

Full-time Faculty Hires

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A UNIQUE OPPORTUNITY FOR COLLEGE OF MARIN

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Planning & Resource Allocation

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- Recommendations for full-time faculty are a product of the Planning and Resource Allocation Committee (PRAC) in consultation with the Academic Senate
- Program Review was the primary driver in all considerations along with WASC recommendations and FT/PT ratios

Restoring Our Certificated Workforce

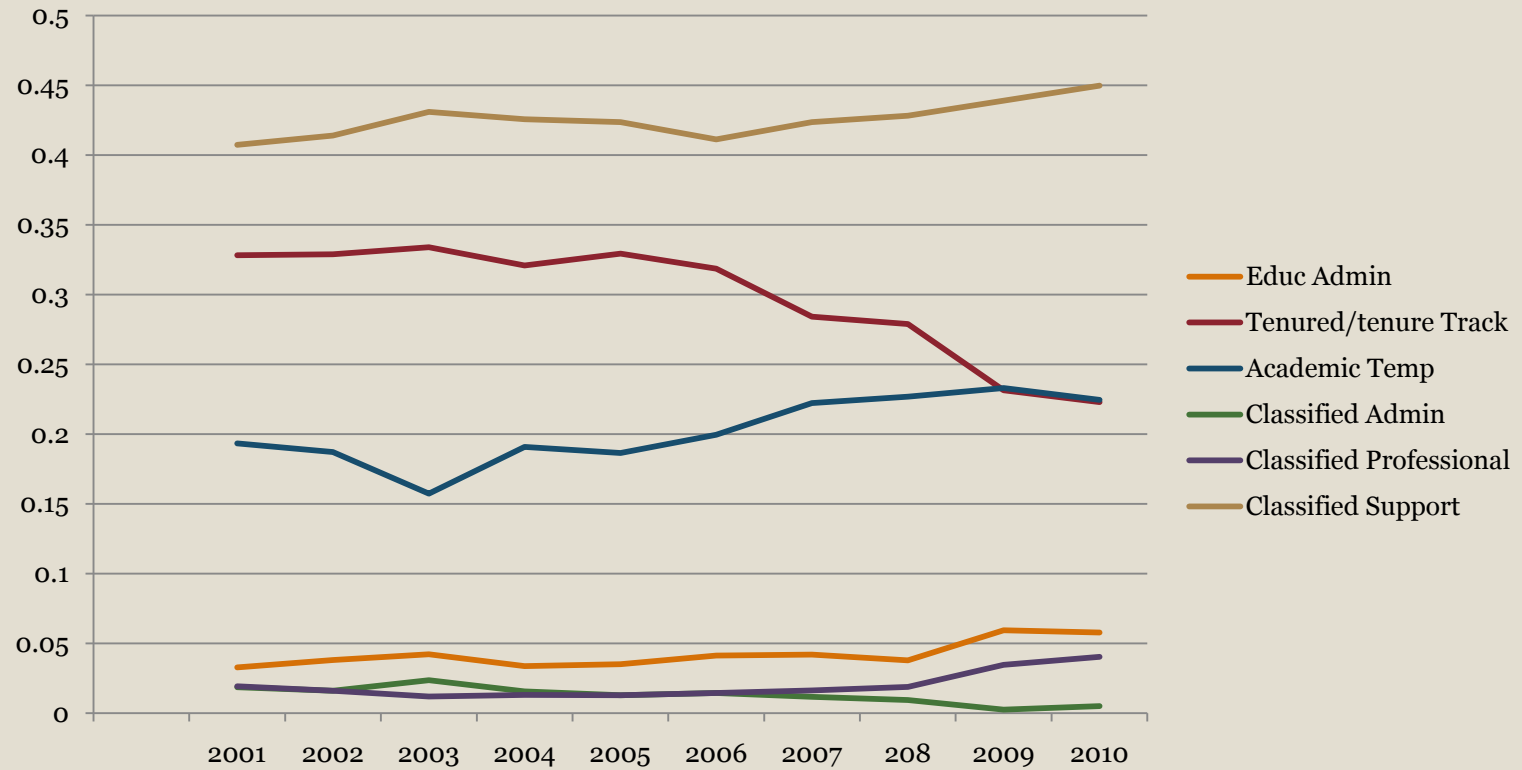
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- 34 Faculty retirements in the last 7 years
- Only 5 new hires in the last 5 years
- Workload has shifted to Part-time Faculty
- UPM Contract settlement created new opportunity
- Need to make progress toward 75:25 Ratio
- Need to conserve the 50% Law

