PRIORITIZING REQUESTS FOR FACULTY POSITIONS

Chairs, Directors and Educational Administrators:

Even though we don’t have firm information regarding the budget for the next year, there are a variety of criteria to carefully consider when requesting a faculty position in your area:

- The economic downturn for California is expected to last for several more years
- The full time faculty obligation number (FON) for next year will be the same as this year
- To date three (3) retirement letters have been submitted
- Additional funding for growth has been discussed at the state level, but is uncertain

Include these items in your rationale when requesting a faculty position for the program:

- How many degrees/certificates have been awarded in the program?
- Does the position serve the minimum transfer CTE, ESL/Basic Skill, or transfer?
- What was the average enrollment of sections if the department has multiple disciplines?
- Illustrate how the position supports the degree.
- What are the FTES for department?
- What is the availability of adjunct faculty?
- What are the success rates?

In planning for challenging budget years, it is highly unlikely that we will hire beyond the current faculty obligation number. I suggest that you focus on moving forward those positions that are essential for the operation of your program.

Issues that seem to surface every year:

- A new position is defined as one that is not in the current budget.
- Regardless of the last year’s rankings, position requests from previous years and new position requests are prioritized together. Ranking does not move forward to the next year.
- Any temporary full-time position is approved for the current year or one semester. These dollars are not considered an ongoing budget item.

Timeline:

Wednesday, September 29, 2010   Announcement made and forms distributed

Tuesday, October 12, 2010   Email completed forms to Vickie Turney vturney@bakersfieldcollege.edu

Wednesday, October 13, 2010   All requests will be available for review via email and will be posted in public folders

Friday, October 15, 2010   Presentations - Up to 3 minutes per request
The vote will be taken at the meeting.

Voting results available on or before Friday, November 19, 2010. A copy of the prioritized list is distributed to the president and FCDC.

Attached is the one page form to request a faculty position.