

Ohlone College

## **A Plan to Rebuild the Full Time Faculty Contingent by 2020**

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August 2010

Drafted by

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Based on

The 2010-2015 Educational Master Plan  
Approved by the Ohlone Board of Trustees

Endorsed by the Faculty Senate: February 17, 2010

Endorsed by the College Council: February 22, 2010

Approved by the Board of Trustees: May 10, 2010

## **A. Rebuilding the Full Time Faculty Contingent: Narrative**

### **Baseline Data**

Full Time Faculty Count, Fall 1993 = 134 (FTES approximately 6,500)

Full Time Faculty Target from 2007-08 = 152 (FTES approximately 8,500)

Instructional = 127  
Counseling = 20  
Librarians = 5

Full Time Faculty Count, Fall 2010 = 128 (FTES approximately 9,000)

Instructional = 105  
Counseling = 20  
Librarians = 3

Full Time Faculty Vacancies, Fall 2010 = 24

Instructional = 22  
Counseling = 0  
Librarians = 2

### **Principles**

- The filling of a full time faculty vacancy will be based on the needs of students and the college, and not based simply on the discipline of the vacancy. Whenever referring to filling a vacancy it is understood it will be based on need not simply the discipline vacated.
- The vacancies from the 2009-10 Supplemental Employee Retirement Program (SERP) require a five-year moratorium on filling for the financial benefit of the SERP to be realized by the District.
- The filling of full time faculty vacancies is always a function of the ability of the District to support the cost of the position(s) over the long term.
- The philosophical and process context for filling full time faculty positions is the Educational Master Plan, as approved by the Board of Trustees.
- The target ratio of FTES per full time faculty position identified in the Educational Master Plan is driven by educational values, the intent of the Education Code and Title 5 Regulations, as well as data comparing Ohlone to other California community colleges of similar size.

### **Current Situation (2010-2011)**

We enter the 2010-2011 academic year with 128 full time faculty positions filled, which is 24 below our high of 152 in 2007-2008. A hiring freeze in 2008-09 resulted in 11 full time faculty vacancies from retirements and resignations. An early retirement incentive in 2009-10 (SERP) was accepted by 12 full time faculty. We also had the unfortunate death of one faculty member in 2009-10. Leaving the 24 positions vacant is possible because of an artificial lowering of our FON to 124 by the Chancellor's Office in 2006. This artificial drop in the FON was due to the Ohlone reporting of 1,100 FTES under cap for 2004-2005 as part of a planned strategy to go into enrollment restoration for 2005-2006. We were going to miss cap by several hundred FTES in 2004-2005 and decided to report much lower to make

restoration the following year easier. We have since restored our enrollment but the FON remains artificially low.

The following are key data regarding the changes in Ohlone’s FON:

- The 2003-2004 FON was 151.2 and FTES was 8,027, a ratio of 53.4 FTES per position.
- The 2006-2007 FON plummeted to 120.2 even though FTES was at 8,194, yielding a ratio of 68.2 FTES per position. This represents a 27% increase in the ratio.
- The 2008-09 FON was 123.2 and FTES was 8,327, yielding a ratio of 67.6 FTES per position.

In 2003-2004 our 75-25 ratio was reached its highest level ever at 68% but by 2008-2009 it had dropped to 59%. This is a direct result of not filling full time positions and backfilling with adjunct faculty.

We have studied the FON assigned to 13 California Community Colleges that are 300-400 FTES more or less than us in size, based on comparative Fall semester data. The average FON is 157.5 and the average FTES per FON was 26.9 for Fall of 2008 and extrapolated to 53.7 as an annual ratio. The details of these comparative FON data are as follows:

