Flowchart for replacing a faculty member who resigned or retired within the past 2 years (to be reviewed in 2 years)
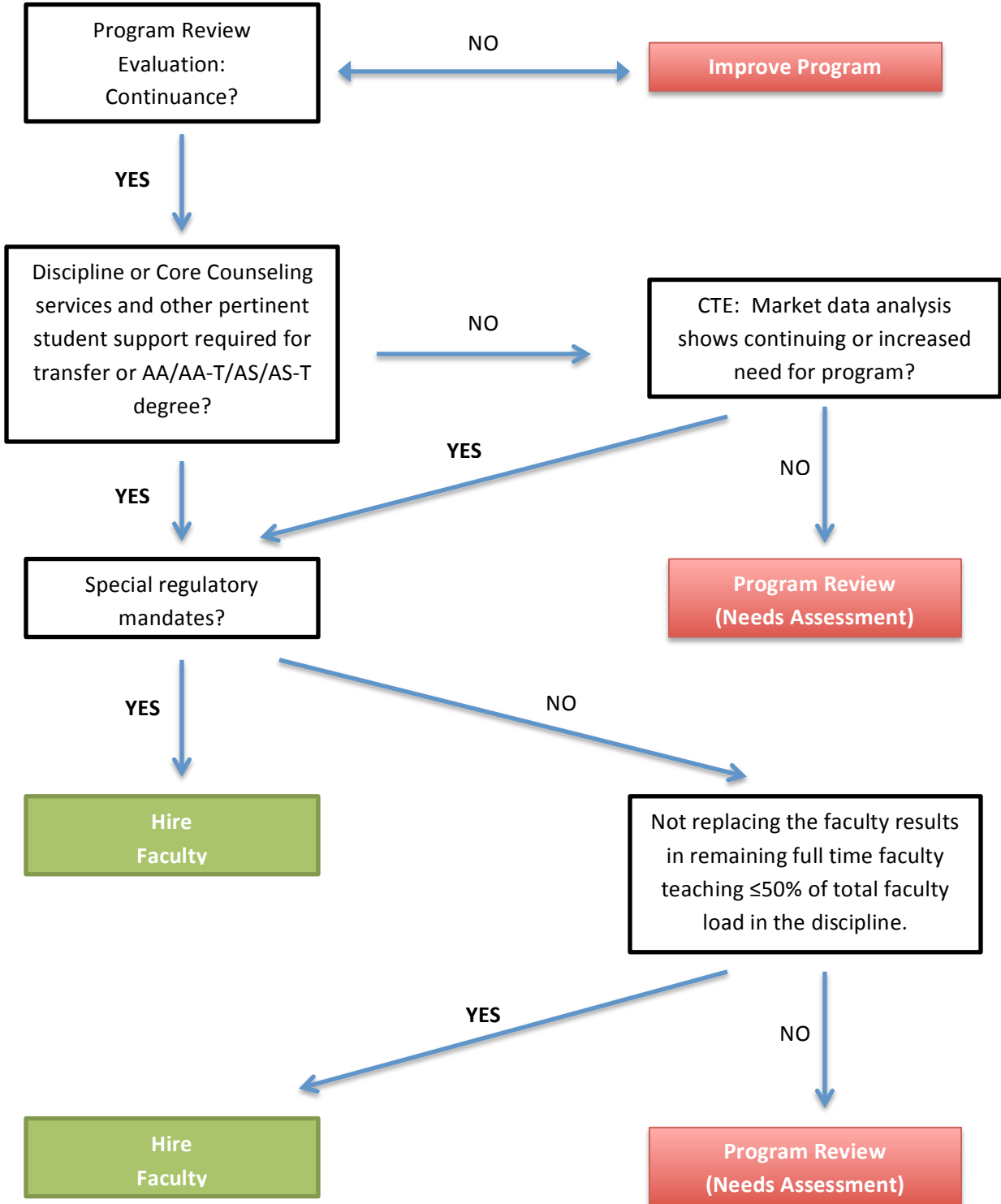
Program Review Evaluation: Continuance?

— NO → **Improve Program**

↓ YES

Discipline or Core Counseling services and other pertinent student support required for transfer or AA/AA-T/AS/AS-T degree?

— NO → **CTE: Market data analysis shows continuing or increased need for program?**

CTE — YES → Special regulatory mandates?

CTE — NO → **Program Review (Needs Assessment)**

↓ YES

Special regulatory mandates?

↓ YES → **Hire Faculty**

— NO → **Not replacing the faculty results in remaining full time faculty teaching ≤50% of total faculty load in the discipline.**

Not replacing... — YES → **Hire Faculty**

Not replacing... — NO → **Program Review (Needs Assessment)**

Effective April 2015