1. **Required positions (regulations, laws, accreditation)**
   a. Not included in the prioritization process
   b. No positions in this category for AY 2019- 20
2. **Positions where tenure was not granted**
   a. Reassess using quantitative data
      i. If no change in data/need position is granted without going through prioritization process.
         1. If more than one position in this category, positions will be ranked by quantitative data
      ii. If data suggest there is no longer a need, position is eligible for hiring prioritization process
   b. List of current positions in this category
      i. Accounting
      ii. Librarian
      iii. Office Technology
      iv. Sociology
      v. English
      vi. Math
3. **Prioritization process (recommended changes)**
   a. Changes to quantitative data
      i. Add number of FT faculty
      ii. Split out FTEF %PT and %OVL
      iii. Added "Demand" variable/Deleted "Demand" variable
      iv. Added Efficiency
      v. Added "Test Variable" Measure of diversity and how discipline faculty represent the population we serve. Variable moved from qualitative to quantitative
   b. Changes to qualitative process
      i. removed "e.g., legal mandates"
      ii. removed Job description
      iii. removed wording "replacement position"
      iv. combined some questions
4. **Modifications to the process**
   a. Develop a rubric for use by deans and faculty to score qualitative data
   b. Eliminate dean presentations
   c. Joint meeting used to complete individual rankings using the rubric
      i. Senators and deans will be allowed to complete rubric prior to the joint meeting
   d. Develop/use a rubric for quantitative data

e. Rubric scores for the qualitative data and quantitative data will be combined into a composite score. The composite score will be used to rank the positions.