Full-Time Faculty Hiring Committee - September 21, 2018

Our ranked recommendations are:

1. Biology (need 1.70-2.32)
2. Psychology (need 1.22-1.46, efficiency ~76%)
3. Art (need 1.96-1.99, efficiency ~49-61%)
4. Music (need 1.53-1.75, efficiency ~36-49%)
5. Spanish (need 1.30-1.40)
6. Communication Studies (need 1.12 - 1.30)
7. History (need 1.10)
8. CSS - Network and Security track
9. Political Science (need 0.86- 0.92)
10. Counseling
11. English
12. Math

Most recommendations and rankings are based on need, defined as the number of faculty necessary to have 60% of courses taught by a full-time faculty member (see FTFHC needs 2018-19 Excel spreadsheet for calculations).

Exceptions are:

- Psychology is ranked above Art and Music for two reasons: higher efficiency and a data error last year that resulted in no position recommendation when one was warranted.
- There is not currently a full-time faculty member qualified to teach the Network and Security track for CSS. Difficulties finding adjuncts mean the courses are not offered often enough and in desired modalities to meet student demand.
- Because much of the work of counselors doesn't generate FTES and most counseling courses are taught NIC, the need calculation is not relevant. The committee anticipates that the college re-design will increase the demand for counselors.
- English and Math are recommended based on anticipated need from AB705, and a persistent hiring of one-year temporary positions.

ART, COM, HIS, MUS, and POL were also identified last year as likely priorities for this year.