Faculty Hiring Ranking
2016-17 Data for Consideration

PRESENTED TO THE PLANNING & BUDGET COMMITTEE

DR. KRISTI BLACKBURN

DEAN OF INSTITUTIONAL EFFECTIVENESS, RESEARCH, & PLANNING

Faculty Ranking Process Dates:

What	Who	When
Dean IERP present College Faculty data to Planning & Budget Committee	Dean of IERP	Nov. 3rd , 2016
Faculty submit request form for faculty positions to their Division Dean.	Faculty/Dept Chairs	Nov. 10th , 2016
Division Deans and their respective Dept. Chairs discuss and rank positions for the Division.	Division Dean & Chairs	Nov. 17th @ 5 p.m.
Deans Meeting to review and then independently score immediately following meeting	Deans	Nov. 22nd @ 2 p.m.
Preliminary ranking brought to Planning and Budget for discussion and action	Planning and Budget Committee	Dec. 1st, 2016
Planning and Budget's ranking submitted to Executive Council	Exec Council	Dec. 5th , 2016
Exec Council final ranking presented to Planning and Budget	Exec Council/Planning & Budget Committee	Dec. 15th , 2016

Logistics for submission/paperwork flow:

❖ Deans submit signed form to Dean IERP for creation of Survey Monkey (ballot)

    ❖ Need by deadline: Nov. 17th @ 5 p.m. (please! ☺)

    ❖ You may send as a scanned document if you prefer

❖ Position submissions should be electronic to Academic Affairs (Rebecca Rios)

    ❖ Rebecca will move the submissions received into ACAB folder for Deans to access

    ❖ Academic Affairs create packets for the Nov. 22nd Deans meeting

Institutional Effectiveness, Research, and Planning

Cerritos College

- Accreditation »
- Planning »
- Program Review »
- Required Reporting »
- IEPI 2015 »
- Research & Data »
- Research Request Form and IRB »
- Student Learning Outcomes
- Resources »

Research & Data

Available Data

Accreditation/Support

Labor Market & External Scan	Fact Book 2015	Success/Equity
Accreditation/Support	Planning/Support	Program Review Surveys
Archives	Secure Data	

Scorecard Addendum Report 2015

Research Roundup 2013-14

Accreditation »

Planning »

Program Review »

Required Reporting »

IEPI 2015 »

Research & Data »

Research Request Form and IRB »

Student Learning Outcomes

Resources »

Cerritos College › Academic Affairs › Inst. Effectiveness, Research & Planning

Fact Book

Student Demographics

Service Area by Zipcode

Service Area High School Attendances

Age

Gender

Ethnicity

Student Demographic: Educational Goal

Full-time Student Demographic

Part-time Student Demographic

First-time Student Demographic

International Student Demographic

DSPS Student Demographic

EOPS Demographic

Distance Education

Department/Division Data

Full-time Faculty

Full Time Equivalent Faculty (FTEF)

Class Size

FTES

WSCH

Headcount

Outcomes Data

4-year Institution Transfer

Degrees and Certificates Awarded

Student Grade Trends

Placement Data
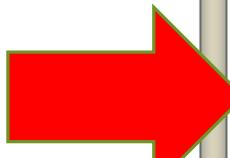
IERP Secured Page

Tableau Reader is necessary to view these files: Download a free copy of Tableu Reader

We have converted several pdfs of the data and uploaded them into PR+, however, some of the data is interactive and in order to interact with the data, you will need **Tableau Reader**. Please note, **Tableau Reader** is the product to use. **DO NOT USE TABLEAU PUBLIC** -- in order to use Tableau Public, you must agree to post and share your data. This violates our data policy and puts student protected information at risk. Should anyone post to Tableau Public with these data files, the college will have to follow data-breach protocol and inform every student whose data was shared via Tableau Public. This is a serious infraction! Several of the data files you will be looking at contain over one million rows of data... we cannot impress upon you enough the seriousness that a data breach would constitute.

