




Office of the President

To: Alex Kolesnik, Academic Senate President
 From: Kim Hoffmans, President 
 CC: Executive Team; Administrative Council
 Date: January 13, 2024
 Re: Full-time Faculty Priority Fall 2024

Fall 2024 Faculty Hiring Plan

First, I would like to thank the Academic Senate for the time and energy spent reviewing the many requests for faculty hires. Having a consultative process for resource allocation is important for informed decision making. 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.

When reviewing requests for full-time faculty, the VC Executive Team considers many factors including the following, not necessarily in this order of priority: Enrollment trends, Fill rate, FTES generation, Faculty load needs (for example: is there enough demand to support faculty load?), Section capacity (for example: are there enough sections to meet student demand/needs), Percentage of sections in the discipline taught by full-time and part-time faculty, Difficulty in hiring adjuncts (consistent low number of applicants), Recent or anticipated legislation that would impact a discipline (e.g. AB928, AB1705, AB1111, etc.), Full-Time Faculty Obligation Number (FON) – Districtwide obligation, Impact on the 50% Law, State/college funding/allocation, Accreditation requirements, Area ranking, Program ranking, and of course- Academic Senate ranking.

The following positions have been prioritized by the Executive Team. Currently, the college has identified funding for positions 1-11. Positions 12-15 are contingent on funding.

Position	Exec Ranking	Senate Ranking
Ethnic Studies (ETH2102)	1	1
Welding (WEL2302)	2	2
Health Sciences (NS1703)	3 Position hired spring 2024	4
Health Sciences (NS2301)	4 Position hired spring 2024	5
Performing Arts (Music) (PER2101)	5	8
Engineering (ENG2302)	6	12
Paramedic/EMT (PAR2102)	7 Position hired spring 2024	14
English (ENGL2201)	8	16
Math (MAT2301)	9	18
Physics/Astronomy (PHYS1701)	10	19
Agriculture (Veterinary Tech) (AGR2301)	11	20

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Positions contingent on funding:

Position	Exec Ranking	Senate Ranking
Math and Computer Science (MAT2307)	12	22
English (ENG2101)	13	23
EAC (Learning Disability Specialist) (EAC2302)	14	25
University Transfer Center (Counselor Coordinator) (UTC1902/TRA1701)	15	26

Rationale for prioritizing

As you can see, the first two positions prioritized match the senate recommendations, ethnic studies and welding. Next on the senate list are two athletic positions that are not being prioritized by the executive team. With AB928 implementation and the elimination of the life-long learning and self-development area requirement for transfer, we are uncertain of the impact this will have on athletic/kinesiology enrollments. As such, I was not comfortable moving forward with additional positions in this discipline.

Rankings 3 and 4 are the nursing positions prioritized for backfill from the senate list and prioritized for hire by the executive team and have been hired to start in spring 2024 to meet nursing accreditation standards. The next two positions from the senate rankings are being skipped (ARC and GEO). For architecture, the argument from the discipline is a reliance on part-time faculty. With the spring 2024 construction technology faculty hire, the college has full-time faculty in each of the disciplines in this department (construction tech, welding, drafting/architecture, and advanced manufacturing). All of these are smaller programs with total fill rates of 79% in Fall 2022 (discipline percentage breakdown- ARCH-86, CT- 75%, DRFT- 73%, MT-63%, WEL-94%). It is felt that the need for a full-time hire was greater in other disciplines. Geological Sciences is also a small program offering 8 sections of classes a semester with declining FTES of 17.3 in Fall 2022 (down from 28.9 in Fall 2018), FTEF of 1.43, and fill rate of 77.5%. It is felt that we need to fill positions with greater student demand.

Three positions have been prioritized by the Senate for Performing Arts. With the recent retirement of an instrumental/orchestral music faculty last year, it is felt this is the highest need for the department and indeed the department ranked this position first. The remaining requests are for a replacement from a 2018 retirement and for a new position. Performing Arts historically has maintained low fill rates (Fall 2018-2022) ranging from 53% to 67%. Fall 2022 had a fill rate of 57% with an increase of 5 section offerings since 2018. FTES numbers have also decreased in this time period from 119 to 106. These low numbers would indicate the program has sufficient, if not excessive sections, to meet student needs. As such, one position is approved, and the other two requests are not being recommended for hire at this time.

The Behavioral Science, Psychology, position is also not being prioritized due to the potential impact of AB928. Units in this area required for transfer have been reduced from 9 to 6 units. Most likely, the student enrollment needs will decrease as a result. When looking at enrollment trends, fill rates in Psychology have been maintained around 87-89% by offering 5 fewer sections of Psychology in Fall 2022. FTES have decreased from 206.5 to 128.3 from Fall 2018 to Fall 2022. Therefore, it is felt the need is greater for hiring in other disciplines.

The Art Department request for a Film Studies faculty is a bit premature. Enrollments in film classes have increased from 7.7 FTES in Fall 2018 to 22 FTES in Fall 2022 with an FTEF of only 1.4. With a current demonstrated need of only 1.4 full-time faculty, I am not prepared to prioritize this position over other areas with greater need. Additionally, Film Studies may be affected by AB928 due to the reduction in general education course requirements. A CTE Film Studies Production program would benefit from this program. Last year we offered funding to help them develop the CE curriculum to get this Film Production program in place for this year and they did not act on that.

The Communication Studies need is anticipated to align with the implementation of AB928 in AY 24-25, we therefore anticipate that we will most likely support the need to hire additional faculty in the discipline in the near future. However, since 2018, fill rates have decreased from 93% with 32 sections to 81.5% with 32 sections in Fall 2022. For these reasons, it was not prioritized for this cycle.

In many of the requests for faculty positions, arguments are made for faculty replacement positions that have been vacant for 4 or more years. In these cases, the positions are no longer budgeted, and the funding and position numbers

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have been allocated to different positions through the program review process. Therefore, these positions would be considered new and not replacements.

As a reminder, the [Out-of-Cycle](#) Resources Request Process is an option for needed resources outside of the 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.