



Faculty Hiring Ranking 2017-18 Data Overview

PRESENTED TO THE PLANNING & BUDGET COMMITTEE
INSTITUTIONAL EFFECTIVENESS, RESEARCH, & PLANNING

Faculty Ranking Process Dates:

| What | Who | When |
|--|--|----------------------------------|
| Dean IERP present College Faculty data to Planning & Budget Committee | IERP | Sept. 21, 2017 |
| Faculty identify faculty positions to their Division Dean (as submitted in PR+ Unit Plan 2017-18). | Faculty/Dept Chairs | Sept. 29, 2017 Oct. 2 |
| Division Deans and their respective Dept. Chairs discuss and rank positions for the Division. | Division Dean & Chairs | Oct. 5 @ 5 p.m. (Thurs) |
| Deans Meeting to review and then independently score immediately following meeting | Special Deans meeting | Oct. 17 @ 2 p.m. |
| Deans Review the outcomes of the Survey Monkey and the submitted qualitative feedback for ranking. Discussion and determination of list to forward to PB Committee | Regularly scheduled Deans meeting | Oct. 24 @ 2 p.m. |
| Preliminary ranking brought to Planning and Budget for discussion and action | Planning and Budget Committee | Nov. 2, 2017 |
| Planning and Budget's ranking submitted to Executive Council | Exec Council | Nov. 8, 2017 |
| Exec Council final ranking presented to Planning and Budget | Exec Council/Planning & Budget Committee | Nov. 16, 2017 |

Logistics for submission/paperwork flow:

- ❖ Deans submit signed form to Dean IERP for creation of Survey Monkey (ballot)
 - ❖ Need by deadline: Oct. 5th @ 5 p.m. Thursday (please! 😊)
 - ❖ You may send as a scanned document
- ❖ Data sheets will be sent electronically to Deans as soon after Oct. 5th as possible

Based on the FON (Faculty Obligation Number)

Currently estimated **306** Full-time faculty

FON projected to be **299** Full-time faculty

Anticipate needing to hire positions vacated through retirement/attrition

FON announced from the State in late October/early November

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME FACULTY OBLIGATION
August 16, 2017

| District | Fall 2017 | | | Fall 2018 |
|-----------------|-------------------|------------|------------------|-------------------|
| | Projected Advance | Actual P-2 | Compliance Final | Projected Advance |
| Allan Hancock | 136.6 | 149.6 | 136.6 | 147.6 |
| Antelope Valley | 168.4 | 165.4 | 165.4 | 164.4 |
| Barstow | 30.3 | 31.3 | 30.3 | 30.3 |
| Butte | 167.5 | 148.5 | 148.5 | 166.5 |
| Cabrillo | 192.8 | 184.8 | 184.8 | 190.8 |
| Cerritos | 306.0 | 284.0 | 284.0 | 299.0 |