Program Review Plus Data Upload Instructions 2015

Program Review 2015

Course Availability by Time of Day 2015
Course Availability by Time of Day 2015: General Education

Room Fill Rate by Meeting Start Time Spring 2015

Enrollments by Course Completion, Success, and Fill Rates 2015
Section Change and Unmet Section 2015
Success Rates Capstone General Education Plans 2015

New Source for Labor Market Indicators:

https://www.calpassplus.org/user/login.aspx?ReturnUrl=%2fLaunchboard%2fSnapshot.aspx

❖LaunchBoard, located on the CalPassPlus website.

❖Need to submit a "new users" profile– see next slide

❖IERP website will not be updated at this time due to duplication of data available via the Launchboard

Cal-PASS Plus - Login

https://www.calpassplus.org/user/login.aspx?ReturnUrl=%2fLaunchboard%2fSnapshot.aspx

Search

Most Visited   Getting Started   IBM Cognos Software   Login - Eventum   California Community...   AS | How to import HT...   Extranet -- California C...   Professional Learning ...   AS

LaunchBoard 1.0

My Profile   Log-Out

Login

Use this page if you do have a valid login information. If you believe you have an account on any of our sites but forgot your password - please use "Forgotten password" link in the bottom of the Existing Users section.

If you had an account on my.calpass.org, your account has been migrated to this system. Just click the "Forgotten password" link in the bottom of the Existing Users section to activate your account. Your account information will be emailed to you. Please do not request a new account if you had a my.calpass.org account.

If you have never created an account here or on my.calpass.org, please request a new account creation by filling out a short form on the right.

Existing User

New Users

User name:
Password: ●●●●●●●●●●●●
☐ Remember me

Log on

Forgotten password

Please request a new account to be created by filling in a simple contact form. Click on the button to submit.

First Name:

Last Name:

Email:

Phone:

Organization:

Job Title:

Special Request:

Request Login
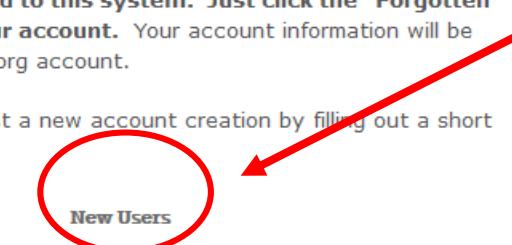
Launchboard showing AJ Data as example:

Based on the FON (Faculty Obligation Number)

Currently at 304 Full-time faculty

FON projected to be 306

◦ Anticipate needing to hire minimum of 2 Full Time faculty members plus number of positions vacated through retirement

