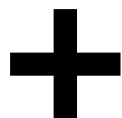


# PAC Discussion

Faculty Hiring and Resource  
Requests



# Nursing Faculty Replacements

- The Nursing Program is required to have a specific number of faculty with specific specialties
- Failure to hire these positions would result in a loss of accreditation for the program and ultimately the loss of the program itself
- Nursing typically has 6-7 FT faculty
- IPBT previously approved the practice of automatically granting approval for the Nursing Department to hire faculty into vacancies
- **Should PAC continue this process?**



# Autotech Baccalaureate Program Director

- De Anza is very excited that our new baccalaureate program in **Automotive Technology Management** was approved
- One of the requirements to offer this program is that it must have a dedicated Program Director
- This hire was not discussed or approved previously by IPBT, but
- If this position is not approved however, the baccalaureate program cannot be offered
  
- **Will PAC approve this hire and recommend it to College Council?**



# Faculty Hiring and Resource Allocation Process

- PAC needs to establish clear and transparent processes and policies to address how we will identify and prioritize requests for all resource requests
- Previous PBTs all had their own processes which met with varying levels of satisfaction from the college community
- Example: IPBT
  - Resource requests were submitted along with program reviews (PR) in the Spring and updates were typically solicited in the Fall
  - Groups were formed to analyze requests and PR data. These groups identified questions and made initial recommendations on resource allocation. Deans would address questions
  - IPBT as a group would prioritize faculty hiring through a weighted ranking process
  - Equipment requests most recently resulted in dollar amounts allocated to each division, with Deans responsible for the ultimate dispensation of funds