| College         | 2008FA FTES | 2008FA FON | Ratio Semester | Est. Annual |
|-----------------|-------------|------------|----------------|-------------|
| Foothill        | 4,944       | 213.8      | 23.1           | 46.2        |
| Antelope Valley | 4,863       | 150.6      | 32.3           | 64.6        |
| Butte           | 4,811       | 164.4      | 29.3           | 58.5        |
| Cuesta          | 4,510       | 146.4      | 30.8           | 61.6        |
| West Valley     | 4,303       | 197.6      | 21.8           | 43.6        |
| Merced          | 4,269       | 174.6      | 24.5           | 48.9        |
| Allan Hancock   | 4,180       | 136.4      | 30.6           | 61.3        |
| Chabot          | 4,177       | 174.9      | 23.9           | 47.8        |
| Laney           | 3,892       | 134.9      | 28.9           | 57.7        |
| San Jose City   | 3,787       | 123.6      | 30.6           | 61.3        |
| Solano*         | 3,771       | 166.6      | 22.6           | 45.3        |
| Shasta          | 3,766       | 122.1      | 30.8           | 61.7        |
| San Mateo       | 3,723       | 142.0      | 26.2           | 52.4        |
| Average         | 54,996      | 2,048      | 26.9           | 53.7        |
| Average         |             | 157.5      |                |             |
| Ohlone          | 4416.00     | 123.2      | 35.8           | 71.7        |

As demonstrated by these data, Ohlone’s current FON is 123.2 while colleges of our size have an average FON of 157.5. It is clear that our current FON is artificially low due to the factors described earlier.

**Future Target Ratio for Full Time Faculty Level**

The deployment of full time faculty resulting from college planning and the required number of full time faculty as directed by the state are integrated and cannot be viewed as separate and distinct processes. Having an artificially lower FON has allowed the college to create budget savings by not filling faculty positions. However, we should have a specific ratio of FTES per full time faculty position as goal and standard of quality.

As stated above, the average ratio of FTES per position of our cohort colleges is 53.7. We will use this ratio to determine our internal targets for the appropriate number of full time faculty positions. Based on our Fall 2009 FTES as annualized, the internal position target will be 152. [Fall 2009 FTES = 4096 / 53.7 = 76.3 x 2 = 152.6]

As stated above, the 2010-11 number of full time faculty positions is 128 and deployed as follows:

Instructional = 105  
Counseling = 20  
Librarians = 3

By 2020, we will reach our target of 152 and the deployment will be as follows (which aligns with the positions in 2007-08):

Instructional = 127  
Counseling = 20  
Librarians = 5

### **Filling Baseline Vacancies, 2010-2020**

Since 2007-08, 24 full time faculty positions have been left vacant; 11 from the 2008-09 hiring freeze, 12 from the 2009-10 SERP, and 1 from the death of a faculty member. These Baseline Vacancies are:

Instructional = 22       $105 + 22 = 127$   
Counseling = 0       $20 + 0 = 20$   
Librarians = 2       $3 + 2 = 5$

These Baseline Vacancies will be filled in two phases:

Phase I: 2010-11 through 2014-15: Fill the 12 vacancies resulting from pre-SERP hiring freeze and the death of one faculty member.

Phase II: 2015-16 through 2019-20: Fill the 12 vacancies from the SERP.

### **Filling Additional Future Vacancies**

Over the next 10 years, there will be additional vacancies from retirements and resignations. Barring fiscal constraints, fill new vacancies should be filled as they occur.

### **Process for Advising the President on Filling Faculty Positions**

For 15 years the process for advising the President on filling new faculty positions has proven a viable practice. It is a data- and need -driven process. The Faculty Senate and the Academic Deans meet (usually annually) to review proposals for new faculty positions. This is an important educational master planning process. The results are forwarded to the President as advisory input into the process of selecting faculty positions to be filled. Proposals for positions must respond to the following criteria:

#### **A. Relationship to College-Wide Needs**

1. How does the position relate to our college goals?
2. How will classes offered meet student needs and goals?
3. How does the position address the needs of the Newark Campus?
4. Does the position address an area of growth?

#### **B. Relationship to Department Needs**

1. Does the position reflect department goals resulting from program review?
2. What is the ratio of full time to part time faculty?
3. What is the current WSCH/FTEF in the department?
4. Does this position relate to a new program?

It is recommended that the Faculty Senate and Academic Deans form an ongoing Faculty Position Planning Advisory Committee to the President.

Over the 10-year period of this plan, the Committee will engage in the following work:

In 2010-11, review the 24 baseline vacancies from the 2008-09 Hiring Freeze and the 2009-10 SERP and advise on priorities for filling the vacancies over the 10-year period.

Annually review and advise on the progress of filling the 24 baseline vacancies.