FON announced from the State in November

Cerritos College Faculty Demographics: AGE
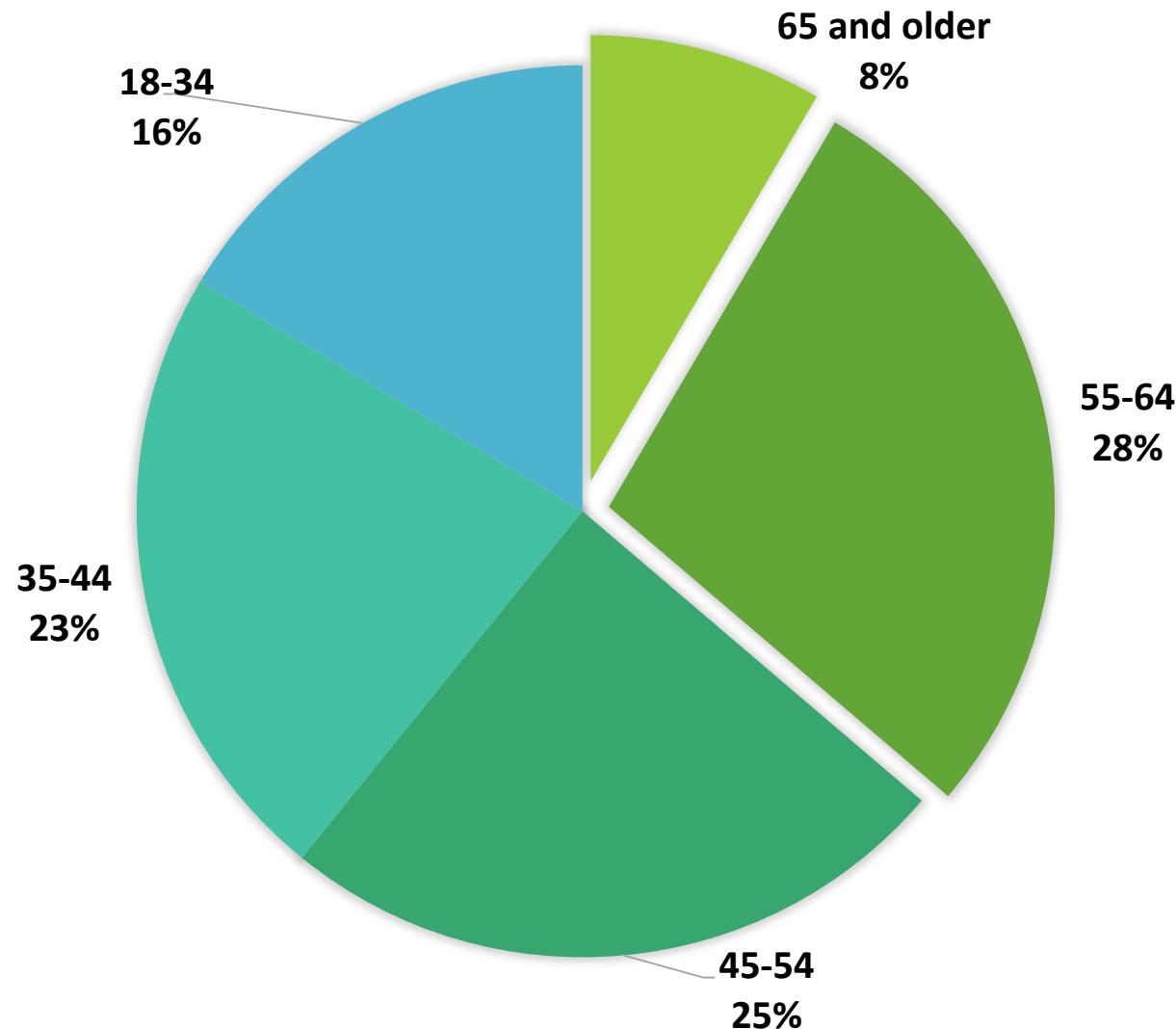
65 & Older = 25 faculty members
55-64 = 82 faculty members
Total equates to 36% (one third) of faculty near retirement; succession planning continues to be a priority in regards to college planning

