

## Emerging themes

### *College mission*

- “[English has]...the need for basic skill instructors who are FT.”
- “Math requires additional faculty for...the expansion of basic skills and transfer sequences.”

### *Evidence based decision-making*

- “Need for counselors was clear based on other program reviews (such as History, English and Child Development.”
- “Based on the program review data, those three disciplines [History, English and Counseling] appear the most likely to be able to support two FTEF hires.”

### *Workload projections*

- “PDLs and reassigned time have depleted the History department...decreased ratio of [English] FT faculty over next two years is of concern especially with retirements...”
- “English Comp is a growing area and new blood would be beneficial. Math requires additional faculty for new programs...”

### *Division/Department issues*

- “The role of ALD should be discussed at the college level...The original program plans had a large number of PT but these were to support the classes which have been removed from ALD.”
- “The overall vision and requirements for the LRC are not clear. FH should not hire faculty without identifying what skills will be required going forward.”
- “The funding for new counselors would be better served by better organizational structure...automation would also provide a level of consistence not found by hiring new counselors.”

### *Other comments*

- “Initially opening nine positions and hold some in reserve...shouldn't the allocations be used more effectively given some time and not just meeting a number goal?
- “Things have changed dramatically in the past year, and while I believe in a careful examination of things past, I believe that such an examination should lead to a discussion of “how can we do this better.”