



PLANNING & RESOURCE COUNCIL AGENDA

(Revision.1) - April 21, 2010

Purpose: **Participatory Governance Leaders Meeting**
Location: **TOYON ROOM**
Time: **1st & 3rd Wednesday - 1:30 p.m. to 3:00 p.m.**

| DATE April 21, 2010 | AGENDA TOPIC | DISCUSSION LEADER | EXPECTED OUTCOME |
|--------------------------------------|--|------------------------------|-----------------------------|
| 1:30 - 1:35 | Approval of Minutes for April 7, 2010 | Davison | Approval |
| 1:35 - 2:15 | FTE Requests - Survey results | Barker/Peck | Discussion/approval |
| 2:15 - 2:30 | Accreditation Update | Hueg | Information |
| 2:30 - 2:45 | Questions/Concerns/Rumors | | |

ATTACHMENTS:

FTEF Ranking Spring/4.19.10

FTEF Rationale/4.19.10

IMPORTANT DATES:

June 7 - 6:00 - 7:30 - State of the College - Hearthside Lounge

Foothill College PaRC FTEF Request Prioritization 4-19-10

Weighted FTEF Ranking

| | Overall Ranking | Total Score |
|---|-----------------|-------------|
| General Counselor in Counseling (Division rank 1 of 1) | 1 | 130 |
| ESL Instructor/Composition Specialist (Division rank 1 of 3) | 2 | 128 |
| Anthropology Faculty (Division rank 1 of 4) | 3 | 127 |
| Chemistry Faculty (Division rank 1 of 3) | 4 | 126 |
| Librarian, Director - 11 months (Division rank 1 of 1) | 5 | 113 |
| English Instructor Composition (Division rank 2 of 3) | 6 | 107 |
| Engineering Faculty (Division rank 2 of 3) | 7 | 83 |
| Psychology Faculty (Division rank 2 of 4) | 8 | 78 |
| Child Development Faculty (Division rank 3 of 4) | 8 | 78 |
| Full Time Counselor in Adaptive Learning (Division rank 1 of 1) | 10 | 75 |
| Music Technology Instructor (Division rank 1 of 1) | 11 | 72 |
| Math Faculty (Division rank 3 of 3) | 12 | 60 |
| Business Faculty (Division rank 4 of 4) | 13 | 51 |
| Chinese Language Instructor (Division rank 3 of 3) | 14 | 42 |
| | | N=12 |

"Total Score" is the sum of all weighted rankings, where a rank of 1 would be given a weight of 14; a rank of 2 would be given a weight of 13; and so on such that a rank of 14 would be given a weight of 1. The total score sums all the weighted rankings.

"Overall Ranking" is the rank order of all Total Scores. "N" is the number of participants.

IR&P DAP

Person1

My rankings are based on the prioritization criteria and discussion provided at the most recent PaRC meeting.

Person 2

Consistent with our core mission to provide students with viable programs in basic skills, career/workforce preparation, and transfer.

Person 3

1. Counselor position is needed because of matriculation, retention, transfer and career counseling and services. Also, Counselors are a lot of times the gateway to the college and teach orientation classes. 2, 3, 4. PSME areas are a huge reason why students come to FH and major in math or chem or engineering - they want to transfer into the sciences, pre-med, pre-vet, engineering, etc. Math is also needed as a course for transfer requirements. 5, 6. As part of the mission of the college, ESL helps to serve the basic skills population. English is a transfer requirement as well as a AA/AS degree requirement. 7, 8 Courses needed for transfer/GE/major

