



Non-Instructional Position Request Rubric

2015-2016
APPROVED
05/07/2015

Criteria	Strong Evidence	Adequate Evidence	Limited Evidence
Ranking scale	8-10	4-7	0-3
Impact on Students and/or Programs <i>(10 points)</i>	Clear and compelling evidence/data (as stated in Program Review) that this position will have a substantial impact on students and/or program(s)	Clear evidence/data that this position will have a substantial impact on students and/or program(s)	Limited evidence/data that this position will have an impact on students and/or program(s)
Campus-wide Impact <i>(10 points)</i>	Clear and compelling evidence/data (as stated in College Strategic Plan and/or Accreditation Recommendations and/or external mandates) that this position will have a substantial campus-wide impact	Clear evidence/data that this position will have a substantial campus-wide impact	Limited evidence/data that this position will have a campus-wide impact
Institutional Planning Priorities <i>(10 points)</i>	Clear and compelling evidence/data that this position strongly supports current Institutional Planning Priorities.	Clear evidence/data that this position is aligned with current Institutional Planning Priorities.	Limited evidence / data that this position is aligned with current Institutional Planning Priorities.

Criteria	Strong Evidence	Adequate Evidence	Limited Evidence
Ranking scale	5	2-4	0-1
Outcomes <i>(5 points)</i>	Evidence that this position will support program outcomes (as stated in Program Review) above and beyond current capability	Clear evidence/data that this position is in alignment with stated program outcomes.	Position provides little or no impact on program outcomes above or beyond current capability.
Safety <i>(5 points)</i>	This position will greatly enhance the safety of the entire campus.	This position will enhance the ability to meet safety standards for one or more programs.	This position has negligible or no impact on safety.