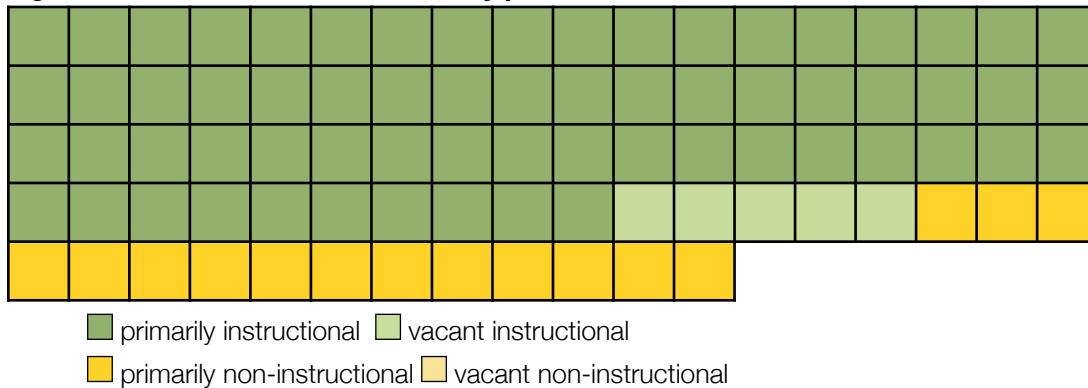


INVESTMENT IN FULL-TIME FACULTY

How many full-time faculty are there at Cañada?

As of the start of Spring 2017 semester, the college has 83 funded/approved full-time faculty positions (Figure 1). Of these, 3 positions are non-tenure track and 4 positions are vacant. Three of the vacancies have active search processes in place; one vacant position (CBOT) is on-hold. Twenty-six (31%) of the faculty present are tenure-track while 50 faculty (60%) are tenured. Fifteen of the positions are primarily non-instructional - library, MESA, counseling; 68 positions are for faculty with primary assignments in instruction. [Note: the tally of non-tenure track positions excludes the Basic Skills Counselor. This position was approved for tenure-track at the close of Fall 2016. It is included with the tenure-track tally in this analysis.]

Figure 1 - Number of funded FT faculty positions



From spring 2013- fall 2014 the college added 10 new full-time faculty positions and multiple replacement hires. This was a 14% increase in the number of FT faculty. From spring 2015-spring 2017 the college added 4 new full-time faculty positions; this represents a 5% increase in the number of FT faculty (Table 1). The fourth “new” faculty position, Medical Assisting, actually fills a continuously-funded retirement vacancy that was originally approved in 2013 for Interior Design.

Table 1 - New (excluding replacement) FT faculty positions approved in the past four years

Discipline	Term Approved
Astronomy-Physics	Spring 2013
Mathematics	Spring 2013
Digital Arts & Animation (Multimedia)	Spring 2013
Pyschology	Spring 2013
English	Fall 2013
Kinesiology	Fall 2013

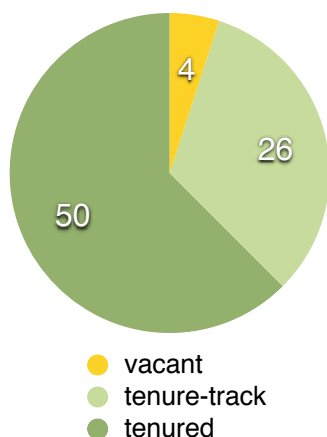
Discipline	Term Approved
ECE-CD	Spring 2014
Engineering-CIS	Fall 2014
LD Specialist	Fall 2014
Transfer-Honors Counselor	Fall 2014
Mathematics	Spring 2015
Psychological Services Counselor	Fall 2015
English	Fall 2016
Medical Assisting	Fall 2016

How do these statistics impact workload?

Committee work

Tenure-track evaluation committees require the presence of four tenured faculty members. Theoretically, every one of our 50 tenured faculty must serve on two tenure-track evaluation committees. This is in addition to any part-time faculty evaluations that must occur. In Fall 2016, on average, our tenured faculty served on 1.76 evaluation committees, 20% served on three or more evaluation committees, 12% did not serve on any.