Annually review new vacancies and advise on filling them.

| Analysis of Ohlone Pre-Hiring Freeze, Pre-SERP Tenure Track Positions (TTP)<br>Relative to Statewide TTP by Disciplines, Ohlone WSCH by Disciplines, and Post Freeze/SERP |                                |       |                            |       |                        |       |                        |       |                       |       |                       |       |  |
|---|--------------------------------|-------|----------------------------|-------|------------------------|-------|------------------------|-------|-----------------------|-------|-----------------------|-------|--|
| Disciplines   | State WSCH<br>2008-09 Datamart |       | State TTP<br>FA09 Datamart |       | Ohlone WSCH<br>2008-09 |       | Ohlone WSCH<br>2009-10 |       | Ohlone TTP<br>2007-08 |       | Ohlone TTP<br>2010-11 |       |  |
|   | WSCH                           | %     | TTP                        | %     | WSCH                   | %     | WSCH                   | %     | TTP                   | %     | TTP                   | %     |  |
| AJ  | 616,550                        | 1.9%  | 143                        | 1.0%  | 2,187                  | 0.8%  | 2,031                  | 0.8%  | 1                     | 0.8%  | 1                     | 1.0%  |  |
| ASL   | 143,063                        | 0.4%  | 38                         | 0.3%  | 6,500                  | 2.2%  | 5,558                  | 2.2%  | 3                     | 1.6%  | 2                     | 1.9%  |  |
| Anth/Geog/Geol  | 914,746                        | 2.9%  | 337                        | 2.3%  | 8,442                  | 2.9%  | 8,301                  | 3.2%  | 4                     | 1.6%  | 2                     | 1.9%  |  |
| Art/GA/ID   | 1,491,927                      | 4.7%  | 655                        | 4.5%  | 13,357                 | 4.6%  | 13,214                 | 5.1%  | 6                     | 4.0%  | 4                     | 3.8%  |  |
| ASTR  | 234,500                        | 0.7%  | 82                         | 0.6%  | 941                    | 0.3%  | 741                    | 0.3%  | 0                     | -     | 0                     | -     |  |
| ATHL  | 368,407                        | 1.2%  | 144                        | 1.0%  | 4,008                  | 1.4%  | 6,136                  | 2.4%  | 3                     | 3.2%  | 2                     | 1.9%  |  |
| BIOL/BIOT   | 2,002,911                      | 6.3%  | 852                        | 5.9%  | 12,907                 | 4.5%  | 11,050                 | 4.3%  | 5                     | 4.8%  | 5                     | 4.8%  |  |
| BRDC  | 103,904                        | 0.3%  | 26                         | 0.2%  | 2,505                  | 0.9%  | 2,737                  | 1.1%  | 1                     | -     | 0                     | -     |  |
| BSM/CAOT  | 610,791                        | 1.9%  | 428                        | 3.0%  | 2,538                  | 0.9%  | 2,463                  | 1.0%  | 1                     | 1.6%  | 1                     | 1.0%  |  |
| BA  | 1,623,483                      | 5.1%  | 494                        | 3.4%  | 12,756                 | 4.4%  | 9,635                  | 3.7%  | 5                     | 3.2%  | 2                     | 1.9%  |  |
| CHEM  | 955,107                        | 3.0%  | 463                        | 3.2%  | 7,631                  | 2.6%  | 6,504                  | 2.5%  | 3                     | 2.4%  | 3                     | 2.9%  |  |
| CHS   | 194,905                        | 0.6%  | 72                         | 0.5%  | 658                    | 0.2%  | 228                    | 0.1%  | 0                     | 0.8%  | 0                     | -     |  |
| CNET  | 120,658                        | 0.4%  | 61                         | 0.4%  | 6,779                  | 2.3%  | 7,972                  | 3.1%  | 4                     | 2.4%  | 3                     | 2.9%  |  |