Staffing Trends

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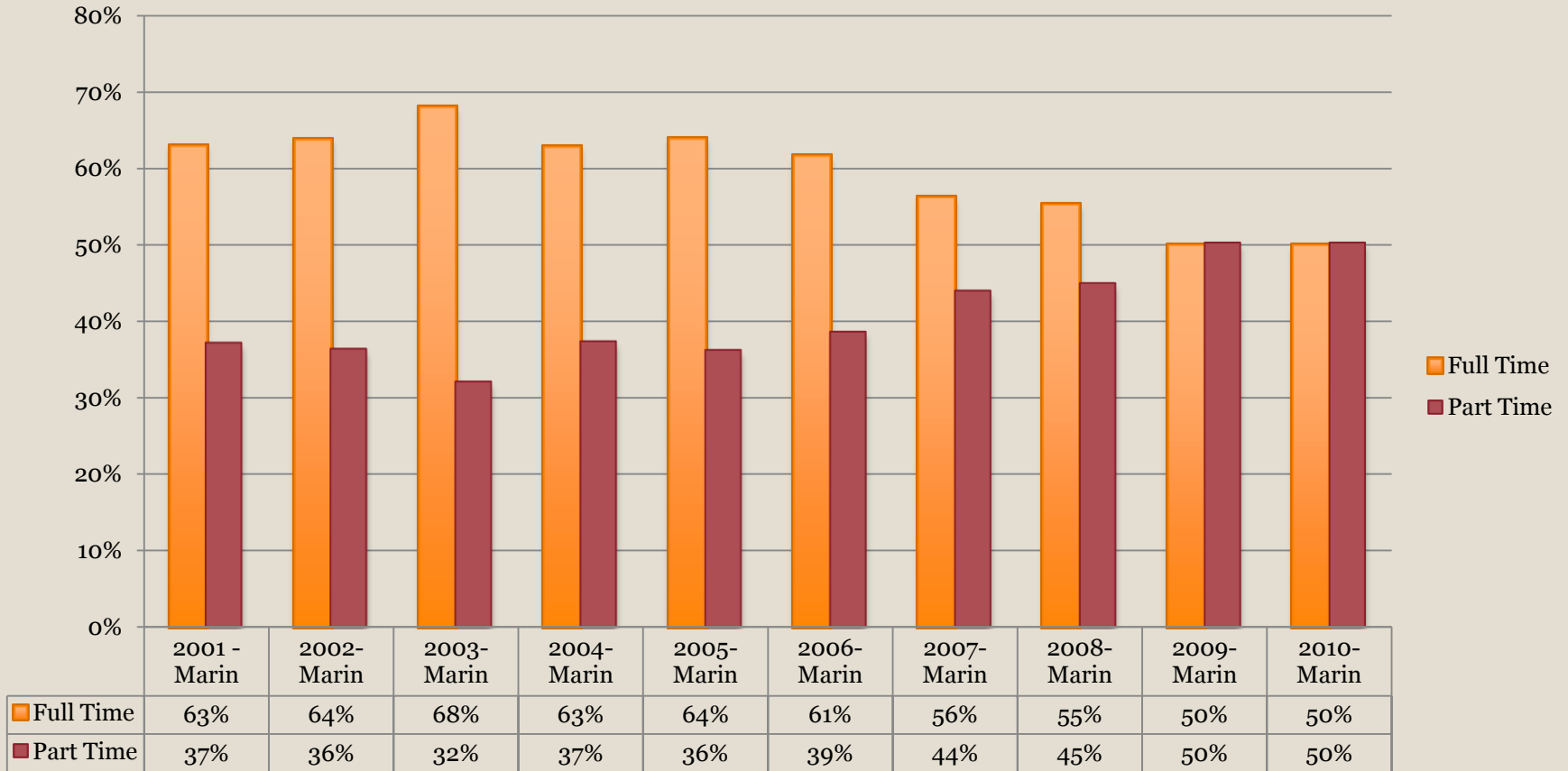
College of Marin 2001-2010 FTE for Overall Staffing