Metrics to assess college needs: FTEF

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

Academic Affairs working on the data with IT

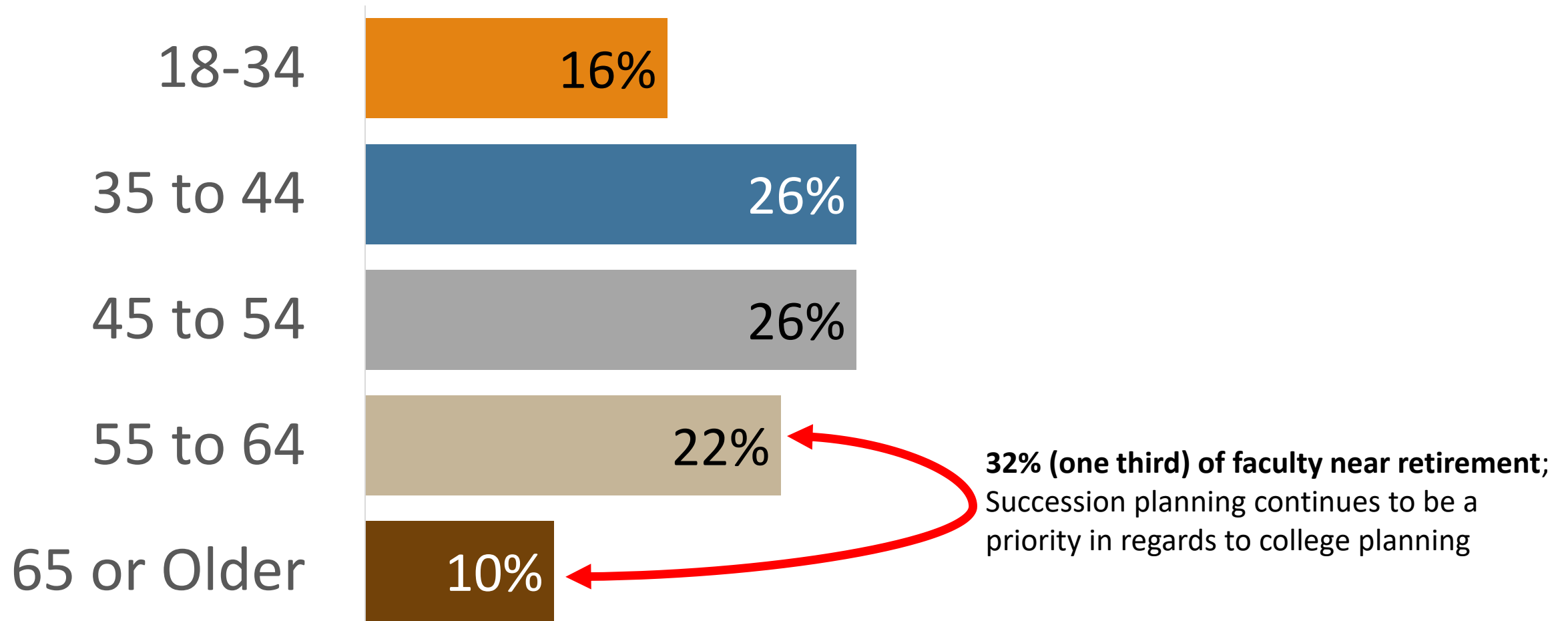
- 75/25 cannot be achieved in each department/program; overall college/ District goal
- Zero-Sum gain in hiring for 2016-17
 - FT hires will reduce PT sections offered
 - Consider FT hiring impact on faculty overload
 - Enrollment in decline; part-time sections risk reduction which will affect FT/PT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



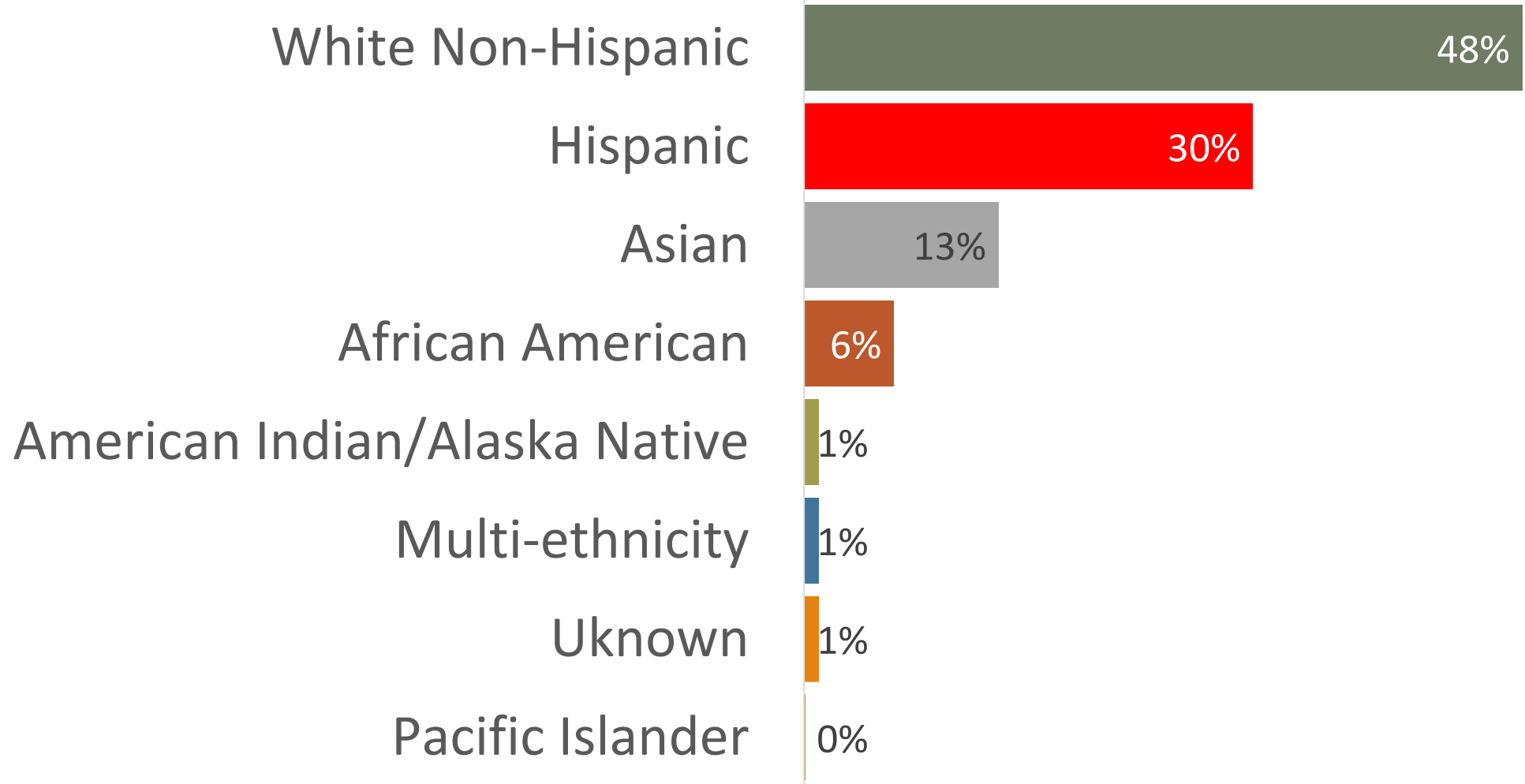
Understanding ratio data: when you change one side, it affects the balance



