

## MEMO

To: Thuy Nguyen, President

Cc: Governance Council  
Equity & Education Committee  
Community & Communication Committee

Fr: Resources & Revenue (R&R) Committee

Date: Dec. 7, 2018

Re: Full-Time Faculty (FTE) Hiring Recommendation

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The R&R Committee supports the following timeline regarding full-time faculty hiring:

- For 2018-19, apply the state allocation of \$462,378 to the 1320 account, which funds part-time faculty;
- For 2019-20; apply the state allocation of \$462,378 toward the hiring for full-time faculty who would begin in Fall 2019; and
- Go out for six (6) full-time faculty positions.

### Rationale

Proposal to apply funds to the 1320 account in 2018-19 due to current budget concerns and concerns about starting the faculty hiring process late.

Proposal to apply funds toward hiring six (6) new full-time faculty beginning Fall 2019 due to the belief that despite the state allocation based on an estimation of \$77,063 per FTE, which is lower than the true FHDA FTE cost (\$99,543), there are ongoing considerations that would allow the district/college to support six (6) FTE.

- The number of solicited positions do not always fill;
- The possibility that the Supplementary Retirement Program (SRP) will be approved by the Board of Trustees (would affect existing number of FTE and ongoing budget impact); and
- The reduced impact on the 1320 (as cost of part-time faculty is roughly \$77,000, it is important to note that the hiring of FTE could offset the teaching load placed on part-time faculty).

Prepared by: Elaine Kuo, Facilitator

Approved by: Kurt Hueg, Denise Perez, Eric Reed, R&R Tri-Chairs