

**CTE Faculty Hiring Barriers Survey**  
**Approved by Executive Committee 9/30/16**  
**Finalized by Standards and Practices 10/3/16**

Name:

College:

Email address:

Position (check one):

Senate President      CIO      CTE Liaison      Other (please specify)

May we contact you if we have questions?

1. Has your college sought to hire tenure-track or part-time CTE faculty in the last three years (2013-2014 through 2015-2016 academic years)?  
(If no, please go to question 6)
2. How many tenure-track CTE faculty has your college sought to hire in the last three years?  
    In what disciplines?
3. How many part-time CTE faculty has your college sought to hire?  
    In what disciplines?
4. Were any searches unsuccessful? Yes or No  
(If the answer is no, please go to question 6)  
    In what disciplines?
5. The reasons for unsuccessful searches are: (Check all that apply)
  - a. Insufficient interest in the position.
  - b. Insufficient pool of candidates meeting minimum qualifications.
  - c. Insufficient pool of candidates meeting desirable qualifications.
  - d. Local equivalency process does not allow the use of work experience for equivalency.
  - e. Local policies do not allow application for equivalency concurrent with application for faculty positions.
  - f. Faculty salary is not competitive with the private sector.
  - g. Other (please explain)

**The following questions are answered on a Likert scale, except for question 6.**

Strongly Agree/Agree/Neither agree or disagree/Disagree/Strongly Disagree

6. Hiring CTE faculty with sufficient industry experience is difficult.

(If the answer is agree, strongly agree, or neither agree nor disagree, set up the Survey Monkey so that the respondent goes to question 8. Otherwise, go to question 7.)

7. What are the reasons for the difficulty in hiring CTE faculty with industry experience? Check all that apply:
  - a. Candidates have the required years of full-time professional experience in the field, but lack an associate's degree or bachelor's degree.
  - b. Candidates have an associate's degree or bachelor's degree, but lack the required full-time professional experience in the field.
  - c. The local equivalency process does not allow the use of work experience to determine equivalency to the major requirements for an associate's or bachelor's degree.
  - d. The local equivalency process does not allow for equivalency to the general education requirement for an associate's or bachelor's degree.
  - e. The local equivalency process does not allow for equivalency to undergraduate degrees.
  - f. The local qualifications for faculty exceed the state minimum qualifications in the CTE disciplines.
  - g. Other (please explain)
  
8. The compensation package (salary and benefits) for faculty in your district is competitive enough with the private sector to attract full-time faculty from industry.
  
9. Class schedules are flexible enough to accommodate CTE instructors with current industry commitments.
  
10. Local industry partners encourage and support employees who want to teach at community colleges.
  
11. Your college and/or district partners with local industry to recruit industry experts who meet the minimum qualifications to teach at your college or in your district.
  
12. There are barriers beyond the required minimum qualifications, such as professional certification and licensure requirements, that prevent CTE instructors currently working in industry from teaching theoretical courses (as opposed to teaching laboratory, clinical, or similar, courses).
  
13. Do you have any additional comments?