

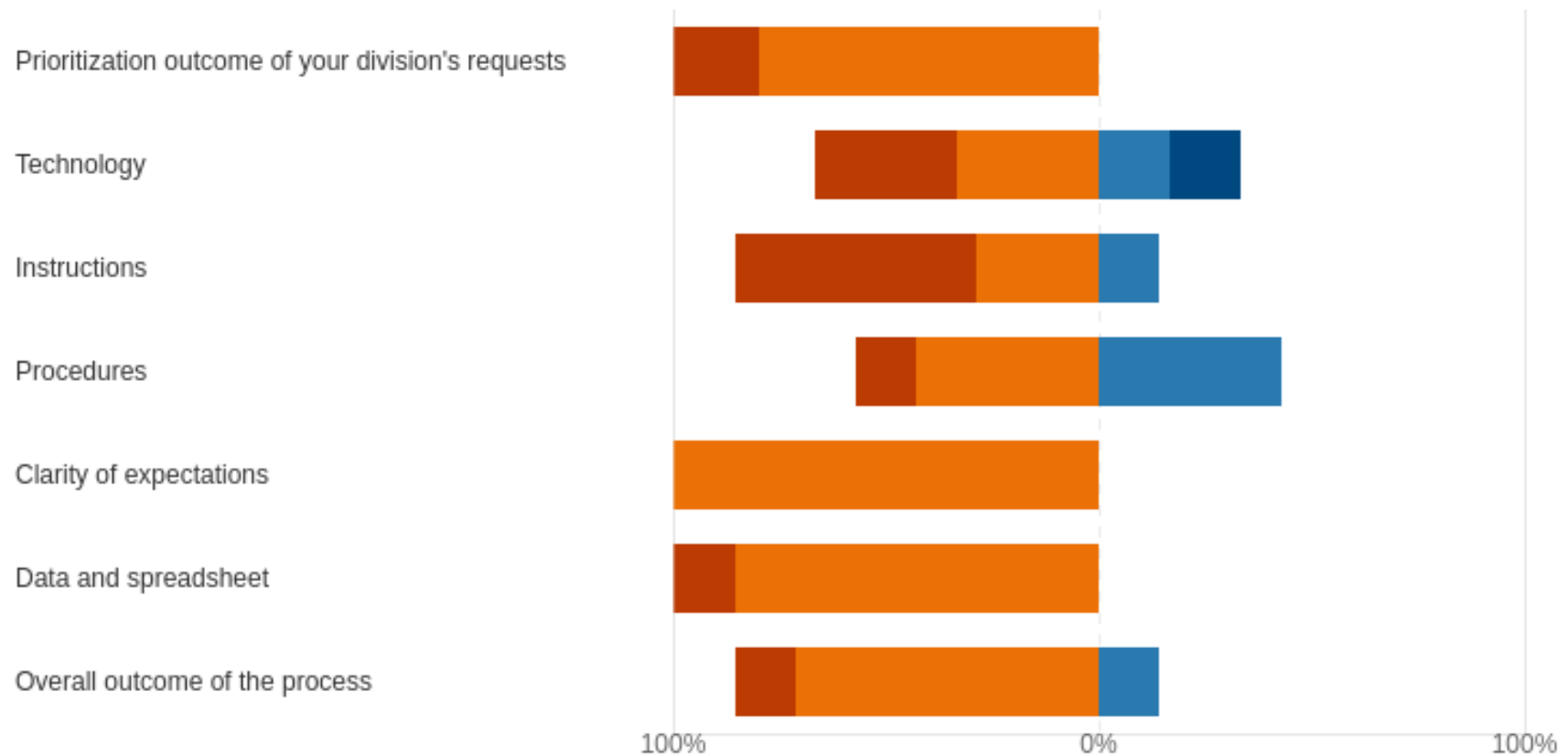
Faculty Hiring Prioritization Feedback and Improvements

- Survey for senior senators after the meeting where they ranked faculty hiring requests
 - Seven responses to survey
 - Two attended focus group
- Proposed improvements listed on last slide

1. How satisfied are you with the following aspects of the Prioritization process this year?

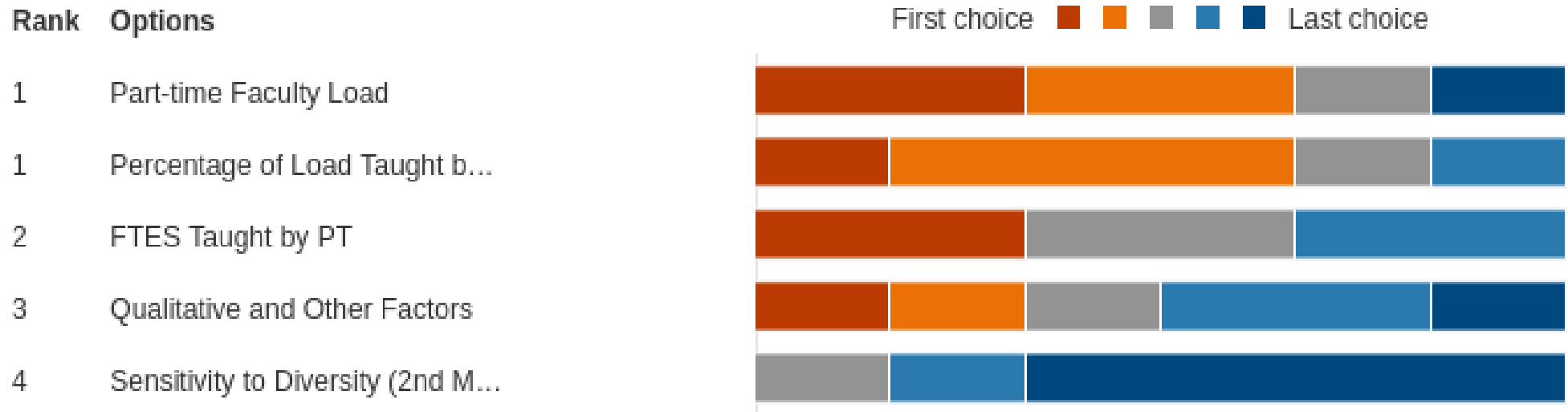
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Very satisfied Somewhat satisfied Somewhat dissatisfied Very dissatisfied