Person 4

1. Where viability is concerned, there is no program on campus that serves more students than counseling. At the recent Joint CA Senate-Assembly hearing on transfer, experts agreed that an insufficient number of community college counselors directly contributed to the problem of decreasing transfer rates and excess units by students. Foothill College needs to assign adequate counseling resources to our students. Hiring another counselor will be a step in the right direction. Students currently wait 2-3 weeks for an appointment to see a counselor, which is a serious problem. This position explicitly serves the mission of the College. 2. There is no class that better prepares students for career, basic skills improvement, or transfer than English composition. The division adequately demonstrated the need for additional FT faculty. 3. Clearly, Foothill College needs adequate library staffing in order to serve its students. The library must be available to students whenever class is in session. 4. The field of anthropology is seeing a resurgence in student interest due to the creative and innovative efforts of department. Another FT faculty would help the program continue to grow. The request is justified. 5. Already marginalized in our society, adaptive learning students require specialized expertise in order to help them thrive in college and become contributing members to our community. Many of our basic skills students have undiagnosed learning disabilities. Providing the assessment, counseling and interventions/accommodations these students need is key to helping them become successful students. This position is much needed and is a high priority. The viability and continued need for a specialist in this area is expected to continue to grow. 6. Although some students may now be enrolling in non-credit ESLL courses, the need remains for Foothill to serve its English language learner population. The position is justified. 7. The child development program is growing markedly and would benefit from the addition of another full-time faculty member. This program serves the community and our mission to prepare students for careers. 8. The College could greatly benefit from having an additional FT psychology faculty as the curriculum needs updating and serves a broad range of student needs (e.g. transfer, allied health, personal development); however, hiring another FT psychology faculty member for reassigned time to support partnerships with Palo Alto University and Stanford University is not an appropriate use of our limited resources. This position would have been ranked higher if the assignment would be designated for teaching only. 9. The growth potential described by the division seems exaggerated; however, the fact remains that the College would benefit from having one dedicated FT engineering faculty. The College could continue to assign a FT faculty from another department (e.g. Physics) to this position. With dedicated FT faculty, curriculum could be updated and students would have better access to an engineering mentor. The nanotechnology department merge seems appropriate. 10. Chemistry already received approval to hire one faculty in 2010. This position is a lower priority. 11. While business students are increasing,

the types of courses that would be supported by this additional position would not serve the greatest needs (workforce, transfer students, basic skills); therefore, this position has a lower priority at this time. 12. Since our top priority in these lean times is serving transfer, basic skills and workforce students, allocating funding for a full-time Chinese language instructor is a lower priority as the CHIN classes currently seem to be serving a different population. 13. Hiring a music technology instructor is premature until the College has determined whether the Interim Dean of Fine Arts will assume the position permanently or return to the classroom 14. The math department has been supported generously with hiring allocations over the past year. It is recommended that faculty consider the impact on students and the division before accepting other assignments and requesting PDL.

Person 5

Anthropology is growing quickly; full time/ part time ratio is too disparate. Counseling has faced major cutbacks due to categorical cuts; crucial student services area. Library has lost two faculty in the last year, and is facing the reduction in contract of another; this area need to be staffed and continue to serve students. ESL is growing; potential retirements and increasing enrollments justify hiring. English continues to be one of the most widely sought classes at Foothill; without more faculty, this program will suffer. Chinese is the most widely studied language in the world; we should have a full time faculty member in this area. Psychology was ranked prior to hire of new full time faculty member; program is growing significantly and has potential to continue to expand. Chemistry needs additional faculty to be able to continue to serve both transfer and Allied Health Students. Child Development is an increasingly important field and has seen significant increases in enrollment since the hiring of a full time faculty member. Business continues to grow; a single faculty member in this department is not sufficient to keep up with demand. Engineering's potential for growth might justify a full time hire. Math just hired two new faculty; while the program is crucial, we should see if these new hires alleviate the overcrowding in the area, Music Technology hire is predicated on the absence of a full time faculty member. Adaptive Learning has no materials to support a hire.

