

Report from Full-time Faculty Hiring Committee (FTFHC)  
November, 2015  
Submitted by Ann Wright, Chair, on behalf of the committee

**Summary:** The committee met for the first time on September 17, 2015 and concluded its analysis on November 9. The committee met Monday afternoons from 4-6 PM. Its membership consists eight faculty representatives, each representing a different area (Social and Behavioral Sciences, Languages, Math/Science Engineering, Advanced Technology, Library, Counseling, PE/Kinesiology, Nursing and Allied Health); the President of the Academic Senate; a student representative appointed by the ASHC; the VP for Academic Affairs and Accreditation, the AVP for Human Resources and EEO, and a confidential employee specializing in faculty recruitment.

In May 2015, academic administrators collected, analyzed, and prioritized resource requests from PPAs that were submitted in March, including faculty requests. The FTFHC obtained these results from the Academic Affairs Council website. FTFHC committee members also read the PPAs submitted by classroom, library, and counseling disciplines that had requested new faculty. Through research and discussion, the committee clarified that two putative faculty positions, for an athletic trainer and DE coordinator, would be better fulfilled by classified or management employees, respectively. This agreed with the recommendations from authors of the PPA documents themselves, and these positions were not considered further.

To review the faculty requests, the committee determined that it would be valuable to hear from faculty themselves. The FTFHC invited discipline faculty and their deans to make 15-minute presentations, which were scheduled over several weeks (Exhibit 1). The presentations included specific information that was requested in the invitation (Exhibit 2).

The invitation also indicated that the committee had collected data on enrollments and staffing (Exhibit 3 is an example). This practice has been developed over the last several years, and we found enrollment and staffing analyses in PPAs as well. By reviewing the documentation and talking with faculty about their programs, the committee was able to look into the future as well as the past. The committee developed a rubric for evaluating and ranking the requests before any of the interviews took place, and committee members were charged with making their evaluations based on the data as well as the presentations.

The needs for additional faculty are many and complex. Some programs documented that they cannot meet student demand with their current levels of staffing. Some programs lack full-time faculty altogether, who are needed to

The ranked list is as follows:

Rank	Discipline
1	Library
2	Mathematics
3	Computer Science
4	Automotive technology
5	English
6	Art
7	Spanish
8	Counseling
9	Early Childhood Education

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