

!"!# \$

To: Revenue and Resources Committee

Cc: Governance Council Committee
Community and Communication Committee
Equity and Education Committee
Facilitation Corps
Ex-Officio Members
Administration Council

Fr: Thuy Thi Nguyen, President

Date: January 4, 2019

Re: Full-Time Faculty Hiring for Academic Year 2019-2020

Thank you, Revenue and Resources Cnmittee,

!

! !&*!

"#\$!%&' (!! *+, -./ (!! !%&' (!! !0-1\$2 (!! 3456!789+, (!!

!!!!!!!

: ; ; <=>4!! !!!!!!!!!!!>!! : 4; ?<3@5!! : >A5<4@?!! : A><56A!!

!!!!!!!

: ; ; <=>4!! !!!!!!!!!!!=!! : >; @<3=!! : >A5<4@?!! : B4=<44@C!

!!!!!!!

: ; ; <=>4!! !!!!!!!!!!!A!! : =; @<5=?!! : >A5<4@?!! : B34><??6C!

From a budget standpoint, it would be fiscally conservative to hire for only what is provided for by the state: four (4) full-time faculty with the remaining amount to hire part-time faculty.

However, the state's intention for the funds is to hire more full-time faculty and have colleges/districts move to the 75/25 ratio (75% full-time faculty FTEs compared to 25% part-time faculty FTEs). By hiring five (5) new full-time faculty positions, we utilize all of the state funds appropriated to our college, while maintaining a level of faculty to help us achieve our productivity goals. The cost of hiring five faculty positions will reduce the part-time faculty (1320) budget by -\$35,337 or approximately (-0.5 FTE).

Note that the college received the state funding for this year and due to the time needed to hire full-time, tenure-tracked faculty, we are utilizing the state funds this academic year to replenish the 1320 budget to hire part-time faculty and provide more course offerings for students through that mechanism.

I have asked Executive Vice President Kristy Lisle and the Deans to prioritize for 10 positions and present the list to the Equity and Education Committee for feedback. There are some positions that will be vacated by faculty members participating in the Supplementary Retirement Plan (SRP), and there are situations in which a search process is unsuccessful. Prioritization of ten (10) positions would provide some flexibility during the hiring process, although again we anticipate hiring seven (7) full-time, tenure-track positions.

Special thanks to the Equity and Education Committee for exploring the use of equity factors in faculty prioritization rankings. I look forward to this opportunity to test the new equity factors for the first time and to welcome a cohort of seven (7) new faculty members next year.