when positions cannot be filled for reasons other than a change in program needs (e.g. lack of adequate candidate pool)
 - when positions opened contingent on funding have completed the screening process and finalists have been named by the President.

IV. In order to provide a balance between classroom and non-classroom faculty, within the priorities a ratio of at least 1 non-classroom faculty position to every 10 classroom faculty (hired) will be honored in non-classroom faculty positions that have been proposed.

V. Positions that are legally mandated (e.g. for accreditation) will not be in the prioritization cue, and will be automatically filled based on need.

Suggested Criteria for Prioritization
Note: These are not listed in order of importance; each voting member determines which criteria are most important to them but are asked to be consistent in their determination.

1) Vital program will cease to exist if position not filled.

2) Need to fill position based on specific program need, such as specialization, area of expertise, or maintenance of program quality or safety concerns.

3) Full-time to Part-time (FT/PT) ratio (as indicated by % contract).

4) Position is FTE generating (considering % of productivity goal, aggregate WSCH, and other factors which indicate size and efficiency of program in generating FTE's).

5) Projected increase in program demand, based on current program growth, increasing need in the community and workforce, and/or greater opportunities for transfer of courses to other colleges.

6) Programs or positions, whether teaching or non-teaching faculty, which support other programs or positions.

7) Considerations based on recent retirements or other vacating of positions as well as recent replacements for such positions.

8) Appropriate facilities, support staff, and other material resources are available to support the position.

9) Any other considerations implicit in the program plans related to college mission, college-wide needs, and strategic directions.

The members of both Councils entered this process fully aware that hiring full-time faculty is among the most important decisions we make, one that impacts the college both immediately and in the years to come.

Ground Rules for Discussion

- We represent the interest of the college community as a whole. It is our expectation that decisions will be made based primarily on campus-wide needs and opportunities.
- Everyone has reviewed all relevant materials, thus no presentation or reading of program plans will be done by the co-chairs of the Prioritization Meeting.
- We spend three to five minutes for each program plan discussion.
- All voting will be done by written ballots
    No names on ballot
    Contact number on back of ballot
     Ranking:___High ___Medium____Low

Reaffirmed by AS Council 10.04.2016