

## Faculty Vacancy Process Feedback

November 17, 2009

1. What worked? What should we do again if we get to fill more faculty positions in the future?
  - Having criteria
    - Helpful to hear from all areas.
    - “If we get to fill...” We need to get a long term as an expectation – and understand we may not be able to follow
  - Form format was helpful ( maybe slight revision)
  - Timed responses/presentations worked very well
  - Clear timeline in advance is great.
  - Faculty/ staff work with deans
    - Deans work with Ex dean/ VP
    - VP/ Pres/ex dean –make decisions
  - Generally, the presentations are old news to me, as I hear this information in Tues. deans and from exec deans. It should be most valuable to faculty- some who were involved in presenting, but few attend to listen or learn. I can’t say how LCCEA viewed the presentation/information.
    - Nice context setting – yes we should celebrate our progress of no layoffs and the fact that all employee groups sacrificed. Thank you for calling this info out.
  - Faculty wanted more time to provide input.
  - Appreciating overall challenges of college – and not just about “vacancies on the books”
  - Saw issues of retirements, new programs, and enrollment surge in a larger picture.
  - Quite the time commitment for all deans to be present for whole time – would it be necessary to have all present in the future?
  - Template was good
  - Maybe a question on “what has changed in your division that supports your current need?”
2. What improvements should be made?
  - Clarity on which costs/FTE we should use.
  - Time line in advance.
    - Maybe 6 minutes
  - Question time line added into presentation
  - Make Monday deadline 12 noon
  - Cancel this
  - If the audience is largely deans talking to each other, then the format is not accomplishing its purpose. But maybe it needs more time? The presentations

have the potential to become grandstanding – glad it didn't turn out to be this time.

- Since new folks in room – names of presenter (s) and positions (e.g. faculty for...). Some of the non-deans in the room might not have known dean's name well.
- Unclear exactly how many position (s) requested and in what particular area – seemed to be more general
  - A summary chart to look at that was requested so we have a big picture of the challenge of this decision making process
- Require templates to be no more than two pages.
- I received 4 pages from a faculty member on one position that I edited considerably
- Good luck with your decisions
- The decision making body (ASA) should not accept additional materials at the presentation unless all divisions were aware that this was ok to provide.
- Dead lines should not be changed. 8:00a.m. Monday got moved to 12:00a.m. Monday. I spent 3 hours Sunday night and 1 hour Monday morning to complete the templates (trying to gather faculty thoughts based on need and not advocacy) and turn them in by 8:00a.m.

### 3. General comments

- Can we make decisions now for the next two years also? Prioritize the positions? Maybe 5 years and then if funding allows, add more? This way we can start hiring processes much earlier.
  - Since we've done the homework now – let's use it and not have to re-do next year.
- I appreciate everyone's efforts to be brief and the ASALT's efforts to stay on time and follow the published timeline.
- We need to fill more positions now.
  - There are several faculty slated to retire in the next few years.
  - Things are only going to get worse if we fill our positions so slowly in such small numbers.
- Compared to what is needed, this process is, of course, a very sad joke.
- Interesting and informative but need to be doing other work.
- Different perspectives from different presenters .... The criteria were sometimes taken for granted, and sometimes fore grounded.
- I'm not to sure about the effectiveness of this forum... I'll ask around but very few faculty stayed or appeared.
- I learned a lot about the divisions in the college which was great.
- Retirement variable was important info.
  - Do we have a picture of retirements over next 2,3,5 years.