To: David Wain Coon, President/Superintendent
From: Planning and Resource Allocation Committee
CC: Al Harrison, Vice President College Operations
Date: February 12, 2013
Re: Recommendations for Full Time Faculty Positions

Comments:

Dear President Coon:

The Planning and Resource Allocation Committee met today to address recommendations from the Full Time Faculty Allocation Committee for Full Time positions to be filled over the next three semesters. Our recommendations include emergency recommendations in the student services area for positions required by accreditation or state or federal law and to meet impending requirements from the Student Success Act. While counseling has requested 4 positions, we are recommending 2 to go forward immediately but the timeline for the last two be worked out later this semester.

Five disciplines have or will soon have no full timers. These areas are a priority in order to ensure the integrity of programs. Social Sciences, Behavioral Sciences, and Math all have dwindling FT ranks, coupled with high enrollments as these disciplines are essential parts of the college’s transfer curriculum. Art’s request has safety ramifications due to the complex nature of the sculpture studio. English Skills and Music are recommended for Fall 2014.

While many of these positions will replace FT retirees, they are also unit conversions since units taught by recent retirees are presently being covered by part timers. Additionally, it is our understanding that there are presently 4 funded unfilled FT positions in the budget plus 20 new retirees for a total of 24 positions. We are asking for 21 positions at this time.

We are submitting evidence in the form of FT/PT ratios and number of PT units available; enrollments; and the justifications submitted by disciplines in their program reviews.

One last variable would concern the 75/25% ratio of units taught by full time and part time instructors. With the recent retirements this Spring 2013, we are at approximately 52% FT to 48% PT.
Recommended hires to go through screening process in Spring 2013 for Start in Fall 2013:

- Library: 2 positions
- Counseling: 2 positions
- DSPS: 1 position to include coordinator part
- Biology: 1 previously approved position
- Computer Science: 1 position (no FTEr)
- Social Sciences: 1 position (History/Political Science hybrid)
- Behavioral Sciences: 1 position (Sociology/Psychology hybrid)
- Court Reporting: 1 position (no FTEr)
- Math – Basic Skills: 1 position

**Total to start Fall 2013:** 11 positions

Recommended hires to go through screening process in Fall 2013 for Start in Spring 2014:

- Spanish: 1 position
- Art – Sculpture: 1 position
- Psychology: 1 position
- Sociology: 1 position
- Math – General: 1 position
- Physics/Astronomy: 1 position

**Total to start Spring 2014:** 6 positions

Recommended hires to go through screening process in Spring 2014 for Start in Fall 2014:

- Counselors: 2 positions
- English Skills: 1 position
- Music: 1 position

**Total to start Fall 2014:** 4 positions