Cerritos College Faculty Demographics: AGE

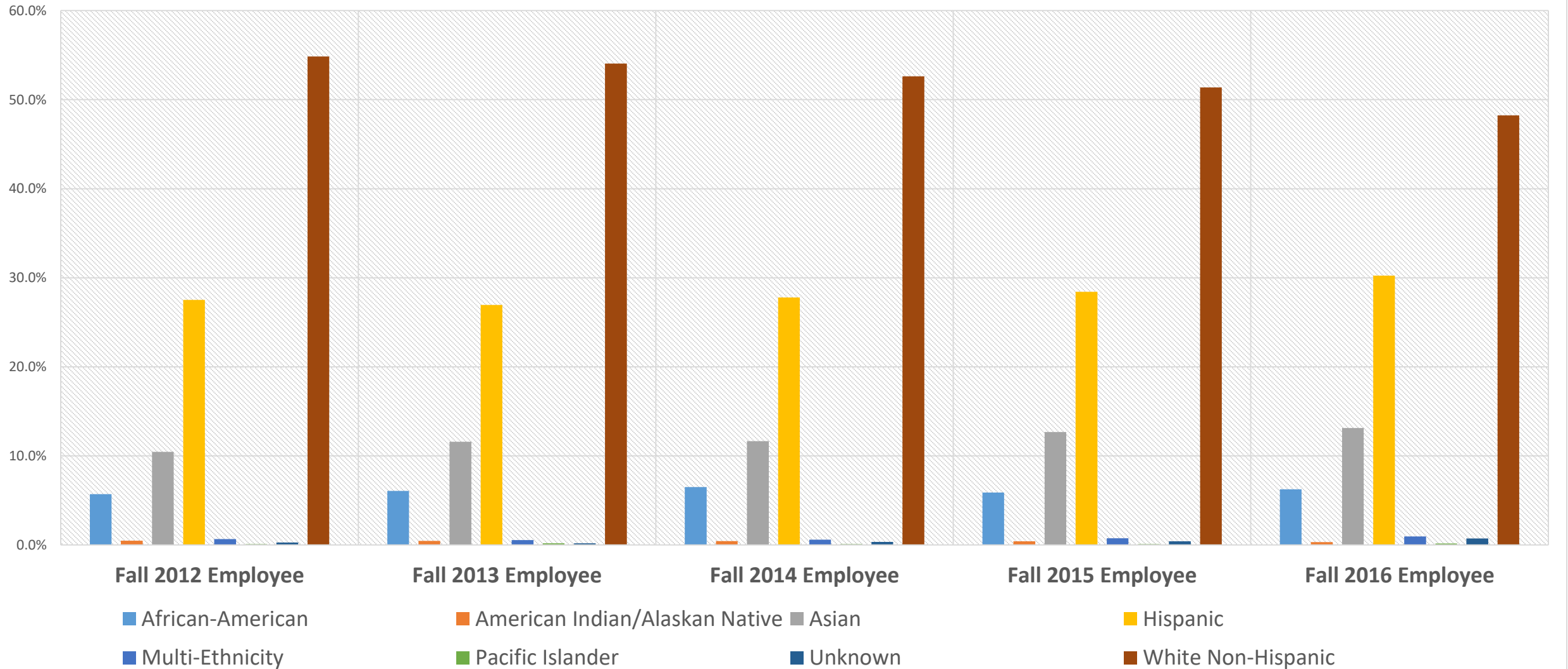


Cerritos College Faculty Demographics: ETHNICITY

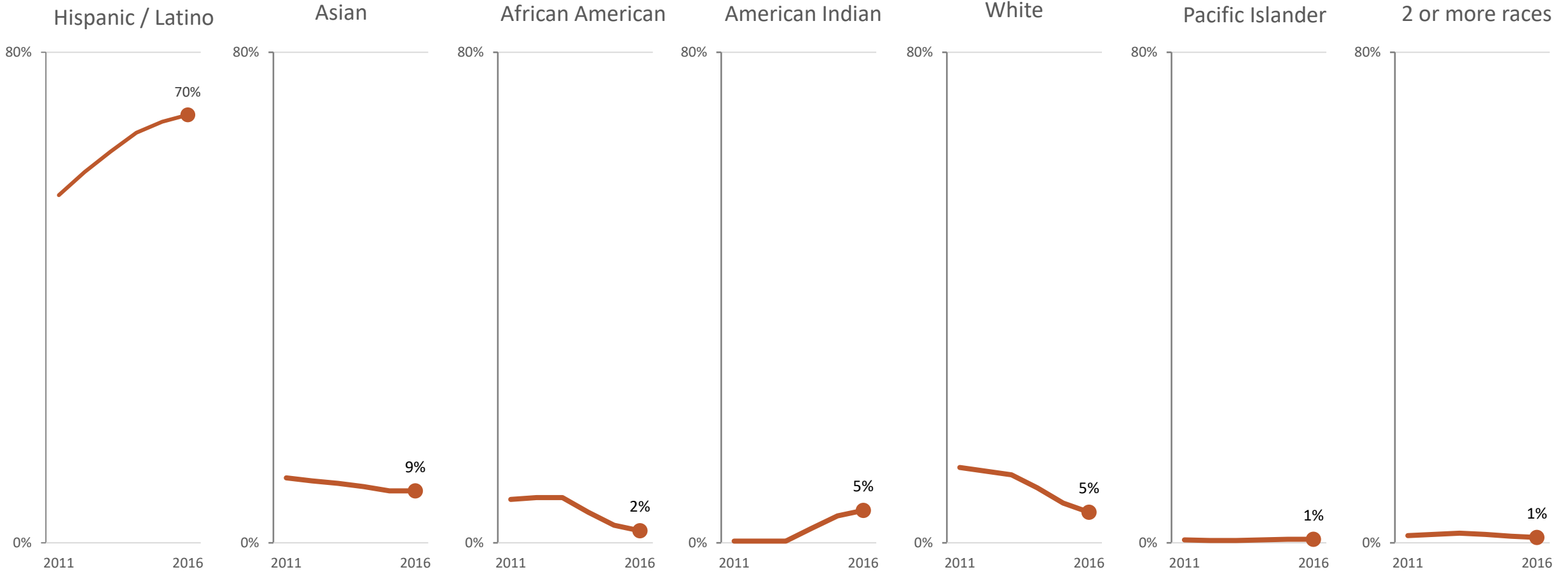


Cerritos College Faculty Demographics: ETHNICITY

Faculty Ethnicity over Time source: MIS CCCC CO Datamart



Cerritos College STUDENT Demographics: ETHNICITY



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

| Academic Group | Fall 12 | | Fall 13 | | Fall 14 | | Fall 15 | | Fall 16 | |
|----------------|------------------|------------|------------------|------------|------------------|------------|------------------|------------|------------------|------------|
| | 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

How the indicators converge:

Balance: not all Divisions/Programs can achieve 75/25 ratio

- ONE COLLEGE/DISTRICT: many disciplines and departments!

High WSCH/FTES is necessary to off set smaller WSCH/FTES programs

- When FTES reduce, class offerings reduce, reducing FON need
- Wherever possible, generating the state WSCH target of 525 should be goal of courses
- Number of Credits the course is and class size impact WSCH generation
 - If a course is 4 units, need more students to achieve 525 WSCH
 - If a course is 3 units, need approximately 30 students to achieve 525 WSCH

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 (2018 Fall)

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
 - ❖ See Handouts from CA EDD Labor Market (LA County & Orange County)

RECOMMENDATIONS FOR FACULTY HIRING:

❖ POSITIONS FOR SUCCESSION PLANNING (RETIREMENTS)

- ❖ Program continuation/revitalization
- ❖ Sustainability of departments

❖ CHEMISTRY

- ❖ Retirement & Growth
- ❖ STEM/STEAM

❖ READING

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