Person 6

Librarian: With two recent retirements and increased demand for educational services here at the college, this will likely spill over into a number of student support areas, one of which is the library. Indeed, the library and its staff truly support every single mission of the college. Additionally, without a full-time librarian hire, summer services may be compromised. As such, it appeared to me that the library request is top priority. General Counselor: Though this is indeed an important component of the college, and the need is great, I felt that there were other needs that were (and are) greater. Hopefully, when budgets improve, this position can be filled. Adaptive Learning Counselor: Based upon the information presented, I felt that this position is very important to fill as soon as possible. And given the fact that this position was approved in a previous funding request, it seemed to me that we ought to place this position high in the rankings. Anthropology: Given the information provided, I felt this position is important to fill as soon as possible. The program is showing strong demand and the potential for growth looks very good. With an additional FT faculty member, the program can expand course offerings and other functions to truly meet student demand. Also, this was the top priority from the BSS Division. We should take this into account. Psychology: Though this request was ranked second from the BSS Division, I felt there were other programs/positions that have more desperate needs at this time. And though the program is showing strong levels of growth, this could be due in part to the fact that the program was lacking adequate staff levels (and well as other issues) over the last decade or so. With a recent FT hire in the program (bringing the total up to 2 FT), a third FT faculty member may not be as high a priority as other programs that have one, or perhaps zero, FT faculty. Having said that, perhaps when the budget picture begins to brighten, we can revisit this request and hopefully fill it. Child Development: Given the information provided, I felt this position was worthy of a high ranking. The program is growing smartly, and with an additional FT faculty member (making the total 2 FT), this could help create synergies that would help propel the program even further. And given the trends in the labor market, services will be in greater demand going forward, one of which will undoubtedly be childcare. Foothill could be well positioned to take advantage of this by hiring a second FT faculty to this program. That is why I am ranking this request

up towards the top. Business: Given the information provided, I felt that this position, though important, wasn't as critical as some other positions that are being requested. Online offerings may indeed be compromised as a result of not filling this request, and enrollments may suffer a bit, but hopefully the program can hold together until the budget picture brightens and more funds will be made available to fill this position. It should also be noted that this position ranked fourth out of four from BSS. Music: I ranked this position near the middle of the pack as I felt that this need seems justifiably high based on the information provided. With only 1 FT faculty in this area at the moment, the workload seems unmanageable without another FT faculty member. And with demand strong, this request ought to be approved sooner than later. ESL: Based upon the information provided, I ranking this request very high. Given the missions of the college, and the fact that we are servicing an ever-larger student population that requires ESL classes, from the local students who lack these skills to our large contingent of international students, it seems logical to place our resources where the needs are greatest, now and into the future. As such, I felt this position should to be filled as soon as possible. English: As with ESL, I ranked this request high due in large part to the ever growing demand to help students achieve basic skills competency. And given the strong demand for English courses, as evidenced by the lengthy waitlists every quarter among other indicators, I felt this position should be placed relatively high on the list. Additionally, there are positive spillover effects by having a FT faculty member in the program, which will likely benefit the students in the end. Chinese: Though the arguments for a FT instructor to teach Chinese were/are compelling, I felt that there are other needs currently around the college that take priority. Having said that, perhaps when the budget picture improves, we can revisit this request and see if there might be an opportunity to redirect resources towards it. Chemistry: Given the information provided, I felt very strongly that this position should be ranked very high on the priority list. The growth rates the Chemistry Department is experiencing is not a fluke. On the contrary, it is a reflection of the changes taking place within the labor market of the 21st Century here in the U.S. (and abroad). It is clear that the labor market is desperate for candidates to fill the myriad positions in the field of health care. And since the Allied Health programs here at Foothill depend heavily on the Chemistry Department to fulfill certain academic requirements, it seems to me that there may indeed be a domino effect (negative) on these programs if Chemistry isn't adequately staffed. According to the information presented in the documentation, the Chem program recently lost 5 PT faculty, perhaps to the private sector and to other colleges who are presumably adding FT staff to their Chemistry departments. As such, to help avoid staffing shortages going forward, as well as satisfactorily addressing Hazmat and other safety issues, the college should make this FT request a top priority. Engineering: Based upon the information provided, I felt that this program has a tremendous amount of potential. But to me, now is not the time for experimentation on what might blossom into a robust program. Instead, we ought to be looking at those programs that do have robust programs right now. In other words, given the harsh economic environment the college finds itself in today, the prudent move would be to place our extremely scarce resources into programs that have a greater statistical probability of generating a greater return for the college in terms of WSCH, etc. Now, that doesn't mean that programs like Engineering are unworthy of funding. I just feel that this is not the time to be placing scarce funds into a something that is somewhat uncertain. Perhaps when the budget picture improves, and the opportunity costs lower a bit, the college can revisit this request and see if our more abundant resources can be reallocated towards this program. Math: Based upon the information provided, I felt that this request ought to be ranked towards the bottom third of the list. And though the arguments for an additional FT faculty member in the Mathematics Department appear to be compelling, there are other programs that are in desperate need of resources in my opinion. Please keep in mind that this position was ranked third out of three from the PSME Division. Also, I believe the Math Department just hired two FT faculty recently if I am not mistaken. If so, there are compelling reasons to look closely at other programs besides Math at this moment. However, as the budget picture brightens going forward, hopefully the college can revisit this request and see if resources can be allocated towards it.

