

ARC Faculty Hiring Report 2023-2024

Office of Institutional Effectiveness & Innovation
December 12, 2024

Academic Senate Resolution

(Adopted 10/10/2024)

"conduct a study of the fall 2024 faculty hiring process to answer the questions of what themes and trends can be gleaned from these 22 full-time searches to improve future full-time faculty search committee processes."

2023-24 Faculty Searches

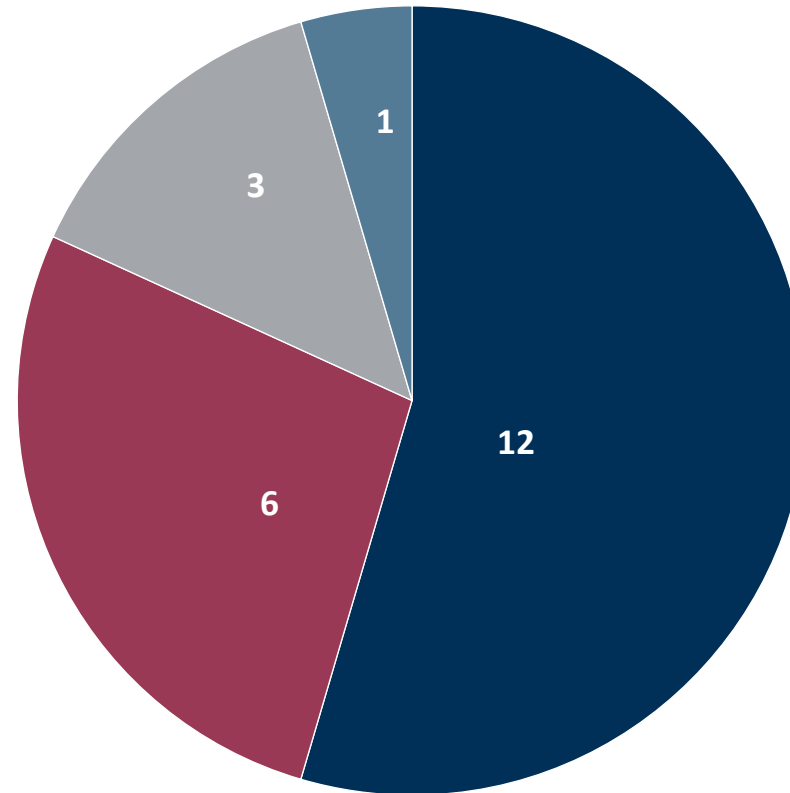
Filled

Accounting Assistant Professor
Anthropology (Biological Emphasis) Assistant Professor
Automotive Collision Technology Assistant Professor
Biology Assistant Professor (Anatomy & Physiology)
Biology Assistant Professor (Anatomy & Physiology)
Counselor
Design and Engineering Technology Assistant Professor
English as a Second Language (ESL) Assistant Professor
Ethnic Studies Assist. Prof. (African American Stud. Emphasis)
Organic Chemistry Assistant Professor
Psychology Assistant Prof. (Research Methods and Statistics)
Speech Communication Assistant Professor

Not Filled

Chemistry Assistant Professor
Comp. Inf. Sci. Assist. Prof. (Cybersecurity, Networking, Core)
Computer Inf. Sci. Assist. Prof. (Programming & Web)
Electrician Trainee Assistant Professor
Ethnic Studies Assist. Prof. (Emphasis in Chicanx/a/o Studies)
History Assistant Professor (African American History)
History Assistant Professor (Native American History)
Nursing (RN) Assist. Prof. (Medical Surgical Focus)
Nursing (RN) Assist. Prof. (Psychology - Mental Health)
Psychology Assistant Professor (Biological Psychology)

2023-24 ARC Faculty Search Outcomes (n=22)



- Successful
- Failed (following 2nd round)
- Cancelled (in advance of 2nd round)
- Postponed