| CS  | 749,005                        | 2.3%  | 454                        | 3.1%  | 10,248                 | 3.5%  | 6,779                  | 2.6%  | 3                     | 3.2%  | 3                     | 2.9%  |  |
| CFS   | 230,913                        | 0.7%  | 122                        | 0.8%  | 2,226                  | 0.8%  | 1,508                  | 0.6%  | 1                     | -     | 0                     | -     |  |
| DEAF  | 46,237                         | 0.1%  | 0                          | 0.0%  | 1,110                  | 0.4%  | 1,143                  | 0.4%  | 1                     | 3.2%  | 4                     | 3.8%  |  |
| ECS   | 656,388                        | 2.1%  | 269                        | 1.9%  | 3,261                  | 1.1%  | 3,415                  | 1.3%  | 2                     | 1.6%  | 2                     | 1.9%  |  |
| EDUC  | 40,929                         | 0.1%  | 80                         | 0.6%  | 45                     | 0.0%  | 98                     | 0.0%  | 0                     | -     | 0                     | -     |  |
| ENGI  | 45,894                         | 0.1%  | 92                         | 0.6%  | 827                    | 0.3%  | 1,320                  | 0.5%  | 1                     | 0.8%  | 1                     | 1.0%  |  |
| ENGL  | 3,518,382                      | 11.0% | 1,839                      | 12.8% | 46,863                 | 16.2% | 40,239                 | 15.6% | 20                    | 14.3% | 14                    | 13.3% |  |
| ESL   | 591,317                        | 1.8%  | 587                        | 4.1%  | 5,641                  | 2.0%  | 5,178                  | 2.0%  | 3                     | 2.4%  | 3                     | 2.9%  |  |
| ENVS  | 71,604                         | 0.2%  | 24                         | 0.2%  | 934                    | 0.3%  | 1,687                  | 0.7%  | 1                     | 0.0%  | 2                     | 1.9%  |  |
| FL  | 1,113,434                      | 3.5%  | 432                        | 3.0%  | 18,662                 | 6.5%  | 9,322                  | 3.6%  | 5                     | 1.6%  | 2                     | 1.9%  |  |
| HLTH  | 478,381                        | 1.5%  | 151                        | 1.0%  | 1,516                  | 0.5%  | 1,247                  | 0.5%  | 1                     | -     | 0                     | -     |  |
| HIST/PS   | 1,895,589                      | 5.9%  | 719                        | 5.0%  | 11,318                 | 3.9%  | 11,544                 | 4.5%  | 6                     | 2.4%  | 3                     | 2.9%  |  |
| IS  | 35,453                         | 0.1%  | 82                         | 0.6%  | 153                    | 0.1%  | 1,027                  | 0.4%  | 1                     | -     | 0                     | -     |  |
| IPP   | 45,481                         | 0.1%  | 14                         | 0.1%  | 760                    | 0.3%  | 744                    | 0.3%  | 0                     | 0.8%  | 1                     | 1.0%  |  |
| JOUR  | 69,048                         | 0.2%  | 49                         | 0.3%  | 573                    | 0.2%  | 1,032                  | 0.4%  | 1                     | 0.8%  | 0                     | -     |  |
| LS  | 23,571                         | 0.1%  | 27                         | 0.2%  | 199                    | 0.1%  | 277                    | 0.1%  | 0                     | *     | *                     | -     |  |
| LSP   | 30,887                         | 0.1%  | 118                        | 0.8%  | 355                    | 0.1%  | 370                    | 0.1%  | 0                     | **    | **                    | -     |  |
| MATH  | 4,354,961                      | 13.6% | 1,811                      | 12.6% | 31,113                 | 10.8% | 28,802                 | 11.1% | 14                    | 11.1% | 14                    | 13.3% |  |