Cerritos College Faculty Demographics: ETHNICITY

Other: unknown, 2 or more, American Indian
Native Hawaiian/Pacific Islander
0%

Asian
11%

Hispanic/Latino
25%

White
59%

Black/African American
5%
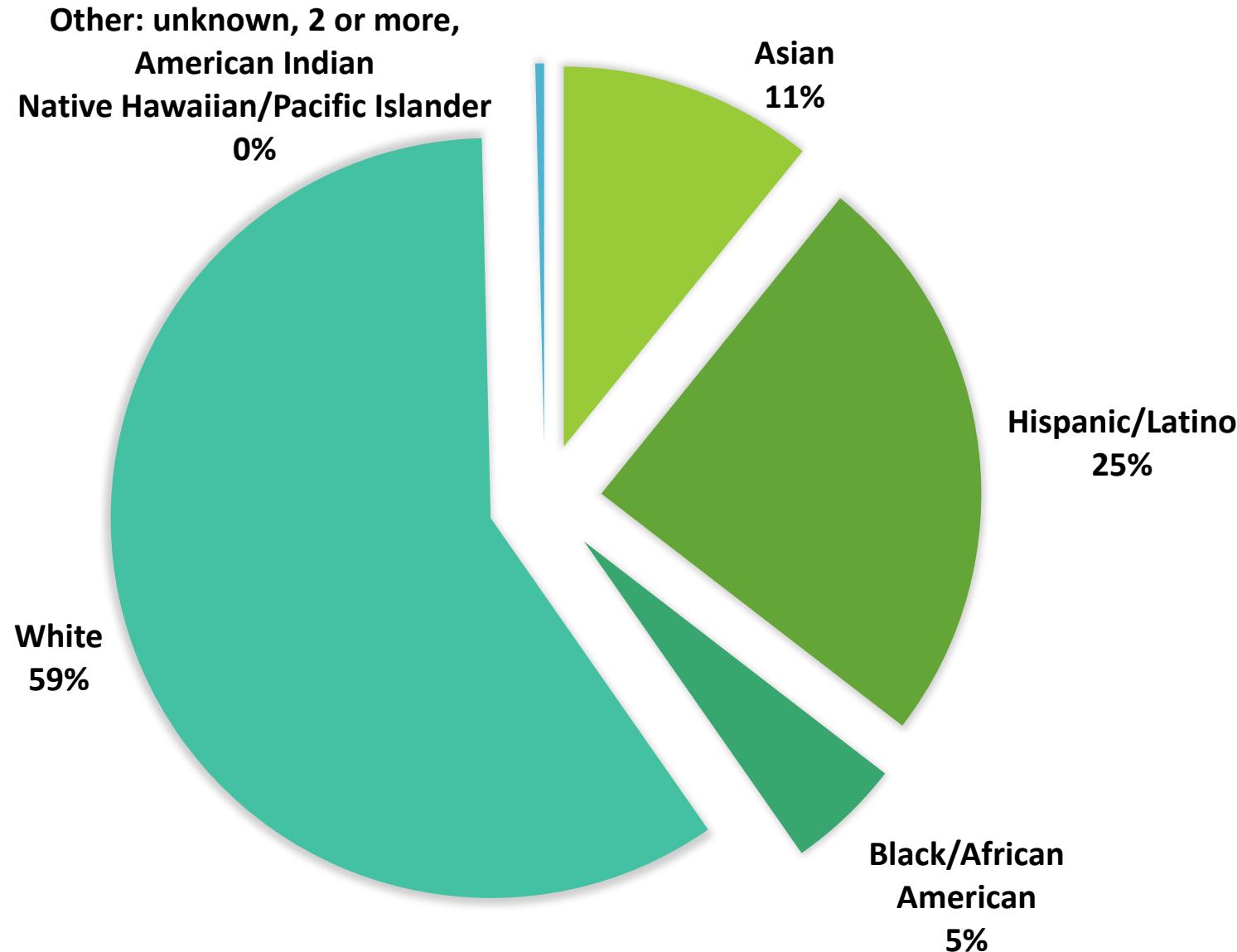
Cerritos College Faculty Demographics: ETHNICITY

