

Instructional Faculty Prioritization Fall 2016
Background Memo for PaRC
October 5, 2016
Andrew LaManque, Interim VP Instruction

Dear PaRC Members,

Please find attached:

- A. Enrollment and course success information from departments that requested a faculty position in 2015-16
- B. Summary information using example metrics for the instructional faculty prioritization

The ranking is based on program review information and discussions in spring and summer with the previous Vice Presidents of Instruction and the instructional deans. In addition, I held two sessions with the instructional deans to review the list in September 2016.

Based on discussions with the District, the current assumption is that we will be allowed to replace the 14 vacant instructional faculty positions in 2016-17. The attached proposal would rehire in the same department for 13 of the 14 positions.

I have provided a number of metrics for discussion and future consideration by PRC, IPB, and / or PaRC. These metrics are meant as examples that can be discussed by college community in greater detail this year.

Faculty Prioritization Data									Draft	2-Oct-16		
		(Note: percentage differences are percent point comparisons)										
Department Enrollment							Disproportionately Impacted Ethnic Groups (D.I.)					
	All Students						African American, Latino, Filipino					
Unit	2012-13	2013-14	2014-15	2015-16	4 yr chg	Unit	2012-13	2013-14	2014-15	2015-16	4 yr chg	
Anthropology	3,140	3,096	2,904	2,993	-5%	Anthropology	932	984	946	996	7%	
Astronomy	1,192	1,220	1,066	1,107	-7%	Astronomy	425	422	326	351	-17%	
Biology	4,405	4,464	4,000	3,877	-12%	Biology	1,444	1,393	1,370	1,314	-9%	
Business	2,116	2,331	2,508	2,555	21%	Business	676	737	857	861	27%	
Chemistry	3,191	3,201	3,144	3,176	0%	Chemistry	774	815	866	955	23%	
Child Development	1,868	2,191	2,248	2,366	27%	Child Development	862	1,064	1,001	1,143	33%	
Communications	2,649	3,010	3,156	3,436	30%	Communications	869	1,230	1,322	1,551	78%	
Computer Science	2,008	3,837	4,404	4,445	121%	Computer Science	275	591	621	670	144%	
Dental Assisting	498	530	442	435	-13%	Dental Assisting	143	121	174	143	0%	
Dental Hygiene	1,064	986	951	889	-16%	Dental Hygiene	220	230	163	269	22%	
Engl as Second Lang	2,871	2,427	2,242	2,133	-26%	Engl as Second Lang	363	226	163	171	-53%	
English	6,890	6,335	6,633	6,920	0%	English	2,733	2,587	2,692	2,964	8%	
