

**New Hiring Positions Proposals - Strengths and Weaknesses**  
**March 17, 2015**

<b>NEW FACULTY POSITION PROPOSALS</b>	
<b>BIOLOGY INSTRUCTOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> High demand for classes <input checked="" type="checkbox"/> Can support 3-4 more faculty (currently 4 FT , 13 PT) Full rate 94%, load 561 2/3 of classes taught by PT faculty Majority of students take Biol to fulfill life science requirement Committee work New initiatives Only two biol classes fall under STEM. Need for nutrition courses Few choices for non- majors. There is FTEs (funding) available.	Question: Why is Biology not part of STEM?
<b>CWA COUNSELOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> No current FT counselor - need for consistency - we are losing students. But - program is growing huge - FT counselor needed to keep up Need for weekend/evening  FT counselor prevent turnover Students get (3) AAs Learning comm/cohort works <input checked="" type="checkbox"/> 200 students and growing; tripled in size need counselor to work with students 1-on-1; population has high need for counselor success rate decreasing problem getting PT counselors to cover program	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Can retention specialist fill this need?  <input checked="" type="checkbox"/> Will PT position work?  More statistics needed to see if retention specialist can support tasks for counselor.
<b>ENGLISH INSTRUCTOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> Load/FTEs still high - the need is still there <input checked="" type="checkbox"/> Specific focus on integrated/ACCEL courses - BIG NEED - most adjunct don't have certificate in this (especially evening). <input checked="" type="checkbox"/> Will also help CWA/Eng Currently (7) fulltime lead eleven committees, need more. <input checked="" type="checkbox"/> Will support Writing Center Will support basic skills success <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Students need more sections of accelerated/integrated <input checked="" type="checkbox"/> High demand for transfer courses Need faculty to teach combined Eng 836 and Read 836	What about increasing cap size on English classes? <input checked="" type="checkbox"/> Just hired fulltime Fall 2014

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<b>NEW FACULTY POSITION PROPOSALS (continued)</b>	
<b>MATH INSTRUCTOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p><input checked="" type="checkbox"/> Support students with basic skills needs that are taught by PTs (primarily)</p> <p>Need for FT with strong background in dev math</p> <p>Need more FTs to potentially address increased need</p> <p><input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Common core = this will increase need for more sections in math - need a FT to cover this.</p> <p>Contact hours with students</p> <p>Need more highly effective math faculty - student demand/need</p> <p>Could support 13 positions</p> <p>Math classes needed for transfer</p> <p>Need faculty for committees and new initiatives</p> <p>Need faculty to teach Math 225 and 190</p>	<p>(6) fulltime faculty - (5) activities ?</p>
<b>SOCIAL SCIENCES &amp; CWA INSTRUCTOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p><input checked="" type="checkbox"/> Strong growth in student enrollment</p> <p><input checked="" type="checkbox"/> Need for consistency - without this, could be large turnover of student population</p> <p><input checked="" type="checkbox"/> SS heavy - coord here could be fully enrolled in discipline</p> <p><input checked="" type="checkbox"/> Cross-functional</p> <p><input checked="" type="checkbox"/> New model of hiring. Let's test it out modelled of BCC collaboration vs competition</p> <p><input checked="" type="checkbox"/> Collaboration within social sciences will offer more FT faculty in social science</p>	<p>Why is coordinator SS-Fac?</p> <p>Could it be open to another discipline? (50% of courses are social sciences and 3 of 4 degrees are social sciences degrees.</p> <p>Disparity greater in other three areas (Eng, Math and Bio), (Need to consider the number of students served. Many social sciences depts have enrollment caps and no pre-reqs.)</p>

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<b>NEW CLASSIFIED POSITION PROPOSALS</b>	
<b>ATHLETIC TRAINER</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Need to keep college compliant (CCCATA requirements) <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Need support with Bldg 1 demolition with teams practicing elsewhere <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Support new Women's Tennis program <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Need is huge - FT trainer has racked up huge comp hours - obviously she needs help. <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Concussion procedure - need to support this. <input checked="" type="checkbox"/> Trainer also deals with insurance cos. 2nd ask <input checked="" type="checkbox"/> Doesn't support off-season sports	Why not seek a FT?
<b>ECE/CD RETENTION SPECIALIST</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> Need - huge program needs support. <input checked="" type="checkbox"/> Liaison to community  They assist students with State certificates/requirements <input checked="" type="checkbox"/> ECE complex and changing regulations <input checked="" type="checkbox"/> Largest student population <input checked="" type="checkbox"/> Menlo Park services as well <input checked="" type="checkbox"/> Funding ending in June - need this position in Fund 1 New TK (transitional kindergarten) requirements	Maintain wall cabinets? Why Retention Specialist - why not PSC? (This program was a Program Services Coordinator but, to save money, bumped to Retention Specialist.) How is this position difference from the Program Coordinator?
<b>INTERNATIONAL STUDENTS PROGRAM SERVICES COORDINATOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> District-funded program  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> High revenue <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Growing program <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Enriches the campus <input checked="" type="checkbox"/> Need to support this rapidly-growing program. <input checked="" type="checkbox"/> Supinda working 50+ hrs per week.	Share more details about what this position will do = that ambassadors cannot.
<b>RAD TECH</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<input checked="" type="checkbox"/> Required to keep accreditation Need an employee for FERPA regulations <input checked="" type="checkbox"/> High Demand Program work lots of work for OA III <input checked="" type="checkbox"/> Program suffers without admin backup Least-expensive request; 3rd request <input checked="" type="checkbox"/> Strong need due to success and numbers of students in program <input checked="" type="checkbox"/> Student assistant can't do some tasks (privacy) <input checked="" type="checkbox"/> Faculty need time to no HS outreach to increase diversity Possible sharing of positions <input checked="" type="checkbox"/> Requesting 48% position	May be seasonal