Faculty Ethnicity over Time source: MIS CCCCO Datamart
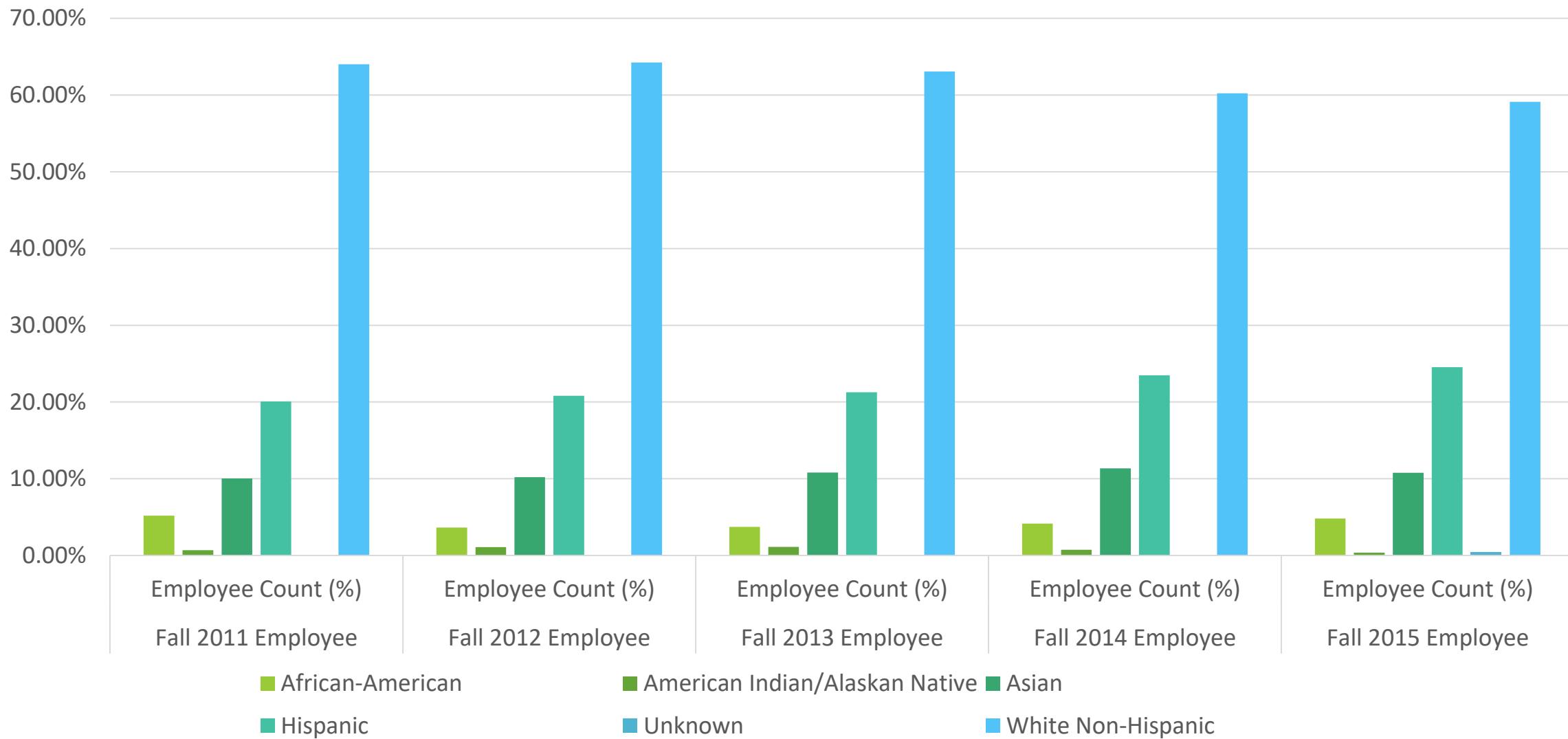
