



# College of Alameda

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**TO:** Matthew Goldstein, Academic Senate President

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

**DATE:** January 20, 2020

## 2020-2021 Faculty Prioritizations

During Fall 2019, 10 full-time positions were requested by the following disciplines: Art, Auto Tech, Biology, CIS, DSPS, Economics, ESOL, EOPS, Library, and Kinesiology. On December 10, 2019, the department chairs and academic senate held a special meeting to review and recommend priorities. AP 7121 gives the college president, the AS president, and the local PFT reps the authority to set up the process for determining the need for faculty positions. This trio opted in 2019 to follow past CoA practice and rely on a joint chairs-senate meeting to identify faculty-hiring priorities. The Dec. 10 meeting included discussion about how to formalize various aspects of the process going forward. The recommendations were provided to me on December 10, 2019. I reviewed and deliberated as quickly as possible to have the final recommendation sent to the Academic Senate prior to winter break.

To provide transparency, below are the major criteria, alongside reviewing the past 3YR of program review/APUs, that guided my assessment. Additionally, given the fiscal realities facing PCCD/CoA and the implementation of the State's new funding formula position were reviewed for their ability to increase FTES and/or funding formula factors, which contribute to our long-term fiscal health.

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	

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.

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	
	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	

The table below illustrates the department chairs prioritization provided to the academic senate, the academic senates prioritization recommendation to the president, the president's prioritization, and comments.

Academic Senate & Department Chair	President	Comments
ESOL	ESOL	15FT/85PT ratio; 13.70 productivity; 13.55 total FTEF; slight enrollment decline
Kinesiology	Biology	35FT/65PT ratio; 16.24 productivity; 13.88 total FTEF; slight enrollment decline
Biology	Library	Proposal based on retirement in June 2019 retirement
Library	Kinesiology	0FT/100PT ratio; 16.00 productivity; 2.15 total FTEF; slight enrollment decline; with any FTEF reductions

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		department may not be able to maintain full-time load.
EOPS	EOPS	
DSPS	DSPS	
Art	Art	
CIS	CIS	
ATECH	ATECH	
Economics	Economics	

District process stipulates the College President submits recommendation in January 2020. If requested, I can review final prioritized list with the Academic Senate.