|               |                   |               |            |               |          |            |                |               |            |                |               |            |            |          |            |          |
|---------------|-------------------|---------------|------------|---------------|----------|------------|----------------|---------------|------------|----------------|---------------|------------|------------|----------|------------|----------|
| MIM           | 163,887           | 0.5%          | 1          | 67            | 0.5%     | 1          | 2,603          | 0.9%          | 1          | 2,431          | 0.9%          | 1          | 1          | 0.8%     | 0          | -        |
| MUS           | 1,019,890         | 3.2%          | 4          | 388           | 2.7%     | 3          | 13,319         | 4.6%          | 6          | 11,756         | 4.6%          | 6          | 4          | 3.2%     | 4          | 3.8%     |
| NURS          | 645,701           | 2.0%          | 3          | 678           | 4.7%     | 6          | 3,683          | 1.3%          | 2          | 4,637          | 1.8%          | 2          | 12         | 9.5%     | 10         | 9.5%     |
| PD            | 427,796           | 1.3%          | 2          | 347           | 2.4%     | 3          | 1,691          | 0.6%          | 1          | 1,411          | 0.5%          | 1          | *          | *        | *          | -        |
| PHIL          | 528,999           | 1.7%          | 2          | 175           | 1.2%     | 2          | 2,742          | 0.9%          | 1          | 2,847          | 1.1%          | 1          | 2          | 1.6%     | 1          | 1.0%     |
| PE/KIN        | 1,872,821         | 5.9%          | 7          | 615           | 4.3%     | 5          | 13,081         | 4.5%          | 6          | 9,881          | 3.8%          | 5          | 5          | 4.0%     | 2          | 1.9%     |
| PHYS          | 293,501           | 0.9%          | 1          | 183           | 1.3%     | 2          | 2,325          | 0.8%          | 1          | 2,077          | 0.8%          | 1          | 2          | 1.6%     | 1          | 1.0%     |
| PSYCH         | 1,237,214         | 3.9%          | 5          | 400           | 2.8%     | 4          | 6,717          | 2.3%          | 3          | 7,796          | 3.0%          | 4          | 3          | 2.4%     | 3          | 2.9%     |
| PTA           | 8,205             | 0.0%          | 0          | 5             | 0.0%     | 0          | 1,281          | 0.4%          | 1          | 1,591          | 0.6%          | 1          | 2          | 1.6%     | 2          | 1.9%     |
| RE            | 122,699           | 0.4%          | 0          | 30            | 0.2%     | 0          | 1,138          | 0.4%          | 0          | 109            | 0.0%          | 0          | 0          | -        | 0          | -        |
| RT            | 55,522            | 0.2%          | 0          | 42            | 0.3%     | 0          | 1,824          | 0.6%          | 1          | 1,830          | 0.7%          | 1          | 2          | 1.6%     | 2          | 1.9%     |
| SOC           | 670,037           | 2.1%          | 3          | 203           | 1.4%     | 2          | 3,802          | 1.3%          | 2          | 2,191          | 0.8%          | 1          | 1          | 0.8%     | 0          | -        |
| SPCH          | 845,466           | 2.6%          | 3          | 370           | 2.6%     | 3          | 8,197          | 2.8%          | 4          | 8,354          | 3.2%          | 4          | 3          | 2.4%     | 2          | 1.9%     |
| TD            | 702,739           | 2.2%          | 3          | 255           | 1.8%     | 2          | 9,738          | 3.4%          | 4          | 9,107          | 3.5%          | 4          | 4          | 3.2%     | 4          | 3.8%     |
| <b>Totals</b> | <b>31,972,903</b> | <b>100.0%</b> | <b>127</b> | <b>14,423</b> | <b>-</b> | <b>127</b> | <b>289,154</b> | <b>100.0%</b> | <b>127</b> | <b>258,320</b> | <b>100.0%</b> | <b>127</b> | <b>127</b> | <b>-</b> | <b>105</b> | <b>-</b> |

