



October 18, 2010

MEMORANDUM

TO: District Board of Trustees
FROM: Barbara R. Sloan, President *BRS*
SUBJECT: Faculty Positions for 2011-2012

Item Description:

To initiate the faculty hiring process for 2011-2012.

Overview:

A critical part of the College's annual planning process is the early identification of faculty positions to be advertised for the coming academic year. This early identification gives TCC a strong base for recruiting the best faculty from across the nation. Further, the early commitment is fundamental to our strategies associated with recruitment of African-American and Hispanic faculty.

The mix of replacement and new positions requested for 2011-2012 results in a very modest increase in the overall costs for new fulltime faculty.

This is one of the most recognized and appreciated indications of your support of the teaching mission of this college.

Salient Facts:

For the past three years, the new fulltime positions have not required additional funding due to the retirement of faculty with higher salaries and the modest requests for new hires. For example, with the retirement/DROP incentive program implemented last year, over \$450,000 of recurring cost was saved even with the hiring of 13 faculty members. The budget impact of the recommended hires below will result in an increase of \$62,423.

The criteria used for determining need for faculty hires include:

- Strive to maintain 65% full-time/35% part-time faculty ratio
- Support program growth or program vitality
- Support programs/areas in core mission of the college
- Support criticality issues (adjunct availability; special skills)

In reality, the projected full-time/part-time faculty ratios in the areas that we are recommending the hiring of new faculty will be less than 60%/40% with these hires. In the College Preparatory area, the full time ratio has fallen below 50% due to the double digit growth in the past three years. Additionally, we are targeting new hires in two workforce degree programs that are responding to community needs.

The following positions for the 2011-2012 year include 8 replacement and 8 new faculty:

- College Prep Math (2 new positions)
- College Prep English (2 new positions)
- College Success (2 new positions)
- English (1 replacement position)
- EMS (1 new position)
- Psychology (1 replacement position)
- History (1 replacement position)
- Biology (2 replacement positions)
- Earth Science (1 replacement positions)
- Engineering (2 replacement positions)
- Health Education (1 new position)

Three of the above replacement positions (psychology, biology, and one engineering) were authorized for hire last year but were not filled in the search process.

Past Actions:

This hiring request occurs annually in October.

Future Actions:

Each spring the board is provided an information item on the faculty hiring process. The Board will be asked to approve these hires as part of the Human Resources Report in June.

Funding/Financial Matters:

The net cost for these positions will be \$62,423 in the 2011-2012 budget.

Staff Resource:

Franklin B. Brown

Recommended Action:

Authorize the President to initiate the hiring process for these faculty positions.

Faculty Hire Recommendations**FT/PT Ratio WITH Position**

ASP MATH 1	New	46/54
ASP MATH 2	New	50/50
ASP ENGLISH 1	New	48/52
ASP ENGLISH 2	New	56/44
ASP SLS 1	New	42/58
ASP SLS 2	New	49/51
CH ENGLISH	Replacement	61/39
HSS PSYCHOLOGY 1	Replacement	56/44
HSS HISTORY	Replacement	54/46
SM BIOLOGY 1	Replacement	49/51
SM BIOLOGY 2	Replacement	52/48
SM EARTHSCI	Replacement	43/57
TPP ENGINEERING 1	Replacement	33/67
TPP ENGINEERING 2	Replacement	New program development
TPP HEALTH EDUCATION	New	39/61