Geography	1,277	1,232	1,069	1,028	-19%	Geography	379	341	337	319	-16%	
Geospatial Technology	0	93	165	198		Geospatial Technology	0	16	38	49		
History	3,236	3,261	2,897	2,901	-10%	History	1,207	1,179	1,056	1,133	-6%	
Mathematics	9,527	10,022	10,056	10,638	12%	Mathematics	2,651	2,849	3,046	3,456	30%	
Philosophy	1,394	1,396	1,728	1,490	7%	Philosophy	387	379	486	445	15%	
Political Science	1,522	1,503	1,360	1,551	2%	Political Science	519	548	477	593	14%	
Physics	1,309	1,423	1,495	1,518	16%	Physics	196	181	204	227	16%	
Psychology	4,753	4,710	4,741	4,778	1%	Psychology	1,670	1,727	1,749	1,858	11%	
Respiratory Therapy	868	841	920	840	-3%	Respiratory Therapy	310	303	311	289	-7%	
Sociology	2,435	2,493	2,413	2,363	-3%	Sociology	257	130	680	210	-23%	
Special Education	428	244	222	191	-55%	Special Education	151	90	107	97	-36%	
				61,828	17%							
Online Enrollment	All Students					Online Enrollment	African American, Latino, Filipino					
Unit	2012-13	2013-14	2014-15	2015-16	4 yr chg	Unit	2012-13	2013-14	2014-15	2015-16	4 yr chg	
Anthropology	1,418	1,486	1,347	1,415	0%	Anthropology	412	423	392	471	14%	
Astronomy												
Biology	243	126	127	50	-79%	Biology	87	40	47	18	-79%	
Business	816	1,283	1,424	1,379	69%	Business	287	435	487	483	68%	
Child Development	562	776	1,118	1,142	103%	Child Development	240	296	456	505	110%	
Communications	592	1,326	1,431	1,477	149%	Communications	227	622	610	648	185%	
Computer Science	1,070	2,425	2,796	2,773	159%	Computer Science	129	329	355	403	212%	
Dental Assisting	55	52	48	42	-24%	Dental Assisting	16	12	18	16	0%	
Dental Hygiene	89	68	70	75	-16%	Dental Hygiene	25	17	11	34	36%	
Engl as Second Lang	61	31	52	62	2%	Engl as Second Lang	12	7	9	6	-50%	
English	1,152	1,016	1,172	1,236	7%	English	493	372	390	399	-19%	
Geography	812	929	823	788	-3%	Geography	280	289	267	247	-12%	
History	1,999	1,945	1,801	1,784	-11%	History	730	645	615	662	-9%	
Mathematics	1,139	1,103	1,300	1,427	25%	Mathematics	344	299	438	494	44%	
Philosophy	387	379	486	445	15%	Philosophy	125	172	303	291	133%	
Political Science	755	689	575	723	-4%	Political Science	261	247	201	259	-1%	
Physics												
Psychology	2,871	2,863	2,922	3,029	6%	Psychology	1,022	1,030	1,039	1,143	12%	
Respiratory Therapy	0	0	0	93		Respiratory Therapy	0	0	0	40		
Sociology	1,544	1,612	1,581	1,570	2%	Sociology	624	663	692	662	6%	
Special Education	180	183	172	145	-19%	Special Education	75	63	88	75	0%	