Cerritos College STUDENT Demographics: ETHNICITY
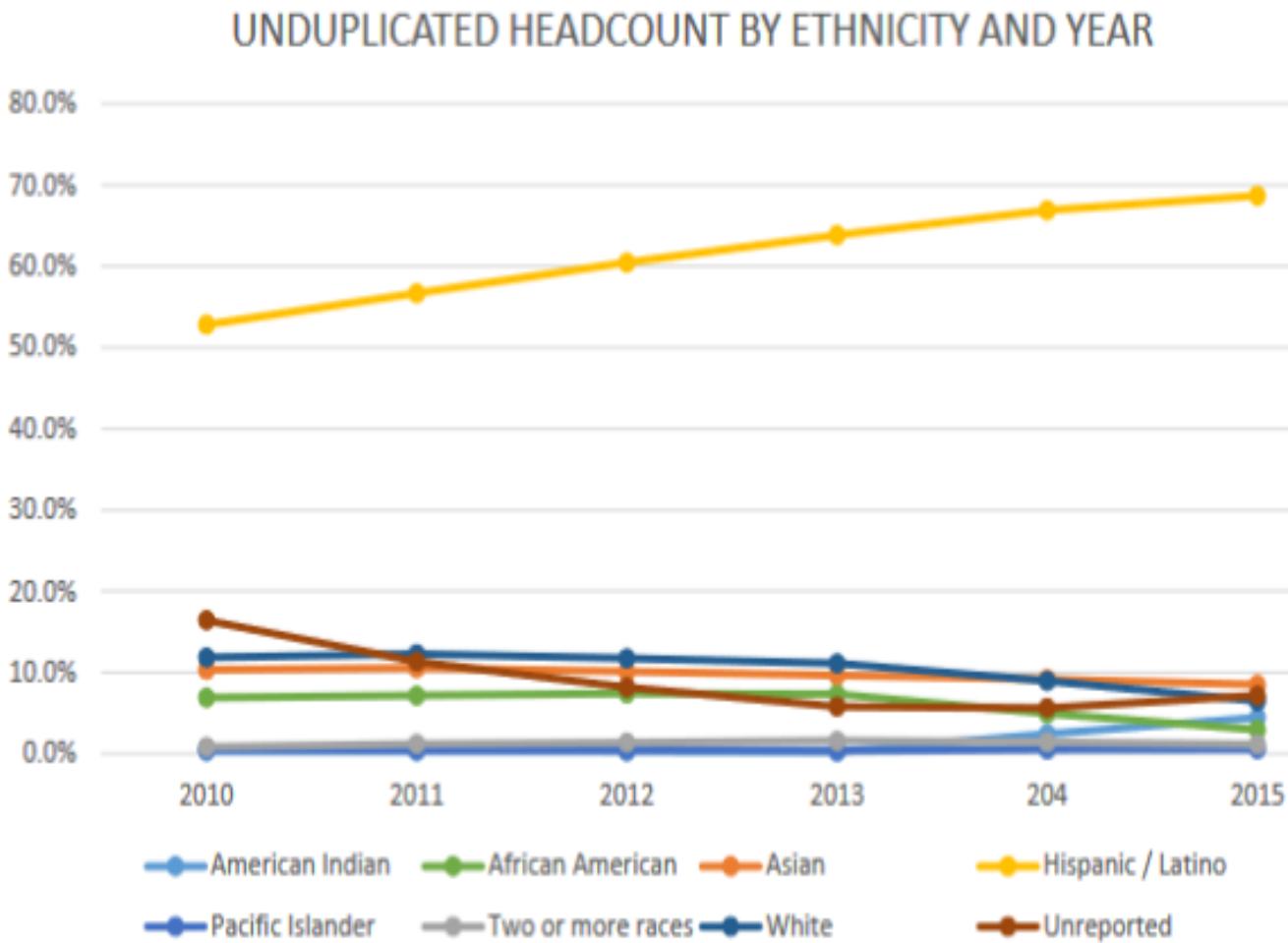