



# Faculty Hire Proposal Form

**DIVISION:**

**POSITION:**

## Type of Position:

### Replacement

Off-cycle (announced by Sept. 30)

Off-cycle

**Emergency** (If accepted these will become one-year temporary positions)

**Legally mandated or required.**

**YES**

**NO** If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).
2. Based on projected demographics, workforce and community need, justify this position.
3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement. (Where appropriate, use 5-year trend data.)
4. Include other elements from Program Review, and/or the IOR Priorities (with an emphasis on equity), to justify this position.