

# 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

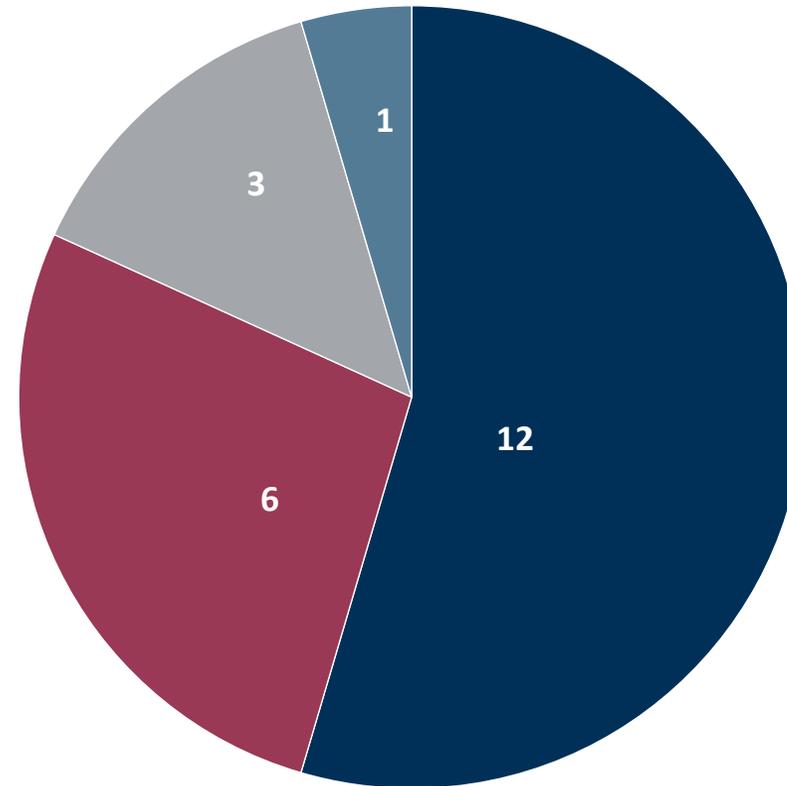
## Filled

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

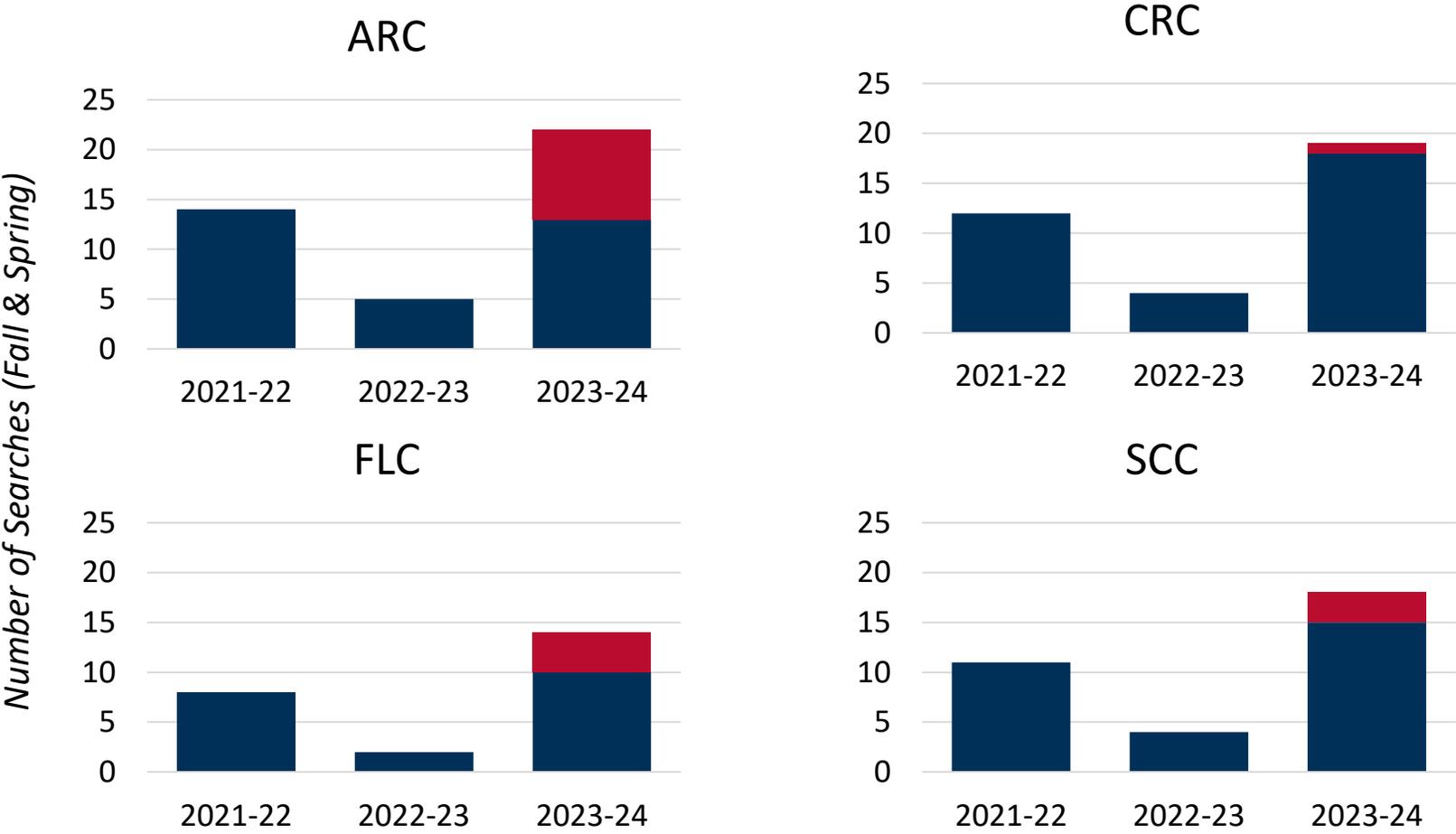


# ARC Faculty Average Applicant Pool by Stage and Search Outcome (2023-24)

	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

## Contact Information

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