Hiring Stage Reached for ARC Faculty Positions in 2023-24

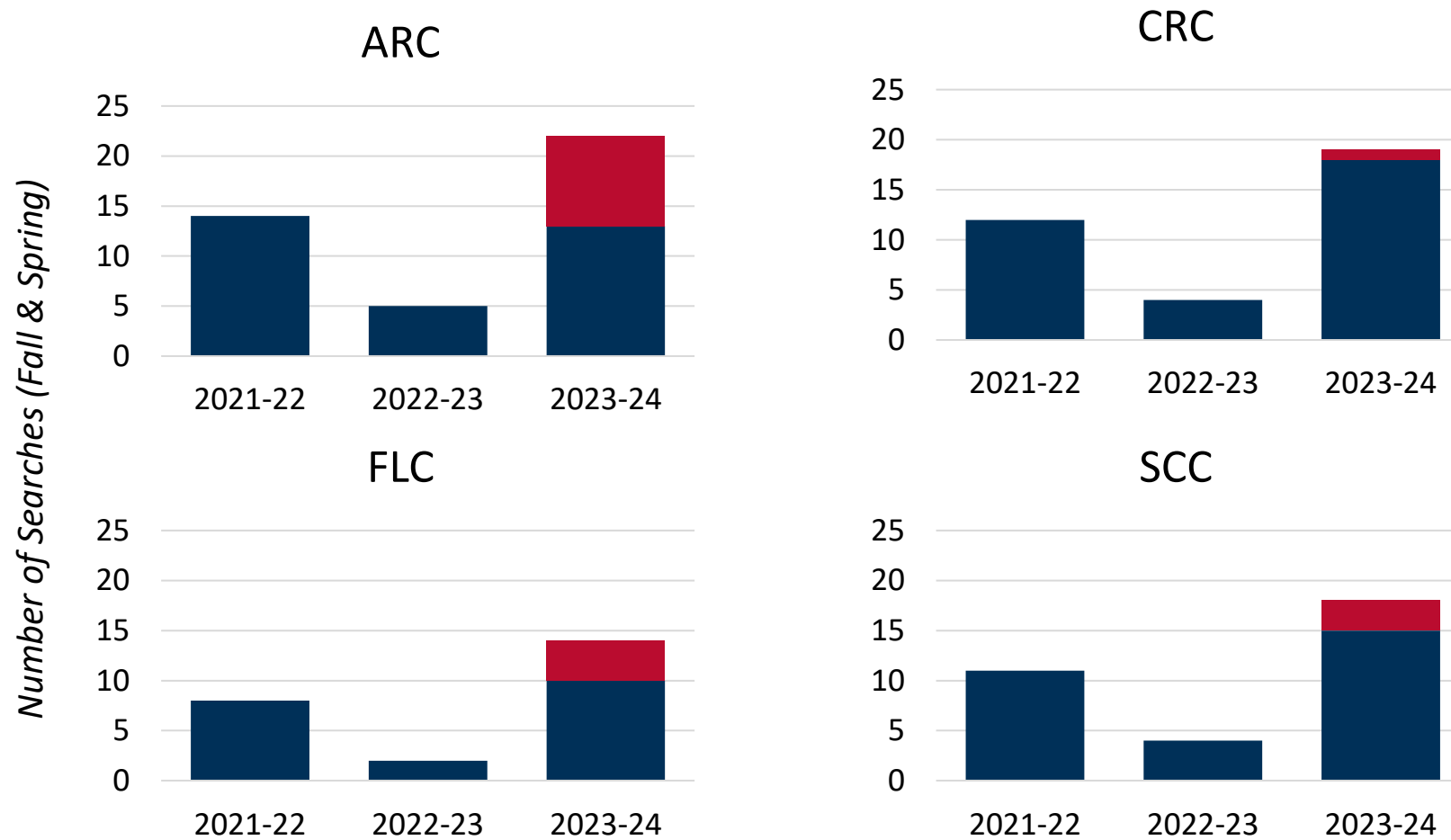


ARC Faculty Average Applicant Pool by Stage and Search Outcome (2023-24)

	All Searches (21)	Successful Searches (12)	Failed/Cancelled Searches (9)
Average number of applicants	23.3	29.5	14.2
Average number of applicants reviewed by each committee*	19.1	24.8	10.5
Average number of applicants invited for 1st round interviews*	7.5	8.7	5.8
Average number of applicants recommended for 2nd round interviews*	2.8	3	2.5

* per active search

LRCCD Full-Time Faculty Hiring Outcomes Fall & Spring 2021-2024



Source: LRCCD Board Retreat – Human Resources Updates

Considerations for Future Searches

Increase Applicant Pools

- Engage in efforts to increase local and out-of-area applicants
- Put forward all candidates of interest to the 1st and 2nd round of interviews

Increase Capacity

- Encourage all faculty to participate in the Hiring the Best and Equity Rep Training
- Maintain and increase the capacity for hiring processes
- Consider the use of Artificial Intelligence (AI) tools to increase efficiencies where appropriate

Increase Communication

- Enhance support for finalists to connect with HR to determine compensation
- Increase communication of final results while maintaining necessary confidentiality

Thank you

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