



INSTRUCTIONAL PLANNING COUNCIL MINUTES

October 10, 2007

Members Present: Mark Bealo, Richard Borden, Judy J. Cater, Berta Cuaron, Candi Francis, Katheryn Garlow, Terry Humphrey, Chantal Maher, Becky McCluskey, Michael Mufson, Mark Vernoy,

Members Absent: Norma Bean, Linda Cox, Wilma Owens, Mollie Smith, Debi Workman

I. Faculty Hiring 2008

The following handouts were distributed and reviewed, “Draft – Estimated Number of Faculty Positions Needed, Estimate Only, Assumes No Growth in 2006-07 Year” (10/6/07); “Draft Faculty Counts as of October 12, 2007”; “Guideline for Hiring/Replacing Counselors and Librarians Joint IPC/SSPC Workgroup Recommendation”; and “Faculty Hiring Priority Recommendations for 2008-09, Instructional Planning Council.”

The calculations have been provided by Institutional Research and Planning. The District made a commitment to sustain a minimum of 7 faculty above the obligation for the 2008-09 year.

At the start of the academic year, the State originally projected growth funding from 2½ to 3% but has now reduced it to 1% growth. The projected FTF obligation is 286.8 and in order to sustain 7 full-time faculty above, the decision was made to hire 10 full-time faculty. In addition, 2 Nursing Education evening/weekend full-time faculty will be hired, which are counted but not in terms of making the decision, so it won't negatively impact the number of full-time faculty hired from the priority list.

The first 8 positions listed on the handout, “Faculty Hiring Priority Recommendations for 2008-09,” will be the 8 new full-time faculty hires, plus 2 librarians for a total of 10 full-time faculty, and 2 Nursing Education faculty, which is considered outside the formula. The 10 new hires in Fall 2008 plus the 2 Nursing Education new hires will bring the total to 300 full-time faculty.

The full-time faculty obligation is a calculation from the Chancellor's Office based on FTES, recalculated several times during the year. The final obligation is posted in mid-September and that obligation is the number the District is expected to meet or exceed. The baseline formula is the District's own calculation that was agreed to by IPC and SSPC to address the process for hiring for both librarians and counselors, (see “Guideline for Hiring/Replacing Counselors and Librarians Joint IPC/SSPC Workgroup Recommendation”). The baseline for all faculty hiring was based on Fall 2002 data, where the baseline for instructional faculty was 257, the baseline for counseling faculty was 23 and the baseline for Library faculty was 7.

It was stated that hiring 12 full-time faculty helps us work towards reaching our goal of 75/25 full-time to part-time faculty obligation. However, the ratio continues to fluctuate as class sections are added or cancelled and faculty retire or resign. Also, as in the case of the new Natural Sciences building, where several part-time faculty were hired to teach additional sections, the FTEF assigned to these sections

affects this ratio. It was explained that as we grow, by adding more sections and/or enrolling more students in sections, FTES goes up. As the FTES increases, the assumption is that the District uses some of this new FTES funds to hire more faculty. This discussion and agreement needs to occur through the governance process with SPC and RAC-Budget Committee, the Faculty Senate and PFF. There is currently a work group consisting of President Deegan, Berta Cuaron, Shannon Lienhart and Julie Ivey to discuss strategies/plan for hiring more full-time faculty to improve the 75/25 faculty ratio.

Michael Mufson stated that he's had conversations with his colleagues in the Multicultural Studies Department. The department has concerns regarding what is happening with their progress, as it is a small program in a small department, but Multicultural Studies is a very vital department and it is important to consider their needs and the students they serve. It was pointed out that the District did not get the Title 5 grant. It was stated that there are other small departments that suffer when there are retirements or resignations, but we try to balance the issues.

Berta Cuaron stated that the IPC subcommittee will reconvene to revisit the faculty position priority process to review and address the criteria. The criteria and process could be revised or remain the same. Whatever the process, it needs to provide opportunity for all departments, large and small, to have a level playing field that is fair and objective.

It was asked if we can hire more full-time faculty, if there was growth early in the Spring 2008 semester. Since the funding level from the State has been reduced to 1% growth instead of 2.5%, it is highly unlikely. Also, if one of the hiring searches fails for a full-time faculty position, the department would go back out to continue their search until it is filled.

The division deans will begin working with their departments to fill the faculty positions and to initiate the faculty position authorization forms. The priority list of 2008-09 faculty hiring recommendations will be sent to Shawna Hearn in Employment Services so that recruitment efforts can begin. The faculty hiring recommendations for 2008-09 information will be forwarded to the Strategic Planning Council as information.

II. Other

At the next meeting, the institutional review and planning form and timeline will be discussed.

The meeting was adjourned at 3:05 p.m.