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To: Douglas Achterman; Arturo Rosette; Brooke Boeding; Carina Cisneros; Carlton Oler; Nicole Cisneros; Debbie Amaro; Nikki Dequin; Eric Ramones; Fran Lozano; Frederick E. Harris; Pat Henrickson; Jane Maringer; Janet Conrey; Jennifer Nari; Karen Warren; Kathleen K. Moberg; Linda Stubblefield; Marc Turetzky; Peter Wruck; Philip Williams; Randy Brown; Ron Hannon; Rosa Sharboneau; Christina Salvin; Scott Sandler; Sherrean Carr; Johanna Stewart; Ken Wagman; Kathleen Rose; Pilar Conaway

Subject: Full-time faculty hiring priority list for 2018 and 2019

Dear Department Chairs, Administrators, and Pilar,

I hope you all had a wonderful Christmas and end of December and a happy New Year with family and friends. I'm still finishing leftover desserts from our New Year's Eve party and exercising a lot to burn off those tasty calories.

As the department chair liaison to the full-time faculty hiring committee, Denise Besson sent me the prioritized list the committee came up with after their meeting. According to our process, this is the list we agree to use for any hires which occur in 2018 and 2019. I wasn't at the meeting where the committee developed this list so I'm unaware of what process they followed to come up with the ranking. At an earlier meeting, Fran, Sherrean, Gilbert Ramirez, Kevin Kramer, and I gave the committee the history of what happened in 2015 when we first did this process. We also discussed the prioritized criteria they were to use.

Ken

The list is below and below that are the criteria we agreed to for them to use, in case you've misplaced them.

- 1 Physics/Engineering**
- 2 Cosmetology**
- 3 Biology**
- 4 Philosophy**
- 5 English**
- 6 Television/Journalism**
- 7 Math**
- 8 Instructional Technology Librarian**
- 9 Art History**
- 10 Kinesiology**
- 11 Psychology**
- 12 Cosmetology second position**
- 13 English second position**

Ranked criteria for the full-time hiring prioritization committee to use for 2018 and 2019

Group 1 Need for a full-time instructor to anchor the program, Student success, State regulations

Group 2 Enrollment trends, Full-time to part-time ratios, Availability of part-time faculty

Group 3 Labor market information and workforce needs, Retirements and other losses, Emerging programs, Student support services – advising functions, WSCH/FTES – WSCH/Section – Enrollment Section,

Group 4 Breadth of programs (including ADTs, certificates, AS degrees, etc.), Community/instructional integration, i.e. Athletics and Performing Arts