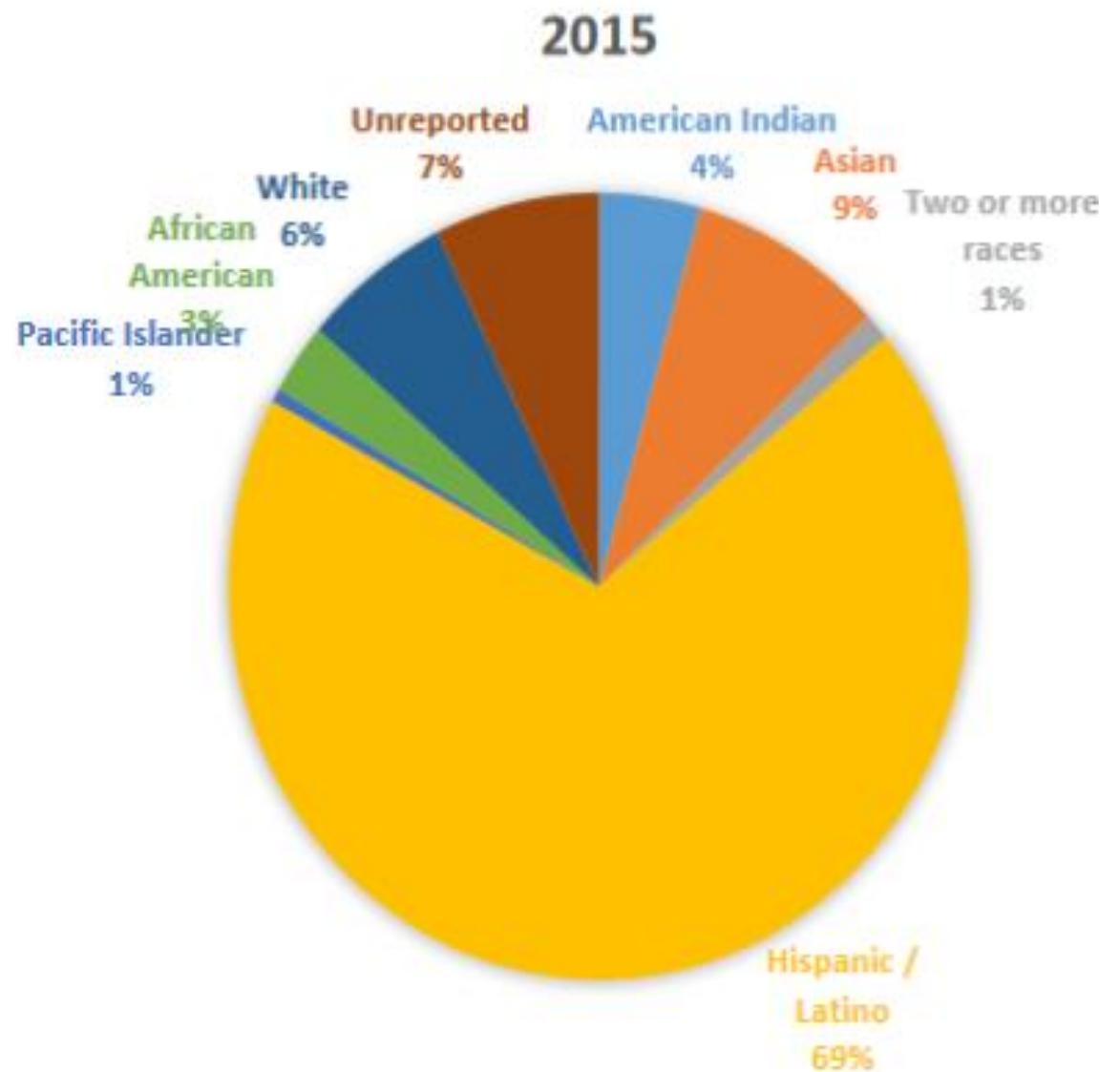
Metrics to assess college needs: FTEF