Tenure Status of Faculty



Faculty Serving on Tenure-track Committees

# committees	# faculty	% faculty
0	6	12%
1	17	34%
2	17	34%
3	6	12%
4	2	4%
5	1	2%
6	1	2%

In addition to evaluation committees, our faculty are required to participate in various governance and other committees. In spring 2015, the Academic Senate identified 27 standing college and district committees that require 108 faculty representatives. Over one-third (36%) of these committees require twice-monthly

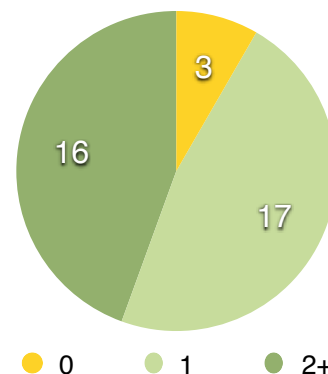
meetings. Two-thirds of our FT faculty were serving as representatives on these committees; 53% were serving on multiple committees.

Curriculum and Program Review

- Each year 50% of our departments conduct program review.
- Each year 50% of our CTE programs undergo comprehensive curriculum review.
- Each year 20% of our non-CTE programs undergo comprehensive curriculum review.

Over half (55%) of our programs have zero to one FT faculty member to bear the full responsibility for completing this required work.

Number of FT faculty in department



How many programs had enough FTEF to support a new FT position?

Academic Senate uses several criteria by which to prioritize new faculty positions. These are identified by resolution *Criteria for Prioritizing New Faculty Positions* (Fall 2015) and include having a minimum of one existing full-time faculty in each discipline and sufficient enrollment in the discipline to ensure a full workload.

As of fall 2016 census date, there were 3 departments with zero FT faculty and 6 departments with 1 FTEF more course offerings than their existing number of FT faculty. Load considerations, the need for a variety of faculty with specialized expertise, and other programmatic concerns contribute to the decision of whether a department seeks a new faculty position. Medical Assisting, which had no full-time faculty, requested and was approved for a new FT position in December.

There were 5 departments with at least 2 FTEF more course offerings than their existing number of full time faculty. English offered at least 5 more FTEF than their number of FT faculty, Math +5, ESL +4, Biology +4, and Chemistry +2. In fall 2016, three of these programs filed proposals for new faculty positions. One position, English, was approved.

DEPARTMENT	FT FACULTY	FTEF (FALL CENSUS)	LOAD (FALL CENSUS)
ACTG	1	1.73	454
ARCH	(see Interior Design)	0.40	374
BUS	2	2.60	522
CBOT	1	1.10	315
COOP	1	1.00	306
ECE	3	3.74	471
ECON	1	1.60	506

DEPARTMENT	FT FACULTY	FTEF (FALL CENSUS)	LOAD (FALL CENSUS)
FASH	1	2.38	493
HMSV	0	0.51	248
INTD	1	2.19	468
LEGL	0	0.20	320
MART	2	2.20	530
MEDA	0	1.88	309
ANTH	1	0.94	527
ART	2	2.24	449
COMM	1	2.40	539
DRAM	1	0.91	343
ENGL	7	12.51	368
ESL	6	10.13	384
HIST	2	3.20	503
LIT	(see English)	0.60	495
MUS	1	1.34	412
PHIL	1	1.40	464
PLSC	1	1.67	470
PSYC	2	3.00	496
READ	(see English)	0.53	344
SOCI	1	1.20	410
SPAN	1	2.27	332
ASTR	(see Physics)	0.88	558
BIOL	4	8.20	550
CHEM	2	4.68	551
CIS	1	1.72	423
ENGR	2	0.92	378
ENVS	(see Geology)	0.20	360
GEOG	(see Geology)	0.40	548

DEPARTMENT	FT FACULTY	FTEF (FALL CENSUS)	LOAD (FALL CENSUS)
GEOL	1	0.36	333
HSCI	(see Biology)	0.20	525
MATH	7	12.76	635
OCEN	(see Geology)	0.56	600
PHYS	2	2.32	373
RADT	2	2.49	418
DANC	1	0.45	660
FITN	(see Varsity)	2.83	671
INDV	(see Varsity)	0.15	420
KINE	(see Varsity)	0.33	405
LIBR	2	0.13	465
TEAM	(see Varsity)	0.75	526
VARA	3	2.37	323