\*Counselors

\*\*Librarians

Totals

TTP = Tenure Track Positions

\*\*\*Includes consortium to align with statewide numbers

|           |            |
|-----------|------------|
| <b>20</b> | <b>127</b> |
| <b>5</b>  | <b>152</b> |
| <b>3</b>  | <b>128</b> |

|               |           |
|---------------|-----------|
| Vacancies     | <b>24</b> |
| Instructional | <b>22</b> |
| Counseling    | <b>0</b>  |
| Librarians    | <b>2</b>  |

8/26/10

| Inventory of Full Time Faculty Positons, by Discipline, 2007 - 2011 |                             |                            |                          |                          |
|---|-----------------------------|----------------------------|--------------------------|--------------------------|
| Disciplines   | Approved Positions<br>07-08 | Reduced By Freeze<br>08-09 | Reduced By SERP<br>09-10 | Position Filled<br>10-11 |
| Counseling  | 20                          |                            |                          | 20                       |
| English   | 18                          | 1                          | 3                        | 14                       |
| Mathematics   | 14                          |                            |                          | 14                       |
| Nursing   | 12                          | 2                          |                          | 10                       |
| Biology/Biotechnology   | 6                           |                            |                          | 6                        |
| Art   | 5                           |                            | 1                        | 4                        |
| Business/Economics  | 4                           |                            | 2                        | 2                        |
| Deaf Studies  | 4                           |                            |                          | 4                        |
| Computer Science  | 4                           |                            | 1                        | 3                        |
| Music   | 4                           |                            | 1                        | 3                        |
| Theater and Dance   | 4                           |                            |                          | 4                        |
| Physical Education  | 4                           | 2                          | 1                        | 1                        |
| Athletics   | 4                           | 1                          |                          | 3                        |
| Chemistry   | 3                           |                            |                          | 3                        |
| Computer Networking   | 3                           |                            |                          | 3                        |
| ESL   | 3                           |                            |                          | 3                        |
| Anthropology/Geology/Environ.                                       | 3                           |                            |                          | 3                        |
| History   | 3                           |                            |                          | 3                        |
| Librarians/LRC  | 4                           | 1                          |                          | 3                        |
| Psychology  | 3                           |                            |                          | 3                        |
| Speech  | 3                           |                            | 1                        | 2                        |
| ASL   | 2                           |                            |                          | 2                        |
| Computer Applications/BSM   | 2                           | 1                          |                          | 1                        |
| Early Childhood Studies   | 2                           |                            |                          | 2                        |
| PTA   | 2                           |                            |                          | 2                        |
| RT  | 2                           |                            |                          | 2                        |
| Foreign Languages   | 2                           |                            |                          | 2                        |
| Physics   | 2                           |                            | 1                        | 1                        |
| AJ  | 1                           |                            |                          | 1                        |
| Engineering   | 1                           |                            |                          | 1                        |
| Fitness/Wellness  | 1                           |                            |                          | 1                        |
| Interpreter Preparation   | 1                           |                            |                          | 1                        |
| Journalism  | 1                           |                            | 1                        | 0                        |
| Multimedia Studies  | 1                           |                            | 1                        | 0                        |
| Philosophy  | 1                           |                            |                          | 1                        |
| Sociology   | 1                           | 1                          |                          | 0                        |
| CHS   | 1                           | 1                          |                          | 0                        |
| Instructional Technologist  | 1                           | 1                          |                          | 0                        |
