

## Key FHPC Presentation Considerations – September 28, 2015

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- Clarity matters, remember we are not experts in your discipline, this is also an opportunity for us to learn more about your area. Communicate the importance of the position to your department and the impact on student success in terms any person from any walk of life could understand. Visual aids are not permitted, concise handouts are acceptable.
- Data matters, quantitative information is important, but you do not need to review all of the data from your FHPC form, please highlight the most impactful data that demonstrates a need in your area for the position
- Passion matters, qualitative information also aids in our decision
- Please tell us when was the last time your Department received a full-time hire
- Budget doesn't matter, for ranking your position, but it does matter. For our consideration this committee is not responsible for how positions are funded. We simply rank the positions. In terms of budget keep in mind that class sections will not be added with the addition of this new full---time faculty member in your area, so you will need to work with the sections you currently offer to build a full load for this incoming instructor. This often means offering adjuncts in your area less work. This information should be included in your FHPC form. The president makes the final decision with budget considerations in mind.
- Process matters, it is important for you to know that after you present the committee will ask you questions, outside of those questions we do not reconvene nor discuss your presentation, we simply submit anonymous individual ranking sheets which are compiled to create the final ranking. This year, unlike previous years, we will also review categorical, grant, and special funded---program positions. Those positions in some instances are mandated hires by the government and therefore they may be hired even if they receive a lower rank. So you are not “competing” with those positions, only with other positions that are immediately going to impact the general fund. The president reserves the right to make changes to the final ranking list.