

FTEF RATIONALE

Person 1

Rankings were based upon the information provided in the program reviews and supplemental documents. Additionally, some of the rankings for BSS positions were weighted more heavily due to having only one FT faculty in those particular programs. It is quite possible these programs could grow with additional FT faculty.

Person 2

The PDFs were not as helpful as the program reviews. It is clear that program reviews are the best judge for resource allocation. I did look at other data like Perkins/Workforce allocations. When I noted weak program reviews that did not reflect enrollment trends I had to go to District MIS Factbook. Personal biases based on core missions and a belief that minor restructuring could help also entered in the decision.

Person 3

1) The potential budget impact to KA based on state guidelines reduced their potential need to zero. 2) The potential budget impact to CNSL at DA and the rift of their staff would cause any new FT faculty to be displaced before they even started. 3) The current FT/PT list provided when merged with WSCH and head count provides a much clearer picture where growth in faculty and WSCH have occurred. Support the LA English based on the 7% FTES growth in their program review. 4) The Biology program review did not indicate an A&P faculty request. The FT to PT ratio is adequate. 5) The Library and Tutorial Center program reviews were very vague and did not indicate a true need. The LRC is not described in any detail and without a realistic plan and defined scope, it is very difficult to support the LRC request. Other support for Librarians without definition is zero very low priority. 6) Math has been growing year-over-year. The 2nd FT math faculty was not hired last year and there is still a void.

Person 4

KA positions do not support the three core missions; it seems difficult to justify hiring KA faculty when classes are being cut. Mathematics has numerous faculty out for a variety of reasons (PDL, college service, etc); if all the FT faculty are present, do we still need to hire another math faculty member? Child Development is being cut at De Anza; just hired here. Counseling should be mitigated by the possible layoffs at De Anza. Economics enrollments don't seem to be as strong as in the past.

Person 5

Counseling has consistently been ranked a high priority but positions have not been filled. Students Success Task Force recognized the critical role counselors play in student success. With three counselors leaving next year, it is essential that we fill these positions. Athletics are important because they provide a vital pathway for underrepresented students who might not have gone to college. This under-valued program needs out support. GIS courses have value but they do not appear to be serving our top three missions; transfer, basic skills, workforce. Library needs have been ignored for too long.

Person 6

Focused on positions that met one or more of the core missions, specifically those with a high part time/full time ratio. Supplemental Learning Instructor is key to enhance basic skills area and develop new WSCH generating curriculum. Considered most highly threatened areas given word from State, 50% law and possible bumping from De Anza.

Persons 7-12

No written additional rationale.

STAFF RATIONALE

Person 1

This is difficult know that we have an onset of more cuts. Again, personal biases like my belief in the LRC as a key academic support center for students especially with the transfer core groups and UCs pushing for more full term papers in the curriculum approval articulation in social science classes.

Person 2

Considered core missions. Those meeting Institutional priority and requiring specific skills/experience were place higher, with more bumping occurring in the future, some positions could be consolidated or shaped from others. These were placed lower. English assistance is highly needed, and should be integrated into remodeled LRC.

Persons 2-12

No written additional rationale.