

**San Diego Mesa College  
Faculty Hiring Prioritization Scoring Rubric**

Criteria	Scoring Rubric			
	Highest Level – 8 to 10 points	Mid-Level – 4 to 7 points	Minimum Level – 1 to 3 points	Nil
1. <del>Total FTEF and Percentage of FTEF taught by Tenure and Tenure Track vs. Part-Time Faculty, or Counselor/Student Ratio, or Librarian/Student Ratio</del> Trend Data	<del>Need Narrative</del> is strongly substantiated <del>supported</del> by relevant data	<del>Need Narrative</del> is substantiated <del>supported</del> by relevant data	<del>Need Narrative</del> is minimally substantiated <del>supported</del> by relevant data	Not addressed
2. Description of and Rationale for Position/Assignment	Rationale for position strongly articulated and justification <del>is substantiated using by use of data sets provided by the Office of Institutional Effectiveness</del>	Rationale for position articulated and justification <del>is substantiated using by use of data sets provided by the OIE</del>	Rationale for position indicated, but not justified <del>using by use of data sets provided by the OIE</del>	Not addressed
3/4. Program/Service Area Enhancement	Program/Service Area is significantly impacted	Program/Service Area is impacted	Program/Service Area is minimally impacted	No impact/not addressed