2. Which sections of the request form most influenced your prioritization scoring? (Rank by dragging the most influential to the top and so on.)

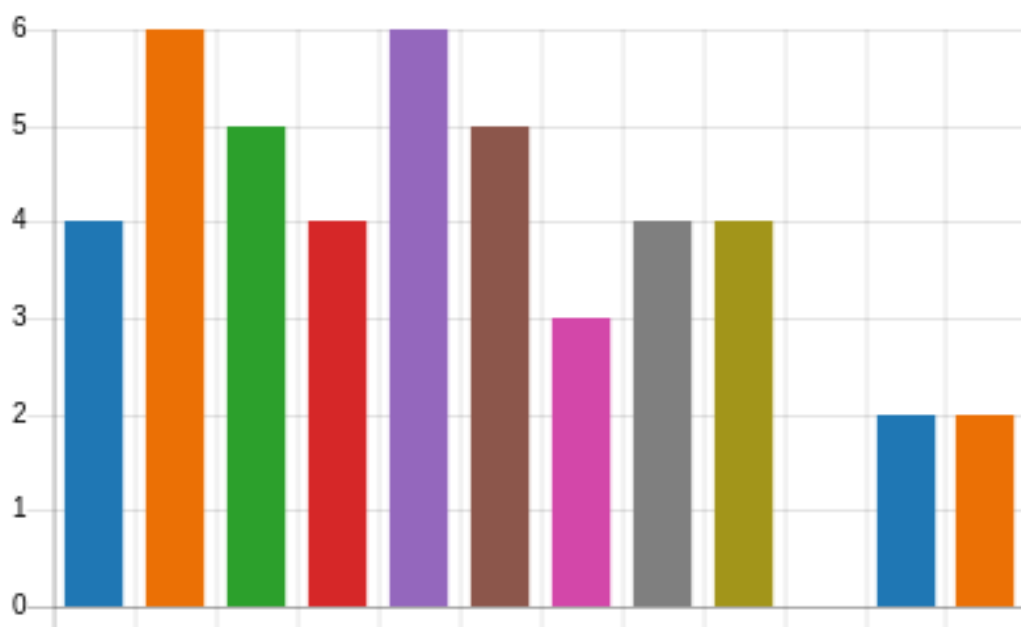
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3. Which aspects of the process would you recommend be continued or incorporated for next year?

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- Brief spreadsheet for depart... 4
- Using Canvas 6
- Forced ranking forms 5
- Virtual meeting via Zoom 4
- Individual spreadsheets for s... 6
- More days to read the reques... 5
- Advocacy from department c... 3
- More uniform scoring 4
- Ranking instead of scoring 4
- Less time to discuss each req... 0
- More time to discuss each re... 2
- Individual scoring in advance ... 2



4. What changes to the process would you suggest for next year?

6 Responses

ID ↑	Name	Responses
1	anonymous	I believe that more time is needed for both senators (junior and senior) to be able to view the information presented by the departments. There was a holiday in the week that the information was provided, so that needs to be taken into consideration. The more time that is provided, the more prepared the department can be for the priorities meeting. If the information is going to be made available on Canvas, both senators and the department chairs should be provided with access, with plenty of time.
2	anonymous	Improvement in the scoring process, possibly adopting a rubric.
3	anonymous	I loved the use of technology an using CANVAS, I commend our senate president for making the process as easy as it could have been given the circumstances. However, and this is one thing I feel strongly about, we ought to go back to ranking positions instead of scoring them 1-100. I felt we got a better - more representative- results doing that. This opinion has no relation to where our division came in the order.
4	anonymous	A department chair (or a single person designated by a department) should be able to submit all requests from a department.
5	anonymous	Find a way to present and evaluate both teaching and non teaching positions equally.
6	anonymous	I would like to see more structure in scoring

Improvements

- Provide overview and instructions of the procedures and technology from the beginning of the process
- Create a rubric according to the survey responses to question #2
- Provide a worksheet
- Extend timeline by starting earlier
 - Extend time for departments to submit requests
 - Extend time for clarifying submitted forms
 - Extend time for Senator review of submitted forms
- Reduce the total possible scores to smaller numbers
- Senior Senators meet via Zoom
- Consider a proposal for non-instructional positions to substitute metrics using comparisons to other colleges or state standards