Faculty Prioritization Data									Draft	2-Oct-16		
		(Note: percentage differences are percent point comparisons)										
Success Rates							Disproportionately Impacted Ethnic Groups (D.I.)					
	All Students						African American, Latino, Filipino				All and D.I.	
Unit	2012-13	2013-14	2014-15	2015-16		Unit	2012-13	2013-14	2014-15	2015-16	2015-16 Diff	
Anthropology	75%	75%	77%	78%		Anthropology	62%	63%	67%	68%	-10%	
Astronomy	79%	77%	79%	79%		Astronomy	72%	70%	74%	71%	-8%	
Biology	78%	80%	79%	82%		Biology	69%	70%	70%	74%	-8%	
Business	75%	73%	79%	81%		Business	70%	66%	76%	76%	-5%	
Chemistry	71%	68%	66%	66%		Chemistry	59%	54%	53%	51%	-15%	
Child Development	74%	77%	78%	76%		Child Development	68%	70%	71%	69%	-7%	
Communications	79%	83%	86%	88%		Communications	72%	78%	84%	86%	-2%	
Computer Science	63%	63%	65%	66%		Computer Science	44%	44%	44%	48%	-18%	
Dental Assisting	95%	98%	96%	97%		Dental Assisting	98%	98%	97%	94%	-3%	
Dental Hygiene	96%	94%	93%	95%		Dental Hygiene	91%	90%	81%	93%	-2%	
Engl as Second Lang	80%	78%	80%	76%		Engl as Second Lang	65%	69%	59%	65%	-11%	
English	74%	74%	74%	74%		English	68%	67%	68%	68%	-6%	
Geography	75%	77%	77%	74%		Geography	59%	62%	65%	55%	-19%	
Geospatial Technology	0	88%	87%	84%		Geospatial Technology	0	81%	76%	86%	2%	
History	64%	67%	69%	69%		History	56%	57%	59%	60%	-9%	
Mathematics	60%	60%	61%	62%		Mathematics	51%	48%	50%	52%	-10%	
Philosophy	70%	72%	77%	77%		Philosophy	68%	68%	69%	71%	-6%	
Political Science	65%	69%	74%	74%		Political Science	56%	59%	67%	66%	-8%	
Physics	71%	71%	71%	72%		Physics	63%	57%	61%	61%	-11%	
Psychology	71%	70%	74%	76%		Psychology	60%	58%	66%	66%	-10%	
Respiratory Therapy	93%	95%	96%	97%		Respiratory Therapy	91%	93%	94%	96%	-1%	
Sociology	63%	64%	67%	69%		Sociology	52%	51%	59%	59%	-10%	
Special Education	78%	65%	73%	82%		Special Education	74%	64%	59%	86%	4%	
Online Success Rates	All Students					Online Success Rates	African American, Latino, Filipino				All and D.I.	
Unit	2012-13	2013-14	2014-15	2015-16		Unit	2012-13	2013-14	2014-15	2015-16	2015-16 Diff	
Anthropology	68%	71%	73%	74%		Anthropology	50%	53%	57%	59%	-15%	
Astronomy												
Biology	73%	81%	85%	86%		Biology	57%	82%	74%	83%	-3%	
Business	66%	71%	77%	79%		Business	58%	64%	73%	73%	-6%	
Child Development	64%	69%	70%	69%		Child Development	53%	53%	58%	57%	-12%	
Communications	64%	76%	79%	83%		Communications	62%	73%	77%	80%	-3%	
Computer Science	62%	64%	65%	66%		Computer Science	39%	43%	39%	44%	-22%	
Dental Assisting	89%	94%	92%	95%		Dental Assisting	94%	92%	89%	88%	-7%	
Dental Hygiene	80%	85%	74%	87%		Dental Hygiene	72%	82%	45%	91%	4%	
Engl as Second Lang	63%	71%	71%	77%		Engl as Second Lang	36%	71%	67%	50%	-27%	
English	64%	68%	67%	69%		English	65%	61%	59%	59%	-10%	
Geography	71%	75%	76%	72%		Geography	56%	61%	64%	53%	-19%	
History	63%	66%	68%	69%		History	56%	54%	56%	58%	-11%	
Mathematics	57%	57%	54%	61%		Mathematics	44%	40%	44%	53%	-8%	
Philosophy	80%	80%	81%	81%		Philosophy	64%	68%	70%	69%	-12%	
Political Science	54%	60%	68%	67%		Political Science	44%	48%	61%	56%	-11%	
Physics						Physics						
Psychology	71%	71%	75%	76%		Psychology	61%	58%	66%	65%	-11%	
Respiratory Therapy	0	0	0	77%		Respiratory Therapy	0	0	0	72%		
Sociology	63%	63%	68%	69%		Sociology	52%	49%	60%	59%	-10%	
Special Education	64%	61%	70%	76%		Special Education	55%	48%	65%	75%	-1%	
Source: Online Program Review data												

