

Person 1

I used the Foothill College Governance Handbook Guidelines for "Determining and Allocating Full-Time Teaching Faculty Positions" as well as the data and ranking by each Department. Increasing enrollments, highly "viable" programs, the college mission, strategic initiatives and student learning played a key role in the ranking. I also took into consideration the number of Full-time faculty already in the division. Also, compliance with state requirements (PE coach), partnerships with business & program development (Music Technology), and growth in the job market (Child Development) were taken into consideration. Because of the booming career paths in "Green/Clean Tech" and the building of a new PSME building, my first hiring choice is an Engineering/Physics instructor.

Person 2

My first two choices went to departments that needed to replace faculty who have retired. Not granting FTEF to these existing programs would significantly impact those departments. My next two choices went to positions that benefit students at the Basic Skills level--the Math and the LD Specialist/ Counselor positions respectively. We need instructors/faculty to serve those most at risk and most needy. These are students who have limited pathways to an education. As an institution committed to basic skills, we must put these students' needs as a priority.

Person 3

#1) The Transition to Work program is an important program here at Foothill. With veterans returning from overseas, this program is vital right now. Additionally, the future of this program could be severely compromised with the retirement of the lead instructor and coordinator. As such, the need for an FTE is critical.

#2) The Women's Softball Coach/PE/Personal Trainer position is critical to help ensure compliance with Title IX, provide necessary services to our students taking PE courses, and to ensure that resources formerly allocated towards the softball program (i.e., the \$2.5 million field) won't be squandered.

#3) The History Department is an integral part of GE and transfer for many Foothill students. The program has grown over the years, and WSCH remains strong. However, with the retirement of a FT faculty member who has taught overloads every quarter, this could negatively impact the department going forward. As such, the need to allocate an FTE in the department is great.

#4) The Physics/Engineering Dept is in desperate need of a FT faculty member. There are new technologies emerging which demand a FT faculty member to roll these courses out and ensure their success going forward. Growth potential is high, especially given the recent changes in the economy and the labor market. Therefore, it is critical an FTE is allocated here.

#5) The Child Development Program is a popular program here at Foothill College. Currently, 78% of Fall 2010 classes are being taught by PT staff. Clearly, there is a need for a FT faculty member to help lower the ratio between FT/PT, but also assist the one FT faculty member curriculum alignment with four-year institutions, solidify relationships with organizations such as Google and Cisco, as well as assist with accreditation issues and grant opportunities (since Child Development is technically a Workforce program housed within the BSS Division). As such, the need for an additional FTE is great.

#6) With the promotion of the previous Director of the Music Technology Program to Dean of the Fine Arts and Communication Division, there is clearly a need to allocate an additional FTE to this program. Currently, the FT/PT ratio is 16%/84%, which is incredibly high. Furthermore, the one FT faculty is badly oversubscribed, and thus the program is not reaching its full potential. New technologies are emerging which makes this second FT faculty position even more vital for the program and for students.

#7) Currently, the Chinese Language Program is taught solely by PT faculty. The program data indicate that there is potential for growth, and the addition of a FT faculty would go a long way to realizing that growth potential. Additionally, China's economy will become the largest economy in the world within the next decade given current growth trajectories. As such, it would benefit the college to establish a viable Chinese Language Program to capitalize on the changes taking place in the global economy.

#8 - #11) These positions were ranked down towards the bottom, largely due to their rankings within their respective divisions, but also because there are other programs that have greater needs at this time.

Person 4

Women's Softball Coach/Athletic Trainer

It is clear that we need to fulfill the request for a women's softball coach/Personal Trainer Instructor in order to be in compliance with Title IX regulations. The value of the PHED/athletics program is often undervalued by the greater community. This program supports student diversity, boasts an impressive student success record and is of value to the campus community. The department unexpectedly lost faculty members (not due to reassignment or retirements) and were left in a bind.

Physics Instructor

In order to prepare students for transfer, it is critical that we offer additional physics and engineering courses. It is a shame that we are located in the Silicon Valley, yet unable to offer the requisite physics and engineering courses to meet our students' needs. This is a much-needed position.

Chinese Instructor

In order to keep pace with other CCCs and universities, it is critical that we have a full-time CHIN instructor who can further develop the curriculum and meet student demand.

SPED Learning Disability Specialist

We are unable to meet the demand for supporting students with learning disabilities. With proper assessment and counseling by additional SPED faculty, more students will be able to live productive professional and academic lives. We need to support an often forgotten population.

Music Technology

This program is grossly understaffed and needs a full-time instructor. The campus community should not be penalized because the department chair stepped up to lead the division.

SPED Instructor

Foothill fills a unique niche by teaching some of the "forgotten" or invisible members of society how to lead more productive lives. Without an instructor to work with this special population, the students will lose a valuable opportunity. Hopefully, with additional instruction, more of these students may eventually transition to some of our workforce programs. As a "community" college, we must remember to serve all members of our "community" even those who may not directly increase our marketability.

History Instructor

I would have ranked this course lower, but am respecting the dean's prioritization of division needs. Although demand for history courses appears to have declined somewhat, it will continue to remain an important course for students and should be filled if possible. Faculty reassignment and retirements should not be a factor in the decision to fill this position.

Child Development

Child development is a unique cross-over program because it supports both work force and (some) transfer students. The need to support training for additional child care providers is well-documented. Having an additional full-time faculty member would provide for the development of additional curriculum and course offerings.

Psychology Instructor

I would have ranked this need higher but am respecting the Division Dean's own prioritization. Psychology is a course needed by students in dozens of majors and is of general interest to the community as well.

Business Instructor

The need for business instructor is clear-it remains high in the list of non-transfer and transfer educational plans. I would have ranked this higher if the division dean had not ranked it so low as a priority. In order to better serve students and develop/update curriculum, Foothill needs more full-time business faculty.

Math Instructor

There is no doubt that Foothill needs additional full-time math faculty; however, the fact that 12 of 17 full-time faculty have reassigned time for projects is not a sufficient reason to prioritize the position higher than others. If given the opportunity for so much reassigned time, in all likelihood, every department would seize the chance to develop new centers and/or curriculum as well as to work on state and national projects. In these economic times, that is luxury which we may not be able to fully support.

Person 5

History has high volumes and is required for transfer and with a FT faculty leaving demand will be high.

Physics/Eng also has high demand and the areas mentioned are good growth opportunities. It is like two birds w/ one stone, to combine with engineering.

Child Development growth is apparent and I think there is much potential growth that is not even visible yet. Needs the extra FTE to be competitive as a new program.

PE Strong numbers, several lost FT faculty and compliance issues make this a high priority.

SPED difficult without the numbers, but what I did find show this area will continue to grow and despite other funding

cuts.

Music Tech They do have a FT, but seems to be an area that is not that easy to find PT faculty and does look like there is possible growth, but is a smaller program with less impact on a great number of students.

Person 6

We need math faculty to assist with all of the math and engineering transfer courses.

Likewise, there is a more of a need with the Social Sciences programs than say Physical Education.

Persons 7-11

No written additional rationale.