


MEMO

TO: Sandra Serrano, Chancellor KCCD
FROM: Rosa Flores Carlson, Ed.D. 
DATE: November 30, 2015
RE: PC Faculty Hiring Requests for 2016-2017

The Porterville College Academic Senate has completed the process of reviewing and identifying full-time faculty needs for the 2016-2017 academic year. In addition the Dean, both Vice Presidents and I have reviewed, discussed, and analyzed the various college and district reports in several meetings on campus. These reports include (but are not limited to) number of class sections, full-time and adjunct faculty, success and retention 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 Senate's priority list.

President's Priority

1. **Philosophy** (*immediate replacement*)
2. **Counseling - 1** (*immediate replacement*)
3. **Psychiatric Technician** (*immediate replacement*)
4. **Communication** (*new*)
5. **Art** (*historical replacement*)

Academic Senate Priority

1. **Philosophy** (*immediate replacement*)
2. **Counseling - 1** (*immediate replacement*)
3. **Psychiatric Technician** (*immediate replacement*)
4. **Music** (*historical replacement*)
5. **Art** (*historical replacement*)
6. **Physical Education - 1/Coach** (*historical replacement*)
7. **Library Coordinator/Librarian** (*historical replacement*)
8. **Biology** (*new*)
9. **Communication** (*new*)
10. **Physical Education/Health - 2** (*historical replacement*)

JUSTIFICATION

In 2015 two letters of resignation for faculty for the purpose of retirement were submitted to my office. In addition, a sudden tragic death of a full-time tenured track faculty member occurred. Therefore, Porterville College will replace three full-time positions and hire an additional new position to meet the District-wide FON obligation number.

If you need further information please feel free to contact me.

PHILOSOPHY (*Social Science Division*)

This position is to replace a unique full-time, one-person program position where the previous holder died unexpectedly in a tragic accident. This faculty member developed and completed the new Philosophy AA-T transfer degree. Philosophy is an integral part of the following degree programs: Nursing, Social Science, Liberal Studies (liberal arts humanity programs). Philosophy classes meet some of the following General Education requirement areas: PC (critical thinking and humanities); CSU (critical thinking, humanities and IGETC humanities).

COUNSELING (*Student Learning Services Division*)

This is a replacement position for an existing counseling position. In addition to general counseling, there now exists various student groups that require either additional counseling or a more specialized counseling such as the veteran's group and the foster youth along with other student groups.

PSYCHIATRIC TECHNICIAN (*Health Careers Division*)

In order for Psychiatric Technician Program to comply with State regulations and be accredited, a permanent full-time position must be hired. The Board of Vocational Nursing and Psychiatric Technicians (BVNPT) requires a 1.15 instructor to student ratio in the clinical setting. The BVNPT will not allow continuation of the program without sufficient faculty resources.

COMMUNICATIONS (*Fine & Applied Arts Division*)

In reviewing the Communication Arts data for the last two academic terms (2013/2014 and 2014/2015) it is evident that the need for a communications full-time faculty exists. The sections of communication has increased by 14% to meet the demand and a waitlist total for two academic years is about 344 average of 192 per year. The average fill rate for communications is 96%. The Communications studies offer an AA-T degree and a Certificate of Achievement. Many of these courses also meet part of other core programs and a graduation requirement.

ART (*Fine & Applied Arts Division*)

The Art Department currently has one full-time faculty to teach art classes and oversee/coordinate the Art Gallery exhibits for the students and community. The area of digital media courses has increased and there is no qualified adjunct faculty available in the area. The Art Division needs to be able to offer the most current technology and skills to provide students with the necessary skills in the workplace. There are enough art students enrolled to support an additional art instructor.

The rationale for a “music” program was very well done. However, it is imperative that the music program take the time to increase the number of students by initially offering classes by adjunct instructors. During this time it will also allow the college to identify funding resources for instruments and uniforms.

CC: Abe Ali, Vice Chancellor Human Resources, KCCD
Tom Burke, Chief Financial Officer, KCCD
Betty Inclan, Interim Vice Chancellor Educational Services, KCCD
Stewart Hathaway, Academic Senate President, PC
Val Garcia, Vice President, Student Services, PC
Bill Henry, Vice President, Academic Affairs, PC
Arlitha Williams-Harmon, Vice President, Finance & Administrative Services, PC
Sam Aunai, Dean Academic Affairs, PC
Kim Behrens, Associate Dean Nursing/Allied Health, PC
Andreia Cuevas, Human Resources Manager, PC
Division Chairs, PC