ALS 2011-12

Continue efforts to recruit, hire and support qualified/experienced part-time faculty and advocate for filling vacant full-time faculty positions.

Summary:

ALS was one of the first departments to embrace using LEO for recruiting, screening and hiring part-time faculty. The department uses a committee of three, with one member rotating on and off each year. In recent years, ALS part-time faculty with many years of experience at Lane have retired in increasing numbers. With the retirements, plus an increase in the number of ALS sections and students testing into developmental classes, the committee has been challenged to keep pace with need.

Description

For end of 2011-12 and 2012-13, ALS will continue to improve the hiring process by:

1. reviewing applicants on a regular basis, reporting results to HR.

2. review job description for needed edits/clarifications.

3. revise supplemental questions

4. find new no-cost recruitment methods (no advertising budget)

5. consult HR for suggestions to improve practice.

6. develop a regular cycle of posting, reviewing, interviewing, hiring.

Questions and Answers

How is the initiative linked to the Unit Plans most recently submitted?

    1. How does it continue the achievement of those goals?
    2. If this is a continuation of an initiative started last year, make sure that relationship is clear.

How is this initiative linked to the efficiencies and productivities plans you had last year?

    1. How does it continue the achievement of these plans?
    2. If this is a continuation of an efficiency or productivity plan started last year, make sure that relationship is clear.

Describe the resources needed:

HR recruiters' time

faculty non-instructional time

dean's time for review

What specific measurable program outcomes do you expect to achieve with this initiative? The outcomes should be specific enough to be measurable. Also, outline the method that will be used to determine the results.

decrease in time spent in process

improved documentation and organization of records

Department Priority:

7

Unit Resources:

Time: part-time recruitment committee, administrative coordinator, dean

Funding Request: Carl Perkins

Funding Request: Curriculum Development

Funding Request: Technology Fee

1. Category of request
- **Maintain existing technology**
- **Increase student access to technology**
- **New technology**

Please type in the category of the request in the field below.

2. Campus location
- **Main Campus**
- **Downtown Center**
- **Florence**
- **Cottage Grove**
- **CLC (list specific locations)**

Please type in the location of the request in the field below.

3. Names of the person(s) with more information (if needed):

4a. Budget ORGN

4b. Budget PROG

5.How many students will benefit per year?

6. Describe the benefit?

COMPUTER HARDWARE $

COMPUTER SOFTWARE $

STAFFING $

INSTALLATION $

LICENSING $

Can this initiative be partially funded?

Yes

COMPUTER HARDWARE $

(CH) Explanation of effect of partial funding:

COMPUTER SOFTWARE $

(CS) Explanation of effect of partial funding:

STAFFING $

(S) Explanation of effect of partial funding:

INSTALLATION $

(I) Explanation of effect of partial funding:

LICENSING $

(L) Explanation of effect of partial funding: