



*Office of the President*

To: Dr. Dan Clark, Academic Senate President  
From: Dr. Kim Hoffmans, President  
CC: Executive Team; Administrative Council  
Date: January 13, 2023  
Re: Full-time Faculty Priority Fall 2023

### **Fall 2023 Faculty Hiring Plan**

As part of our annual planning and resource allocation process, the Executive Team has reviewed the Faculty Prioritization recommendation list developed by the Academic Senate. We have also considered the student demand trends, full-time faculty percentage, anticipated faculty retirements, FTES generation, state funding allocation, and declining enrollments.

The following positions have been prioritized by the Executive Team. Currently, the college has identified funding for positions 1-5.

1. **Medical Assistant** (BUS22202b)
2. **Microbiology and Cell & Molecular Biology** (LIF2101)
3. **Accounting** (BUS2202a)
4. **Ag Plant Science** (AGR2201)
5. **Chemistry** (CHE2001)
6. Physics/Astronomy (PHS1701)
7. English (ENGL2201)
8. Music (PER2101)
9. Health Sciences Skills Lab (NS1705)
10. Psychology (BEH2201)

Rationale for prioritizing the medical assistant position is due to the critical nature of having faculty with the expertise to teach this discipline. VC has not been able to offer a few of the courses necessary for the program due to not being able to hire part-time or temporary full-time faculty with the necessary expertise. Medical Assisting, microbiology, and accounting are on the list due to being ranked high by faculty senate prioritization and the division areas. The agriculture position is on the list due to the department developing multiple new programs/certificates in high-demand areas and because they are demonstrating increased course offerings, higher enrollment, and improving productivity. The two STEM positions (microbiology/life sciences and chemistry) are prioritized due to high student demand and the college's focus on (Title III- HSI grant) supporting Latino, low income, and underrepresented groups in STEM in their pursuit of high-wage careers. Physics/Astronomy was originally on the list for hire; however, physics has only completed 33% of their SLOs which makes it ineligible for hiring at this time.

Rationale for not aligning with a few of the Academic Senate recommendations include concerns with hiring a non-classroom teaching position (Health Sciences Skills Lab) that would not be supported by FTES. Other faculty positions of concern are related to decreases in students demand: counseling (with the decrease from AY2019 of 2,499 students), English (decrease of about 20 English sections since AY2019), and EMT/Paramedic (since Moorpark College and Allan Hancock College starting new programs).

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### **Alternative Prioritization Recommendations**

Currently, sufficient curriculum does not exist to support the two requested full-time positions below. It is anticipated that significant increases in demand for ethnic studies is coming with the implementation of [AB928](#) requiring ethnic studies, which will strengthen the case for hiring this position moving forward.

Film students will have the opposite effect due to AB928, as the proposal is reduce the number of arts and humanities units requites in the IGETC GE pattern. Demand will decrease unless sufficient curriculum is developed as part of career technical education (CTE),

The following programs are recommended to employ a professional expert or part-time faculty member to write curriculum in AY2024. Through AY2024 Program Review, the positions will be well considered for hire subject to approval of curriculum, available state funding, Labor Market Information (LMI for Film Studies), and other considerations related to feasibility and sustainability.

1. Ethnic Studies, emphasis in Native American Studies
2. Film Studies (CTE- Film Production Curriculum)

As a reminder, the [Out-of-Cycle](#) Resources Request Process is an option for needed resources outside of the usually annual Program Review cycle, including position replacements.

Please share this information as appropriate. Thank you and the Academic Senate for your recommendations and contributions to the prioritization process.