Person 7

1. Library: The number of full-time librarians has decreased from 6 to 4 in the past year, which is inadequate for providing resources and services across all the academic divisions. The college cannot be accredited without a functioning library. The library faculty serves all the educational missions of the college, from transfer to workforce to basic skills. 2. Chemistry: Average growth 10% per year over the past three years. High part-time/full-time faculty ratio

(64/36%). Chemistry is a core discipline that supports the college's transfer mission as well as being integral to several Allied Health programs that support the workforce mission. 3. ESL: While retirements are not one of the guiding principles for allocating faculty positions, the loss of half the full-time ESL faculty in 2010/2011 will have a major negative impact on the provision of an essential basic skills program. ESL ties in directly to both the Community of Scholars and Access into Action strategic initiatives. 4. English: Consistently high demand for this core program. While the part-time/full-time ratio is officially about even, more than half the full-time faculty are actually on reduced contracts. More than a third of the full-time faculty are preparing to retire. English is fundamental to both the basic skills and transfer missions of the college. 5. Anthropology: Program has had impressive growth of 41%. Very high part-time/full-time faculty ratio (74/26%). Supports college's transfer mission and has potential for supporting workforce mission. 6. Psychology: Has shown steady increase in enrollment. Part-time/full-time faculty ratio will improve in Fall 2010 with hiring of a third full-time faculty member. Program supports college's transfer mission. Additional full-time faculty would benefit coordination with workforce programs in other departments (health, dental, child development) as well as relationships with Stanford and Palo Alto University. 7. Child Development: Program has seen a significant enrollment increase, with only one full-time faculty member. Very high part-time/full-time faculty ratio (75/25%). Supports both workforce and transfer missions. 8. Business: Only one full-time faculty member; very high part-time/full-time faculty ratio (73/27%). Enrollment has declined. I appreciate that this is a program with large unrealized growth potential, and that it supports both the transfer and workforce missions of the college, but at this time feel that requests for programs in core disciplines and those that are already experiencing growth need to have a higher priority. 9. General Counselor: Counseling is a core student service that supports the mission of the college. I didn't see the data, though, that supported the need for an additional counselor, aside from an upcoming retirement. I don't know the numbers for our campus enrollment increase, and the counseling contact numbers were just for last year, so I was unable to see the trend. I think a transfer counselor position was approved last fall, so presumably one new counseling faculty member will start in Fall 2010. 10. Adaptive Learning Counselor: Clearly an important population needing services; supports strategic initiative "Access into Action." Confused, however, by this request. Has it already been approved? (Brief rationale states "This position was approved in the previous funding request.") Was not able to locate data that demonstrated increased demand. Also unclear about status of Adaptive Learning and DSPS in wake of categorical funding cuts, and where this program fits into current campus priorities. 11. Chinese: Program has no full-time faculty but has managed to maintain stable enrollment. I would really like to rank this request higher because it seems to be a successful program with dedicated part-time faculty, but at this time feel that requests for programs in core disciplines and those that more directly support the transfer, basic skills, and workforce missions need to have a higher priority. 12. Engineering: In the long term, it would be great for Foothill to allocate faculty to reestablish the engineering program; however, other existing program needs are more pressing at this time. 13. Math: While math is a core discipline that is fundamental to transfer and basic skills, the department has just hired two new fulltime faculty who will start in Fall 2010. 14. Music Technology: Clearly an important workforce program, but the request is predicated on one of the existing faculty acting as interim division dean.

Person 8

Division prioritization was respected. Top priority went to the library to ensure FT faculty staffing to meet accreditation requirements. Historical growth and potential were top drivers as well as need for leadership in a department in other top and middle rankings. The lowest rankings went to requests with uncertainty about staffing and enrollment--the ultimate, reduced size of DSPS, uncertain Chinese enrollment, and the current FT music technology position being only temporarily vacant. (In the last case, if the vacancy became permanent, ranking would change.)

Persons 9-12

No written additional rationale.