



Office of the President

December 9, 2015

TO: Dr. Bonnie Suderman, Vice-President Academic Affairs

CC: Dr. Ed Beyer, Academic Senate President
Mr. Mark Bryant, Vice-President, Human Resources

FROM: Ed Knudson, President

RE: Faculty Prioritization and Hiring for 2016-2017 Contract Year

Thank you for your very thoughtful and well documented faculty hiring prioritization process. I know this represents a new, and more inclusive, process. I truly appreciate the hard work.

In addition to the input received from the Senate, Department Chairs, and the Deans, I also sought a brief review from the Executive Council with the Deans present to ensure a college-wide perspective including budgeting and planning.

I have also considered the following:

- The faculty obligation report to the Chancellor's Office for 2015 shows 178 full-time faculty at AVC.
- The system Faculty Obligation Number (FON) for AVC for 2015 is 154; for 2016 it is 163.
- We are expecting 3 retirements this year bringing our hiring to begin with 175 full time faculty, 12 over expected FON.
- Budgeted expenses per full-time faculty member are \$100,000 which includes salary and benefits. Against the FON requirements our current level represents 1.2 million in excess of required levels.
- Our change in the FON requirement since 2013 has been from 136 to its present 154.
- The penalties for non-compliance with FON requirements are fines of \$85,000 per position under the FON. A prudent cushion is 5 full-time faculty exceeding the FON requirement which is only measured in the Fall term.
- The beginning of a new baccalaureate program.
- Bring the FON requirement and our full-time faculty strength within 5 positions over a three-year period.

Based upon the foregoing, expected faculty retirements, our budget projections for the next three years, our projected FON growth which is based upon a sustained FTES growth, and current reassigned time levels, we will hire a total of 8 new faculty members; 5 beyond expected retirements. This brings the FON to 183 in Fall 2016, considerably exceeding the expected system required FON by 20 positions.

The newly adjusted hiring list, based upon the rationale presented is:

1. Computer Information Systems (CIS) programmer (retirement)
2. Nursing Skills Lab Instructor (retirement)
3. Kinesiology Instructor/Volleyball Coach (potential retirement and Title IX compliance)
4. Mathematics
5. AFAB
6. GeoSciences/Physical Sciences
7. Accounting/Business
8. Communications
9. Deaf Studies
10. English
11. Library
12. Sociology
13. Biological Sciences
14. Film and Television
15. Music Instructor
16. Mathematics

The retirements are being filled within discipline as the need for program continuation is a necessity this year. For example, the CIS retirement, if not filled in discipline, would mean that we would not have a full time faculty member to teach programming. The Nursing Skills Lab instructor is mission critical and must be filled in discipline due to Board of Nursing and program accreditation requirements.

Recruiting for the positions listed in red may begin. The **Engineering** position listed as #4 on the originally presented prioritization list has been slotted for general funding for the past two years and will also be hired in addition to the above list as it moves from grant to general funding. It is already budgeted. The GeoSciences position will allow the movement of an incumbent into the requested Chemistry position from existing faculty therefore both positions will be filled. In other words, hiring of 8 faculty will facilitate the filling of 10 positions due to prior planning. 5 positions will be new to the budget for the 16-17 FY.

Thank you again for your diligence, hard work and collegial consideration in the prioritization process.