FT/PT FTEF

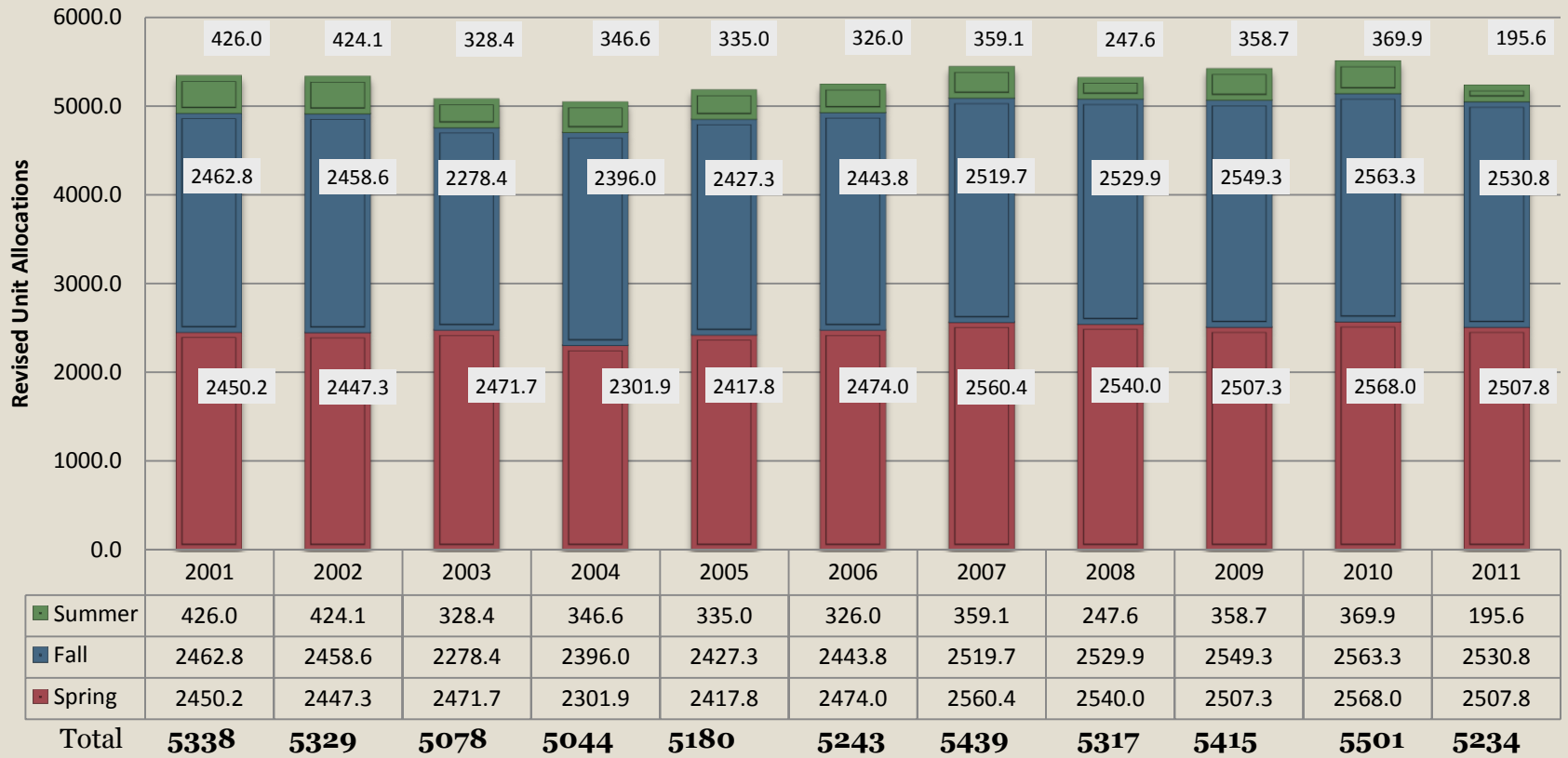
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Percentage of Full Time V. Part Time FTEF 2001-2010



Unit Allocations

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CRITERIA USED

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- Program Review Requests for faculty positions
- Recommendations made by WASC
- Full-time/Part-time Ratios
- No Full-time faculty in the discipline
- Full-time capacity in gateway disciplines
Eng/Math/ESL
- Number of Students Served
- State Mandated Positions

Recommended Positions

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Discipline	# of Positions Recommended	Type	# of Pt-time units/yr
Accounting (Business)	1	Conversion	108.2
Basic Skills-English	1 to 2	Conversion	142
Biology	1 to 2	Conversion	221.22
Chemistry	1	Conversion	116
Counseling	2	Funded	NA
Credit ESL	1 to 2	Conversion	146.4
Distance Education	1	New	NA
Drama	1	Conversion	48.94
English and Humanities	1 to 3	Conversion	251.4
EOPS	1	Funded	NA
ESL-Noncredit	1 to 2	Conversion	302
Geology	1	Conversion	No FT Instructor in FALL
Library	1	Funded	NA
Spanish/ Italian	1	Conversion	69 for 3 disciplines
Spanish/ French	1	Conversion	

A Unique Opportunity

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- A critical mass of new faculty means:
 - Increased support for existing Faculty (committees, program review, curriculum revision and development student learning outcomes, evaluation, governance)
 - A time to define what is needed and wanted in future Faculty
 - New Energy and Innovation for Student Success
 - Opportunity to create sustainable New Faculty Development