Full-time, part time ratio (FTEF= full time equivalent faculty).

Academic Affairs working on the data with IT

- 75/25 cannot be achieved in each department/program; overall college goal
- Zero-Sum gain in hiring for 2016-17
  - FT hires will reduce PT sections offered
  - Consider FT hiring impact on faculty overload
  - Enrollment in decline; part-time sections risk reduction which will affect FT/PT ratio
- Understanding ratio data

Metrics to assess college needs: WSCH/FTEF

WSCH/FTEF over 650:

Child Development (695.99)

Medical Assisting (729)

Anthropology (663.75)

History (681.75)

Political Science (696.22)

Sociology (774.64)

Biology (671.75)

WSCH/FTEF under 300:

Ed Tech (269.34)

New Product Development (277.50)

Metrics to assess college needs: FTES/Enrollment

5YR DIVISION FTES & ENRMT TOTAL

	Term									
	Fall 12		Fall 13		Fall 14		Fall 15		Fall 16	
Academic Group	Enrollment Total	FTES Total	Enrollment Total	FTES Total	Enrollment Total	FTES Total	Enrollment Total	FTES Total	Enrollment Total	FTES Total
BUS	9,079	747	8,667	769	7,656	711	7,767	716	7,255	681
CG	546	39	631	36	885	42	997	51	835	53
CITE	8,573	256	11,963	336	10,512	398	10,227	381	6,902	59
DSPS	92	4	108	5	74	4	66	3	54	3
FAC	6,840	583	6,957	628	7,234	645	7,092	633	6,255	568
HO	6,376	644	6,277	614	5,849	559	5,772	554	5,505	534
HPER	9,284	664	8,352	660	8,155	612	7,799	581	7,408	566
HUMSS	11,734	1,116	11,924	1,159	12,314	1,198	12,570	1,220	11,950	1,166
LA	14,915	1,318	16,994	1,407	17,799	1,611	17,851	1,622	16,666	1,572
LRC	522	8	493	16	394	12	291	9	323	10
SEM	15,131	1,595	16,577	1,793	16,343	1,776	17,117	1,871	16,361	1,805
TECH	5,530	689	5,625	716	5,478	674	5,067	616	4,682	558
TTDE	442	24	380	19	476	27	347	19	253	13
Grand To..	89,064	7,686	94,948	8,156	93,169	8,270	92,963	8,276	84,449	7,589

Enrollment Total and FTES Total broken down by Term vs. Academic Group.

PLEASE NOTE POSITIVE ATTENDANCE IS NOT ENTERED UNTIL END OF SEMESTER (FOR FALL 2016); BIGGEST IMPACT IS ON CITE

Metrics to assess college needs: Average Class Size

Disciplines with Average Class Size over 40:

Anthro (41)

History (45)

Pol Sci (46)

Psych (42)

Sociology (51)

Child Dev (42)

Medical Assisting (46)

Biology/A&P (42)

Average Class Size under 20:

Art & Design

Theatre/Film

Journalism/Mass Comm

Music

Radio/TV

Dance

Cosmetology

Machine Tool Tech

Plastics Manufacturing

Welding

Woodworking Manufacturing Tech

How the indicators converge:

Balance: not all Divisions/Programs can achieve 75/25 ratio
- ◦ ONE COLLEGE: many disciplines and departments!

High WSCH/FTES is necessary to off set smaller WSCH/FTES programs
- ◦ Goal of 18,000 FTES for 2015-16
- ◦ Wherever possible, the state WSCH target of 525 should be goal
- ◦ Credits and class size impact WSCH generation

Succession Planning:
- ◦ 21 faculty members (65+ years old)
- ◦ 82 faculty members (55-64 years old)
- ◦ Retirees: April paperwork deadline and then counted into following year FON

Keep in mind: Sustainable processes (hiring/review/etc. 4 year process to tenure)

External Scan Indicators (occupational/industry within service area)

❖ Existing programs in growth mode of service area:
- ❖ Education
- ❖ Healthcare, Eldercare, Personal Care Aides

❖ Existing programs in growth mode LA County (2012-2022):
- ❖ Home Health Aides
- ❖ Occupational Therapy Assistants and Aides
- ❖ Skin Care Specialists
- ❖ Web Developers
- ❖ Environmental Scientists/Specialists (incl Health Logisticians)
- ❖ Substance Abuse and Behavioral Disorder Counselors

RECOMMENDATIONS FOR FACULTY HIRING:

- ❖ READING
  - ❖ Growth
  - ❖ Basic Skills: PR data indicated enrollment in Reading resulted in higher grades in Gen Ed courses

- ❖ WELDING
  - ❖ Growth
  - ❖ CTE

- ❖ MEDICAL ASSISTING
  - ❖ Growth
  - ❖ CTE

- ❖ CHEMISTRY
  - ❖ Growth
  - ❖ STEM/STEAM

- ❖ BIOLOGY/A&P
  - ❖ Growth
  - ❖ STEM/STEAM

- ❖ POSITIONS FOR SUCCESSION PLANNING (RETIREMENTS)
  - ❖ Program continuation/revitalization
  - ❖ Sustainability of departments