

NEW FACULTY RATIONALE**BHS: Dental Hygiene**

- Program support for Bachelor's.
- Important program
- With faculty retirement pending and BA degree ramping up, this is an urgent need.

BHS: Diagnostic Medical Sonography

- Not ranked

BHS: EMS (EMT & EMTP)

- Important, due to expansion of the program and further expansion of the EMS program next year at the new Ed center
- Program that brings in \$
- Enrollment is down, FT/PT ratio is low, but position is for expansion of program (not sure if there is demand)
- Strong vocational stream of students, if enrollment is confirmed
- Important program

BHS: Veterinary Technology

- Replacement
- Enrollment down, but FT/PT ratio is low

BSS: Accounting

- Enrollment is increasing, FT/PT ratio is very low
- Need to keep up with student demand. Serves both transfer and workforce students.
- Strong growth and necessary for Ed Center development
- Increasing enrollment trends.
- Growing program
- Department has seen steady enrollment increase over last 3 years.

BSS: Business

- Enrollment is increasing, FT/PT ratio is very low
- Popular major and necessary for Ed Center development
- Department has seen steady enrollment increase over last 3 years, along with the loss of full time faculty.
- Increasing enrollment trends.

BSS: Philosophy

- More part-time than full-time instructing this course.
- Flat enrollment, FT/PT ratio is low (not as low as accounting)

****Counselor: Psychological Services***

- Essential to support students with psychological needs in this pressure-cooker community. Critical for student success.
- Psych Services can't help the needs of students with current staff and wait times are too long for needy students. I also believe there is a retirement in the near future in this department.
- Very badly needed.
- important service
- Help increase student resources as current staff are overwhelmed by the number needing assistance.

FAC: Art/Graphic & Interactive Design

- Necessary due to retirements.
- FT retirements and 1 FT resignation, would make FT/PT ratio very low
- Understaffed by retirements; necessary for Ed Center development
- Increasing enrollment trends.
- Increase in enrollment show a need for this position.

LA: English as a Second Language (Generalist)

- We need more ESLL classes.
- Expansion of TLC, along with ESLL program needs make this an important hire.
- Help increase diversity and upskill students.
- Moved up - ESL/NCEL classes are more and more popular and necessary

~~**LRC: Lib. Systems (11 months)**~~

- ~~• Retirements have hurt this department and they need to begin to train new staff to keep up with 3SP and other initiatives.~~

LRC: Lib. Equity Prog. (11 months)

- Student support
- Library short on staff and need to have adequate staffing to meet 3SP and EMP goals

****PSME: Chemistry**

- Emergency hire
- Will be needed for expansion at new FHDA Ed Center.
- Given Victor's hiring (not updated on the excel sheet), This moved it to #1
- With the promotion of Victor Tam, a full time position has been eliminated, but course still has high enrollment needs

PSME: Computer Science

- Large growth department; still understaffed compared to departments of similar size; critical for Ed Center
- Growing program
- Will be needed for expansion at new FHDA Ed Center.
- Enrollment increasing very sharply, FT/PT ratio is low, just hired two new FT faculty for 2015/2016 academic year, some classes offered are specialty classes taught by PT faculty only

PSME: Physics

- Will hopefully be needed for expansion at new FHDA Ed Center.
- Increasing enrollment (not as much as Accounting; similar to Business), FT/PT ratio is low, but not as low as Accounting
- Substantial growth as physics is identified in multiple ADT degrees; highly technical area with difficulty in finding adjunct faculty; need FT faculty to sustain and grow program.

BOLD ITALICS indicates FTEF prioritized in Top 8

LRC: Library System (11 mons) is removed because position was already approved by PaRC (3/18/2015)

*Counselor: Psych Services was approved as an emergency hire at PaRC (5/20/2015)

**PSME: Chemistry was approved as an emergency hire at PaRC (5/06/2015)

Prioritization survey administered 05/07/15 to 05/15/2015

NEW STAFF RATIONALE***BHS: Biology FT Lab Tech (5100)***

- No comments made

FAC: Part-Time Box Office

- Student workers only right now, no replacement of retiree

****Foothill Online Learning: Technology Training Specialist***

- Extreme need here.
- Support services
- Expanding online education needs makes this position crucial for helping instructors get up to speed for student success
- Substantial growth in online courses requires guidance to help develop quality courses as well as support OEI.
- To support more online offerings.

*****LA: 0.5 Time Admin Asst Teaching and Learning Center***

- No comments made

******LRC: Circulation/Reserve Director***

- Student support

*******Middlefield/Ed Center: Administrative Assistant II***

- With Middlefield transitioning to the Ed Center, this position is crucial for the expansion of FTES and to have this in place before the move happens. Staff at Middlefield has declined to match the declining enrollment, but with a much higher target at the Ed Center, this position is crucial.
- Supports the new education center as a model.
- Staff required to help build and develop Ed Center.

PSME: Administrative Assistant (FT)

- Growing program
- PSME is increasing in size; took over CS department, need more admin support
- PSME is the largest division and also contains labs that require a large amount of support in purchasing materials, maintaining software licenses and equipment maintenance, faculty payroll issues, etc. Current AA is overwhelmed and unable to handle all duties prescribed.
- PSME is a huge division spread out over the entire physical campus, this position will help relieve some of the workload stress.

~~Student Services: Shuttle Driver~~

- ~~• We need to demonstrate support for our ADA students and staff who need assistance to move about the "Hill".~~

BOLD ITALICS indicates FTEF prioritized in Top 3

Student Services: Shuttle Driver removed because position was already funded using DSPS categorical funding

*Foothill Online Learning: Technology Training Specialist not ranked by VP because position was approved last year

**LA: 0.5 Time Admin Asst Teaching and Learning Center was not ranked by VP because it was recommended that overall TLC staffing plan be reevaluated

***LRC: Circulation/Reserve Director was not ranked by VP as this is an administrator not classified staff request

****Middlefield/Ed Center: Admin Asst II not ranked by VP as it was recommended that all (future) Ed Center positions be considered as a group.

Prioritization survey administered 05/07/15 to 05/15/2015