| <b>Totals</b>   | <b>152</b>                  | <b>11</b>                  | <b>13</b>                | <b>128</b>               |

| Summary       |            |           |           |            |
|---------------|------------|-----------|-----------|------------|
| Instructional | 127        | 9         | 13        | 105        |
| Counseling    | 20         | 0         | 0         | 20         |
| Library       | 5          | 2         | 0         | 3          |
| <b>Totals</b> | <b>152</b> | <b>11</b> | <b>13</b> | <b>128</b> |

8/26/10

Faculty Inventory by Discipline, Current Vacancies  
Addition of SERP takers, 10-09-09

| Approved Positions | Departments                   | 09-10, Vacancies, SERP            | 09-10     | 10-11     | Net        |
|--------------------|-------------------------------|-----------------------------------|-----------|-----------|------------|
| 20                 | Counseling                    |                                   |           |           | 20         |
| 18                 | English                       | Katona, Baczuk, Bennett, Maskatia | 1         | 3         | 14         |
| 14                 | Mathematics                   |                                   |           |           | 14         |
| 12                 | Nursing                       | Carli, Briggs                     | 2         |           | 10         |
| 5                  | Biology/Biotechnology         |                                   |           |           | 5          |
| 5                  | Art                           | Luckoski                          |           | 1         | 4          |
| 4                  | Business/Economics            | Piumarta, Strickler               |           | 2         | 2          |
| 4                  | Deaf Studies                  |                                   |           |           | 4          |
| 4                  | Computer Science              | Degallier                         |           | 1         | 3          |
| 4                  | Music                         | Zahorsky                          |           | 1         | 3          |
| 4                  | Theater and Dance             |                                   |           |           | 4          |
| 4                  | Physical Education            | Bain, Warden, Cowan               | 2         | 1         | 1          |
| 4                  | Athletics                     | Kunis (Baseball)                  | 1         |           | 3          |
| 3                  | Chemistry                     |                                   |           |           | 3          |
| 3                  | Computer Networking           |                                   |           |           | 3          |
| 3                  | ESL                           |                                   |           |           | 3          |
| 2                  | Anthropology/Geology/Environ. |                                   |           |           | 2          |
| 3                  | History                       |                                   |           |           | 3          |
| 4                  | Librarians/LRC                | Silva                             | 1         |           | 3          |
| 3                  | Psychology                    |                                   |           |           | 3          |
| 3                  | Speech                        | Harrison                          |           | 1         | 2          |
| 2                  | Environmental Studies         |                                   |           |           | 2          |
| 2                  | ASL                           |                                   |           |           | 2          |
| 2                  | Computer Applications/BSM     | Buehler                           | 1         |           | 1          |
| 2                  | Early Childhood Studies       |                                   |           |           | 2          |
| 2                  | PTA                           |                                   |           |           | 2          |
| 2                  | RT                            |                                   |           |           | 2          |
| 2                  | Foreign Languages             |                                   |           |           | 2          |
| 2                  | Physics                       | Narayan                           |           | 1         | 1          |
| 1                  | AJ                            |                                   |           |           | 1          |
| 1                  | Engineering                   |                                   |           |           | 1          |
| 1                  | Fitness/Wellness              |                                   |           |           | 1          |
| 1                  | Interpreter Preparation       |                                   |           |           | 1          |
| 1                  | Journalism                    | Parks                             |           | 1         | 0          |
| 1                  | Multimedia Studies            | Lewis                             |           | 1         | 0          |
| 1                  | Philosophy                    |                                   |           |           | 1          |
| 1                  | Sociology                     | Oppenheim                         | 1         |           | 0          |
| 1                  | CHS                           | Salinas                           | 1         |           | 0          |
| 1                  | Instructional Technologist    | Tamburello                        | 1         |           | 0          |
| <b>152</b>         | <b>Totals</b>                 |                                   | <b>11</b> | <b>13</b> | <b>128</b> |

