Recommendation:

1. Starting spring 2020 vacated tenured track positions are automatically filled unless unforeseen circumstance occur. Discipline faculty are allowed to begin the hiring process at their convenience as soon as the resignation is approved/accepted by the BOT.
   a. If the district opts to not fill the position, they will respond in writing explaining why the position will not be filled.
2. Subjective ranking is part of current process and allows for new programs/programs without FT faculty to be ranked higher based on compelling need versus quantitative measures alone.

For further discussion:

3. New programs/programs with no FT faculty
   a. Consider using Perkin/strong workforce funds when appropriate and otherwise adopt a a model using other funds (e.g., grant) to hire faculty with gradual assumption of a percentage of the cost by the general fund. This gradual assumption will be taken into account in subsequent years' hiring prioritization processes. (Allows for consideration of hiring in a multi-year fashion rather than year-to-year.)
   b. Review qualitative questions and include additional prompts for new programs/programs with no FT faculty (see current questions below).
   c. Limit the length of the response to the qualitative question prompts (1000 words??) to ensure that all parties involved in ranking positions have time to read all of the material.
   d. Allow someone (define) to do a time limited pitch (define) and answer questions for each position.
      i. Rankings are due 3 days after pitches are made.
   e. Librarians/Counselors – have a disadvantage. Ideas??

Qualitative question:

1. *Is this a program with no FT faculty or a single FT faculty or a new program? Areas where additional expertise is needed*:
   a. New program meets threshold (to be set). If not when is it likely to meet the threshold? This information can allow programs to qualify for future hiring prioritization.

Action:

1. Request that SCC hire the following positions according to the new process.
      i. ASL
      ii. Accounting
2. Consult with Union about contractual language that refers to a Senate process when tenure track positions are vacated prior to tenure.