MEMO

Date: December 13, 2017

To: Tom Burke
            Chancellor, KCCD

From: Bill Henry
            President, Porterville College

RE: PC Faculty Hiring Requests for 2018-2019

The Porterville College Division Chairs and the Academic Senate has completed the process of reviewing and identifying full-time faculty needs for the 2018-2019 academic year. In addition, the administrative executive team and I have reviewed, discussed, and analyzed the various college and district reports, waitlists, program reviews, low-enrolled courses and certificate and/or degree programs. We have taken the California Community College Mission; transfer degrees; CTE certificate degrees and basic skills into consideration in prioritizing the full-time faculty positions. After careful review of the justifications and data, I am recommending the following priority positions and am including the Senates priority list. Porterville College is currently replacing three (3) faculty positions and adding one (1) new faculty position.

President's Priority

1. Language Arts – ESL
2. Career and Technical Education – Business
3. Language Arts – English
4. Health Careers – Psych-Tech

Academic Senate Priority   (1 thru 5)

1. Language Arts – ESL
2. Health Careers – Psych-Tech
3. Natural Sciences – Biology
4. Language Arts – English
5. Career and Technical Education – Business

Justification

In 2017, a total of two letters of resignation were submitted to my office after July 1st. Both letters received were from faculty taking positions in other districts. An additional faculty opening was created when a faculty member moved into a full-time administrative position. In addition, PC will be able to pay for one (1) additional full-time faculty making a total of four (4) faculty hires for 2018-19.

Language Arts – ESL

This position is the only full-time faculty position in the program. The program has recently gone thru a complete makeover creating a non-credit certificate bridge to college level English. Enrollment has been steadily increasing over the last year.

Career and Technical Education – Business

This hire is one of two positions in the program. The other position is a split Business/Economics position. The Business program has had the highest number of transfer degree awards two of the last three years. Position is needed to keep the program viable.

Language Arts – English

This position was a late separation. This position is essential for all programs across the campus. English courses have high fill rates and over the las three years have averaged 442 student's first day waitlist and an average census enrollment of 3,705. Not filling the position would significantly impact all programs as well as student progress.

Health Careers – Psych-Tech

Due to previous retirements and funding issues, this program has been minimally staffed which has had a negative impact on number of students that can be enrolled and student licensure pass rates. In order to positively impact pass rates and avoid sanctioning by the licensing board, a full-time position is required. This program receives funding from Porterville Developmental Center because of the high employment demand throughout the state. This funding also allow the college to add an additional cohort of students.

The only position the Senate listed on their "top 5" that I am not including on my recommendation is biology. I agree that more students could be served, however, what will happen to all the students who take biology but are not able to enroll in the limited seats of the RN or Psych Tech programs. As the college enrollment continues to grow, and the new health building is completed, this position will need to be considered. My recommendation would be to develop a specific certificate or AS-T degree in order for students to have different pathway options.