

Faculty Staffing Resource Allocation Feedback

Please provide input on the committee structure and selection.

Strengths	Weaknesses
Transparent process	Random faculty on the committee, perhaps unaware of priorities of the college, background of positions. Not qualified to be making these big decisions, no rhyme or reason. Not enough input from Senate or PFC. Having only one Academic Dean on the committee not enough, outvoted by random faculty. Faculty representation not representative of number of faculty in each area.
Recommendations for Improvement <i>List in the form below and / or on the existing document</i>	
Should have consistent committee members for continuity between years. Should have more than one Academic Dean on the committee. PFC should be more involved in planning of positions. Combination of Deans/VPs, members of PFC and Academic Senate for the staffing committee. Abolish staffing committee as is. Need to change the Governance Manual.	

Please provide input on the resource allocation questions and points/weight.

Strengths	Weaknesses
	Program Review recommendations not integrated well into the ranking process Some positions not related to FTES data (Librarians/Counselors don't generate FTES)
Recommendations for Improvement <i>List in the form below and / or on the existing document</i>	
Provide the data for question #2, as opposed to having the Unit Managers input data Have a group of Deans and Researchers decide on what data to include, provide this data for all of the positions requested. FT: PT ratio, FTEF: FTES ratio, Program Review recommendations (last 3-5 years longitudinal data) Look at a formula for non-instructional vs instructional faculty positions All DATA provided for the committee. Training for Deans on how to fill out the requests.	

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Please provide input on the resource allocation process including: pre-meeting materials; meetings for orientation, speakers, and calibration; online scoring survey;

Strengths	Weaknesses
	<p>Not giving the committee adequate information, data for the committee. Train the committee on how to use this information.</p> <p>Sales job=presentation leads to bias, best sales people get their positions.</p> <p>Decisions not balanced based on data → full-time vs part-time ratios</p> <p>How do we handle requests that fall outside of this process?</p>
<p>Recommendations for Improvement <i>List in the form below and / or on the existing document</i></p>	
<p>No late requests honored.</p> <p>Deans come to the committee to answer questions as a resource only, no speech.</p> <p>NEED for a process for administrative hiring.</p>	