



# Faculty Hire Proposal Form

**DIVISION:**

**POSITION:**

## Type of Position:

### Replacement

On-cycle (announced by Sept. 30)

Off-cycle

**Instructional Outlook Report** (All positions that are not replacements)

**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 (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity).
2. Based on our community, projected demographic change, workforce and community need, justify this position.
3. Program-department outlook: Justify the significance and role of this position in terms of Certificates, Associate Degrees, majors, and student success.
4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.