

December 4, 2023

To: Academic Senate

From: Meridith Randall, Interim President

Re: Faculty Prioritization 2023-25

First, thank you all for a thoughtful and thorough process to prioritize faculty requests made through program review. The deadlines were fair and the presentations were informative. My primary thought after watching the presentations was that we do have many faculty needs. Unfortunately, the District is not in a financial position to fund positions without compelling reasons (such as legislation or accreditation) to fill them. In addition, the District continues to be about 40 faculty over the FON number, which is only partially offset by a need to remain above the line of the 50% law. There has been no discussion of a guaranteed number of positions.

My final recommendations below, which I will bring forward to the Chancellor and which will ultimately be vetted at Chancellor's Cabinet, attempt to accomplish the following as much as possible:

- Honor the Senate prioritization
- Reflect the 2023-2024 Strategic Focus elements
- Address recent vacancies that have created a burden on disciplines/areas
- Identify positions that are likely to meet the District's criteria for faculty positions

My recommendations are:

1. Criminal Justice (#1 in Senate rankings): Due to a retirement this fall as well as legislation that requires development of a Modern Policing degree by 2025, I agree that this position is critical. Part-time faculty have not been easy to find for this area. However, I recommend it based on a requirement that the person hired be able to teach POST classes as well.
2. Communication Studies (tied for #2 in Senate rankings): This area lost a full-time faculty member last year, but that is not the most compelling reason to fill it. The new transfer pattern will create increased demand, and already, the discipline offers more than 50 sections per semester with only 33% covered by full-time faculty.
3. Automotive Technology (#4 in Senate rankings): This area also lost a full-time position within the last two years and regularly turns away waitlisted students. Part-time faculty are very difficult to find, especially for day classes. With another faculty member, the area can increase enrollment and finish work on additional programs.
4. Nursing/Obstetrics (#7 in Senate rankings): While it is true that accreditation does not require a specific number of FT faculty, the Board of Registered Nursing continues to monitor whether we have adequate staffing (see attached communication). Alice Martanegara and I promised to make a good faith effort to increase faculty within the parameters of our faculty ranking process. I regret not following the Senate rankings faithfully – and I am hopeful we may be able to revisit the faculty requests that I skipped if we have more retirements this year – but I also want to present the requests that I believe have the best chance of approval

from the District AND that meet compelling needs. With the successful expansion of the nursing program, which increases enrollment as well as meeting community needs, adding another FT position in a needed area is critical.

I am prepared to discuss these recommendations and other positions in the rankings on Tuesday and add to this memo if requested. Thanks.

Meridith