

**New Hiring Positions Proposals - Strengths and Weaknesses**  
**October 27, 2015**

<b>NEW FACULTY POSITION PROPOSALS</b>	
<b>BIOLOGY FACULTY</b>	
<b>Strengths</b>	<b>Weaknesses</b>
86% fill rate 33% of classes taught by adjunct Growth in program re-design area Diversify course & major (health); options for transfer (non-majors) Replace 2-3 PTs Not part of STEM, so limited funding No non-major instructor They need 8 more Instructional, consistent with 50% rule FT faculty members would be able to participate in College activities/committees Biology includes sustainability - consistent with District and College strategic objectives	Not critical need Enrollment is down Release time (4) FT and (12) part time
<b>ENGLISH FACULTY</b>	
<b>Strengths</b>	<b>Weaknesses</b>
Develop writing center - helps students Core requirement Develop current pedagogy in writing center Fill rate 104% Increase # of qualified faculty at developmental level Provide stability Enrollment is growing - need will increase Need for faculty with Reading minimum qualifications Instructional, consistent with 50% rule English prerequisite for many courses Low # of sections available, so students go to other schools - potentially leaving Cañada	(7) FT and (21) part time 43% taught by FT Release time
<b>PSYCHOLOGICAL SERVICES FACULTY</b>	
<b>Strengths</b>	<b>Weaknesses</b>
Appointment requests increased, limited hours available Waitlist for appointments, weeks out Need for evening hours Very limited faculty/staff training outreach in class Services for students w/o insurance CARES committee/mental health related needs increase Request in line with sister Colleges Interns need supervisor No fulltime, at all 33% increase in # students seeking services Provide training for faculty, staff, students Supports disparity in access to mental health services to low-income students Crisis intervention/prevention: need more faculty to do the job	No night staffing Suggest: hire a 2nd part time to cover evenings and increase supervision of interns at night Non-instructional, wrong side of 50% rule ? 10-month contract (summer coverage?) ? Timing?

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<b>NEW CLASSIFIED POSITION PROPOSALS</b>	
<b>INTERNATIONAL STUDENTS PROGRAM SERVICES COORDINATOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p>Need to offer more support services to students</p> <p>Increase global diversity on-campus</p> <p>Add more fulltime support to allow Director to do more recruiting</p> <p>Support complex immigration reporting and compliance program integrity</p> <p>\$700K District recruitment additional budget and goal to increase</p> <p>Community ed intensive ESL starting in fall</p> <p>Anticipated 30-50 new applicants in spring</p> <p>Already in budget just needs to be added as a line item</p>	<p>Small student population, no guarantee that enrollment will increase</p> <p>Peak apps are in the fall; could this wait until summer?</p> <p>Response written: peak is in summer for fall enrollment</p> <p>District originally paid for fulltime position. Can't they pay again?</p> <p>Response written: Yes. District-funded</p> <p>If you just added .5 PSC, why do you need a 1.0 PSC so quickly?</p> <p>Why not ask for 1.0 PSC to begin with?</p> <p>Can non-PSC do some of the needed duties?</p>
<b>MIDDLE COLLEGE STAFF ASSISTANT</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p>Increased enrollment: program has grown 86% from its initial size</p> <p>PT staff: need support services at other times - no follow-up happening</p> <p>Use opttmy to engage these students; encourage them to continue here</p> <p>Addnl staff would support retention and student success</p> <p>Need admin coverage while in-session for HS students and parents</p>	<p>SUHSD share cost?</p> <p>Does this increase Cañada enrollment</p> <p>Can you revisit/adjust existing support staff's schedule based on program/students' needs</p> <p>Could student assistants provided relevant support?</p> <p>What is anticipated growth?</p> <p>Small population of students</p> <p>Office space and resources available for this hire?</p>
<b>TRANSFER CENTER PROGRAM SERVICES COORDINATOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p>College goal to increase transfer (SSS initiative: State chancellor)</p> <p>Need not being met, students not meeting transfer requirements</p> <p>ADT's increased - ADT verification is time-sensitive</p> <p>Provides necessary classified support for program growth</p> <p>High student demand: more and more have goal to transfer</p> <p>Provide case mgmt and follow up activities</p> <p>Keep students informed of chnges at CSU and UC</p> <p>Need more workshops and help during transfer periods</p> <p>Increased # of students applying for ADT's</p>	<p>Location? transfer center in transition?</p> <p>#s are down.</p> <p>Can there be collaboration with other programs? Can this be a shared position?</p> <p>Should we wait until Transfer Academy is in place?</p> <p>Only ten hours/week of support</p> <p>Faculty counselor has other responsibilities: teaching, committees and co-coordinating HTP</p>

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<b>NEW CLASSIFIED POSITION PROPOSALS (continued)</b>	
<b>OUTREACH PROGRAM SERVICES COORDINATOR</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<p>Coordinate multiple offices on campus</p> <p>Coverage (1-person office)</p> <p>Ambassadors come-and-go</p> <p>Support equity by reaching out to special populations</p> <p>Strategic enrollment plan call for increased outreach</p> <p>Braids services among Outreach, Financial Aid, SparkPoint</p> <p>Removes deom of coverage/Outreach "volunteers" from other programs</p> <p>Increase in content-based workshops to targeted groups</p> <p>Service area is growing.</p> <p>Greater need for structured outreach: foster youth, veterans, etc.</p> <p>Uniformity in messaging and integrating with PIO office</p> <p>A PSC can work across departments - shared skill set</p> <p>Outreach ability to participate on on-campus shared governance and participatory meetings</p>	<p>Outreach in transition - moving into Marketing Dept and new recruiter starting in Nov</p> <p>Missed only (5) events (FA)</p> <p>Missing info on # of activities missed for 2014-15</p> <p>Should we wait for the recruiter position to be ID'd - timing?</p> <p>Can the position be part time?</p> <p>Not a critical need.</p> <p>May imoact other Marketing dept needs</p> <p>Can the marketing staff help with outreach activities?</p>