

NEW FACULTY RATIONALE

BSS: Business

- Large transfer and workforce program; only one full time faculty member after this year.
- Enrollment is up, ADT submitted to the state.
- This program review is much weaker but it is essentially a one person program (other FT faculty is Article 18), which has a great deal of potential--especially for work force.
- This is an expanding area and good growth potential.
- Business majors account for a large percentage of our incoming student population. The department currently has one full time instructor and a second on Article 18 at 55%. A second full time instructor would allow the program to grow and meet the needs of degree seeking business students and transfer students.
- Provide program stability by doubling the number of FT faculty.
- GE requirement and high number of Business majors.

BSS: Economics

- Program review is excellent and this department has an excellent reputation in terms of transfer. Such excellence should be rewarded with new faculty.
- As part of the most popular BUSI, ECON and ACTG majors, ECON is required by more students than almost any other class outside of MATH and ENGL.
- The economics department has been growing steadily and has the largest enrollment for a department with only two full-time faculty in BSS.
- Low priority and should not be allocated.
- Huge potential for growth and limited part timers available.
- More support in high-demand area

BSS: Philosophy

- Single person department that can grow significantly and serve growing demand in this important transfer discipline. Strong demand for Ethics classes from local workforce areas is also fueling the need for a second full time instructor in Philosophy.
- Need more than one full-time PHIL faculty member.
- Single person transfer department
- The program review is not the strongest but this is a program with high productivity (low results one year were an exception). This is about developing the potential of the program (basic skills in critical thinking).
- Provide program stability by doubling the number of FT faculty.
- The enrollment is low with some classes; being unproductive. The overall enrollment and WSCH is consistent with a one person dept.
- Single-Person Dept. More Faculty, means more students served.

CNSL: Counselor

- Presented the list to ASFC members, nearly all of whom requested a counselor hire being ranked at #1.
- In order to meet Student Success requirements, it is vital that we hire more counselors to serve our students. The number of recent retirements is staggering.
- With the new state demands for ed. plans, we must increase our number of counselors.
- Continued need for counselors; many partially reassigned, retiring, or on reduced contract.

CNSL: DRC/Veteran Counselor

- Veterans from the Vet. Center suggested hiring a Counselor who is also a Veteran who could help them more effectively.
- Increasing number of veterans on campus
- It is time and labor-intensive to serve students from special populations such as DRC and Veterans. We are losing one long-time Veterans counselor and one long-time DRC counselor to retirement. In order to meet Student Success requirements, it is vital that we hire more counselors to serve our students. The number of recent retirements without replacements is staggering.
- Low priority and should not be allocated.
- Necessary because of our number of veterans and state/federal funding implications.
- Replacement of counselor is vital in this area.

FAC: Art Studio Art

- Excellent program review, good productivity, and too many adjuncts to keep program cohesive.
- Studio Art is growing and the changing focus of this discipline due to the growth of digital imagery and the positioning of Foothill College in Silicon Valley makes this a growth opportunity for the program to expand into package design and other quasi industrial design areas.
- Low priority and should not be allocated.
- Popular program and limited part time faculty.
- High enrollment and department growth.
- Provide stability in growing area facing a retirement and resignation.

FAC: Art History

- Retirement creates critical need in this strong transfer discipline.
- Retirement of current faculty member; growing program
- Enrollment is up, ADT submitted to the state
- This highly productive area needs to be maintained in light of an upcoming retirement.
- The Art History is strong under Simon Pennington. This is area for both in person and online growth.
- Based on upcoming retirement and the several course offerings being over capacity.
- Great program review with great productivity. Numerous retirements make it an especially high priority.
- Although we have amazing Art History faculty, we do not need to hire someone full-time in this area because we are already able to offer many other courses that satisfy the humanities/arts requirement that can be met with existing courses/faculty.

KA: Football Coach

- ASFC seeks to form a closer bond with Athletics, seeing the need for more support for our Athletes makes this hire make sense.
- I am just honoring the VP recommendation on this last one.

LA: English Generalist

- Retirement in key full-time faculty creates strong demand.
- Need more full-time ENGL faculty.
- The English Dept student enrollment is still declining. The position should not be funded unless growth in 2014Fall. There is something intrinsically wrong with the Dept (Division) and needs to be fixed before throwing new faculty at the problem.
- Needed for transfer and other programs.
- Replacement for retirees is necessary to maintain program stability in an area that serves the entire college.
- Students need English. English courses especially 1B and 1C are highly impacted; many Foothill students take English at De Anza due to few course offerings.

LA: ESLL Generalist

- ESLL seems overwhelmed the increasing workload its FT faculty face even as it restructures much of its curriculum from credit to non-credit courses. Providing more faculty support to navigate this transition period that is still seeing growth would be beneficial.
- Low priority and should not be allocated.

LRC: Librarian 10 months to 11 months contract

- Critical!
- This formality needs to be finalized to minimize bureaucratic paperwork.
- Whatever. This is not really a "position"
- Meets ongoing need for an additional librarian to serve the public and meet student needs.
- This is simply a no brainer--needs no justification and this position should have never have had a reduced contract.
- Based on VP Prioritizations and discussion at Academic Senate and PaRC.
- Necessary for summer staffing

LRC: Librarian Public Services/Instruction

- Great program review and necessary position.

PSME: Computer Science

- Dept is growing at 75%. New FT CS Faculty replacing LaDawn Meade has resigned. Still at 4 FT Faculty, 1 in networks and only 3 CS faculty. FT Faculty required to develop new curriculum.
- Given projected growth, this position is a needed replacement because of a resignation.
- High student participation and upward trend in enrollment makes this hire a priority.
- Growing program with ADT
- Growing area with a full-time retirement in 13-14 needs additional full-time faculty member to maintain department.

NEW STAFF RATIONALE

BSS/FGA: Instructional Designer

- This is a critical need to serve online instruction at Foothill College, which now accounts for 30% of all instruction in the college and has very limited support in terms of instructional design and instructional support for online classes.
- Classes need support to keep up with advances in technology
- This program serves so many faculty and students; it has to receive more support for quality design.
- This position will help faculty design ADA-compliant courses and encourage faculty to design engaging courses that fully utilize multimedia components. Having inadequate support can discourage faculty from using multimedia resource out of fear of not being ADA-compliant.
- Seems like a campus resource.

PSME: Part Time Admin Assistant

- PSME Division handles more on campus students than any other division. Many of the students require waivers and information on course sequences. Many students are International who work with the existing Admin who is multilingual.
- Instructional divisions with only one classified position such as BSS and PSME operate with very limited support. This is an important position to help support the myriad functions within the division office that the Dean must supervise.
- I am listing this last because while very necessary, this seems less essential than the other two positions.

Student Services/DSPS: Shuttle Driver

- Required for students to be able to navigate campus.
- Again, just a no brainer.
- Low priority. Shouldn't allocate.