|            |  |                           |           |           |            |
|------------|--|---------------------------|-----------|-----------|------------|
| 127        |  | Instructional             | 9         | 13        | 105        |
| 20         |  | Counselors                | 0         | 0         | 20         |
| 5          |  | Librarian                 | 2         | 0         | 3          |
| <b>152</b> |  | <b>24 Total Vacancies</b> | <b>11</b> | <b>13</b> | <b>128</b> |

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| Full Time Faculty Position Analysis |                    |                          |                 |                             |
|-------------------------------------|--------------------|--------------------------|-----------------|-----------------------------|
| 2007-08<br>Approved Positions       | Categories         | 2008-09<br>Hiring Freeze | 2009-10<br>SERP | 2010-11<br>Filled Positions |
| 127                                 | Instructional      | 9                        | 13              | 105                         |
| 20                                  | Counselors         | 0                        | 0               | 20                          |
| 5                                   | Librarians         | 2                        | 0               | 3                           |
| 152                                 | 24 Total Vacancies | 11                       | 13              | 128                         |

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| Proposal for Refilling <b>24</b> Baseline Full Time Faculty Positions, 2010 - 2020 |                          |                         |                       |                       |                |                      |                    |
|--|--------------------------|-------------------------|-----------------------|-----------------------|----------------|----------------------|--------------------|
| Disciplines  | Approved Positions 07-08 | Reduced By Freeze 08-09 | Reduced By SERP 09-10 | Position Filled 10-11 | Refill by 2020 | Position Filled 2020 | Net +/- From 07-08 |
| Counseling   | 20                       |                         |                       | 20                    | 0              | 20                   | 0                  |
| English  | 18                       | 1                       | 3                     | 14                    | 6              | 20                   | 2                  |
| Mathematics  | 14                       |                         |                       | 14                    | 0              | 14                   | 0                  |
| Nursing  | 12                       | 2                       |                       | 10                    | -1             | 9                    | -3                 |
| Biology/Biotechnology  | 6                        |                         |                       | 5                     | 0              | 5                    | -1                 |
| Art  | 5                        |                         | 1                     | 4                     | 1              | 5                    | 0                  |
| Business/Economics   | 4                        |                         | 2                     | 2                     | 3              | 5                    | 1                  |
| Deaf Studies   | 4                        |                         |                       | 4                     | 0              | 4                    | 0                  |
| Computer Science   | 4                        |                         | 1                     | 3                     | 0              | 3                    | -1                 |
| Music  | 4                        |                         | 1                     | 3                     | 1              | 4                    | 0                  |
| Theater and Dance  | 4                        |                         |                       | 4                     | 0              | 4                    | 0                  |
| Physical Education   | 4                        | 2                       | 1                     | 1                     | 3              | 4                    | 0                  |
| Athletics  | 4                        | 1                       |                       | 3                     | 1              | 4                    | 0                  |
| Chemistry  | 3                        |                         |                       | 3                     | 0              | 3                    | 0                  |
| Computer Networking  | 3                        |                         |                       | 3                     | 0              | 3                    | 0                  |
| ESL  | 3                        |                         |                       | 3                     | 0              | 3                    | 0                  |
| Anthropology/Geology/Environ.  | 3                        |                         |                       | 2                     | 0              | 2                    | -1                 |
| History  | 3                        |                         |                       | 3                     | 1              | 4                    | 1                  |
| Librarians/LRC   | 4                        | 1                       |                       | 3                     | 2              | 5                    | 1                  |
| Psychology   | 3                        |                         |                       | 3                     | 1              | 4                    | 1                  |
| Speech   | 3                        |                         | 1                     | 2                     | 1              | 3                    | 0                  |
| ENVS*  | 0                        |                         |                       | 2                     | 1              | 3                    | 3                  |
| ASL  | 2                        |                         |                       | 2                     | 0              | 2                    | 0                  |
| Computer Applications/BSM  | 2                        | 1                       |                       | 1                     | 0              | 1                    | -1                 |
| Early Childhood Studies  | 2                        |                         |                       | 2                     | 0              | 2                    | 0                  |
| PTA  | 2                        |                         |                       | 2                     | 0              | 2                    | 0                  |
| RT   | 2                        |                         |                       | 2                     | 0              | 2                    | 0                  |
| Foreign Languages  | 2                        |                         |                       | 2                     | 0              | 2                    | 0                  |
| Physics  | 2                        |                         | 1                     | 1                     | 1              | 2                    | 0                  |
| AJ   | 1                        |                         |                       | 1                     | 0              | 1                    | 0                  |
| Engineering  | 1                        |                         |                       | 1                     | 0              | 1                    | 0                  |
| Fitness/Wellness   | 1                        |                         |                       | 1                     | 0              | 1                    | 0                  |
| Interpreter Preparation  | 1                        |                         |                       | 1                     | 0              | 1                    | 0                  |
| Journalism   | 1                        |                         | 1                     | 0                     | 1              | 1                    | 0                  |
| Multimedia Studies   | 1                        |                         | 1                     | 0                     | 1              | 1                    | 0                  |
| Philosophy   | 1                        |                         |                       | 1                     | 0              | 1                    | 0                  |
| Sociology  | 1                        | 1                       |                       | 0                     | 1              | 1                    | 0                  |
| CHS  | 1                        | 1                       |                       | 0                     | 0              | 0                    | -1                 |
| Instructional Technologist   | 1                        | 1                       |                       | 0                     | 0              | 0                    | -1                 |
| <b>Totals</b>  | <b>152</b>               | <b>11</b>               | <b>13</b>             | <b>128</b>            | <b>24</b>      | <b>152</b>           |                    |
| <b>Baseline Vacancies</b>  |                          |                         | <b>24</b>             |                       |                |                      |                    |
| Summary Totals   |                          |                         |                       |                       |                |                      |                    |
| Instructional  | 127                      | 9                       | 13                    | 105                   | 22             | 127                  |                    |
| Counseling   | 20                       | 0                       | 0                     | 20                    | 0              | 20                   |                    |
| Library  | 5                        | 2                       | 0                     | 3                     | 2              | 5                    |                    |
| <b>Totals</b>  | <b>152</b>               | <b>11</b>               | <b>13</b>             | <b>128</b>            | <b>24</b>      | <b>152</b>           |                    |

\*The 2 current ENVS faculty moved, one from BIOL and one from GEOG

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| Summary<br>Proposal For Refilling<br>2010-11 Baseline 24 Vacancies by 2020* |    |
|---|----|
| English   | 6  |
| Nursing   | -1 |
| Art   | 1  |
| Business/Economics  | 3  |
| Music   | 1  |
| Physical Education  | 3  |
| Athletics   | 1  |
| History   | 1  |
| Librarians/LRC  | 2  |
| Psychology  | 1  |
| Speech  | 1  |
| ENVS  | 1  |
| Physics   | 1  |
| Journalism  | 1  |
| Multimedia Studies  | 1  |
| Sociology   | 1  |
| Total   | 24 |

\* This proposal is for filling the 24 2010-11  
Baseline Vacancies only  
Additional vacancies from retirements  
and resignations will be considered  
separately