



## MEMO

To: Revenue and Resources Committee

Cc: Governance Council Committee  
Community and Communication Committee  
Equity and Education Committee  
Facilitation Corps  
Ex-Officio Members  
Administration Council

Fr: Thuy Thi Nguyen, President *TTN*

Date: January 4, 2019

Re: Full-Time Faculty Hiring for Academic Year 2019-2020

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Thank you, Revenue and Resources Committee, for your recommendation to use the state funding to hire six (6) full-time faculty.

As you know, the district received \$1,089,975 from the State to hire full-time faculty with Foothill College's portion being \$462,378 (that is, \$77,063 per position x 6 positions = \$462,378).

My decision is to approve the hiring of five (5) positions from the state funding for full-time faculty. With one (1) additional position from the unsuccessful search last year and one (1) other position for a math counseling position from a 3-year Governor's Innovation Grant, this totals a budgeted hiring of 7 full-time, tenure-track positions for the next academic year.

My reasoning for hiring five (5) full-time faculty positions with the new state funding is as follows: the state's estimate of the cost for a full-time faculty of \$77,063 is significantly less than our District's cost per full-time faculty, which for 2018-19 is budgeted at \$99,543. Please review the cost estimate scenarios below for the various number of faculty hired and the impact on the 1320 budget:

<u>Avg Cost</u>	<u># of faculty</u>	<u>Cost</u>	<u>Budget</u>	<u>1320 Impact</u>
\$99,543	4	\$398,172	\$462,378	\$64,206
\$99,543	5	\$497,715	\$462,378	\$(35,337)
\$99,543	6	\$597,258	\$462,378	\$(134,880)

From a budget standpoint, it would be fiscally conservative to hire for only what is provided for by the state: four (4) full-time faculty with the remaining amount to hire part-time faculty.

However, the state's intention for the funds is to hire more full-time faculty and have colleges/districts move to the 75/25 ratio (75% full-time faculty FTE's compared to 25% part-time faculty FTE's). By hiring five (5) new full-time faculty positions, we utilize all of the state funds appropriated to our college, while maintaining a level of faculty to help us achieve our productivity goals. The cost of hiring five faculty positions will reduce the part-time faculty (1320) budget by -\$35,337 or approximately (-0.5 FTE).

Note that the college received the state funding for this year and due to the time needed to hire full-time, tenure-tracked faculty, we are utilizing the state funds this academic year to replenish the 1320 budget to hire part-time faculty and provide more course offerings for students through that mechanism.

I have asked Executive Vice President Kristy Lisle and the Deans to prioritize for 10 positions and present the list to the Equity and Education Committee for feedback. There are some positions that will be vacated by faculty members participating in the Supplementary Retirement Plan (SRP), and there are situations in which a search process is unsuccessful. Prioritization of ten (10) positions would provide some flexibility during the hiring process, although again we anticipate hiring seven (7) full-time, tenure-track positions.

Special thanks to the Equity and Education Committee for exploring the use of equity factors in faculty prioritization rankings. I look forward to this opportunity to test the new equity factors for the first time and to welcome a cohort of seven (7) new faculty members next year.