

## **2023-2024AY Hiring Priorities - Full-Time Faculty Hiring Committee (FTFHC)**

**Overview:** The FTFHC calculates how many full-time faculty members it would take for 60% of a discipline's courses to be taught by a full-time faculty member, based on the average FTEF for Fall and Spring semesters. We then subtract that number from the number of current FT faculty in the discipline, resulting in the number we consider as 60% Need.

**Procedure:** There are certain guidelines that the committee uses for prioritization.

- The data mentioned in the overview are used to help determine rankings of which disciplines have the greatest need for a new full-time faculty member, although other criteria such as a need for specific expertise or difficulty in finding/retaining adjuncts are also considered.
- Any state mandates requiring program growth are factored into the rankings. For example, the new Ethnic Studies requirement mandated by the state requires adequate staffing.
- COU and LIB are considered separately, as the formula does not capture overall needs in those disciplines.
- All disciplines offering enough sections to justify the need should have at least one full-time faculty member.
- Disciplines that have had a retirement or vacancy should have that position filled automatically (given the teaching need of that discipline is still validated by data).
- Disciplines that have a full-time temporary one-year assignment historically have that position filled with a permanent full-time appointment the next academic year.

### **Recommendations:**

In addition to the tiers below, the committee recommends hiring two full-time faculty members, Sociology and Psychology, as dedicated faculty for the Rising Scholars program, provided that such hires can be restricted to the program.

Tier 1 Ethnic Studies, Art/Photography (2.63), PE/Kinesiology (Baseball), Biology (2.39)

Tier 2 History (2.2), Spanish (2.0), CSS, Librarian

Tier 3 Music (1.88), Communication Studies (1.36), Psychology (1.16)

[Numbers in parentheses indicate the 60% Need.]

### **FTFHC 2022-2023 Membership**

Chair: Deborah Stephens

Academic Senate President: Jason Hough

Faculty members: Matt Collins, Alicia Edelen, Mary Rayappan

Administration: Cathryn Wilkinson, V.P. of Academic Affairs, Dianna Rose, V.P. of Human Resources

Data Steward: David Beymer

## Justifications for recommendations outside the 60% need

Rising Scholars: letters from Ana Gonzalez (Director of Soledad Education Center), Dr. Hortencia Jimenez (Sociology professor). Ana Gonzalez states, "The following colleges have hired full time faculty dedicated completely to teach in their Rising Scholars Programs with great success: Bakersfield, Cerro Coso, and College of the Redwoods."

ETH: carry-over from 22-23 recommendations; state requirement for Ethnic Studies

PE/KIN: carry-over from 22-23 recommendations; letters from Matt Collins (PE professor/ head coach)

CSS: carry-over from 22-23 recommendations; letters from Dr. Mohammed Yahdi (interim dean for STEM at the time), Emily Gutierrez (CSS professor)

LIB: carry-over from 22-23 recommendations; Title 5 [§ 58724](#) minimum staffing standards for libraries, verbal communication from Deborah Stephens (librarian)