Foothill College Full Time Faculty Requests 2016

Sample Metrics for Discussion Only - Proposed Criteria

Current Instructional Allocation = 14 Faculty Replacement Positions						Programmatic		Institutional Priority					
		Position	Replacement	Sole Full-Time	Enrollment		Enr Trends in		Success Rate of		Online Success	4 yr Change Online	
Priority	Discipline	Number	/ New	Faculty Member	Trends	4 yr Enr Change	Targeted Student	ADT	Targeted Student	4 yr Change	Targeted Groups	Success Targeted	Notes
						% deliniate Percent Point changes				% deliniate Percent Point changes		% deliniate Percent Point changes	
Approved for hire in 2015-16 - will post again in 2016-17													
	Mathematics	150275		No	+	An increase of 12%	+	Yes	=	No change	+	An increase of 9%	
	Philosophy	150515		No	+	An increase of 7%	+	Yes	+	An increase of 8%	+	An increase of 5%	
	Chemistry	150022		No	=	No change	+	No	-	A decrease of 8%	N/A	No data available	
	Communications	150019		No	+	An increase of 30%	+	Yes	+	An increase of 14%	+	An increase of 18%	
1	Computer Science	150060	Replacement	No	+	An increase of 121%	+	Yes	=	No change+ 4% last	+	An increase of 5%	Supports enrollment growth at S.C.
2	Astronomy*	150225	Replacement	Yes	-	A decrease of 7%; +4 last year	-	N/A	=	No change	N/A	No data available	Significant community engagement
3	English	158884	Replacement	No	=	No change; +4% last year	+	Yes	=	No change	-	A decrease of 6%	Supports Basic Skills curricular innovations
4	Child Development*	150241	Replacement	No	+	An increase of 27%	+	No	=	No change	=	No change	CTE enrollment / D.I. pops
5	Biology (A&P)	150281	Replacement	No	-	A decrease of 12%	-	Yes	+	An increase of 5%	+	An increase of 26%	Support for other program pathways
6	History	150138	Replacement	No	-	A decrease of 10%	-	Yes	=	No change	=	No change	Supports new curriculum for Social Justice ADT
7	English II	150255	Replacement	No	+	No change; +4% last year	+	Yes	=	No change	-	A decrease of 10%	Supports Basic Skills curricular innovations
8	Library	150018	New **	No	+	An increase of 836%	+	N/A	=	No change	-	A decrease of 7%	Data pertains to LIBR10 class; New facility
9	Math	150100	Replacement	No	+	An increase of 12%	+	Yes	=	No change	+	An increase of 9%	Basic skills and program pathways
10	Geography/GIS	150500	Replacement	No	-	A decrease of 19%	-	Yes	=	No change	=	No change	GIST is a new program
11	Business		New	No	+	An increase of 21%	+	Yes	+	An increase of 6%	+	An increase of 15%	hold pending leave changes
12	Respiratory Therapy		New	Yes	=	No change	=	N/A	+	An increase of 5%	=	1 year of data	
13	DH Dentist		New	No	-	A decrease of 16%	+	No	=	No change	+	An increase of 19%	
14	Computer Science II		New	No	+	An increase of 121%	+	Yes	+	An increase of 5%	+	An increase of 5%	Hold - need to manage growth
15	Psychology		New	No	=	No change	+	Yes	+	An increase of 6%	=	No change	
16	Polictial Science		New	No	=	No change	+	Yes	+	An increase of 10%	+	An increase of 12%	
17	ESL		New	No	-	A decrease of 26%	-	No	=	No change	+	An increase of 14%	
18	Anthropology		New	No	-	A decrease of 5%	+	Yes	+	An increase of 6%	+	An increase of 9%	
19	Communications		New	No	+	An increase of 30%	+	Yes	+	An increase of 14%	+	An increase of 18%	
20	Dental Assisting		New	No	-	A decrease of 13%	=	No	=	No change	-	A decrease of 6%	
21	Chemistry		New	No	=	No change	+	No	-	A decrease of 8%	N/A	No data available	
22	Sociology		New	No	-	A decrease of 7%	+	Yes	+	An increase of 7%	+	An increase of 7%	
23	Special Education		New	No	-	A decrease of 55%	-	N/A	+	An increase of 11%	+	An increase of 20%	
24	Physics		New	No	+	An increase of 16%	+	Yes	=	No change	-	A decrease of 45%	

* Posted after program review request

** Open position from Graphic Design

***Targeted student groups = African-American, Filipino, & Latino/a.

N/A indicates no data was available

No new growth positions.

A plus sign indicates an increase of 5% or more over 4 yrs

A minus sign indicates a decrease of 5% or more over 4 yrs

An equal sign indicates no significant change occurred (less than 5%) over 4 yrs

Prepared by Ruby Sodhi