

Appendix B

Staffing Committee

Faculty Positions

In an effort to better link resource planning to the Master Plan, we have had several discussions related to the methodology used when reviewing and considering staffing related resource requests as well as processing for requests to hire and timelines related to hiring processes. Members of this committee attended Curriculum Committee meetings, a subcommittee of the Academic Senate. As part of a broader attempt to improve enrollment efficiencies and make objective, data driven resource decisions the committee reviewed related data points prior to ranking NEW faculty requests this year.

A NEW teaching faculty prioritization list was received from the Curriculum Committee and a NEW non teaching faculty prioritization list from the Student Services Council.

For NEW teaching faculty positions, the prioritization list is as follows:

Rank	New Teaching Faculty Positions
1	Welding
2	

Having reviewed the Academic Hiring Procedures §3.5, the Staffing Committee concluded that it was not within our scope to consider replacement positions (which were included with the new faculty prioritization list). The hiring procedures themselves needed to be revised (see attachment A). It was strongly recommended that replacement procedures be better defined, including time limits.

- Updated catalogue with current EEO Statement.
- Plan for disabled persons and veterans created.
- Letter to community regarding adherence to EEO and asking for help in recruitment of non traditional employees.
- Ensured that Administrative evaluations added SLO's.
- Updated complaint process to be fitted for discrimination and title IX infractions.
- Recommended that curriculum chair be a member of the Staffing Committee.
- Equivalency forms updated including notification to Vice President for Academic Services.

Attachments

- Academic Hiring Procedures
- 2013-2014 Curriculum Committee Information Related to New and Replacement Faculty

Approval Response to Staffing Committee Requests

Program	Requisition	Cost	Recurring	Inst. Goal	Priority	VP Approval
Agriculture and Ag. Buss. Mgt.	1) Hire additional part time faculty who are able to teach a variety of agriculture classes during the day.	\$20,000	YES	1, 2, 3	1	

DistanceEducation

1) Provide fulltime leadership and coordination for the distance

Spanish for Native Speakers	<p>pediatrics student learning experience.</p> <p>3) Schedule classes.</p> <p>4) Plan learning activities within new theory and clinical framework – i.e. “flipped classroom.”</p>					curriculum committee.
Speech	<p>1) Provide tutors in three SPAN 220 classes in the Fall 2014 and Spring 2015 semesters.</p> <p>1) Hire adequate number of full time instructors who can teach all degree transfer courses – thereby, giving speech majors an opportunity to take the necessary courses within a 2 year graduation time line and to be equally yoked with other REQUIRED or TRANSFER disciplines.</p>	\$6,600	NO	2	1	Approved.
	<p>1) WLSC Coordinator/Chair and Speech instructors present arguments to appropriate Participatory Governance bodies, including Academic Senate, Curriculum Committee and College Council.</p>	loss of extra student FTES		m -1.48 6098Tj /aTj /TT7 /aTj /TT7 1 Tf 1(m -1.48 6098Tj /aTj /TT7		Approved to forward to curriculum committee.

Transfer Center	1) Hire a full time counselor.	\$80,000	YES	1, 2	1	Needs to be evaluated.
On line Architect Services	1) Hire part time Assistant Web Developer.	\$30,000	YES	2	1	Approved if funding is available.
Campus Safety and Security	1) Hire a campus safety dispatcher. 2) Create a district police department.	Not Identified	YES	Not Identified	1 3	Approved - dispatcher Not approved - police dept.
Maintenance	1) Restore one custodial position and hire two additional custodians to help clean additional square footage added to campus. 2) Restore					