



College of Alameda

555 Ralph Appezato Memorial Parkway, Alameda, CA 94501
(510) 522-7221 • www.alameda.peralta.edu



TO: District Education Committee

FR: Dr. Joi Blake, President College of Alameda

DATE: December 11, 2015

2015-16 Faculty Prioritizations

Please find below the College of Alameda faculty prioritization list for the 2015-16 academic year. Included is the process, prioritization criteria and faculty positions (new and retirements).

Process

- Department/Areas completed program review or annual unit plans which included requests for faculty positions
- Program Review and Annual Unit Plans were due November 14, 2015
- Office of Instruction compiled list of faculty requests from program review and annual unit plan and distributed an information sheet listing enrollment, faculty ratio, and productivity.
- Academic Senate submitted department chairs faculty request form on November 25, 2015
- Joint Academic Senate- Department Chairs meeting held on December 1, 2015 to prioritize faculty positions
- Academic Senate submitted recommendation to College President on December 4, 2015
- College Executive team reviewed recommendations on December 10, 2015
- College President faculty positions list presented at District Educational Committee on December 11, 2015

Criteria Utilized by Executive Team

- Productivity data and trends
- Enrollment data over past two years indicate program is *growing*
- Enrollment data over past two years indicate program is *stable*
- Enrollment data over past two years indicate program is *declining*
- Program has no full-time faculty
- FT/PT ratio
- Reliable pool of well-qualified associate faculty is unavailable

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- Program Review/APU narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes
- Program Review/APU narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes
- Impact on other College programs
- Critical Effects on overall program if the position is not filled
- Outside accreditation is at risk without FT hire
- Curriculum linked to general education requirements or degree/certificate programs

Positions

A total 19 faculty new positions were requested and 4 departments/areas indicated upcoming retirements.

New Positions

- Psychology (1)
- Chemistry
- Kinesiology
- Philosophy
- Political Science
- Art History
- Math (1)
- English
- Counselor (1)
- CIS
- Communications
- Art Studio
- Math (2)
- Business
- Kinesiology (2)
- Psychology (2)
- Chemistry (2)
- Counselor (2)
- Biology

Note: (1) indicated first position requested by department/area and (2) indicated a second position requested.

Retirements (indicated)

- Anthropology
- Physics
- Diesel
- Spanish

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