

Staffing Prioritization Task Force Recommendations for Faculty Hiring Priorities
Based on Program Reviews and Faculty Position Requests Submitted in Spring 2019

Request Ranking	Program/Department and Faculty Position	Rationale
1	Automotive Technology	Position is required in order to keep ASEP program. Although enrollment and productivity have declined in recent semesters, compelling labor market information was provided and the program has demonstrated significant, positive employment outcomes for students. Program innovations were specifically linked to college strategic priorities and the position was recognized as critical within the division.
2	Career Counselor/Career Center	Given the College's guided pathways work, this position would provide in-demand career assessment and planning services for students in various meta-majors. The department provided substantial data indicating a need for this position and highlighted specific examples of its cross-disciplinary work and functions in support of strategic priorities. The College is already developing the infrastructure for the Career Center. This position would serve all programs across the institution. The position was rated as most critical within the division.
3	Librarian	The department provided robust data on student database usage and librarian ratios; this position would provide services across all academic programs. The program identified innovative goals in the program review that included specific examples of cross-departmental and instruction-student services collaborations. This position was rated as critical within the division. The library will be transitioning to a new library services platform, which will require more staffing. This position will support the College's work in supporting open educational resource selection and development and expanding library hours to meet student needs.
4	Center for Water Studies	With the recent dedication of resources toward the new Center for Water Studies and Field Operations Skills Yard, the Center for Water Studies is poised to become a regional hub for training the next generation of water/wastewater professionals. Although enrollment and productivity showed declines for the program in recent years, industry demand and labor market data demonstrated the need to further invest in the program.
5	Health Education	Program provided data demonstrating high demand and particularly high efficiency. Program courses include a number of distance education sections, which contribute to the higher program efficiency and are offered to meet student demand. The program also saw increases in success rates, program degrees and certificates.
6	General Counselor	The number of available full-time counselors that can meet with students is very limited. In addition, counselors will play a critical role in the College's implementation of academic and career pathways. This position would provide a variety of services to meet student needs; however, the scope of the position may change based on upcoming guided pathways implementation efforts.
7	Art 1	The department has shown solid enrollment and strong fill rates for the previous five years. The position request demonstrated an innovative, cross-disciplinary approach to engage with career education departments.
8	Athletics 1	This position would create a balance in full-time men's and women's athletics coaches to help address some Title IX concerns.
9	World Languages (Arabic)	The department showed strong enrollment and program growth over the past several years. Fill rates and productivity have generally been high for program courses, and even with a recent slight decline, there appears to be continued demand for the program.

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10	Athletics Counselor	Student athletes are full-time students and would benefit from a designated counselor to address their athletics-specific needs. This position would provide a variety of services to meet student needs; however, the scope of the position may change based on upcoming guided pathways implementation efforts. With the counseling model evolving with guided pathways implementation, counseling services for student athletes should be included in these discussions.
11	Accounting	Accounting classes are grouped under the Business discipline and show stable enrollment and have increased successful student completion rates. As a foundational discipline for Business majors, accounting is expected to continue to have solid enrollment, particularly as the department explores accelerated options and new ways of addressing transfer and career needs.
12	Math	The Math Department has implemented a number of innovative approaches to acceleration and continues to serve as a leader in the state and beyond. However, the department has recently hired three new full-time faculty members.
13	English	The English Department has also implemented many innovative approaches to improve student throughput and completion and is considered a leader in the state. However, the department has recently hired two new full-time faculty.
14	Humanities	The Humanities Program is piloting new models for learning communities and engaging in innovative work; however, enrollments continue to be relatively limited.
15	General Counselor 2	With the College's continued efforts to implement guided pathways, counselors will play an important role in supporting these transformative approaches; however the counseling model is evolving and the institution is unclear at this time how new efforts such as Pathways will affect this department and the scope of the position may change based on upcoming guided pathways implementation efforts.
16	Business	Business course enrollment has been stable for a number of years, showing sustained demand; however, additional information is needed to gain a broader understanding of business program demand versus accounting program demand.
17	CIS	The CIS department has developed innovative plans to enhance student learning. The department recently hired a new faculty member.
18	Athletics 2	This position is in addition to the other full-time position request for the Athletics Department for a women's sports coach already requested.
19	Art 2	This position is in addition to the other full-time position request for the Art Department.