



# College of Alameda

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**TO:**

**FR:** Tim Karas, President College of Alameda

**DATE:**

## **2018-19 Faculty Prioritizations**

Based on a memorandum to the Academic Senate, dated 10/30/17, the Academic Senate did not initiate the faculty prioritization process prior to January 2018. Based on the District process for the College President to submit recommendation in January 2018, the prioritization process moved to the College President.

Upon review of CoA Program Reviews or Annual Unit Plan, 16 full-time positions were requested by the following disciplines: Art, Auto Tech, Aviation, Biology, Business (2 positions), Chemistry (2 positions), English, ESOL, Geography, Geology, Math, Philosophy, Spanish, Sociology.

Utilizing the criteria shared with the Academic Senate and information provided in program review or annual unit plans, below is a prioritized list. The list may be revised based upon Academic Senate feedback.

- Auto Tech (replacement)
- Chemistry (1)
- Aviation
- Sociology
- Art
- Biology
- Spanish
- ESOL
- Math
- Business (1)
- English
- Philosophy
- Geology
- Business (2)
- Chemistry (2)

The Mission of College of Alameda to serve the educational needs of its diverse community by providing comprehensive and flexible programs and resources that empower students to achieve their goals.

**TO:** Academic Senate

**FR:** Tim Karas, President College of Alameda

**DATE:** October 30, 2017

## 2018-19 Faculty Prioritizations

To ensure the College responds to the District prioritization framework and hiring process, the College will need to submitted prioritized faculty hiring in January 2018. To provide adequate time, I am requesting a recommendation from the CoA Academic Senate by December 8, 2017. If no Academic Senate recommendation is provided by this time, the President will continue the process without an Academic Senate recommendation.

As of October 2017, there is one vacant faculty position (Automotive Technology) and no growth positions. The prioritization process will allocate the vacant position and any growth positions to departments for recruitment.

To provide transparency, below are the major criteria, alongside reviewing the past 3YR of program review/APUs, that will guide my assessment:

Element	Metric	
Department enrollment trends over 5 years	Increase	
	Flat	
	Decrease	
State or Federal regulations	Yes	
	No	
Program-specific accreditation or licensure requirements	Yes	
	No	
FT/PT FTEF ratio	Above 75% FT FTEF	
	74%-50% FT FTEF	
	Below 49% FT FTEF	
17.5 Productivity	Above	
	Below	
Productivity trend over 5 years	Increase	
	Flat	

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	Decrease	
Curriculum (updated within last 3 yrs)	Yes	
	No	
Degree Awarded over 5 years	Increase	
	Flat	
	Decrease	
Certificate Awarded over 5 years	Increase	
	Flat	
	Decrease	
Course(s) in GE Pattern	Yes	
	No	
Department Active in College Initiatives/Partnerships (BSI, Equity, OER, MakerSpace, ASCOA, Outreach Events, etc.)	Yes	
	No	

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