**Integrated Planning and Budget Committee (IP&B) Summer 2016**

**Recommendation Regarding Prioritization of Faculty and Staff Position Requests**

**July 18, 2016**

**Draft**

Proposal

IP&B recommends that PaRC no longer rank the prioritization list for new faculty and classified positions (does not include replacement classified positions) in making its recommendation to the President.

Rationale

IP&B was charged with “developing guidelines and/or criteria for ranking full-time faculty hires in-cycle, as well as new classified staff positions.”

The group felt that PaRC did not have enough information to do its own ranking without requiring each member to thoroughly read each program review. In the past there was not an explicit rubric used nor criteria identified – it ended up being more of a popularity contest rather than a systematic ranking based on the needs of the college in achieving its mission.

Instead, the committee proposed that the college continue to use their current ranking/prioritization processes but exclude the step of individual rankings by PaRC members. Program faculty and directors identify position requests during the program review process, the deans provide feedback, and VPs continue to collaborate to prioritize the list based on this information. This information will continue to be aggregated in a matrix of information (used to support the rankings) that is shared with PaRC. The division faculty ranking, dean’s ranking, as well as the VP ranking should be included.

The recommendation from IPB this summer is that PaRC reviews the prioritized list and votes as a recommendation to the President to either:

1. approve,
2. reject, or
3. send back the list (with suggestions / questions) for further review.

PaRC would not do a ranking itself.

An up or down vote by PaRC ensures that the process remains transparent and informed by program review.

Approved by PaRC on 10/19/16 \*

*\* PaRC recommended the proposal go back to IP&B for discussion regarding documentation of metrics used for Dean/VP prioritization.*